



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

Quarterly Progress Report
(October 2025 - December 2025)

Improving Computer and Software Engineering
Tertiary Education Project



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

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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's rapidly expanding IT and IT-enabled services (ITES) sector has created strong demand for skilled graduates in Computer Science and Engineering (CSE), Software Engineering (SE), and Information Technology (IT). Despite the large number of academic programs, the supply of industry-ready graduates remains insufficient.

To address this gap, the Government of Bangladesh (GOB), with financing from the Asian Development Bank (ADB), has launched the *Improving Computer and Software Engineering Tertiary Education Project (ICSETEP)*. The project is sponsored by the Secondary and Higher Education Division (SHED) of the Ministry of Education, with the University Grants Commission (UGC) serving as the Implementing Agency. The project aims to build a strong pool of highly skilled professionals with modern technical and professional competencies. It seeks to increase the number of qualified graduates in CSE/IT fields and enhance the industry responsiveness of tertiary-level education. The expected outcome is a more relevant, high-quality, efficient, and equitable CSE/IT higher education system that produces job-ready graduates, strengthens cutting-edge research capacity, and fosters technology entrepreneurship. These improvements will help Bangladesh meet the demands of the Fourth Industrial Revolution (4IR) and advance its IT/ITES sector.

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

- I. Supervision of Consultancy Services
- II. Coordination of Overseas Training Programs
 - Common programs for the three participating universities
- I. **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

Development Project Proposal (DPP) set the implementation period from 1 March 2023 to 30 June 2028, operational activities began in November 2023. The revised project completion date is December 2028.

1.2 Main Project Data

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

The main data of the project are as below:

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

1.3 Mode of Financing

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

A. Mode of Financing with Source

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

B. Year wise Estimated Cost

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

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). Three reports have been submitted, covering progress up December 2025 and current report presents the implementation status of the project during the **fourth quarter of 2025 (October–December)**.

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. Financial Management and Utilization of Funds/Financial Progress

2.1 Financial Management

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

- (i) **Developing Financial Management Manual:** The PMU has developed a comprehensive FM Manual to establish standardized financial management procedures across ICSETEP. The manual harmonizes existing practices and introduces uniform accounting and reporting protocols for both the PMU and PIUs. It ensures timely, accurate, and reliable financial information for project stakeholders, including ADB, the Ministry of Education, IMED, the Planning Commission, and the Finance Division. Financial reports are being generated in full compliance with the FM Manual.
- (ii) **Capacity Building on FM Systems:** The PMU has initiated structured training programs covering FM systems, disbursement procedures, financial reporting, internal

- control and compliance, and audit processes. These sessions aim to enhance the financial management capacity of project personnel. PMU is preparing to conduct FM training for PIUs and RDG scheme officials.
- (iii) **Introduction of Customized Accounting Software:** To support accurate and timely financial reporting, the PMU has introduced customized accounting software developed by UDDUGI, aligned with the project's Chart of Accounts. Knowledge-sharing sessions have been conducted for PMU and PIU users. PMU and PIUs are recording financial data in the software, and system-generated financial reports are being produced regularly.
 - (iv) **Dual-System Financial Operations:** The project continues to operate both computerized and manual/excel-based systems for financial reporting. All transactions are recorded in the software, which generates essential financial information and reports. The software is functioning satisfactorily, with periodic support from the developer to enhance system efficiency.
 - (v) **Maintenance of Separate Books of Accounts:** Both PMU and PIUs maintain separate books of accounts by funding source, following cash-basis accounting to ensure transparency and traceability of expenditures. Separate financial records continue to be maintained as instructed.
 - (vi) **Budgeting and Budgetary Control:** Annual budgets are prepared based on the APP and aligned with the approved DPP. The project prepares ADP annually, with revisions through RADP as required. The RADP for FY 2025–26 amounting to BDT 7,100.00 lakh has been submitted for approval, along with projections for FY 2026–27 and FY 2027–28. Budget monitoring is ongoing, and actual expenditures are regularly compared with approved allocations.
 - (vii) **Integrated Budget and Accounting System (iBAS++):** The project continues to use iBAS++ for budget preparation, execution, and accounting, as mandated by the Finance Division. ADP/RADP information is entered into both AMS and iBAS++. During FY 2025–26, GOB released BDT 262.00 lakh through iBAS++. iBAS++ has been updated with all required information from the Ministry of Finance.
 - (viii) **ADP Management Software (AMS):** The Planning Commission processes ADP/RADP activities through AMS. The project has submitted the RADP for FY 2025–26 (BDT 7,100.00 lakh) within the stipulated timeframe. AMS has been updated with all required project information.
 - (ix) **Disbursement Management:** The project follows ADB's Advance Fund procedure. ADB has released USD 3.00 million (BDT 35.92 crore) to the Advance Account, and funds have been transferred to PIU sub-accounts based on requirements. No additional funds were released during the reporting period. Reconciliation of the project account under Loan 4348-BAN (COL) has been submitted to ADB.
 - (x) **Audit Compliance:** FAPAD has completed the audit of the project's financial statements for FY 2024–25, covering financial activities of FY 2023–24. No ADB-funded expenditures occurred in FY 2023–24. FAPAD has issued an unqualified audit opinion for FY 2024–25, with 10 audit observations (4 SFI and 6 non-SFI). The project is preparing responses for submission to FAPAD for resolution.
 - (xi) The Project Director appointed on 19 November 2023 was released from the position on 28 June 2025. The recruitment process for a new Project Director is currently in progress. All governance structures, including the Project Steering Committee (PSC) and the Project Implementation Committee (PIC)—have been fully constituted to provide strategic oversight and implementation guidance. A Financial Management Consultant (FMC) has been engaged to strengthen financial management practices and ensure full compliance with ADB policies and procedures. Furthermore, the Project Management Unit (PMU) and all three Project Implementation Units (PIUs) are operational and actively support project execution. Inventory management activities are also underway.

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

3. Utilization of Funds/Financial Progress

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

3.1 RADP Allocation of 2025-2026 and financial Progress of Q4:

Since the inception of the project, a total of Tk 606.14 million has been received—comprising Tk 246.94 million from the Government of Bangladesh (GoB) and Tk 359.20 million from ADB as PA. Against this total receipt, cumulative expenditures amount to Tk 116.64 million, including Tk 9.98 million from GoB funds and Tk 42.05 million from PA resources in this 2025 -26 FY year. On the other hand, cumulative expenditures is Tk 116.64 million out of which Tk 29.05 million is GoB and Tk 87.59 million is PA.

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

Taka in Million

Items	Up to Dec, 2025		Cumulative from Initiation		Total
	GoB	RPA	GoB	RPA	
Receipts/Disbursements	26.20	359.20	246.94	359.20	606.14
Expenditure	9.98	45.05	29.05	87.59	116.64
Progress in %	38.09%	12.54%	11.76%	24.38%	19.24%

Total allocation for Revised Annual Development Program (RADP) for the 2024 -2025 FY is TK 710.00 million. In this allocation, GoB was TK 90.00 million and 620.00 million was as PA. In this financial year expenditure up to December 2025 Gob Tk 90 million and PA Tk 45.05 million totaling of 55.03 TK million

3.2 RADP Allocation and Progress up to December 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
Proposed RADP Allocation (FY 2025-2026)	710.00	90.00	620.00
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
Total Progress Up to December 2025			
PMU	29.63	6.16	17.22
DU	.24	.03	.21
BUET	19.63	2.75	16.88
JUST	11.78	1.04	10.74
Total Progress	55.03	9.98	45.05
Progress in %	7.75%	11.09%	7.27%

Financial progress of RPA up to December 2025 is Tk 55.03 million, which is a part of the total disbursement of Tk 606.14 million. In respect to this financial year expenditure up to December is 37.73 million out of the total RADP allocation 710.00 million. The expenditures by different institutions are as follows:

- PMU: Tk 29.63 million
- BUET: Tk 19.63 million
- JUST: Tk 11.78 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.

4. Implementation Status of ICSETEP

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

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

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

Expected Outcomes:

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

Key Outputs

i. **Curriculum Modernization**

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

ii. **Faculty Development**

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

iii. **Research & Innovation Capacity**

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

iv. **Entrepreneurship & Startup Ecosystem**

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

v. **Industry-Academia Linkages**

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

vi. **Equity & Inclusion**

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

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

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

As part of a strategic initiative to advance higher education and innovation, the project focuses on developing state-of-the-art infrastructure at three leading universities of the country - BUET, DU, and JUST. Each institution will benefit from the construction of a dedicated 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) has completed the bidding process of selecting a construction firm. After approval of the evaluation report by the CCGP the PIU, DU has issued NoA for signing the contract on 21 December 2025. Architectural and structural design for Jashore University of Science and Technology (JUST), has been complete, with the Bill of Quantities (BOQ) preparation underway. The BOQ also approved by the ADB and tender will be published soon through eGP. Bangladesh University of Engineering and Technology (BUET) has submitted the BoQ to ADB for approval..

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.

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

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

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

All three universities PIUs as well as the PMU—require computers, laptops, furniture, and other essential equipment, which have been appropriately included in the procurement plan. 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.

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

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

- (a) Interaction with Industry.
- (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 consented by ADB. But DU & BUET have some observations and proposals to increase the scholarship amount. The proposal has sent to planning Commission for their approval. The project is also working to finalize the guidelines regarding scholarship programs with DU and BUET. The JUST has selected 44 the student for the stipend and scholarship program. The BUET also selected 17 out of received 26 application 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 this, 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.

4.3 Output 03- Research and development and technology entrepreneurship strengthened

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

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

Out put	Description	Implementation Status	Remarks
1	Modern Learning, research and startup facility establishment	<p>DU: The procurement process of a construction firm for construction of a modern learning, research and startup facility in Dhaka University has been finalized. The evaluation report has been approved by the ADB and the Cabinet Committee on Government Purchase (CCGP) as well as. The Notification of Awards has been issued on 21 December 2025 to sign the contract in accordance with the procurement rules.</p>	Contract will be signed by 15 January 2026.
		<p>BUET: 1. Preparing Design and Construction: After completing the design of the Modern Learning, Research, and Startup Facility , BUET submitted the bid documents to ADB on 17 December 2025. ADB reviewed the submission and provided its feedback on 29 December 2025. The consolidated project response is now being prepared for submission. 2. Supervision Firm: The Terms of Reference (TOR) for appointing a supervision firm has been prepared by the Project</p>	

		Management Unit (PMU) and shared with BUET on 18 December 2025. BUET is currently forwarding the TOR to ADB for clearance. Upon receiving ADB's approval, the Request for Expression of Interest (REOI) will be published in compliance with the applicable procurement rules and regulations.	
		<p>JUST:</p> <p>1.. Building Design and Construction: After completing the design of the Modern Learning, Research, and Startup Facility Centre, JUST submitted the bid documents to ADB. ADB provided NOL on the bid document on 28 December 2025. The e- tender will be published soon.</p> <p>2. Supervision Firm:</p> <ul style="list-style-type: none"> The ToR has already been prepared and sent to ADB . After receiving approval JUST PIU will publish the tender for appointing a supervision firm. 	
	Output 1.3 - Preparation of operations manual for startup facilities and services	Developing a dynamic startup and innovation ecosystem across the three universities is a core objective of ICSETEP. BUET has finalized its Incubation Policy with support from an individual consultant. For JUST and DU, the Stipend Program Specialist has prepared comprehensive guidelines. JUST has already approved the guidelines and going to initiate inviting proposals from prospective startups.	
2	Quality and Industry relevance of CSE/IT Program		
(i)	Developing new or upgrading existing degree program	<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	Collected a list of IT companies located in different high-tech parks to provide support to their female employment. Conducted an awareness workshop for industry partners of RDG.	
	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	
(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 considering in plan.	
(iii)	Strengthening UGC Digital Library	-	
(iv)	International Accreditation	<p>PMU: On May 31, 2025, JUST hosted a workshop titled “Curriculum Development for Outcome-Based Education: A Pathway to BAETE Accreditation (Washington Accord)”, bringing focus to international standards in engineering education.</p> <p>BUET – started the process to formulate Self-Assessment Report for accreditation.</p> <p>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.</p>	
(v)	Increase faculty member	<p>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.</p> <p>JUST plans to establish an additional section within the existing B.Sc. program to accommodate more students and expand the faculty.</p>	
(vi)	Long-term training for faculty members	<p>DU</p> <p>BUET</p> <p>JUST: The ToR for Long-term training for faculty members is being prepared and expected to start the training program in the next quarter.</p>	
(vii)	Short-term training for faculty members and support staff	Initiatives have been launched to enhance the skills of IT professionals, staff, and faculty members through targeted training programs for DU, BUET and JUST.	
(viii)	Upgrading and expanding training Programs for IT Professionals		
(ix)	Strengthening students and Industry relation services	<p>Organized seminars and workshops at DU, BUET, JUST and a programming contest at JUST.</p> <p>A draft internship guideline has been prepared and is currently under reviewed by the UGC.</p> <p>To meet UGC requirements, JUST has successfully organized 10 workshops, 2 seminars, 1 programming contest, and a national-level conference.</p>	

(x)	Mandatory industry attachment program for Undergraduates	<p>A draft internship guideline has been prepared and is currently reviewed by the UGC.</p> <p>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.</p>	
(xi)	Support for female employment promotion	<p>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.</p> <p>Preparing a draft TORs for selecting technology company to support their female employment.</p>	
03	R & D and Technology Entrepreneurship Strengthened	<p>Several meetings have been held with private companies to explore their interest in collaborating with the university on research and development initiatives.</p>	
a	Competitive R&D grants Scheme	<p>After finalization of the Manual for the R&D Grants Scheme, two awareness-building workshops were successfully organized on 25th and 26th August 2025.</p> <p>To support applicants, three proposal writing workshops were conducted on 11th, 14th, and 17th September 2025, engaging faculty members from both public and private universities.</p> <p>Additionally, targeted workshops were held with Japanese universities and industry stakeholders on 22nd and 24th September 2025, respectively, to foster international collaboration and strengthen stakeholder engagement.</p> <p>Subsequently, a Call for Project Proposals was published in national newspapers and on the organizational website on 1st September 2025, with a submission deadline set for 13 October, 2025 which was extended to 20 October, 2025.</p> <p>Total 162 proposals were received from various universities both the public and private universities in 4 research areas. Total 58 proposals were found eligible in preliminary screening.</p> <p>A- 7 members Expert Committee reviewed all the 58 proposals during 30 November to 04 December 2025 and 20 SPPs were selected for award according to review scores. Total 3800 lac BDT could be allocated to the selected 20 proposals. The 20 research proposals are as follows: Academy -Industry – 09, Interdisciplinary -05, Cutting Edge Research -04 and Solution for Disabilities-02.</p> <p>As per RDGOM guidelines, a minimum of five foreign collaborations in R&D with international universities must be established. In the current RDG cycle, six selected proposals will be implemented through strategic partnerships with leading foreign universities.</p>	<ul style="list-style-type: none"> • Awareness

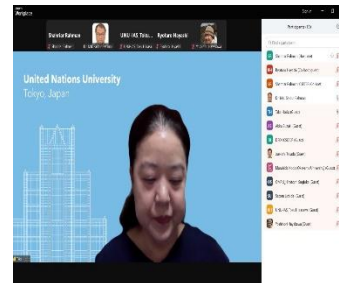
2nd round for RDG will be called by 07 January 2026.



Awareness building program on RDG on 25 & 26



Workshop on RDG Proposal writing on & 24th September 2025



Workshop (online) on RDG Proposal writing on 22 September 2025



Review of Sub project proposal on RDG on 1st & 2nd December 2025

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.																																			
c	PhD Fellowship program	<p>DU & BUET: 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. This proposal was recommended by the Steering Committee and sent to Planning Commission.</p> <p>JUST: Jashore University of Science and Technology (JUST) has completed the selection of candidates for its scholarship/stipend program. A total of 44 students have received stipends from JUST till now. Among them, 12 students are enrolled in M.Sc. program, including 09 from the 2024–25 session and 3 from the 2023–24 session. Notably, only 2 female students have been selected, 1 from each session. Meanwhile, a total of 32 female students in B.Sc. program have been selected for the stipend program, distributed as follows:</p> <table border="1" data-bbox="678 996 1220 1624"> <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>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>Total</td> <td>10</td> <td>34</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 undergrade students in DPP. A online platform for the stipend/scholarship program for JUST is in the development stage.</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	Total	10	34		
	Program			Student Count			Months																														
			Male	Female																																	
	M.Sc. 2024-25		08	01	August to October																																
M.Sc. 2023-24	02	01	July to October																																		
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Total	10	34																																			
Postgraduate Stipend (Scholarship) Program																																					
Undergraduate Scholarship Program																																					
Female student Stipend Program																																					

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. Now, BUET is working to form startup companies from selected companies.</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 programming contest was organized at Jashore University of Science and Technology from 25-26 May 2025. More competition will be organized in this quarter.</p> <p>A TOR for the consultancy firm for engaging a event management firm has been prepared.</p>	
04	Project Management Capacity increased	<p>The project aims to establish essential facilities and human resources to ensure efficient and effective project management. Comprehensive manuals are being developed for incubation activities, internships, stipends, and related processes to foster an innovation- ecosystem at DU, BUET, and JUST. Additionally, faculty members and officials will undergo training on incubation, startups, emerging software technologies, and modern academic pedagogy—both locally and internationally. Preparations are underway to organize these training programs on various critical topics soon.</p>	
05	Gender Equity and Social Inclusion (GESI) Action Plan	<p>A presentation on the development of daycare, women's & special person facilities at the design of building was organized at BUET and JUST on 08 April, 2025 and 21 May & 04 June 2025 respectively.</p> <p>Workshops on GESI Action Plan orientation were organized at DU, BUET and JUST on 24th July, 25th July and 29th July 2025 respectively.</p>	
06	Environmental Inclusion (GESI) Action Plan	<p>Initiative has been taken to ensure the Environmental Safeguard in implementation of component works under the project.</p>	

5. 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 three universities as well as. The project is also supporting other universities research through providing competitive Research & Development grants.

5.1 Status of Project Scope/Implementation Arrangements

The project scope remains unchanged at this stage. However, several components have encountered implementation challenges that may require future scope refinements to maintain feasibility and ensure effective delivery. Current implementation arrangements continue to adhere to the framework established in the Revised Project Implementation Strategy (RPIS).

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

5.2 Likelihood of the Project Outcomes and Remedial Measures

See Appendix 1: Design and Monitoring Framework (DMF)

5.3 Changes to the Key Assumption and Risks:

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

6. ICSETEP Procurement:

6.1 Procurement Status:

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. During the reporting period total 07 new contracts have been awarded which totaled of contracts have been completed. Moreover, contracts (Goods-05, Non consulting services-02) will be awarded by January 2026.

As for the reporting period, total of **procurement packages** has been finalized as follows:

Implementing Agency/ Type of contract	Works	Goods	Services	Non consulting Service	Total
PMU	1	7	14	3	25
DU	-	-	-	-	-
BUET	-	5	-	2	7
JUST	-	3	-	-	3
Total	1	15	14	5	35

It is mentionable that the process of appointing a firm for construction of modern learning, research and incubation centre at DU has been completed and contract will sign in January 2026.

6.2 Package-wise status:

The procurement status up to December 2025 is stated below:

A. Procurement status for Services

S L	Package No	Description of Packages	Bid Invitation	Bid Opening date	Contract Signed Date	Contract Value	Completion Date
1	PMU/S-1	Senior Procurement Specialist	12/28/2023	10-Jan-2024	19-Aug-2024	17,955,000.00	18 Aug 2027
2	PMU/S-2	Procurement Specialist	8/17/2024	1-Sep-2024	23-Mar-2025	10,844,000.00	20 May 2027
3	PMU/S-3	Financial Management Specialist	12/28/2023	10-Jan-2024	22-Aug-2024	21,588,000.00	30 June 2028
4	PMU/S-4	Gender Specialist	2/5/2025	10-Jan-2024	30-Apr-2025	13,415,666.67	19 Feb 2027
5	PMU/S-5	Higher Education Specialist	8/15/2024	1-Sep-2024	7-May-2025	11,193,333.33	6 May 2027
6	PMU/S-6	Environment Specialist	12/28/2023	10-Jan-2024	12-Feb-2025	12,238,750.00	3 Jan 2027
7	PMU/S-7	Stipend Program Specialist	Re-Invitation	1-Sep-2024	18-May-2025	5,396,266.67	30 June 2028
8	PMU/S-8	Women IT Leadership program Specialist	8/15/2023	1-Sep-2024	30-Dec-2024	11,963,333.33	20 Nov 2026
9	PMU/S-9	Industry Relations Expert	12/28/2025	10-Jan-2024	1-Aug-2024	5,823,000.00	30 Sep 2025
10	PMU/S-10	Pool of Short-Term Consultants (National)					

	STC-01	Research Grant Review Expert	3/24/2024	3/24/2024	3/28/2024	412,500.00	10 June 2024
	STC-02	Startup/Incubation Policy Development Expert, Package No.: PMU/S-10, STC-02	10/29/2024	10/29/2024	11/20/2024	993,000.00	6 Feb 2025
	STC-03	Monitoring and Evaluation Consultant under PMU	1/8/2025	1/8/2025	2/6/2025	763,000.00	5 July 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	30 Nov 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	30 Nov 2025
11	PMU/S-9A	Industry Relations Expert	14-09-2025	06-10-2025			
11	DU/S-1	Consultancy Services for Supervision of Construction Works under DU	01/01/2025	28/01/2025			

B. Procurement Status for Goods

S	Package No	Package Description	Bid Invitation	Bid opening	Contract Signed	Contract Price	Completion Date
1	PMU/G-2	Procurement of Computer & Accessories for PMU	5/21/2024	6/2/ 2024	Smart Technologies (BD) Ltd	27-Aug-24	1,379,664.85
2.1	PMU/G-3A (Lot1, Lot2)	Procurement of Office equipment for PMU					
		Lot 1 (Projector, Photocopier, Television, Telephone (Smart Phone))	5/21/2024	6/2/2024	Smart Technologies (BD) Ltd	27-Aug-24	815,254.24
2.2		Lot 2 (Air Conditioner, Fridge)	5/21/2024	6/2/2024	27-Aug-24	556,270.00	26-Sep-24
3	PMU/G-1	Procurement of Office Furniture for PMU (DPP GD-3)	12/5/2024	12/23/2024	23-Jan-25	1,609,823.14	24-Mar-25
4	PMU/G-8b	Procurement of Publicity materials Printing & Binding for PMU	19/6/2025	24-06-2025	24-Jun-25	99,300.00	
5	PMU/G-8c	Procurement of Training materials Printing & Binding for PMU	19/6/2025	24-06-2025	24-Jun-25	99,600.00	
6	BUET / G-4	Procurement of Furniture for PIU, BUET (BUET/G-1)	15/12/2024	30/12/2024	9/4/2025	2,268,123.13	9/5/2025
7	BUET / G-3	Procurement of Office Equipment for PIU, BUET	18-Jun-25	2-Jul-25	13-Aug-25	2,467,600.02	18-12-25
8	BUET/ G-1	Procurement of Computer and Accessories for PIU, BUET	01-07-2025	15-07-2025	13-11-25	1,368,900.00	31/12/2025
9	BUET/ G-6						
9.1	BUET/ G-6/Lot2/ Part1(C1)	Supply of Heavy duty scanner for the general-purpose laboratories at BUET	2/13/2025	3/4/2025	15 July 2025	7,997,495.01	30-10-25

S	Package No	Package Description	Bid Invitation	Bid opening	Contract Signed	Contract Price	Completion Date
9.2	BUET/G-6/Lot2/Part1(C2)	Supply of heavy duty printers for the general-purpose laboratories at BUET	1-Jul-25	15-Jul-25	29-10-2025	6,326,000.00	30-1-2026
10	JUST/G-3	Procurement of Office Equipment for PIU, JUST	24-03-2025	24-04-2025	21-10-2025	2,694,695.900	20-12-25
11	JUST/G-4	Procurement of Furniture for PIU, JUST	2/6/2025	3/6/2025	22 July 2025	2,201,636.08	12-09-2025
12	JUST/G-2	Procurement of Laptops for Needy Students	24-03-2025	23-04-2025	21-10-2025	3,874,900.100	

C. Procurement status of Works

S L	Packages	Description of packages	Bid Invitation	Bid opening	Contract Signing date	Contract Value
1	PMU/W-1	PMU office renovation works	12/11/2024	12/12/2024	13 April 2025	7,725,616.54
2	DU/W-1	Construction of 13 Storied Building with 15 Storied Foundation including Sanitary, Water Supply, Electro-Mechanical Works, Computer Network Cabling, etc. for IT HRD Hub of Dhaka University	26-11-2024	16-01-2025		

D. Procurement Status for Non-Consulting Services

SL	Package No	Description of Package	Bid Invitation	Opening of Bid	Contract Sign Date	Contract Value (BDT)	Completion Date
1	PMU/NCS-1(NCS-1, Lot 1)	Hiring of Cross-Country Vehicle (4 WD) for PMU at UGC	5/21/2024	6/2/2024	21-Aug-24	9,044,400.	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	2/17/2025	4,468,000.00	12/31/2027
3	PMU/NCS-3	Outsourcing of Support Staff for PMU, UGC	3/27/2025	4/4/2024	29-Aug-24	5,569,593.70	30-Jun-28
4	BUET/NC S-1	Hiring of Vehicle for PIU, BUET	15-10-2025	28-10-2025			
5	BUET/NC S-2	Outsourcing of Support Staff for PIU, BUET	15-10-2025	28-10-2025			
6	JUST/NC S-2	Outsourcing of Support Staff for PIU, JUST	04-08-2025	08-09-2025			

6.3 Total Contract awards and Contract price:

Indicators	No of Contract	Taka in Million	USD in Million
Goods	15	28.66	0.268
Works	1	7.73	0.072
Service	14	114.070	1.066
Non-Consulting Services	05	25.69	0.24
Total	28	176.135	1.646

The above table shows that total contract awards as of December -2025 were 35 which involve Tk 176.135 million (USD 1.64 million). The PMU has taken initiatives to complete the procuring process of more 08 packages by upcoming quarter.

7. Compliance with Covenants

7.1 Environmental Management

The construction of three multi-storied academic buildings at Dhaka University (DU), BUET, and JUST will incorporate green building features to improve energy and water efficiency and strengthen climate and disaster resilience. Initial Environmental Examinations (IEEs) for all three sites were prepared during the feasibility study and disclosed on the ADB website. As the design concepts for DU and BUET have remained unchanged during implementation, the previously approved IEEs continue to serve as the valid safeguard documents for these components. At JUST, the proposed building location has been shifted within the campus and the design concept has been updated.

Consequently, the IEE required revision. The updated IEE has been submitted to ADB for review, and further refinements are underway to incorporate ADB's comments and recommendations. The Semi-Annual Environmental Monitoring Report (SEMR-1) for January–June 2025 has been completed. The approved IEEs for DU and BUET have been disclosed on both the ADB and PMU websites. The PMU disclosure link is: <https://icsetep.ugc.gov.bd/report-publications/>. A consultation meeting was held with the Director, Environmental Clearance Certificate (ECC), Department of Environment (DoE), where it was confirmed that an ECC is not required for this project. A formal letter has been submitted to the Director General, DoE, with a copy to the Director, ECC. Further actions will be taken as per DoE's instructions.

Contractors, under the supervision of the PIUs and the Supervision Consultant, will ensure that all planning, design, construction, operation, and maintenance activities comply with:

- Applicable national environmental, health, and safety regulations;
- ADB's Safeguard Policy Statement (2009); and
- The approved IEE, Environmental Management Plan (EMP), and Environmental Code of Practice (ECoP).

Environmental Safeguard Status by Site:

Dhaka University (DU)

The architectural and structural designs were completed earlier, and bidding was conducted accordingly. Tender evaluation report approved from the Cabinet Committee on Government Purchase (CCGP). Contract signing is in progress. The EMP and environmental monitoring requirements will be incorporated into the contract prior to award which will be financed from the provisional sum. Following contractor mobilization, awareness/training programs and formation of the Grievance Redress Committee (GRC) will commence in the first quarter of 2026. The approved IEE has been uploaded on the ADB and PMU websites. An allotment letter has been issued for relocation of staff currently residing in the project site quarters, and PIU has confirmed that the site will be vacated by January 2026 to allow contractor mobilization.

BUET

The design, drawings, bid documents, BoQ, EMP, and ECoP have been completed and submitted to ADB for review and concurrence. All required environmental safeguard provisions have been integrated into the bid and contract documents. Two private graveyards located at the proposed site have been respectfully relocated within the campus following proper rituals and with the consent of the families concerned.

JUST

The design, drawings, BoQ, and bid documents have been completed and reviewed by ADB. All environmental safeguard requirements, including the EMP, ECoP, and monitoring provisions—have been incorporated into the bid and contract documents. The tender has been issued accordingly. The updated IEE is being revised further to address ADB's comments.

Upcoming Reporting

The semi-annual environmental monitoring report-2 (SEMR-2) will be prepared for the period of July - December 2025 showing the details environmental monitoring activities regarding the implementation of the project.

7.2 Gender Equity and Social Inclusion (GESI) Action Plan

To ensure GESI responsive infrastructure for the expanded CSE/IT programs in three universities, necessary communication and discussion were held. The Bid evaluation report for appointing a construction firm for a modern learning centre at DU has been approved by the Cabinet Committee on Government Procurement (CCGP) at meeting held on 09 December 2025. NoA has been issued to the selected construction firms to sign contract. Previously, ToR of the consulting firm was reviewed from GESI perspective. In this quarter, Gender Equity and Social Inclusion (GESI) Action Plan's Progress and Monitoring Report has been developed under tender documents so that the supervision firm can report to us on a quarterly basis regarding the progress of GESI compliance throughout their contract period. Sanitation facilities for women and persons with disabilities and common room for women students were included in the design.

ADB provided feedback on the bid document for constructing a modern learning, research, and incubation building at BUET on 29 December 2025. The detailed design and BoQ for the ICSETEP building for BUET has been reviewed from GESI lens. Gender Equity and Social Inclusion (GESI) Action Plan's Progress and Monitoring Report has been developed under tender documents so that the supervision firm can report to us on a quarterly basis regarding the progress of GESI compliance throughout their contract period. Day care center, sanitation facilities for women and persons with disabilities, common room for women students were included in the design.

ADB has also issued a No-Objection Letter (NoL) for the bid document related to the construction of a modern learning, research, and incubation center at JUST. JUST is in the final stages of publishing the bid through the e GP platform. In this quarter, GESI issues are discussed in the design meeting with JUST for ADB team. GESI Action Progress and Monitoring Report has been developed under the bid document part of JUST/W-1 Civil Works for the supervision firm. A day care center, sanitation facilities for women and persons with disabilities, common room for women students and women staff lounge were included in the design.

Bangladesh University of Engineering and Technology (BUET) has proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs. Furthermore, certain discrepancies. A formal proposal has been submitted to the Secondary and Higher Education Division (SHED) to get approval accordingly. DU is in the same process. JUST has invited applications for providing a stipend/scholarship for undergraduate on its website. After receiving the application, a total of 34 women students are selected to receive stipends at the undergraduate (BSc) level. The number of faculty members will increase in line with the number of student enrollment. Faculty recruitment and development-related plans are being implemented after construction of the learning, research and incubation centre.

IIT of DU has been conducting an Internship Program. BUET and JUST are in a process to include internship curriculum in their program. The PMU has prepared the internship guidelines and submitted them to the UGC. Earlier ICSETEP Internship Guideline was reviewed from GESI perspective to include the specific percentage of women receiving internships or industry- collaboration capstone projects as per GESI Action Plan. Suggestion was also provided to include 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.

During Research and Development (RDG)'s call for sub-project proposals (SPPs) first round, women faculties were encouraged to apply either/both as PI and Co-PI. Mixed group formation was also highlighted irrespective of gender, disability and marginalization. In all related meetings for proposal development, these issues were presented to increase participation of women faculties in RDG SPPs submission, which was evident high submission of SPPs with mixed groups during first call. Out of 159 PIs of submitted proposals 15 were women as PI (9.43%) and 73 were women as Co-PI (18.25%) out of 400 Co-PIs. In group D for IT solutions for addressing disability issues, total 26 SPPs (16.35%) were submitted, 12 were reviewed and 02 are awarded. Out of 20 awarded SPPs, 02 are women as PI (10%) and 07 are women as Co-PIs (14%) out of 50 Co-PIs. This clearly has showed our continued focus of engagement of women faculties in research and development work. Women faculties are also involved in Community Experts (CE) Committee (1 women out of 5; 20%) and Review Panel (05 women out of 90; 5.56%). If we continue our efforts, in second call we will see increasing number of women faculties leading research as well as in disability focused solutions as well. If 02 more projects on disability solutions are awarded in the next call, we will be able to complete the target of DMF and GESI Action Plan as well.

In second round of Call for Proposal Advertisement of Research and Development Grant, women participants are encouraged as either or both PI and Co PI as well as applied through mix group formation (both women and men) to reaffirm commitment to ensure equal opportunity, access, support, and participation regardless of gender, disability, and marginalization.

PMU drafted a comprehensive Terms of Reference to appoint a qualified firm to deliver Technology Entrepreneurship programs. It has been reviewed from gender lens 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. Suggestions have been given to conduct pre-training and post-training surveys.

JUST published both stipend and scholarship circulars for postgraduate levels on its website. A total of 12 students were selected to receive stipends for Postgraduate (MSc) level from which 02 are women. Bangladesh University of Engineering and Technology (BUET) has proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs. Furthermore, certain discrepancies. A formal proposal has been submitted to the Secondary and Higher Education Division (SHED) to get approval accordingly.

The stipend and scholarship policy for JUST has been finalized. For DU and BUET, the policy/guidelines have been drafted. A monitoring system is development is progressing. The Research and Development Manual has been successfully finalized, providing a comprehensive framework to support academic research. The Internship Policy is presently under review and is expected to be finalized soon to enhance industry-academia collaboration. gender equity and socially inclusive learning environment. JUST scholarship and stipend policy as well as the internship policy are reviewed to include women's engagement as per GESI Action Plan. Visiting Professor Guideline has been from gender lens and suggestions are given to include at least 15-20% women as visiting professors as direct increase of women faculties might not be feasible in PIUs. Active participation of women entrepreneurs and persons with disabilities in all stages of incubation and startup acceleration services are incorporated as expected requirements in the ToR for hiring a consultancy firm (to establish startup facilities in PIUs).

A consultant has been engaged to design and implement a monitoring system, aimed at ensuring effective oversight and continuous improvement of institutional initiatives and Gender Consultant will work with him in the next quarter. Initiatives will be taken next year to conduct workshops on gender equity and socially inclusive learning environment by consulting with PMU and gender focal of three PIUs.

ToR for event management consultancy firm has been 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. Several Job fairs have been planned during 2026 which will be materialized after on boarding the Industry Relation Expert. **(Appendix 03)**.

7.3 Design and Monitoring Framework

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

7.4 Status of Compliance with Loan Covenants

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

8. Major Project Issues and Challenges

The 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:** In the PMU, there is no full pledged Project Director and Industry Relation Expert's contract is not renewed by the Authority. The process is ongoing to appoint a Project Director and Industry Relation Expert. Despite this progress, significant challenges remain, as university faculty and officials working in PIUs are managing additional duties. A request has been sent to Ministry of Finance

for permission to appoint Engineer, Accounts Officer and Procurement officer directly by all PIUs. .

(b) Inconsistent allocation: It has been observed that some items have been allocated excess resources, while others have not received sufficient allocation. Moreover, incubation is a vital component of the project, but there is no specific allocation for various tasks related to the incubation journey, such as product and business development. Additionally, the DPP has provisioned to engage international firms for entrepreneurial training and surveys. However, for faster implementation, the procurement method should be changed to national consultants instead of international ones, and the total amount needs to be segregated into various relevant items."

9. Work Planned for Next Stage

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

Design and Monitoring Framework (DMF)

Results Chain	Performance Indicators	Baseline	Achievement as of December 2024	Comment
Outcome 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 ^b	a. 2018 baseline: 28.1%, male 28.2% and female 27.8%) (OP 2.2	Several strategic initiatives—such as internships, specialized training programs, and job fairs—have been implemented to enhance the employability of CSE and IT graduates. Terms of Reference has been formulated to appoint a consulting firm for Tracer Study.	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	JUST has finalized the revised curriculum based on feedback from the Higher Education Specialist of PMU. Also is planning to host a workshop on 12 January 2026. Meanwhile, BUET is in the final stages of preparing its Self-Assessment Report for accreditation.	
	c. At least eight startups have begun generating revenues	c. 2022 baseline: N/A	An Incubation Policy has been formulated by the BUET. Seventeenth (17) startups have been selected from 26 applications for the incubation program in BUET. Currently, BUET is working to transform the startup initiative into regular Private Limited Company. JUST has approved an incubation policy for the incubation program. Draft ToR has been prepared to appoint a firm for Entrepreneurial Training, Mentoring the selected startup firms under the project in DU, BUET & JUST.	Will be measured at the end of the project

	<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^d) developed</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>deliver Technology Entrepreneurship programs.</p> <p>3.c The Incubation Guideline/Policy for BUET has been prepared and BUET has selected 17 startups for Incubation Program. The Incubation Policy for JUST has been finalized, and will soon initiate the process to invite applications from startups</p> <p>3d. JUST has selected 12 MSc student for the Scholarship/Stipend Program. Out of the 12 students 2 are female.</p> <p>Bangladesh University of Engineering and Technology (BUET) has proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs. Furthermore, certain discrepancies. A formal proposal has been submitted to the Secondary and Higher Education Division (SHED) to get approval accordingly .</p> <p>3e. A programming contest was successfully held in Jashore during the Q2 quarter, and several competitions and events are planned for the coming months.</p> <p>4a. The stipend and scholarship policy for JUST has been finalized. For DU and BUET, the policy /guidelines has been drafted. A monitoring system is devilmint is progressing. The Research and Development Manual has been successfully finalized, providing a comprehensive framework to support academic research. Meanwhile 20 project of</p>	
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	<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>4c. By 2028, coordination mechanism with industry associations established</p>		<p>various universities have been awarded grants for research.</p> <p>The Internship Policy is presently under review and is expected to be finalized soon to enhance industry-academia collaboration. Developed a system to manage RDG proposal and evaluation process. Another consultant will be engaged to develop a monitoring system aimed at ensuring effective oversight and implementation of the awarded projects. .</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.

Progress of agreed Financial Management Action Plan (FMAP)

SI No	Action	Responsibility	Timeframe	Progress
1	Hire FM Consultant	ADB	Before Loan negotiations	Completed
2	Establish the PSC, PIC, PCC and appoint the Project Director	MOE, UGC, BUET, JUST, ADB	Immediately following the signing loan agreement	Done
3	Set up the PMU and PIUs with adequate FM staffs	UGC, BUET, JUST	Within 1 month of signing loan agreement	PMU established. FM Staff are in additional charge. Process of Engagement of Fulltime FM Staffs are ongoing
4	Maintain inventory and fixed assets registers	PMU and PIUs	Monthly	Ongoing
5	Physical Verification of inventory and fixed assets	PMU	Yearly	Complied and Ongoing
6	Include in the APFS package a status on actions taken to address previous years audit observations	PMU	Year 2	Audit completed. Exit meeting will be held in December 2025. The BF response have been submitted.
7	Conduct an independent Fiduciary review	ADB	6 months before the midterm review mission	Yet to be done
8	Take stock of the physical location and uses of the assets	ADB	During midterm review mission	Yet to be done
9	Re-communicate to the PMU and PIUs ADB financial management requirements for project closing	ADB	Before last disbursement	Not yet received the requirements

Implementation Schedule (Revised)

<i>Output 01: Modern Learning, research and Start up Facility</i>					
<i>Assignment/Task</i>	<i>Responsible</i>	<i>Planned Initiation (Tentative)</i>	<i>Actual Initiation</i>	<i>Present Status</i>	<i>Comment</i>
<i>1.1 Prepare civil works bidding documents for three universities (Q3&Q4 2023)</i>					
<i>1.1a Finalization of Architectural Design and Structural Design by the PIU Universities.</i>	<i>DU</i>	<i>July - Sep 2023</i>		<i>Completed</i>	<i>Completed</i>
	<i>BUET</i>	<i>Jan-Nov 2025</i>		<i>Completed</i>	<i>Completed</i>
	<i>JUST</i>	<i>Apr-June 2025</i>		<i>Completed</i>	<i>Completed</i>
<i>1.1b Prepare bidding documents for Construction of Multi-Storied Building</i>	<i>DU</i>	<i>July - Sep 2023</i>		<i>Completed</i>	<i>Completed</i>
	<i>BUET</i>	<i>Apr-Nov 2025</i>		<i>in progress</i>	<i>Expected by February 2026</i>
	<i>JUST</i>	<i>July-Sep 2025</i>		<i>Completed</i>	<i>Completed</i>
<i>1.1c Publish Tender for Building Construction in e-GP</i>	<i>DU</i>	<i>Oct – Dec 2024</i>	<i>26 Nov 2024</i>	<i>Completed</i>	<i>Completed</i>
	<i>BUET</i>	<i>Oct-Dec 2025</i>	<i>-</i>		<i>Expected by February 2026</i>
	<i>JUST</i>	<i>July-Sep 2025</i>	<i>29 Jan 2026</i>	<i>Completed</i>	<i>Completed</i>
<i>1.2 Commence construction (Q2 2024 – Q2 2026).</i>					

1.2a Contract Signing with Construction Firm	DU	Oct-Dec 2025		12-1-26	Completed
	BUET	Apr-June 2026	-	-	
	JUST	Oct-Dec 2025		-	
1.2b Commencement of construction works	DU	Jan-Mar 2026		18-1-26	
	BUET	Apr-June 2026			
	JUST	Oct-Dec 2025			
1.2c Deploy Consultant Firm for supervision of Construction Works	DU	Jan-Mar 2026		Proposal evaluation report is under approval	Expected by February 2026
	BUET	Apr-June 2026	-	-	Expected REOI published by February 2026
	JUST	Oct-Dec 2025			Expected REOI published by February 2026
1.2d Completion of construction works	DU	July-Sep 2027		-	Expected by June 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

					<i>construction work of Learning Centre</i>
<i>1.4n Procurement of computer and accessories for PIU, JUST</i>	<i>JUST</i>	<i>Jan – June 2025</i>	<i>Jan – June 2026</i>		
<i>1.4o Procurement of Laptops for Needy Students (Multiple Packages)</i>	<i>JUST</i>	<i>April – June 2025</i>	<i>24 Mar 2025</i>	<i>Under Evaluation</i>	
<i>1.4p Procurement of Office Equipment for PIU, JUST</i>	<i>JUST</i>	<i>J – June 2025</i>	<i>24 Mar 2025</i>	<i>Under Evaluation</i>	
<i>1.4q Procurement of furniture for PIU, JUST</i>	<i>JUST</i>	<i>Jan – June 2025</i>	<i>6 Feb 2025</i>	<i>Completed</i>	<i>Completed</i>
<i>1.4r Procurement of computers & accessories, network equipment, communication devices, etc for JUST</i>	<i>JUST</i>	<i>Oct – Dec 2027</i>	<i>-</i>		
<i>Lot-1: Procurement of Network equipment and establishment of network system</i>	<i>JUST</i>	<i>Oct – Dec 2027</i>			
<i>Lot-2: Procurement of servers, Desktop Computers, Virtual Devices, Dumb Terminals, printers, teaching aid equipment etc for JUST</i>	<i>JUST</i>	<i>Oct – Dec 2027</i>			
<i>Lot-3: Procurement of communication and Security devices</i>	<i>JUST</i>	<i>Oct – Dec 2027</i>			
<i>1.4s Procurement of furniture for Incubator Center, Labs & Data Center, JUST</i>	<i>JUST</i>	<i>Oct – Dec 2027</i>			

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			
Output 2. Quality and industry relevance of computer science and engineering, software engineering and information technology programs enhanced					
2.1 Conduct industry consultations, including women participants, for new degree programs (Q4 2023).		Oct –Dec 2023			Initiative taken
2.2 Commence new degree programs for fourth-year students (Q1 2025).		Jan – March 2025			Planning stage.
Developing new or upgrading existing degree programs at PIU universities	DU	July – Sep 2027			Planning stage
	BUET	Jan – Sep- – 2028			
	JUST	Jan-26 – March-28			Planning
Expert Services from Visiting Professors	PMU	Jan-25 –Sep-2028			
	DU	Jan-26 – Sep-2028			Guideline preparation ongoing
	BUET	April -26– Dec-2028			
	JUST	April-25 – March-2028			
Introduction of Online Open Courseware	PMU	Jan – Dec 2026			

	<i>DU</i>	<i>Jan –Dec 2026</i>			<i>Strategy formulation stage</i>
	<i>BUET</i>	<i>Jan – Dec 2026</i>			
	<i>JUST</i>	<i>Jan – Dec 2026</i>			
<i>Strengthening UGC Digital Library with e-books and e-journals</i>	<i>PMU</i>	<i>April – June-2026</i>			
<i>Digital learning materials or other online service subscription through BdREN</i>	<i>PMU</i>	<i>April- June 2025</i>			
<i>2.3 Complete required documentation for international accreditation (Q2 2024)</i>					
<i>2.3 Complete requirements for international accreditation aligned with Washington Accord.</i>	<i>DU</i>	<i>Jan – March 2027</i>			<i>Preparation for all the 3 universities are ongoing</i>
	<i>BUET</i>	<i>Jan – March 2027</i>			
	<i>JUST</i>	<i>Jan – March 2027</i>			
<i>2.4 Apply for international accreditation for new technology programs (Q1 2025)</i>					<i>Do</i>
<i>2.4 Apply for international accreditation for new technology programs</i>	<i>DU</i>	<i>April – June 2027</i>			
	<i>BUET</i>	<i>April – June 2027</i>			
	<i>JUST</i>	<i>April – June 2027</i>			
<i>2.5 Develop faculty recruitment and development plan (Q1 2024) and implement over the project duration</i>					
<i>Financial support to faculty members of JUST to obtain PhD degree from abroad</i>	<i>JUST</i>	<i>Jan-25 – March 2028</i>			<i>Program is going to be launched</i>
<i>Increase in faculty members at PIU Universities</i>	<i>DU</i>	<i>Jan – March 2026</i>			
	<i>BUET</i>	<i>Jan – March 2026</i>			

	<i>JUST</i>	<i>Jan – March 2026</i>			
<i>Training for faculty members and support staff</i>	<i>PMU</i>	<i>Jan-25 June 2028</i>			<i>Initiative taken to launch the program particularly in JUST.</i>
	<i>DU</i>	<i>Jan 25–June 2028</i>			
	<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>Progressing</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 & 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>			
Output 3. Research and development and technology entrepreneurship strengthened					
<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>					
<i>3.3 Award research grants and monitoring their progress (every year from 2025 to 2029).</i>	<i>PMU</i>	<i>July-25 --- Dec-2028</i>			
<i>3.4 Design technology entrepreneurship development training program (Q2 2024).</i>					
<i>3.4a Prepare ToR for consultant for designing technology entrepreneurship training program</i>	<i>PMU</i>	<i>July -_Sep 2025</i>			<i>Draft prepared</i>
<i>3.4b Deploy Consulting firm for designing technology entrepreneurship training program</i>	<i>PMU</i>	<i>July –Sep 2025</i>			<i>Draft Prepared</i>

3.5 Conduct the training program (Q3 2024–Q3 2028).					
3.5 Conduct the technology entrepreneurship training program through the consulting firm	PMU	July-25–Jun 2028			
	DU	July-25–Jun 2028			
	BUET	July-25–Jun 2028			
	JUST	July-25–Jun 2028			
3.6 Recruit start-up facility management and service team and conduct training for university staff (Q1 2024).					
3.6 Study visit on Start-up and incubation center (Overseas Training)	PMU	July – Oct 2025			Proposal collected from travel agencies and university
3.7 Approve the stipend program manual (Q4 2023) and apply it from the new academic year (2024 onward).					
3.7a Prepare a stipend program manual for ICSETEP	PMU	Jan – June 2025			Manual for JUST has been prepared and process ongoing for DU & BUET
3.7b Approve the stipend program manual and apply it in the universities	DU	July-25 –June2028			Approval process is ongoing
	BUET	July-25 –une2028			Approval Process is ongoing
	JUST	July-25 –June-28			Program initiated

Stipend, Scholarship & Internship					
<i>International Internship program for students</i>	<i>PMU</i>	<i>July-25 –June-28</i>			
	<i>DU</i>	<i>July-25 –une2028</i>			
	<i>BUET</i>	<i>July-25 –une2028</i>			
	<i>JUST</i>	<i>July-25 –June2028</i>			
<i>Domestic internship stipends (3 months) for students</i>	<i>PMU</i>	<i>July-25 –June2028</i>			<i>Draft Manual Prepared</i>
	<i>DU</i>	<i>July-25 –June2028</i>			
	<i>BUET</i>	<i>July-25 –June2028</i>			
	<i>JUST</i>	<i>July-25 –June2028</i>			<i>Progressing</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>Process Initiated</i>
	<i>JUST</i>	<i>July-25 –June2028</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>			
Output 4. Project management capacity strengthened						
	<i>4.1 Design the web-based systems for various project activities (Q4 2023 – Q2 2024)</i>					
	<i>Prepare ToR for the web-based MIS system</i>		<i>Jan – June 2025</i>			<i>Preparation Completed.</i>
	<i>Publish tender for MIS system development</i>		<i>July -Sep 2025</i>			
	<i>Contract with software firm for web-based MIS systems</i>		<i>July – Sep 2025</i>			
	<i>4.2 Train department staff on modern practices in higher education management (from Q1 2024 onward)</i>					
	<i>4.2 Training on modern pedagogy in technology education and other online training for faculty members</i>	<i>PMU</i>	<i>July -25 – June2028</i>			
	<i>4.3 Establish student service and industry relations centers and carry out the activities and services (Q1 2024 onward)</i>					

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 Project Management Activities					
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 – June2027			
	BUET	April 26 – June 2027			
	JUST	April 26 – June2027			
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
Outcome. Industry responsiveness of tertiary level CSE/IT education improved		
<p>a. Employability of CSE/IT graduates improved</p> <p>Targets and Indicators: 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>This indicator will be measured at the end of the project. Terms of Reference has been formulated to appoint a consulting firm for Tracer Study. 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. Several strategic initiatives such as internships, specialized training programs, and job fairs have been implemented to enhance the employability of CSE and IT graduates. Several strategic initiatives—such as internships, specialized training programs, and job fairs— will be implemented to enhance the employability of CSE and IT graduates.</p>	<p>On-going</p>
Output 1. Modern learning, research and start-up facilities established		
<p>1. Establish GESI-responsive facilities in the expansion and modernization of learning and research infrastructures (DMF 1a)</p> <p>Targets and Indicators: 1. GESI responsive infrastructure for the expanded CSE/IT programs, in three universities ^b (2022 baseline: 0)</p>	<p>The Bid evaluation report for appointing a construction firm for a modern learning centre at DU has been approved by the Cabinet Committee on Government Procurement (CCGP) at meeting held on 09 December 2025. NoA has been issued on 21 December 2025 to the selected construction firms to sign contract. Previously, ToR of the consulting firm was reviewed from GESI perspective. In this quarter, Gender Equity and Social Inclusion (GESI) Action Plan’s Progress and Monitoring Report has been developed under tender documents so that the supervision firm can report to us on a quarterly basis regarding the progress of GESI compliance throughout their contract period. Sanitation facilities for women and persons with disabilities and common room for women students were included in the design.</p> <p>ADB provided feedback on the bid document for constructing a modern learning, research, and incubation building at BUET on 29 December 2025. The detailed design and BoQ for the ICSETEP building for BUET has been reviewed from GESI lens. Gender Equity and Social Inclusion (GESI) Action Plan’s Progress and Monitoring Report has been</p>	<p>On-going</p>

	<p>developed under tender documents so that the supervision firm can report to us on a quarterly basis regarding the progress of GESI compliance throughout their contract period. Day care center, sanitation facilities for women and persons with disabilities, common room for women students were included in the design.</p> <p>ADB has also issued a No-Objection Letter (NoL) for the bid document related to the construction of a modern learning, research, and incubation center at JUST. JUST is in the final stages of publishing the bid through the e-GP platform. In this quarter, GESI issues are discussed in the design meeting with JUST for ADB team. GESI Action Progress and Monitoring Report has been developed under the bid document part of JUST/W-1 Civil Works for the supervision firm. A day care center, sanitation facilities for women and persons with disabilities, common room for women students and women staff lounge were included in the design.</p>	
<p>2. Facilities for start-up companies established in three universities (DMF output 1b)</p> <p>Targets and Indicators:</p> <p>2. GESI-responsive facilities for start-up companies established at least for 2 universities (2022 baseline: 0)</p>	<p>Active participation of women entrepreneurs and persons with disabilities in all stages of incubation and startup acceleration services are incorporated as expected requirements in the ToR for hiring a consultancy firm (to establish startup facilities in PIUs).</p>	<p>On-going</p>
<p>3. Increased access for women in modern learning, research or start-up facilities</p> <p>Targets and Indicators:</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 relevant activities are launched.</p>	<p>On-going</p>
<p>4. Undergraduate and graduate students completed CSE/IT programs (DMF output 2a)</p> <p>Targets and Indicators:</p> <p>4. At least 550 (25% of 2,200) women undergraduate and graduate students completed CSE/IT programs in three universities (2022</p>	<p>Bangladesh University of Engineering and Technology (BUET) has proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs. Furthermore, certain discrepancies. A formal proposal has been submitted to the Planning Commission through Secondary and Higher Education Division (SHED) to get approval accordingly. DU is in the same process. JUST has selected a total of 34 women students are</p>	<p>On-going</p>

<p>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>selected to receive stipends at the undergraduate (BSc) level. And 2 female student out of 12 at the MSc level.</p>	
<p>5. Faculty members increased and trained in modern pedagogical approaches (DMF output 2d)</p> <p>Targets and Indicators:</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>The number of faculty members will increase in line with the number of student enrollment. Faculty recruitment and development-related plans are being implemented after construction of the learning, research and incubation centre.</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>Targets and Indicators:</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>IIT of DU has been conducting a Internship Program. BUET and JUST are in the process to include internship curriculum in their program. The PMU has prepared the internship guidelines and submitted them to the UGC. Earlier ICSETEP Internship Guideline was reviewed from GESI perspective to include the specific percentage of women receiving internships or industry- collaboration capstone projects as per GESI Action Plan. Suggestion was also provided to include 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>Output 3. R&D and technology entrepreneurship strengthened</p>		
<p>7. Conduct research and development for people with disability (DMF output 3a)</p> <p>Targets and Indicators:</p> <p>10. At least 4 research projects implemented for disability solutions.</p>	<p>During Research and Development (RDG)’s call for sub-project proposals (SPPs) first round, women faculties were encouraged to apply either/both as PI and Co-PI. Mixed group formation was also highlighted irrespective of gender, disability and marginalization. In all related meetings for proposal development, these issues were presented to increase participation of women faculties in RDG SPPs submission, which was evident high submission of SPPs with mixed groups during first call. Out of 159 PIs of submitted proposals 15 were women as PI (9.43%) and 73 were women as Co-PI (18.25%) out of 400 Co-PIs. In group D for IT solutions for addressing disability issues, total 26 SPPs (16.35%) were submitted, 12 were reviewed and 02 are awarded. Out of 20 awarded SPPs, 02 are women as PI (10%) and 07 are women as Co-PIs (14%) out of 50 Co-PIs. This clearly has showed our continued focus of engagement of women faculties in research and development work. Women faculties are also involved in Community Experts (CE) Committee (1 women out of 5; 20%) and Review Panel (05 women out of 90; 5.56%). If we continue our efforts, in second call we will see increasing number of women faculties leading research as well as in disability focused solutions as well. If 02 more projects on</p>	<p>On-going</p>

	<p>disability solutions are awarded in the next call, we will be able to complete the target of DMF and GESI Action Plan as well.</p> <p>In second round of Call for Proposal Advertisement of Research and Development Grant, women participants are encouraged as either or both PI and Co PI as well as applied through mix group formation (both women and men) to reaffirm commitment to ensure equal opportunity, access, support, and participation regardless of gender, disability, and marginalization.</p>	
<p>8. Enhanced knowledge and skills of faculty members and IT professionals in technology entrepreneurship (DMF output 3b)</p> <p>Targets and Indicators:</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>PMU drafted a comprehensive Terms of Reference to appoint a qualified firm to deliver Technology Entrepreneurship programs. It has been reviewed from gender lens 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. Suggestions have been given to conduct pre-training and post-training surveys.</p>	On-going
<p>9. Provide scholarships and stipends to postgraduate students in three universities (DMF output 3d)</p> <p>Targets and Indicators:</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 published both stipend and scholarship circulars for postgraduate levels on its website. A total of 12 students were selected to receive stipends for Postgraduate (MSc) level from which 02 are women. Bangladesh University of Engineering and Technology (BUET) has proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs. Furthermore, certain discrepancies. A formal proposal has been submitted to the Planning Commission through Secondary and Higher Education Division (SHED) to get approval accordingly</p>	On-going

<p>10. By 2024, manuals for stipend, research grant, internship program implementation and monitoring system developed (DMF output 4a)</p> <p>Targets and Indicators:</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>The stipend and scholarship policy for JUST has been finalized. For DU and BUET, the policy/guidelines have been drafted. A monitoring system is development is progressing. The Research and Development Manual has been successfully finalized, providing a comprehensive framework to support academic research. The Internship Policy is presently under review and is expected to be finalized soon to enhance industry-academia collaboration. gender equity and socially inclusive learning environment. JUST scholarship and stipend policy as well as the internship policy are reviewed to include women’s engagement as per GESI Action Plan. Visiting Professor Guideline has been from gender lens and suggestions are given to include at least 15-20% women as visiting professors as direct increase of women faculties might not be feasible in PIUs.</p> <p>A consultant has been engaged to design and implement a monitoring system aimed at ensuring effective oversight and continuous improvement of institutional initiatives and Gender Consultant will work with him in the next quarter. Initiatives will be taken next year to conduct workshops on gender equity and socially inclusive learning environment by consulting with PMU and gender focal of three PIUs.</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>Targets and Indicators:</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 has been 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. Several Job fairs have been planned during 2026 which will be materialized after on boarding the Industry Relation Expert. 1</p>	<p>On-going</p>

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

STATUS OF COMPLIANCE WITH LOAN COVENANTS

SCHEDULE 4

Execution of Project; Financial Matters

Description	Schedule/Due Date	Status/Remarks
<u>Implementation Arrangements</u>		
1.The Borrower shall ensure, or cause, the Project Executing Agency and Implementing Agencies to ensure that the Project is implemented in accordance with the detailed arrangements set forth in the PAM. Any subsequent change to the PAM shall become effective only after approval of such change by the Borrower and ADB. In the event of any discrepancy between the PAM and this Loan agreement, the provisions of this Loan Agreement shall prevail.	Entire Project Period	Conformed to the Agreement
2.The Borrower shall ensure, or cause the Project Executing Agency and the implementing Agencies to ensure, that (a) all positions Identified as key personnel within each of the PMU and PIUs, as set forth in the PAM, are filled for the full duration of the Project by individuals with adequate skills and relevant to each position; (b) vacancies in such positions should they occur, are filled within 3 months, and (c) the PMU and PIUs are allocated the necessary office space, facilities, equipment, support staff and management information systems to carry out their responsibilities in an efficient and timely manner.	Project Period	Ensured full compliance with both the Project Management Unit (PMU) and the Project Implementation Unit (PIU) requirements
<u>Procurement</u>		
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 style="text-align: center;"><u>Conditions for Award of Contract</u></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 style="text-align: center;"><u>Safeguards Environment</u></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 style="text-align: center;"><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><u>Safeguard and Monitoring and Report</u></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
<u>Prohibited List of Investments</u>		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
<u>Labor Standards, Health and Safety</u>		
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
<u>Gender and Development</u>		

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

<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>