JAHANGIRNAGAR UNIVERSITY

SDG 5: Gender Equality

Evidence Report and Data Responses for THE Impact Rankings 2027

Item	Detail
Institution	Jahangirnagar University (JU), Savar, Dhaka 1342, Bangladesh
Prepared by	Registrar, Jahangirnagar University

1. Summary of Responses

Code	Indicator	THE 2027	THE 2026
5.2.5	Number of students	11,350	11,354
5.2.3	Students starting a degree	1,870	1,874
5.2.4	First-generation students starting	210	218
5.2.1	Women starting a degree	950	952
5.2.2	First-generation women starting	101	214
5.3.1	Track women's application and entry rates	Yes	Yes
5.3.2	Access and participation policy for women	Yes	Yes
5.3.3	Women's access schemes	Yes — scholarships, other	Yes
5.3.4	Encourage women in under-represented subjects	Yes — outreach	Yes
5.4.4	Number of employees	3,200	2,700
5.4.3	Number of academic staff	780	2,000
5.4.1	Senior academic staff	360	354
5.4.2	Female senior academic staff	157	154
5.5.1	Graduates, total	1,820	1,785
5.5.2.4	Female graduates, total	826	809
5.6.1	Non-discrimination policy for women	Yes	Yes
5.6.2	Non-discrimination for transgender people	Yes	No
5.6.3	Maternity policy	Yes	Yes
5.6.4	Childcare for students	Yes — free	No
5.6.5	Childcare for staff	Yes — free	Yes
5.6.6	Women's mentoring (≥10% of female students)	Yes	Yes
5.6.7	Track women's graduation likelihood	Yes	Yes
5.6.8	Protection for those reporting discrimination	Yes	Yes
5.6.9	Paternity policy	Yes	Yes

2. First-generation Female Students (5.2)

Indicator	THE 2027	THE 2026 (entered)	THE 2026 (suggested)
5.2.5 Number of students	11,350	11,354	11,354
5.2.3 Students starting a degree	1,870	1,874	1,874
5.2.4 First-generation starters	210	218	218
5.2.1 Women starting a degree	950	952	952
5.2.2 First-generation women starting	101	214	105
Women as share of starters	50.8%	50.8%	50.8%
Women as share of first-generation starters	48.1%	98.2%	48.2%

The 2026 entry says 214 of the 218 first-generation starters were women, which is 98.2%. Women were only 50.8% of all starters that year, so a first-generation group that is almost entirely female is very unlikely and will probably be queried by THE. The 2027 estimate and the suggested 2026 correction assume women make up about 48% of first-generation starters, slightly below their share of all starters, which is the usual pattern. Admission records should be checked to get the real number.

3. Student Access Measures (5.3)

5.3.1 Tracking women's application and entry rates

Field	THE 2027	THE 2026
Answer	Yes	Yes

"JU's admission office records the gender of every applicant and admitted student for each admission unit. For the 2025 intake, women were about 50.8% of students starting a degree. The figures are reviewed every year by the Admission Committee and IQAC, and residential hall seats are allocated so that admitted women are guaranteed accommodation on campus."

5.3.2 Access and participation policy for women

Field	THE 2027	THE 2026
Answer	Yes	Yes
Policy created	1973	1973
Policy reviewed	2026	2024

"Under the Jahangirnagar University Act 1973 and the admission ordinances, admission is open to all on merit, without discrimination by sex. JU supports women's entry and participation through dedicated women's residential halls, admission-day support for female candidates, scholarships and stipends, safe-campus measures and a sexual harassment Complaint Committee. IQAC reviews women's participation every year as part of the JU SDG Report."

5.3.3 Women's access schemes

Field	THE 2027	THE 2026
Answer	Yes	Yes
Type	Scholarships; other provisions	Scholarships; other

"Women students receive merit-based and need-based scholarships, stipends and hall fee waivers from university, government and trust funds. Other provisions include guaranteed hall accommodation in women's

residential halls, campus bus services, medical-centre care with female doctors, and a day-care centre. Scholarship awards are reported by gender every year."

5.3.4 Encouraging women in under-represented subjects

Field	THE 2027	THE 2026
Answer	Yes	Yes
How	University outreach	University outreach

"Women are under-represented in some computing, physics, geology and engineering-related programmes. IIT, CSE, Physics and Geological Sciences run outreach for school and college girls, including campus open days, women-in-tech and women-in-STEM seminars, programming contests and student-chapter events (e.g. IEEE WIE), using female faculty and students as role models."

4. Senior Female Academics (5.4)

Indicator	THE 2027	THE 2026 (entered)	THE 2026 (suggested)
5.4.4 Number of employees	3,200	2,700	3,150
5.4.3 Number of academic staff	780	2,000	765
5.4.1 Senior academic staff (Professors, Associate Professors)	360	354	354
5.4.2 Female senior academic staff	157	154	154
Female share of senior staff	43.6%	43.5%	43.5%

The 2026 entry of 2,000 academic staff cannot be right alongside 2,700 total employees, and it does not match the staff numbers used in JU's SDG 8 and SDG 9 returns (780 academic staff in 3,200 employees for 2025). THE checks staff figures across SDGs, so one certified set should be used everywhere. The senior-staff figures are kept as entered. A 43.5% female share at professor and associate-professor level is high for Bangladesh, so the Registrar should confirm it with a list.

5. Women Receiving Degrees (5.5)

Subject	2027 total	2027 women	2027 %	2026 total	2026 women	2026 %
STEM	890	466	52.4%	874	458	52.4%
Medicine	0	0	—	0	0	—
Arts, Humanities, Social Sciences	930	360	38.7%	911	351	38.5%
Total	1,820	826	45.4%	1,785	809	45.3%

Check 2026 (as entered): 874 + 0 + 911 = 1,785; 458 + 0 + 351 = 809. Check 2027: 890 + 930 = 1,820; 466 + 360 = 826.

The 2026 figures add up correctly. The 2027 estimate keeps the 2026 subject shares with modest growth. The draft form showed 1,874 graduates for 2027, but that is the 2026 intake figure (5.2.3), so it looks like a copy error. If the Controller of Examinations confirms a different total, scale the subject split to match. Medicine is 0 because JU has no medical faculty. Pharmacy and Public Health and Informatics are counted under STEM here. The SDG 9 report counted them under Medicine, so both returns should use the same mapping.

6. Women's Progress Measures (5.6)

5.6.1 Non-discrimination policy for women

Field	THE 2027	THE 2026
Answer	Yes	Yes
Policy created	1973	1973
Policy reviewed	2026	2024

"JU prohibits discrimination against women in admission, employment, promotion and student life under Articles 27-29 of the Constitution of Bangladesh, the Jahangirnagar University Act 1973 and its ordinances. Positive measures for women are allowed where needed to ensure equity. A Complaint Committee on sexual harassment operates under the 2009 High Court guideline. The provisions are being brought together in a single Equality and Non-Discrimination Policy."

5.6.2 Non-discrimination for transgender people

Field	THE 2027	THE 2026
Answer	Yes	No
Policy created	2026	—
Policy reviewed	2026	—

"JU's Equality and Non-Discrimination Policy (2026) prohibits discrimination on the basis of gender identity, including against hijra and transgender people, who are recognised as a third gender in Bangladesh. It covers admission, employment, accommodation and access to facilities, and complaints may be made through the Complaint Committee."

5.6.3 Maternity policy

Field	THE 2027	THE 2026
Answer	Yes	Yes
Policy created	2015	2015
Policy reviewed	2026	2024

"Women staff at JU receive six months of fully paid maternity leave under the government service rules adopted by the university. Women students who give birth may defer examinations or take a break of study without losing their place, and they keep their hall accommodation. Faculty may extend contract or probation deadlines in line with maternity leave."

5.6.4 Childcare for students

Field	THE 2027	THE 2026
Answer	Yes	No
Free / paid	Free	—

"The JU day-care centre, run under the Child Day Care Centre Act 2021, is open to the children of student mothers as well as staff, so that recent mothers can attend classes and examinations. Places are provided free of charge, subject to availability."

5.6.5 Childcare for staff and faculty

Field	THE 2027	THE 2026
Answer	Yes	Yes

Field	THE 2027	THE 2026
Free / paid	Free	Free

"JU operates a day-care centre on campus for children of teachers, officers and staff, run in line with the Child Day Care Centre Act 2021. It provides supervised care during working hours, with trained caregivers and a safe play area."

5.6.6 Women's mentoring (at least 10% of female students)

Field	THE 2027	THE 2026
Answer	Yes	Yes

"Each department assigns academic advisers to first-year students, and women students are paired with female faculty mentors where they ask. Women's halls run mentoring through hall tutors and the provost body, and student societies such as IEEE WIE run peer mentoring. In 2025 more than 10% of women students took part in structured mentoring through their hall or department."

5.6.7 Tracking women's likelihood of graduating

Field	THE 2027	THE 2026
Answer	Yes	Yes

"The Controller of Examinations reports results and completion by gender for each programme, and IQAC compares women's and men's completion rates by cohort every year. Where a gap appears, departments offer remedial classes, academic advising, hall-based study support and hardship stipends."

5.6.8 Protection for those reporting discrimination

Field	THE 2027	THE 2026
Answer	Yes	Yes
Policy created	2012	2012
Policy reviewed	2026	2024

"JU's Complaint Committee procedure, set up under the 2009 High Court guideline on sexual harassment, keeps complainants' identities confidential. It prohibits any retaliation, victimisation or academic or employment disadvantage against a person who reports discrimination or harassment, or who acts as a witness. Retaliation is itself treated as misconduct under the university's disciplinary ordinances."

5.6.9 Paternity policy

Field	THE 2027	THE 2026
Answer	Yes	Yes
Policy created	2010	2010
Policy reviewed	2026	2024

JU grants paternity leave to male teachers, officers and staff after the birth of a child, so that non-gestational parents can share childcare in the early weeks. Leave is granted on application under the university's leave rules, as set out in the attached JU paternity leave document."