SDG
05
GENDER EQUALITY

EVIDENCE DOCUMENT | INDICATOR 5.3.4

Encouraging applications by women in underrepresented subjects

METRIC 5.3 Student access measures

REFERENCE YEAR	COVERAGE	DATE PREPARED
2025	Schoolgirls, women applicants and women students, 2025	3 November 2026

ISSUING OFFICE	EVIDENCE ID
Directorate of Quality Assurance, Head Office	E-05-5.3.4

THE SIR 2027 REQUIREMENT

Does your university as a body encourage applications by women in subjects where they are underrepresented?

01 Statement of Evidence

Bahria University's direct answer to the requirement

Yes. In 2025 Bahria University encouraged women to apply in subjects where they are underrepresented, chiefly engineering, computing, artificial intelligence and the sciences, through its own outreach and in collaboration with government, an international NGO, a global developer community, other universities and IEEE. University outreach: in May 2025 two women engineers of the University's Centre of Excellence in Artificial Intelligence (CoE-AI) delivered the RoboGenius Camp at Edopia School, Islamabad, a two-day robotics workshop in which school pupils, girls among them, built robots. Collaboration: on 3 September 2025 the University called on women to apply for the Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26, funded by the Scottish Government and administered by the British Council, open only to women and covering STEM, Sustainable Energy and Climate; on 11 March 2025 Google Developer Groups on Campus held SheCodes the Future, on women in technology, at the Lahore Campus; and in 2025 CoE-AI's women faculty judged projects at the Fatima Jinnah Women University Open House, spoke at Rawalpindi Women University's 4th International Science Conference and mentored at IEEE Meet Mentor. Outcome: the Directorate of Admissions tracks women's entry by subject; in the 2025 intakes women were 47.3 per cent of Semester 1 entrants but 31.6 per cent in STEM fields, with 25.1 per cent in engineering and 32.8 per cent in ICT, the subjects at which this outreach is aimed. Options: Through university outreach; Through collaboration with other universities, community groups, government or NGOs.

02 Evidence and Activity Record

Dated facts and records that substantiate the statement

Section 1 presents the University policy on encouraging applications by women in subjects where they are underrepresented, shown from the cover through the complete table of contents, followed by the clause cited. Section 2 presents the University's own outreach to school pupils in robotics and artificial intelligence. Section 3 presents the activities run in collaboration with government and an international NGO, a global developer community, women's universities and IEEE. Section 4 presents the women who lead this work and their achievements in 2025. Section 5 presents women's applications and entry in 2025 by academic level, campus and subject field, as tracked by the Directorate of Admissions. Section 6 summarises the evidence against each option. Newsletter pages are shown in full, starting from the cover and its contents, with enlarged extracts of the items cited.

TABLE 1 Encouraging women into underrepresented subjects, 2025

No.	Option	Activity	Date	Partner	Evidence
1	Policy	Admissions Policy clause 2.1.6, Women's Access to Admission	3 November 2025 amendment record	All campuses	Admissions Policy, paragraph 2.1.6(a–d)
2	University outreach	RoboGenius Camp: two-day hands-on robotics workshop for school pupils, girls among them, led by two women engineers of CoE-AI	May 2025	Edopia School, Islamabad	CoE-AI Newsletter, Spring 2025, p. 4
3	Collaboration: government and NGO	Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26, for women only, in fields including STEM, Sustainable Energy, Climate, and Food Security and Agriculture	Announced 3 Sep 2025; closed 15 Sep 2025	Scottish Government; British Council	Facebook post; University web page
4	Collaboration: community group	SheCodes the Future: women in technology, six women speakers	11 Mar 2025	Google Developer Groups on Campus; Lahore Campus	GDG event page
5	Collaboration: other universities	Women faculty judged graduating students' final-year projects	May to Jun 2025	Fatima Jinnah Women University; NUST	CoE-AI Newsletter, Spring 2025, p. 6
6	Collaboration: other universities	Panel on Future Frontiers in Science, 4th International Science Conference	Nov 2025	Rawalpindi Women University	CoE-AI Newsletter, Fall 2025, p. 5
7	Collaboration: professional body	IEEE Meet Mentor, women faculty as mentors; IEEE Day 2025 coordinated by a woman faculty member	Aug 2025; 7 Oct 2025	IEEE; IEEE Islamabad Section	CoE-AI Newsletter, Fall 2025, p. 4; University web page

No.	Option	Activity	Date	Partner	Evidence
8	Outcome	Women's share of Semester 1 entry: 47.3 per cent overall; 31.6 per cent in STEM fields, with 25.1 per cent in engineering and 32.8 per cent in ICT	Spring and Fall 2025 intakes	All campuses	Directorate of Admissions records (CMS)

1. Admissions Policy encouraging women in underrepresented subjects

Bahria University's Admissions Policy expressly provides for encouraging applications by women, especially in subjects where they are under-represented. Clause 2.1.6(a) requires outreach to girls' schools, colleges and families, together with campaigns involving other universities, community groups, government bodies and NGOs. Clause 2.1.6(b) requires programme-level review of applications, offers and acceptances by gender and action where women's offer rate is lower than men's. Clauses 2.1.6(c–d) provide enrolment support through scholarships, hostel places and safe transport, and reporting of results to the Rector after each admission cycle.

The updated Record of Amendments identifies the third edition dated 3 November 2025 under Director Admissions, including amendment of clause 2.1.6. The source cover and footers retain Edition 2 and the original promulgation letter is dated June 2022, effective from Spring 2022. The opening pages are reproduced without alteration, one original policy page per evidence page, followed by the page and clause cited. The activities documented in the later sections demonstrate practice consistent with these policy themes; earlier 2025 activities are not attributed to the subsequent November amendment.

1.1 Admissions policy cover



Complete original Admissions Policy PDF page 1: cover.

1.2 Admissions policy letter of promulgation

LETTER OF PROMULGATION

Discovering Knowledge

1. This document titled Admission Policy is hereby promulgated with effect from Spring 2022 Semester.

2. The document contains 09 Chapters. Master copy of the document is held with the Regulation Cell. In the event of any change desired in the document, an amendment request is to be put up to the Directorate of Admission for processing.

3. This policy shall be read in conjunction with the Academic Rules/Regulations of the university. In matters where this policy is silent, relevant rules, regulations and procedures of BU shall apply. In addition, admission requirements are revised by the HEC from time to time which shall be complied with, and shall take precedence over this policy should there be a conflict.

SHAFQAT AZAD SI(M), S.Bt
Commodore (Retd)
Registrar

Dated: ____ June 2022

BU Admissions Policy i Edition 2

Complete original Admissions Policy PDF page 2: letter of promulgation.

1.3 Admissions policy foreword

FOREWORD

The Admissions Policy contains Admissions related policies, procedures and guidelines. The policy will provide guidance and ready reference to all concerned. Contents of the Admissions Policy are subject to change from time to time, as and when deemed appropriate by the university.

The Admissions Policy applies to all Campuses and Constituent Units of Bahria University except Annual Based Examination System (MBBS & BDS Programs only) for which PMC admission Rules shall be followed.

Complete original Admissions Policy PDF page 3: foreword.

1.4 Admissions policy record of amendments

Copy No _____

RECORD OF AMENDMENTS

Amendment No.	Dated	Articles Amended	Authority
First Edition	April 2017	Revised/ Superseded	Registrar
2nd Edition	June 2022	Revised/ Superseded	Registrar
3rd Edition	03 November 2025	Paras 2.1.3 & 2.1.5 and 2.1.6 amended; 2.1.7 added; 2.21.7 deferred.	Director Admissions

BU Admissions Policy iii Edition 2

Complete original Admissions Policy PDF page 4: record of amendments.

1.5 Admissions policy contents page 1 of 3

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1.8 Original policy page on women's access to admission

CHAPTER-2

ADMISSION POLICIES

2.1 Fair Admissions

2.1.1 BU is committed to delivering a fair admissions system that recruit and admit students who have the potential and ability to benefit from the University's learning, teaching and research environment. Underlying this strong belief, following factors are key to indicate the likely success of a student:

a. Ability at a certain level in thinking and learning.
b. A foundation of skills from which to extend their study.
c. Motivation and commitment.

2.1.2 Admissions to all programs of BU Campuses and CUs are granted on the basis of merit alone. Candidates from all over Pakistan and overseas can apply.

2.1.3 The policy and procedures in this document shall be used to admit students on merit, with equal opportunity regardless of gender, nationality, race, colour, ethnicity, culture, religion, disability, immigration status or any other ground in para 4 of the EDI Policy. No domicile condition shall apply to admission, except for the quotas in paras 2.22 and 2.27 (Balochistan). The quotas in para 2.21 are positive measures, explained in para 2.21.7.

2.1.4 All BU Campuses and CUs have responsibility for determining the specific entry requirements and selection criteria for their programs of study, keeping in view the HEC and other Regulatory/ Accreditation Bodies defined guidelines.

2.1.5 Abridged version/extracts of this policy document shall also be articulated in the Bahria Profile, SHB, FHB and respective programs prospectuses; the same shall be kept updated in line with the changes /amendments adopted by the Academic Council. The abridged version shall include paras 2.1.3 and 2.21.

2.1.6 Women's Access to Admission. To raise the number of women applicants, especially in subjects where they are under-represented, the University shall:

a. run outreach to girls' schools, colleges and families, and join campaigns with other universities, community groups, government bodies and NGOs;
b. review, for each programme, applications, offers and acceptances by gender under para 4.1.2, and act where women's offer rate is lower than men's;
c. support women's enrolment through the scholarships in chapter 10 of the Academic Rules, hostel places and safe transport; and
d. report the results to the Rector after every cycle, under para 4.1.1(f).

Participation and graduation are governed by para 2.1.7.

2.1.7 Women's Participation and Graduation. After admission:

a. DSA shall monitor women's retention and progression by programme, and provide mentoring under para 12 of the Student Mentoring Framework, scholarships under para 10.9.7 of the Academic Rules, counselling and safe facilities.
b. Each year DSA and the Controller of Examinations shall compare women's and men's graduation rates by programme and entry cohort, and report any gap to the

BU Admissions Policy 7 Edition 2

Original Admissions Policy PDF page 15, printed page 7, including clause 2.1.6.

1.9 Outreach and programme level review for women

Clause 2.1.6 links the policy directly to the requirement: it names women in underrepresented subjects, specifies outreach audiences and collaborative partners, requires gender-based review of admission stages by programme and identifies enrolment support and reporting responsibilities. The University outreach and collaborative activities in Sections 2 and 3 are relevant implementation examples within this framework.

> 2.1.6 Women's Access to Admission. To raise the number of women applicants, especially in subjects where they are under-represented, the University shall:
>
> a. run outreach to girls' schools, colleges and families, and join campaigns with other universities, community groups, government bodies and NGOs;
> b. review, for each programme, applications, offers and acceptances by gender under para 4.1.2, and act where women's offer rate is lower than men's;
> c. support women's enrolment through the scholarships in chapter 10 of the Academic Rules, hostel places and safe transport; and
> d. report the results to the Rector after every cycle, under para 4.1.1(f).
>
> Participation and graduation are governed by para 2.1.7.

Original clause 2.1.6, Women's Access to Admission, enlarged for clarity without an added box.

2. Through university outreach: RoboGenius Camp for school pupils, May 2025

In May 2025 the University's Centre of Excellence in Artificial Intelligence (CoE-AI) took robotics into a school. Two of its women engineers, Dr. Joddat Fatima, Wing Head and Senior Assistant Professor (Software Engineering), and Dr. Nadia Sultan, Wing Head and Senior Assistant Professor (Electrical Engineering), delivered the RoboGenius Camp at Edopia School, Islamabad: a two-day, hands-on workshop in which pupils explored sensors and built robots. The photographs show girls assembling robots under the guidance of the two women engineers. The camp gave schoolgirls direct experience of engineering and computing, subjects in which women are underrepresented, from women who work in them.

The camp is reported in the CoE-AI Newsletter, Spring 2025, page 4, and on the CoE-AI News page under May 2025 (coeai.bahria.edu.pk). The newsletter is published on the Centre's website and is shown from its cover and contents.

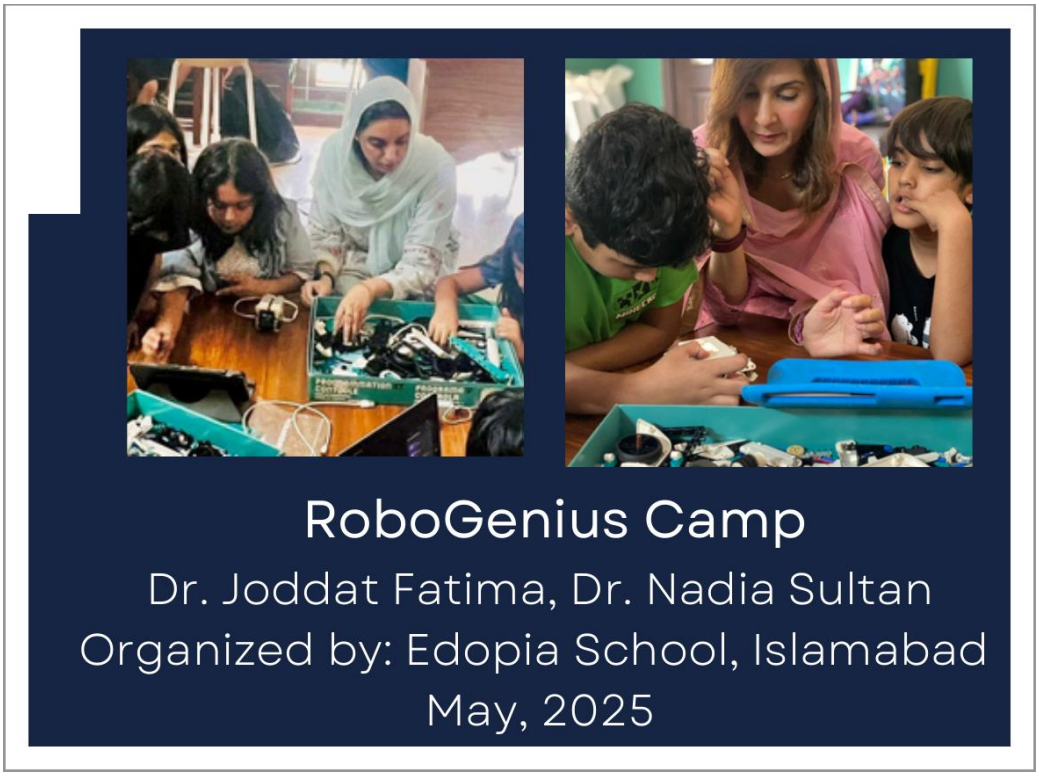


Figure 6: CoE-AI Newsletter, Spring 2025, page 4 (enlarged extract): RoboGenius Camp, Dr. Joddat Fatima and Dr. Nadia Sultan, organised by Edopia School, Islamabad, May 2025; girls building robots under the guidance of the two women engineers.

2. RoboGenius Camp (continued): the newsletter as published



Figure 7: CoE-AI website, Newsletters page: the Fall 2025 and Spring 2025 newsletters published by the Centre (coeai.bahria.edu.pk, captured 3 November 2026).

2. RoboGenius Camp (continued): newsletter cover and contents



Figure 8: CoE-AI Newsletter, Spring 2025 (January to June 2025), page 1: cover and contents.

2. RoboGenius Camp (continued): page cited



Figure 9: CoE-AI Newsletter, Spring 2025, page 4: Talks and Trainings, including the RoboGenius Camp, May 2025.

3. Through collaboration with other universities, community groups, government or NGOs

In 2025 the University worked with the Scottish Government and the British Council, with Google Developer Groups, with two women's universities and with IEEE to draw women into subjects where they are underrepresented.

3.1 Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26: Scottish Government and British Council

On 3 September 2025 the University called on its women students to apply for the Scotland Pakistan Scholarships for Bahria University's Young Women and Girls 2025–26, funded by the Scottish Government and administered by the British Council. The scholarship is open only to women with an offer for a four-year bachelor's programme or a master's or MPhil programme, and its fields include STEM (master's level), Sustainable Energy, Climate, and Food Security and Agriculture, subjects in which women are underrepresented, alongside Education and Health Sciences. It covers tuition fees, university hostel costs and two journeys home a year. The University announced it on its official Facebook page and on a dedicated web page, with the application links and the closing date of 15 September 2025, and encouraged all eligible students to apply; the web page states that applications from women in rural areas, from minority communities and with disabilities are particularly encouraged.



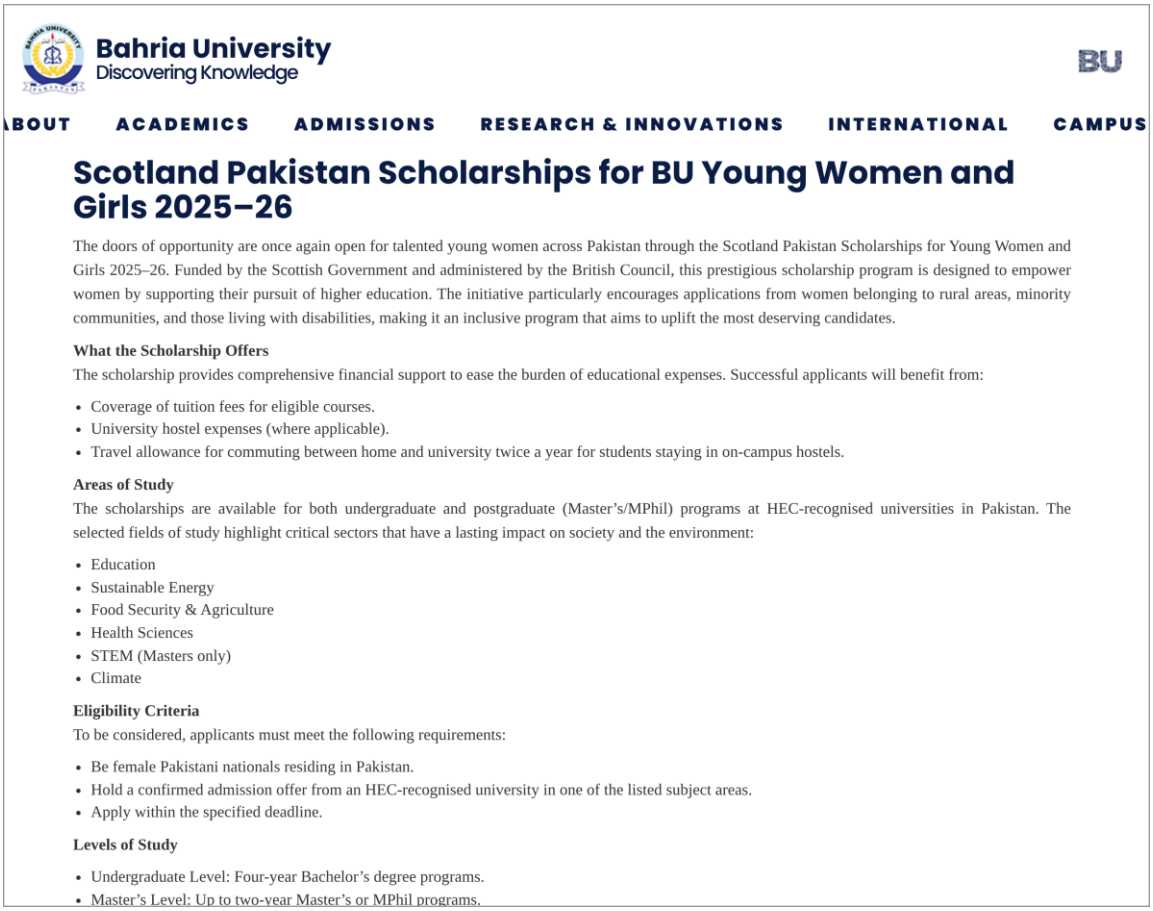
Figure 10: Bahria University official Facebook page, post of 3 September 2025: Scotland Pakistan Scholarships for Bahria University's Young Women and Girls 2025–26, with coverage, eligible fields, application links and the closing date of 15 September 2025 (captured 2 November 2026).

3.1 Scotland Pakistan Scholarships (continued): announcement



Figure 11: The same post (continued): announcement image, Scotland Pakistan Scholarships for BU Young Women and Girls 2025 –26, available for students enrolled at undergraduate and master's level, last date to apply 15 September 2025.

3.1 Scotland Pakistan Scholarships (continued): University web page



Bahria University
Discovering Knowledge

BU

ABOUT ACADEMICS ADMISSIONS RESEARCH & INNOVATIONS INTERNATIONAL CAMPUS

Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26

The doors of opportunity are once again open for talented young women across Pakistan through the Scotland Pakistan Scholarships for Young Women and Girls 2025–26. Funded by the Scottish Government and administered by the British Council, this prestigious scholarship program is designed to empower women by supporting their pursuit of higher education. The initiative particularly encourages applications from women belonging to rural areas, minority communities, and those living with disabilities, making it an inclusive program that aims to uplift the most deserving candidates.

What the Scholarship Offers

The scholarship provides comprehensive financial support to ease the burden of educational expenses. Successful applicants will benefit from:

- Coverage of tuition fees for eligible courses.
- University hostel expenses (where applicable).
- Travel allowance for commuting between home and university twice a year for students staying in on-campus hostels.

Areas of Study

The scholarships are available for both undergraduate and postgraduate (Master's/MPhil) programs at HEC-recognised universities in Pakistan. The selected fields of study highlight critical sectors that have a lasting impact on society and the environment:

- Education
- Sustainable Energy
- Food Security & Agriculture
- Health Sciences
- STEM (Masters only)
- Climate

Eligibility Criteria

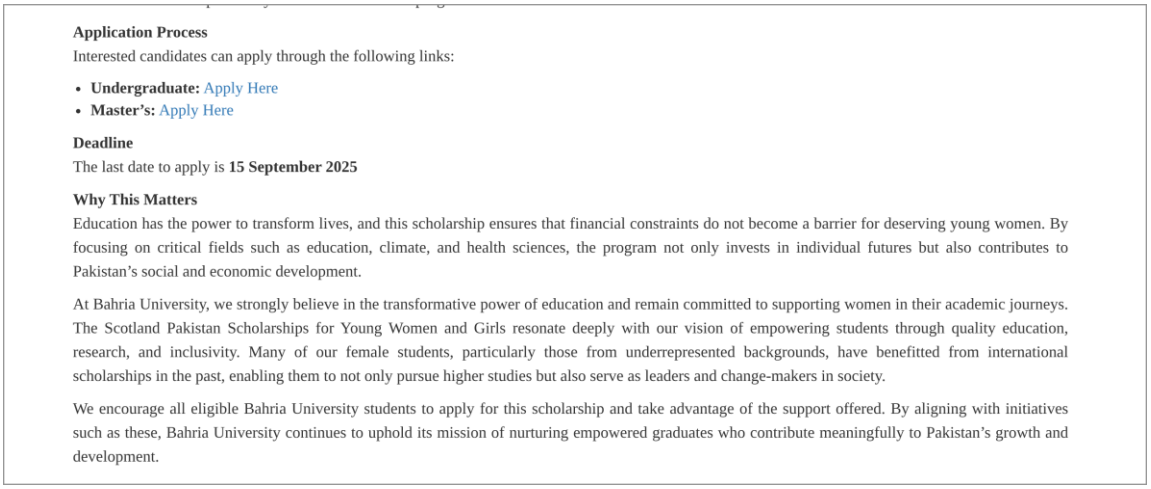
To be considered, applicants must meet the following requirements:

- Be female Pakistani nationals residing in Pakistan.
- Hold a confirmed admission offer from an HEC-recognised university in one of the listed subject areas.
- Apply within the specified deadline.

Levels of Study

- Undergraduate Level: Four-year Bachelor's degree programs.
- Master's Level: Up to two-year Master's or MPhil programs.

Figure 12: Bahria University web page, Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26: purpose, coverage, areas of study, including STEM, Sustainable Energy and Climate, eligibility and levels of study (bahria.edu.pk, pageContentId 5369, captured 2 November 2026).



Application Process

Interested candidates can apply through the following links:

- **Undergraduate:** Apply Here
- **Master's:** Apply Here

Deadline

The last date to apply is **15 September 2025**

Why This Matters

Education has the power to transform lives, and this scholarship ensures that financial constraints do not become a barrier for deserving young women. By focusing on critical fields such as education, climate, and health sciences, the program not only invests in individual futures but also contributes to Pakistan's social and economic development.

At Bahria University, we strongly believe in the transformative power of education and remain committed to supporting women in their academic journeys. The Scotland Pakistan Scholarships for Young Women and Girls resonate deeply with our vision of empowering students through quality education, research, and inclusivity. Many of our female students, particularly those from underrepresented backgrounds, have benefitted from international scholarships in the past, enabling them to not only pursue higher studies but also serve as leaders and change-makers in society.

We encourage all eligible Bahria University students to apply for this scholarship and take advantage of the support offered. By aligning with initiatives such as these, Bahria University continues to uphold its mission of nurturing empowered graduates who contribute meaningfully to Pakistan's growth and development.

Figure 13: The same page (continued): application links, the deadline of 15 September 2025 and the University's statement on women's access to higher education.

3.2 SheCodes the Future: Google Developer Groups on Campus, Lahore Campus, 11 March 2025

On 11 March 2025, marking International Women's Day, Google Developer Groups (GDG) on Campus, Bahria University Lahore Campus, the University's chapter of Google's developer community programme, held SheCodes the Future at the Lahore Campus, an event dedicated to the role of women in technology. Six women spoke, three faculty members of the Lahore Campus and three women from the software industry, showing women students the careers open to them in computing. The event page records 46 registrations.

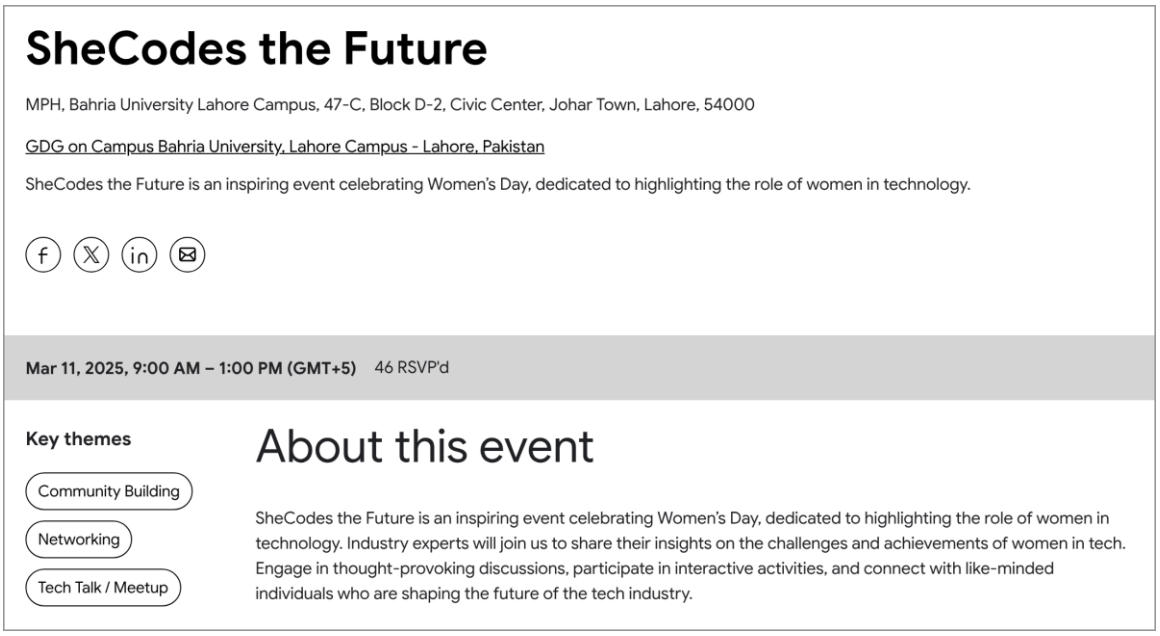


Figure 14: Event page, SheCodes the Future, GDG on Campus Bahria University Lahore Campus, 11 March 2025 (gdg.community.dev, captured 2 November 2026).

3.3 Women's universities: Fatima Jinnah Women University and Rawalpindi Women University

CoE-AI's women faculty took the University's computing and science expertise to the country's women's universities. In May and June 2025 Dr. Fatima Khalique and Dr. Joddat Fatima judged graduating students' final-year projects at the Open House 2025 of Fatima Jinnah Women University (FJWU), Rawalpindi, and Dr. Joddat Fatima and Dr. Nadia Sultan judged at the NUST SEECS Open House. In November 2025 the Director of CoE-AI, Dr. Sumaira Kausar, was a panelist on "Future Frontiers in Science: Sustainable Solutions for Global Challenges" at the 4th International Science Conference of Rawalpindi Women University (RWU), discussing artificial intelligence and interdisciplinary approaches to sustainable development.



Figure 15: CoE-AI Newsletter, Spring 2025, page 6 (enlarged extract): CoE-AI women faculty as judges at the FJWU Open House 2025 and the NUST SEECS Open House, evaluating graduating students' final-year projects, May to June 2025.

3.3 Women's universities (continued): Rawalpindi Women University, November 2025

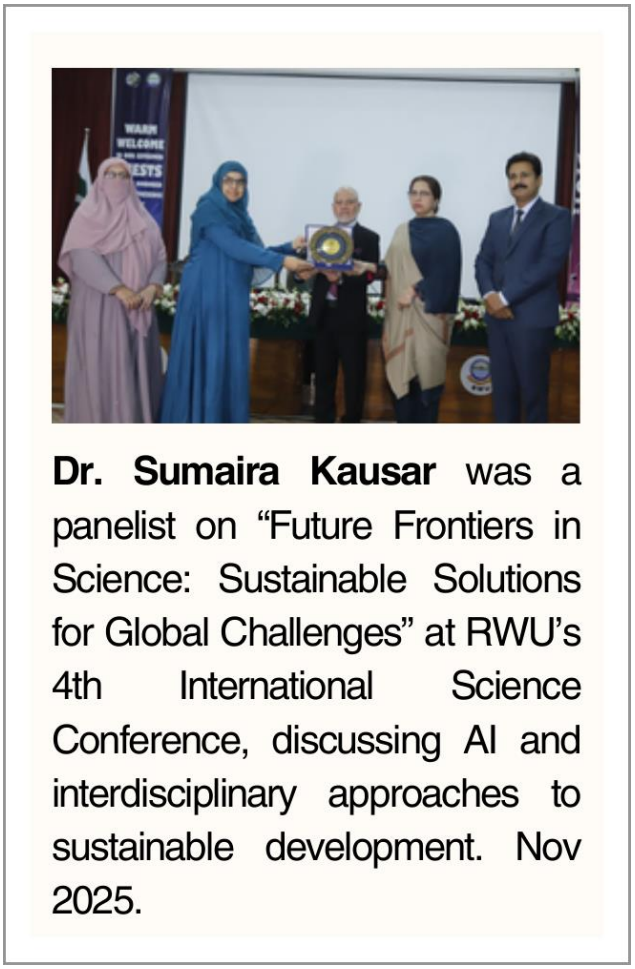


Figure 16: CoE-AI Newsletter, Fall 2025, page 5 (enlarged extract): the Director of CoE-AI, Dr. Sumaira Kausar, panelist on "Future Frontiers in Science: Sustainable Solutions for Global Challenges" at RWU's 4th International Science Conference, November 2025.

3.3 Women's universities (continued): Spring 2025 newsletter, page cited



6 SPRING, 2025 CoE-AI NEWSLETTER

IN FOCUS: REPRESENTATION & IMPACT

CoE-AI faculty members, served as Judges at major academic showcases, including FJWU Open House 2025 (Dr. Fatima Khalique and Dr. Joddat Fatima) and NUST SEECS Open House (Dr. Joddat Fatima and Dr. Nadia Sultan), where they evaluated innovative Final Year Projects by graduating students. *May-June 2025*

NIFA PESHAWAR

The CoE-AI team, including Dr. M. Asfand E Yar and Qadeer Hashir, visited NIFA to explore collaboration on AI-based Smart Farming. Discussions focused on enhancing seed selection, soil management, and climate resilience using AI. *June 2025*

Dr. Sumaira Kausar, served as a speaker and panelist at The Two AIs: Allama Iqbal & Artificial Intelligence organized by Iqbal Chair BUIC. Her insights enriched the dialogue on aligning Iqbal's vision with the evolving landscape of Artificial Intelligence. *April 2025.*

Dr. Syed Umaid Ali represented CoE-AI at the AIOU ORIC Sustainability Expo 2025, organized by AIOU islamabd, showcasing the products Aquarator and Arti Tree as innovative contributions toward a greener future. *April 2025*

CoE-AI team attended national conference titled 'Zero-Day Employability of Computing Graduates' organized by Higher Education Commission (HEC), Pakistan in collaboration with MoIT&T and Pakistan Software Export Board (PSEB). *June 2025*

Dr. Nadia Sultan represented CoE-AI as Judge at Namal Tech 2025, evaluating student projects and ROBO COMP entries. *April 2025*

WE GROW THROUGH SHARED EXPERIENCES, KNOWLEDGE EXCHANGE, AND A PASSION FOR AI-LED INNOVATION.

WOMEN'S DAY SPECIAL

Dr. Joddat Fatima organized two engaging sessions on "Skincare Myths & Facts: Social Media vs. Dermatology", led by renowned dermatologist Dr. Eram Yasir, for undergraduate students at SRC H-11 and CS Dept E-8. The sessions offered expert insights to dispel popular skincare misconceptions. *Feb-March 2025*

EXPANDING KNOWLEDGE AND SKILLS

Dr. Nadia Sultan successfully completed the AI Atom Camp certification at NUST, where she received the Best Project Award for her outstanding performance. *Feb 2025*

Dr. Syed Umaid Ali enhanced his expertise through a series of technical and professional development courses on energy systems, electric vehicles, AI, and engineering leadership. These certifications reflect his commitment to continuous learning and innovation. *Feb-June 2025*

Figure 17: CoE-AI Newsletter, Spring 2025, page 6: In Focus, Representation and Impact, including the FJWU and NUST SEECS Open Houses, May to June 2025.

3.3 Women's universities (continued): Fall 2025 newsletter, cover and contents



Figure 18: CoE-AI Newsletter, Fall 2025 (July to December 2025), page 1: cover and contents.

3.3 Women's universities (continued): Fall 2025 newsletter, page cited



FALL 2025 CoE-AI NEWSLETTER 5

IN FOCUS: REPRESENTATION & IMPACT

Dr. Sumaira Kausar (Director, CoE-AI), **Mr. Rizwan Aamir** (Director IT), and **Dr. Samabia Tehsin** visited Hong Kong Metropolitan University to discuss academic exchange and research collaboration, reinforcing CoE-AI's commitment to global partnerships. July 2025.

Dr. Joddat Fatima delivered a lecture on "Tackling the Negative Influence of AI on Student Learning" at Bahria University School of Medicine, including interactive activities and discussions on AI ethics. July 2025.

Dr. Asad Ullah and **Mr. Asfand Yar** from CoE-AI attended the 4th National AI Seminar organized by AITeC, NCP. They engaged in knowledge exchange and explored AI initiatives. CoE-AI remains committed to advancing Pakistan's AI ecosystem. July 2025.

Dr. Joddat Fatima attended the HBL P@SHA ICT Awards as a judge, critically evaluating innovative ICT projects and initiatives, providing expert insights, and supporting the recognition of excellence and technological advancement in Pakistan's ICT sector. Aug 2025.

Dr. Asad Ullah, Wing Head at CoE-AI, attended the "From Data to Decisions: AI for Maternal Health Challenges" symposium organized by Shifa Hospital and NUST. He engaged with experts on AI applications in maternal health and advancing Pakistan's AI ecosystem. Sept 2025.

CoE-AI team (**Dr. Joddat Fatima**, **Dr. Nadia Sultan**, **Dr. Syed Umaid Ali**) met IESCO at the DCC and 132kV Grid Station to discuss the PowerPredictPro platform for load forecasting and AI, gaining valuable insights for actionable deployment. Sept 2025.

Dr. Fatima Khalique spoke at NIMA's Maritime Training Workshop, sharing insights on AI and deep learning for maritime anomaly detection, highlighting ways to enhance safety by identifying route deviations, AIS gaps, and suspicious vessel activities. Oct 2025.

Dr. Sumaira Kausar, and Dr. Samabia Tehsin attended the International Conference on Future of Healthcare (FHCC2025) organized by ICRCMED at COMSTECH, engaging with experts and gaining insights on AI-driven innovations shaping Pakistan's healthcare future. 2025. Oct 2025.

Dr. Sumaira Kausar was a panelist on "Future Frontiers in Science: Sustainable Solutions for Global Challenges" at RWU's 4th International Science Conference, discussing AI and interdisciplinary approaches to sustainable development. Nov 2025.

Dr. Sumaira Kausar participated in the National Workshop on AI Use Case Development, contributing to the EdTech working group in collaboration with ADB and Ignite. The initiative supports the National AI Policy and the National AI Innovation Hub (NAIIH). Nov 2025.

Dr. Sumaira Kausar, Dr. Samabia Tehsin, and Dr. Amina Jameel participated in the launch of Pakistan's Digital Sector Roadmap, jointly unveiled by ADB and Ignite under the Ministry of IT and Telecommunication, Pakistan, highlighting a decade-long vision for digital innovation and inclusive growth. Nov 2025.

Dr. Sumaira Kausar (Director, CoE-AI) attended the AI × Future Summit at Bahria University, H-11 Islamabad, and moderated the panel "Competitive Edge: Pakistan 2030 & Beyond," engaging leaders from academia, industry, and policy on AI's role in Pakistan's future. Dec 2025.

CoE-AI, Bahria University, Islamabad CoE-AI

Figure 19: CoE-AI Newsletter, Fall 2025, page 5: In Focus, Representation and Impact, including the RWU 4th International Science Conference, November 2025.

3.4 IEEE: Meet Mentor, August 2025, and IEEE Day, 7 October 2025

In August 2025 Dr. Joddat Fatima and Dr. Nadia Sultan served as mentors at IEEE Meet Mentor, organised by IEEE. On 7 October 2025 the Department of Electrical Engineering, Bahria University Islamabad Campus, celebrated IEEE Day 2025 with the IEEE BU Student Body and the IEEE Islamabad Section, whose Chair attended. The celebration was coordinated by a woman faculty member, Dr. Maryam Iqbal, with Engr. Umair Shahid, and the University's web page shows women students and faculty among the participants; the University's representation was described as one of the largest and most vibrant of the participating groups.



Figure 20: CoE-AI Newsletter, Fall 2025, page 4 (enlarged extract): IEEE Meet Mentor, Dr. Joddat Fatima and Dr. Nadia Sultan, organised by IEEE, August 2025.

3.4 IEEE (continued): IEEE Day 2025, Department of Electrical Engineering

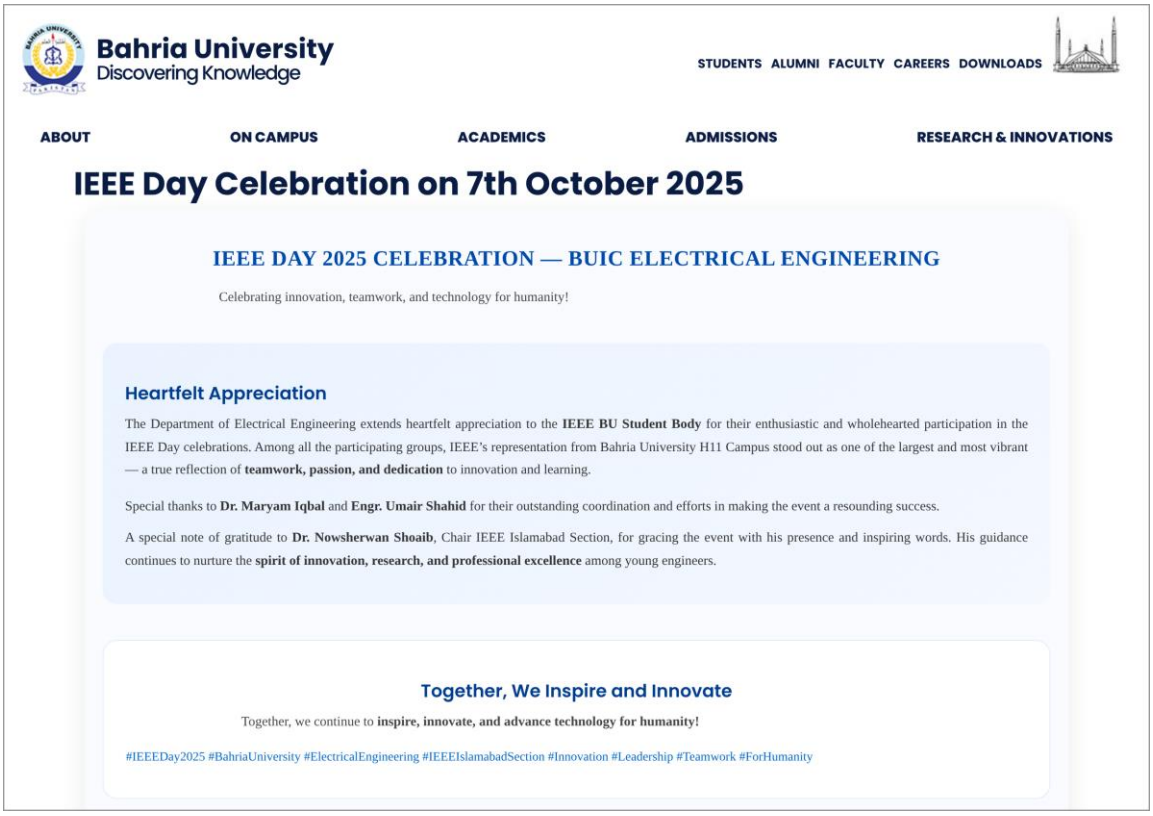


Figure 21: Bahria University web page, IEEE Day Celebration on 7th October 2025, Department of Electrical Engineering: apprec iation of the IEEE BU Student Body, coordination by Dr. Maryam Iqbal and Engr. Umair Shahid, and attendance of the Chair, IEEE Isla mabad Section (bahria.edu.pk, pageContentId 5524, captured 3 November 2026).



Figure 22: The same page (continued): participants of IEEE Day 2025, women students and faculty among them, 7 October 2025.

3.4 IEEE (continued): Fall 2025 newsletter, page cited



Figure 23: CoE-AI Newsletter, Fall 2025, page 4: Talks and Trainings, including IEEE Meet Mentor, August 2025.

4. Women leading the University's work in artificial intelligence and engineering, 2025

The women who carried out this outreach lead the University's Centre of Excellence in Artificial Intelligence. In the Fall 2025 newsletter women hold seven of the ten leadership posts shown: the Director, two of the three Heads and four of the six Wing Heads, across computer science, computer engineering, electrical engineering and software engineering; three of the Centre's four researchers are also women. Their work in 2025 earned national recognition. The Smart Diabi Care project, whose team of five included three women faculty members and a woman researcher, was 1st Runner-Up in the HealthTech category of the AI Wrapper Competition 2025, organised jointly by the Ministry of IT and Telecommunication and Ignite, National Technology Fund, from 2,889 registered projects. The AI-Driven Wheat Rust Detection project, with Dr. Amina Jameel, and NeuroScanAI, supervised by Dr. Fatima Khalique, received Appreciation Awards at the HBL P@SHA ICT Awards 2025, the latter among 1,633 entries.

These women are the role models whom schoolgirls, women applicants and women students met through the activities in Sections 2 and 3.

4. Women leading the work (continued): Team CoE-AI



Figure 24: CoE-AI Newsletter, Fall 2025, page 10: Team CoE-AI, the Director, Heads, Wing Heads and researchers.

4. Women leading the work (continued): awards, 2025



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FALL 2025 CoE-AI NEWSLETTER

SPOTLIGHT ON EXCELLENCE

TEAM CARESYNAPSE AWARDED AT AI WRAPPER COMPETITION 2025!

The **Smart Diabi Care** project from the Center of Excellence – Artificial Intelligence secured the 1st Runner-Up position in the HealthTech category at the AI Wrapper Competition 2025.
Chosen from 2,889 registered projects and advancing through regional rounds, the team stood 2nd nationwide—reflecting our commitment to impactful, AI-driven healthcare innovation. This milestone further reinforces CoE-AI's commitment to impactful, real-world healthcare solutions.
Congratulations to **Dr. Samabia Tehsin**, **Dr. Sumaira Kausar**, **Dr. Amina Jameel**, **Ms. Anum Bibi**, and **Mr. Qadeer Hashir** for this outstanding achievement!

AI-DRIVEN WHEAT RUST DETECTION SHINES AT P@SHA!

The **AI-Driven Wheat Rust Detection** project has been recognized at the **HBL P@SHA ICT Awards 2025** for its groundbreaking use of AI in agriculture.
Combining machine learning and image-based disease detection, the project offers farmers an efficient, early-warning tool against wheat rust.
This milestone marks a proud achievement for CoE-AI and reflects our commitment to real-world AI innovation and a stronger agri-tech ecosystem.
Congratulations to **Dr. Amina Jameel**, **Mr. Suleman Sohail**, and **Mr. Jahanzaib Fareed** on this remarkable achievement!

NEUROSCANAI HONORED AT P@SHA!

NeuroScanAI has received an Appreciation Award at the **HBL P@SHA ICT Awards 2025**, standing out among 1,633 entries nationwide.
The project combines AI-driven brain tumor segmentation with immersive 3D and Mixed Reality visualization, showcasing the exceptional talent of our students at Bahria University.
This milestone marks a proud moment for the Center of Excellence – Artificial Intelligence and reinforces our commitment to impactful digital health innovation.
Congratulations to **Dr. Fatima Khalique**, **Mr. Daniyal Tufail**, and **Mr. Ahmad Moiz Khan** on this remarkable achievement!

CoE-AI, Bahria University, Islamabad CoE-AI

Figure 25: CoE-AI Newsletter, Fall 2025, page 7: Spotlight on Excellence, the Smart Diabi Care, AI-Driven Wheat Rust Detection and NeuroScanAI awards, 2025.

5. Women's applications and entry, 2025

The Directorate of Admissions tracks applications, offers, acceptances and Semester 1 entry for every intake in the University's Campus Management System (CMS), by academic level, campus, subject field and department. Its records for 2025 show where women are underrepresented: engineering, computing and, to a lesser degree, the sciences, the subjects at which the outreach and collaboration in Sections 2 and 3 are aimed.

5.1 Applications and entry by academic level and campus

Across the Spring 2025 and Fall 2025 intakes the University received 50,762 applications, made 8,662 offers, recorded 8,647 acceptances and admitted 8,451 students to Semester 1, of whom 3,994 were women (47.3 per cent). Women were 1,097 of the 1,982 postgraduate entrants (55.3 per cent), 2,875 of the 6,397 undergraduate entrants (44.9 per cent) and 21 of the 71 doctoral entrants (29.6 per cent). By campus, women's share of entry was 47.2 per cent at the Karachi Campus, 43.2 per cent at the Islamabad E-8 Campus, 40.1 per cent at the Islamabad H-11 Campus, 36.8 per cent at the Lahore Campus and 93.0 per cent at the Institute of Professional Psychology.

Academic level	Applications	Offered / accepted	Semester 1 intake	Women entrants	Women (per cent)
Undergraduate	42,611	6,350 / 6,577	6,397	2,875	44.9
Postgraduate	7,634	2,236 / 1,997	1,982	1,097	55.3
Doctoral	510	76 / 72	71	21	29.6
Certificate and short courses	7	Not reported	1	1	100.0
All campuses, 2025	50,762	8,662 / 8,647	8,451	3,994	47.3

Campus	Applications	Offered / accepted	Semester 1 intake	Women entrants	Women (per cent)
Islamabad E-8 Campus	24,084	3,140 / 3,403	3,344	1,445	43.2
Karachi Campus	13,794	3,055 / 3,138	3,194	1,509	47.2
Islamabad H-11 Campus	6,306	907 / 895	873	350	40.1
Lahore Campus	3,269	746 / 531	494	182	36.8
Institute of Professional Psychology, Karachi	2,714	659 / 537	546	508	93.0
Health Sciences Campus, Karachi	595	155 / 143	Tracked via BUHS registry	Tracked via BUHS registry	Tracked via BUHS registry
All campuses, 2025	50,762	8,662 / 8,647	8,451	3,994	47.3

5.1 Applications and entry (continued): women's share of entry by level and campus

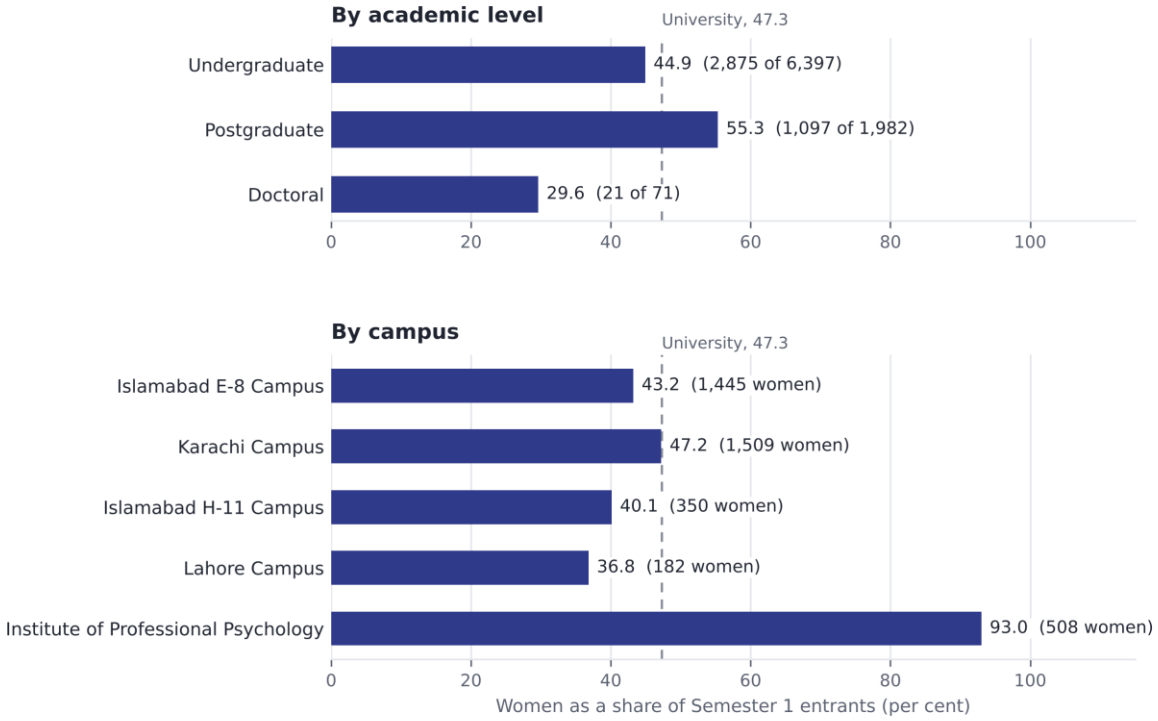

Figure 26: Women as a share of Semester 1 entrants by academic level and by campus, Spring 2025 and Fall 2025 intakes; the dashed line marks the University figure of 47.3 per cent (Directorate of Admissions, CMS data).

5.1 Applications and entry (continued): Directorate of Admissions tracking report

BAHRIA UNIVERSITY

Directorate of Admissions — Bahria University Head Office (BUHO), Islamabad

Issuing Authority: Director, Directorate of Admissions
Data Source: Bahria University CMS
Extraction Date: 1 November 2026

SDG 5.3.1 Institutional Evidence: Systematic Tracking of Women's Application, Acceptance & Entry Rates (2025)

Official verification of candidate applications received, admission offers/acceptances, total Semester 1 intake, and women's final entry (enrollment) numbers and rates across all constituent campuses for the combined **Spring 2025 and Fall 2025 Intakes**.

TABLE 1: SYSTEMATIC TRACKING OF WOMEN'S APPLICATION, ACCEPTANCE & ENTRY RATES (SPRING 2025 & FALL 2025 INTAKES)

Academic Level	Total Applications Received (2025)	Admissions Offered / Accepted (2025)	Overall Acceptance Rate (%)	Total Semester 1 Intake (2025)	Women Final Entry / Enrolled (N & % of Intake)
Undergraduate (BS / BBA / BE / LLB / AD / DPT)	42,611	6,350 / 6,577	14.9% / 15.4%	6,397	**2,875 (44.9%)**
Postgraduate (MS / MPhil / MBA / LLM)	7,634	2,236 / 1,997	29.3% / 26.2%	1,982	**1,097 (55.3%)**
Doctoral (PhD Programs)	510	76 / 72	14.9% / 14.1%	71	**21 (29.6%)**
Certificate & Short Courses	7	—	—	1	**1 (100.0%)**
Total Bahria University (All Campuses, 2025)	**50,762**	**8,662 / 8,647**	**17.1% / 17.0%**	**8,451**	**3,994 (47.3%)**

TABLE 2: CAMPUS-WISE ADMISSIONS & WOMEN'S ENTRY BREAKDOWN (SPRING 2025 & FALL 2025 INTAKES)

Constituent Campus / Unit	Total Applications Received (2025)	Admissions Offered / Accepted (2025)	Campus Acceptance Rate (%)	Women Final Entry / Enrolled (N & % of Intake)
Islamabad E-8 Campus (BUIC E-8)	24,084	3,140 / 3,403	13.0% / 14.1%	**1,445 (43.2%)**
Karachi Campus (BUKC)	13,794	3,055 / 3,138	22.1% / 22.7%	**1,509 (47.2%)**
Islamabad H-11 Campus (BUIC H-11)	6,306	907 / 895	14.4% / 14.2%	**350 (40.1%)**
Lahore Campus (BULC)	3,269	746 / 531	22.8% / 16.2%	**182 (36.8%)**
Institute of Professional Psychology (IPP), Karachi	2,714	659 / 537	24.3% / 19.8%	**508 (93.0%)**

Bahria University Head Office — Directorate of Admissions (SDG 5.3.1 Official Evidence 2025) Page 1 of 2

Figure 27: Directorate of Admissions, Bahria University Head Office, tracking of women's application, acceptance and entry rates, 2025, page 1: Table 1 by academic level and Table 2 by campus, Spring 2025 and Fall 2025 intakes (data source: Bahria University CMS; extraction date 1 November 2026).

5.1 Applications and entry (continued): Directorate of Admissions tracking report

Constituent Campus / Unit	Total Applications Received (2025)	Admissions Offered / Accepted (2025)	Campus Acceptance Rate (%)	Women Final Entry / Enrolled (N & % of Intake)
Health Sciences Campus (BUHS), Karachi	595	155 / 143	26.1% / 24.0%	Tracked via BUHS Registry
Total Bahria University (All Campuses, 2025)	**50,762**	**8,662 / 8,647**	**17.1% / 17.0%**	**3,994 (47.3%)**

- **Scope & Reconciliation:** Figures combine the Spring 2025 and Fall 2025 intakes across constituent campuses in the Bahria University Campus Management System (CMS). Programme-level sums are reconciled with official CMS totals for every campus and intake.
- **Stage Definitions:** *Total Applications* includes national and foreign applicants (50,762). *Offered* (8,662) represents candidates who cleared the admission test and interview. *Accepted* (8,647) represents candidates who paid the admission fee (Accepted may exceed Offered in specific streams where candidates shifted programmes upon fee payment). *Women Final Entry* (3,994 out of 8,451 total Semester 1 entrants, or 47.3%) represents female students registered in Semester 1 of each intake.

Institutional Tracking & Evaluation Formulas (THE Impact Rankings SDG 5.3.1 Methodology):

1. **Women's Application Rate** = (Total Female Applicants ÷ Total Applicants) × 100
2. **Women's Acceptance Rate** = (Total Female Applicants Offered / Accepted for Admission ÷ Total Female Applicants) × 100
3. **Women's Entry (Enrollment) Rate** = (Total Female Students Enrolled in Semester 1 ÷ Total Students Enrolled in Intake) × 100 = (3,994 ÷ 8,451) × 100 = **47.3%**

Bahria University Head Office — Directorate of Admissions (SDG 5.3.1 Official Evidence 2025) Page 2 of 2

Figure 28: The same report, page 2: Table 2 continued, scope and reconciliation, stage definitions and the tracking formulas.

5.2 Entry by subject field: where women are underrepresented

The Directorate of Admissions classifies every programme by the UNESCO ISCED-F 2013 broad field of education, with fields 05, 06 and 07 forming STEM. Across the Spring 2025 and Fall 2025 intakes women were 827 of the 2,619 students entering STEM fields (31.6 per cent), against 3,167 of the 5,832 entering other fields (54.3 per cent) and 47.3 per cent overall. Women were least represented in engineering, manufacturing and construction (178 of 710, 25.1 per cent) and in information and communication technologies (574 of 1,749, 32.8 per cent), and close to parity in the natural sciences, mathematics and statistics (75 of 160, 46.9 per cent). Among engineering and computing departments, women's share of entry ranged from 23.0 per cent in Electrical Engineering to 42.0 per cent in Computer Engineering, both at the Islamabad H-11 Campus, and women were 54.9 per cent of entrants to Earth and Environmental Sciences at the Karachi Campus.

These are the subjects in which the University encourages women to apply: robotics and artificial intelligence through the RoboGenius Camp, computing through SheCodes the Future, STEM, Sustainable Energy and Climate through the Scotland Pakistan Scholarships, and computing, science and engineering through its engagement with women's universities and IEEE.

Subject field (ISCED-F 2013)	STEM	Semester 1 intake	Women entrants	Women (per cent)
05 Natural sciences, mathematics and statistics	Yes	160	75	46.9
06 Information and communication technologies	Yes	1,749	574	32.8
07 Engineering, manufacturing and construction	Yes	710	178	25.1
STEM fields	Yes	2,619	827	31.6
02 Arts and humanities	No	288	201	69.8
03 Social sciences, journalism and information	No	1,738	1,288	74.1
04 Business, administration and law	No	3,644	1,563	42.9
09 Health and welfare	No	136	107	78.7
10 Services	No	26	8	30.8
Other fields	No	5,832	3,167	54.3
All fields, 2025	All	8,451	3,994	47.3

5.2 Entry by subject field (continued): women's entry in STEM fields by campus and by field

Campus	Natural sciences (05)	ICT (06)	Engineering (07)	All STEM fields	All fields
Islamabad E-8 Campus	3 of 4	181 of 552	No entrants	184 of 556	1,445 of 3,344
Karachi Campus	28 of 51	200 of 534	87 of 356	315 of 941	1,509 of 3,194
Islamabad H-11 Campus	44 of 105	92 of 286	91 of 354	227 of 745	350 of 873
Lahore Campus	No entrants	101 of 377	No entrants	101 of 377	182 of 494
Institute of Professional Psychology, Karachi	No entrants	No entrants	No entrants	No entrants	508 of 546
All campuses, 2025	75 of 160	574 of 1,749	178 of 710	827 of 2,619	3,994 of 8,451

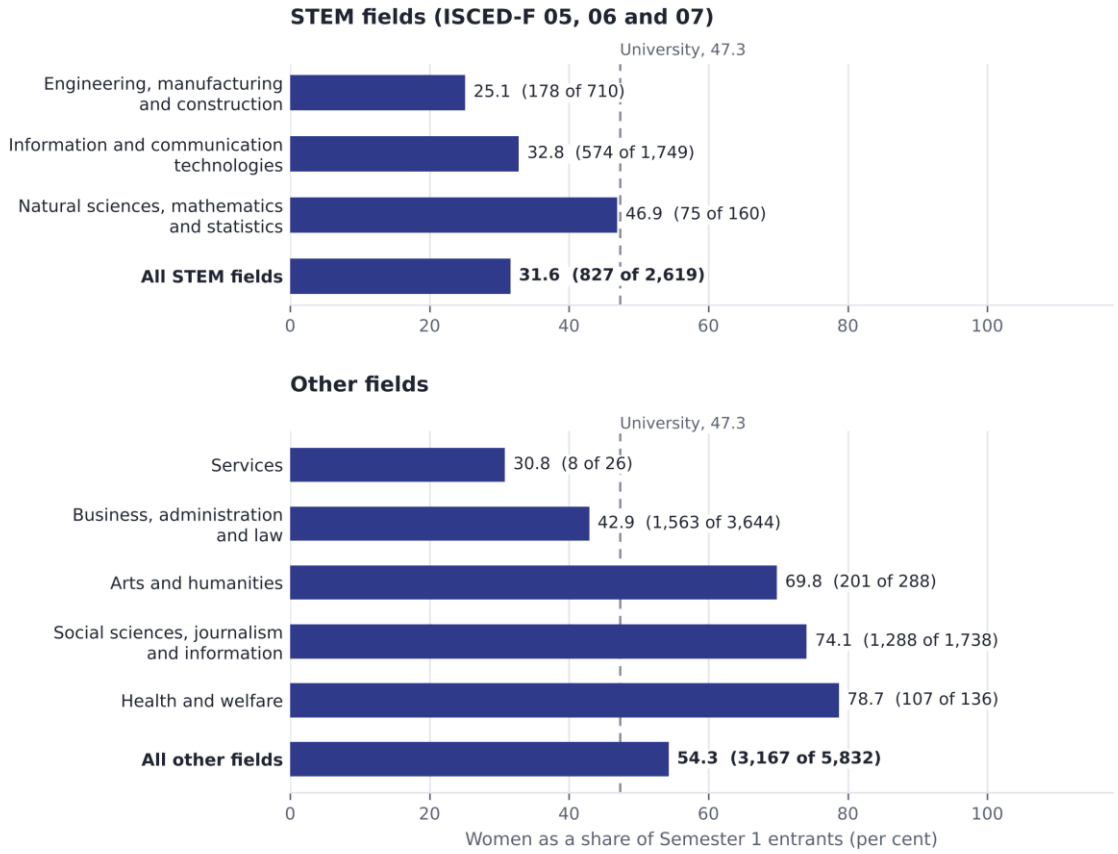

Figure 29: Women as a share of Semester 1 entrants by ISCED-F 2013 broad field, STEM and other fields, Spring 2025 and Fall 2025 intakes; the dashed line marks the University figure of 47.3 per cent (Directorate of Admissions, CMS data).

5.2 Entry by subject field (continued): Directorate of Admissions report

BAHRIA UNIVERSITY

Bahria University Head Office (BUHO), Shangrilla Road, Sector E-8, Islamabad, Pakistan

DIRECTORATE OF ADMISSIONS — OFFICIAL INSTITUTIONAL STATISTICAL RECORD

ISSUING AUTHORITY	Director, Directorate of Admissions (BUHO)	**ASSESSMENT CYCLE**	Spring 2025 & Fall 2025 Intakes (Combined)
PRIMARY DATA SOURCE	Bahria University Campus Management System (CMS)	**EXTRACTION DATE**	1–3 November 2026

Institutional Evidence Report (SDG 5.3): Women's Final Entry by Subject Field, STEM Disciplines & Academic Departments (2025)

Official statistical record of Semester 1 registered students and women's final entry (enrollment) rates across UNESCO ISCED-F 2013 broad subject fields, STEM and Non-STEM streams, constituent campuses, faculties, and academic departments for the 2025 academic intakes.

TABLE 3: WOMEN'S FINAL ENTRY BY SUBJECT FIELD (SPRING 2025 AND FALL 2025 INTAKES)

Subject Field (ISCED-F 2013 Broad Field)	STEM	Semester 1 Intake (All)	Women Entered (N & % of Intake)	Undergraduate: Women of Intake	Postgraduate: Women of Intake	Doctoral: Women of Intake
02 Arts and humanities	No	288	**201 (69.8%)**	140 of 177 (79.1%)	58 of 100 (58.0%)	3 of 11 (27.3%)
03 Social sciences, journalism and information	No	1,738	**1,288 (74.1%)**	933 of 1,313 (71.1%)	351 of 414 (84.8%)	4 of 11 (36.4%)
04 Business, administration and law	No	3,644	**1,563 (42.9%)**	958 of 2,414 (39.7%)	596 of 1,204 (49.5%)	8 of 25 (32.0%)
05 Natural sciences, mathematics and statistics	Yes	160	**75 (46.9%)**	47 of 101 (46.5%)	26 of 51 (51.0%)	2 of 8 (25.0%)
06 Information and Communication Technologies	Yes	1,749	**574 (32.8%)**	506 of 1,537 (32.9%)	64 of 199 (32.2%)	4 of 13 (30.8%)

Bahria University Head Office (BUHO) — Directorate of Admissions | Official Institutional Evidence (SDG 5.3 — 2025) Page 1 of 4

Figure 30: Directorate of Admissions, Bahria University Head Office, Institutional Evidence Report: Women's Final Entry by Su bject Field, STEM Disciplines and Academic Departments (2025), page 1: record details and Table 3, women's entry by ISCED-F 2013 broad field (data source: Bahria University CMS; extraction 1 to 3 November 2026).

5.2 Entry by subject field (continued): Directorate of Admissions report

Subject Field (ISCED-F 2013 Broad Field)	STEM	Semester 1 Intake (All)	Women Entered (N & % of Intake)	Undergraduate: Women of Intake	Postgraduate: Women of Intake	Doctoral: Women of Intake
07 Engineering, manufacturing and construction	Yes	710	**178 (25.1%)**	176 of 693 (25.4%)	2 of 14 (14.3%)	0 of 3 (0.0%)
09 Health and welfare	No	136	**107 (78.7%)**	107 of 136 (78.7%)	—	—
10 Services	No	26	**8 (30.8%)**	8 of 26 (30.8%)	—	—
STEM Subtotal (Fields 05, 06, 07)	**Yes**	**2,619**	**827 (31.6%)**	**729 of 2,331 (31.3%)**	**92 of 264 (34.8%)**	**6 of 24 (25.0%)**
Non-STEM Subtotal	**No**	**5,832**	**3,167 (54.3%)**	**2,146 of 4,066 (52.8%)**	**1,005 of 1,718 (58.5%)**	**15 of 47 (31.9%)**
Total Bahria University (All Campuses, 2025)	—	**8,451**	**3,994 (47.3%)**	**2,875 of 6,397 (44.9%)**	**1,097 of 1,982 (55.3%)**	**21 of 71 (29.6%)**

TABLE 4: WOMEN'S FINAL ENTRY IN STEM FIELDS BY CAMPUS (SPRING 2025 AND FALL 2025 INTAKES)

Constituent Campus	Natural Sciences, Math & Statistics (05)	Information & Comm. Technologies (06)	Engineering, Mfg. & Construction (07)	All STEM Fields (05, 06, 07)	All Subject Fields Combined
Islamabad E-8 Campus	3 of 4 (75.0%)	181 of 552 (32.8%)	—	**184 of 556 (33.1%)**	1,445 of 3,344 (43.2%)
Karachi Campus (BUKC)	28 of 51 (54.9%)	200 of 534 (37.5%)	87 of 356 (24.4%)	**315 of 941 (33.5%)**	1,509 of 3,194 (47.2%)
Islamabad H-11 Campus	44 of 105 (41.9%)	92 of 286 (32.2%)	91 of 354 (25.7%)	**227 of 745 (30.5%)**	350 of 873 (40.1%)
Lahore Campus (BULC)	—	101 of 377 (26.8%)	—	**101 of 377 (26.8%)**	182 of 494 (36.8%)
Institute of Professional Psychology (IPP), Karachi	—	—	—	—	508 of 546 (93.0%)
Total Bahria University (2025)	**75 of 160 (46.9%)**	**574 of 1,749 (32.8%)**	**178 of 710 (25.1%)**	**827 of 2,619 (31.6%)**	**3,994 of 8,451 (47.3%)**

Bahria University Head Office (BUHO) — Directorate of Admissions | Official Institutional Evidence (SDG 5.3 — 2025) Page 2 of 4

Figure 31: The same report, page 2: Table 3 continued, with the STEM and other subtotals, and Table 4, women's entry in STEM fields by campus.

5.2 Entry by subject field (continued): Directorate of Admissions report

TABLE 5: WOMEN'S FINAL ENTRY BY CAMPUS, FACULTY AND DEPARTMENT (SPRING 2025 AND FALL 2025 INTAKES)

Constituent Campus	Faculty (School) in CMS	Academic Department (CMS)	Semester 1 Intake (All)	Women Entered (N & % of Intake)
Islamabad E-8 Campus	BBS	Accounting & Finance	326	108 (33.1%)
Islamabad E-8 Campus	BSEAS	Computer Science	556	184 (33.1%)
Islamabad E-8 Campus	BBS	Economics	54	11 (20.4%)
Islamabad E-8 Campus	BBS	Hospitality Management	26	8 (30.8%)
Islamabad E-8 Campus	BBS	Human Resource & Management	292	135 (46.2%)
Islamabad E-8 Campus	BH3S	Humanities & Social Sciences	240	155 (64.6%)
Islamabad E-8 Campus	BH3S	International Relations	193	95 (49.2%)
Islamabad E-8 Campus	BH3S	Islamic Studies	36	5 (13.9%)
Islamabad E-8 Campus	BULS	Law	223	101 (45.3%)
Islamabad E-8 Campus	BBS	Marketing & Business	522	139 (26.6%)
Islamabad E-8 Campus	BH3S	Media Studies	248	118 (47.6%)
Islamabad E-8 Campus	BBS	Project Management & Supply Chain Management (PM & SCM)	374	162 (43.3%)
Islamabad E-8 Campus	BSPP	Psychology	254	224 (88.2%)
Islamabad E-8 Campus	—	**Campus Subtotal (BUIC E-8)**	**3,344**	**1,445 (43.2%)**
Karachi Campus (BUKC)	BBS	Business Studies	818	406 (49.6%)
Karachi Campus (BUKC)	BSEAS	Computer Engineering	42	10 (23.8%)
Karachi Campus (BUKC)	BSEAS	Computer Science	394	149 (37.8%)
Karachi Campus (BUKC)	BSEAS	Earth & Environmental Sciences	51	28 (54.9%)
Karachi Campus (BUKC)	BSEAS	Electrical Engineering	314	77 (24.5%)
Karachi Campus (BUKC)	BH3S - KC	Humanities & Social Sciences	225	193 (85.8%)
Karachi Campus (BUKC)	BH3S - KC	Islamic Studies	33	16 (48.5%)
Karachi Campus (BUKC)	BBS, BSEAS	Management Studies	921	448 (48.6%)
Karachi Campus (BUKC)	BSMAS	Maritime Sciences	119	45 (37.8%)
Karachi Campus (BUKC)	BH3S - KC	Media Studies	137	86 (62.8%)

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Figure 32: The same report, page 3: Table 5, women's entry by campus, faculty and department.

5.2 Entry by subject field (continued): Directorate of Admissions report

Constituent Campus	Faculty (School) in CMS	Academic Department (CMS)	Semester 1 Intake (All)	Women Entered (N & % of Intake)
Karachi Campus (BUKC)	BSEAS	Software Engineering	140	51 (36.4%)
Karachi Campus (BUKC)	—	**Campus Subtotal (BUKC)**	**3,194**	**1,509 (47.2%)**
Lahore Campus (BULC)	BSEAS	Computer Science	318	84 (26.4%)
Lahore Campus (BULC)	Management	Management Science	108	36 (33.3%)
Lahore Campus (BULC)	BSEAS	Psychology	68	62 (91.2%)
Lahore Campus (BULC)	—	**Campus Subtotal (BULC)**	**494**	**182 (36.8%)**
Institute of Professional Psychology (IPP), Karachi	IPP	Institute of Professional Psychology (IPP)	546	508 (93.0%)
Institute of Professional Psychology (IPP), Karachi	—	**Campus Subtotal (IPP Karachi)**	**546**	**508 (93.0%)**
Islamabad H-11 Campus	BSEAS	Computer Engineering	50	21 (42.0%)
Islamabad H-11 Campus	BSEAS	Computer Science	178	55 (30.9%)
Islamabad H-11 Campus	BSEAS	Earth & Environmental Sciences	105	44 (41.9%)
Islamabad H-11 Campus	BSEAS	Electrical Engineering	304	70 (23.0%)
Islamabad H-11 Campus	BSPP	Psychology	128	123 (96.1%)
Islamabad H-11 Campus	BSEAS	Software Engineering	108	37 (34.3%)
Islamabad H-11 Campus	—	**Campus Subtotal (BUIC H-11)**	**873**	**350 (40.1%)**
Total Bahria University (2025)	**All Faculties**	**All Academic Departments Combined**	**8,451**	**3,994 (47.3%)**

METHODOLOGICAL NOTES & CLASSIFICATION STANDARDS

- **UNESCO ISCED-F 2013 Classification:** Subject fields follow the UNESCO International Standard Classification of Education: Fields of Education and Training (ISCED-F 2013) at the broad field level, assigned by programme content. STEM comprises fields 05 (Natural sciences, mathematics and statistics), 06 (Information and Communication Technologies), and 07 (Engineering, manufacturing and construction).
- **Coverage & STEM Representation:** Figures combine Semester 1 registered students across the Spring 2025 and Fall 2025 intakes (8,451 total entrants, of whom 3,994 are women, representing 47.3% overall). Women account for 31.6% (827 of 2,619) of Semester 1 entrants in STEM fields and 54.3% (3,167 of 5,832) in Non-STEM fields.
- **Programme Classification Notes:** BS Robotics and Intelligent Systems (RIS) is classified under Engineering (07) as housed in Electrical Engineering; BS Business and Information Technology (BIT) at Lahore Campus is classified under ICT (06). Certificate and short-course entrants are included in the overall totals.

Figure 33: The same report, page 4: Table 5 continued, and the methodological notes on the ISCED-F 2013 classification and STEM coverage.

6. Summary of evidence

Option	Evidence	Figures
Policy	Admissions Policy clause 2.1.6; third edition recorded 3 November 2025 under Director Admissions	Section 1
Through university outreach	RoboGenius Camp, May 2025: two women engineers of CoE-AI led a two-day hands-on robotics workshop for school pupils, girls among them, at Edopia School, Islamabad	6 to 9
Through collaboration: government and NGO	Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26, funded by the Scottish Government and administered by the British Council, for women only, in fields including STEM, Sustainable Energy, Climate, and Food Security and Agriculture; announced 3 September 2025	10 to 13
Through collaboration: community group	SheCodes the Future, women in technology, with Google Developer Groups on Campus, Lahore Campus, 11 March 2025	14
Through collaboration: other universities	Women faculty judged final-year projects at the FJWU Open House 2025 and spoke at the 4th International Science Conference of Rawalpindi Women University, November 2025	15 to 19
Through collaboration: professional body	IEEE Meet Mentor, August 2025; IEEE Day 2025 with the IEEE Islamabad Section, coordinated by a woman faculty member, 7 October 2025	20 to 23
Supporting	Women hold seven of the ten leadership posts of CoE-AI; women-led projects won national AI awards in 2025	24 to 25
Outcome	Women were 3,994 of the 8,451 Semester 1 entrants in 2025 (47.3 per cent) and 827 of the 2,619 entrants in STEM fields (31.6 per cent): 25.1 per cent in engineering, 32.8 per cent in ICT and 46.9 per cent in the natural sciences	26 to 33
Reporting year	2025	All

Taken together, the records show that in 2025 Bahria University encouraged women into engineering, computing, artificial intelligence and the sciences through its own work with school pupils and through collaboration with government, an international NGO, a global developer community, women's universities and IEEE, with women faculty leading each activity; women made up 47.3 per cent of the students who entered the University in 2025 and 31.6 per cent of those entering STEM fields.