SDG
05
GENDER EQUALITY

EVIDENCE DOCUMENT | INDICATOR 5.3.3

Women's access schemes

METRIC 5.3 Student access measures

REFERENCE YEAR	COVERAGE	DATE PREPARED
2025	Women students and applicants, all campuses, 2025	2 November 2026

ISSUING OFFICE	EVIDENCE ID
Directorate of Quality Assurance, Head Office	E-05-5.3.3

THE SIR 2027 REQUIREMENT

Does your university as a body provide women's access schemes (e.g. mentoring, scholarships, or other provisions)?

01 Statement of Evidence

Bahria University's direct answer to the requirement

Yes. Bahria University provided women's access schemes in its 2025 reporting year. **Mentoring:** under the Student Mentoring Framework every first-semester undergraduate, women included, is assigned a faculty mentor for regular guidance over two semesters; in the Monthly Progress Report for December 2024, women faculty led 109 of the 139 mentoring sessions, including every session at the Institute of Professional Psychology and at the Health Sciences Campus, Karachi, and a session titled "When Women Work Together"; and in September 2025 the LPDC ran a train-the-trainer programme on student mentoring for 16 faculty members. **Scholarship:** on 3 September 2025 the University announced the Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26, open only to women and covering tuition, hostel costs and travel; in FY 2024–25 the University awarded 4,135 internal scholarships worth Rs. 171.132 million and disbursed 1,037 external scholarships worth Rs. 189.281 million; and women held 932 of the 1,505 University scholarships covering at least half of fees in Spring and Fall 2025 (61.9 per cent). **Other provision:** a Girls Hostel of 150 rooms at the Islamabad campus (Student Handbook, Spring 2025, para 8.11), with a new hostel for female students nearing completion, and programmes designed for women in 2025, including SheCodes the Future for women in technology (11 March), a Youth Club session for female students (5 September), a Women Leadership Activity with bike-riding training for female students (23 November) and a Shark Tank for women entrepreneurs (24 November). Options: Mentoring; Scholarship; Other provision.

02 Evidence and Activity Record

Dated facts and records that substantiate the statement

Section 1 presents the Student Mentoring Programme and the mentoring of women students within it. Section 2 presents the scholarships: the scholarship for women announced in September 2025 and the University scholarships held by women in 2025. Section 3 presents the Girls Hostel provided under the Student Handbook, Spring 2025. Section 4 presents the programmes the University ran for women in 2025. Policies are shown from the cover through the complete table of contents. Section 5 summarises the evidence against each option.

TABLE 1 Women's access schemes, 2025

No.	Option	Scheme	Date	Campus	Evidence
1	Mentoring	Student Mentoring Programme: a faculty mentor for every first-semester undergraduate; 109 of 139 sessions led by women mentors	Dec 2024 report; training Sep 2025	All campuses	Framework; LPDC report and record
2	Scholarship	Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26 (tuition, hostel and travel)	Announced 3 Sep 2025; closed 15 Sep 2025	All campuses	Facebook post; University web page
3	Scholarship	University scholarships of 50 to 100 per cent of fees held by women: 932 of 1,505	Spring and Fall 2025	All campuses	DSA memo M/333, Annex C
4	Scholarship	4,135 internal (Rs. 171.132 million) and 1,037 external (Rs. 189.281 million) scholarships	FY 2024–25	All campuses	DSA Annual Report 2024–25
5	Other provision	Girls Hostel, 150 rooms; new hostel for female students nearing completion	Handbook, Spring 2025; BoG, 12 Jan 2026	Islamabad	Handbook para 8.11; BoG minutes paras 14, 16
6	Other provision	SheCodes the Future: women in technology	11 Mar 2025	Lahore	GDG on Campus event page
7	Other provision	Youth Club session designed exclusively for female students	5 Sep 2025	Health Sciences, Karachi	Facebook post (video)
8	Other provision	Women Leadership Activity: Hunar Bazar, TEDx session, Vsisters bike-riding training	23 Nov 2025	Islamabad	Facebook post and photographs
9	Other provision	Shark Tank for women entrepreneurs; session on women's rights by FOSPAH	24 Nov 2025	Not stated in post	Facebook post and photographs

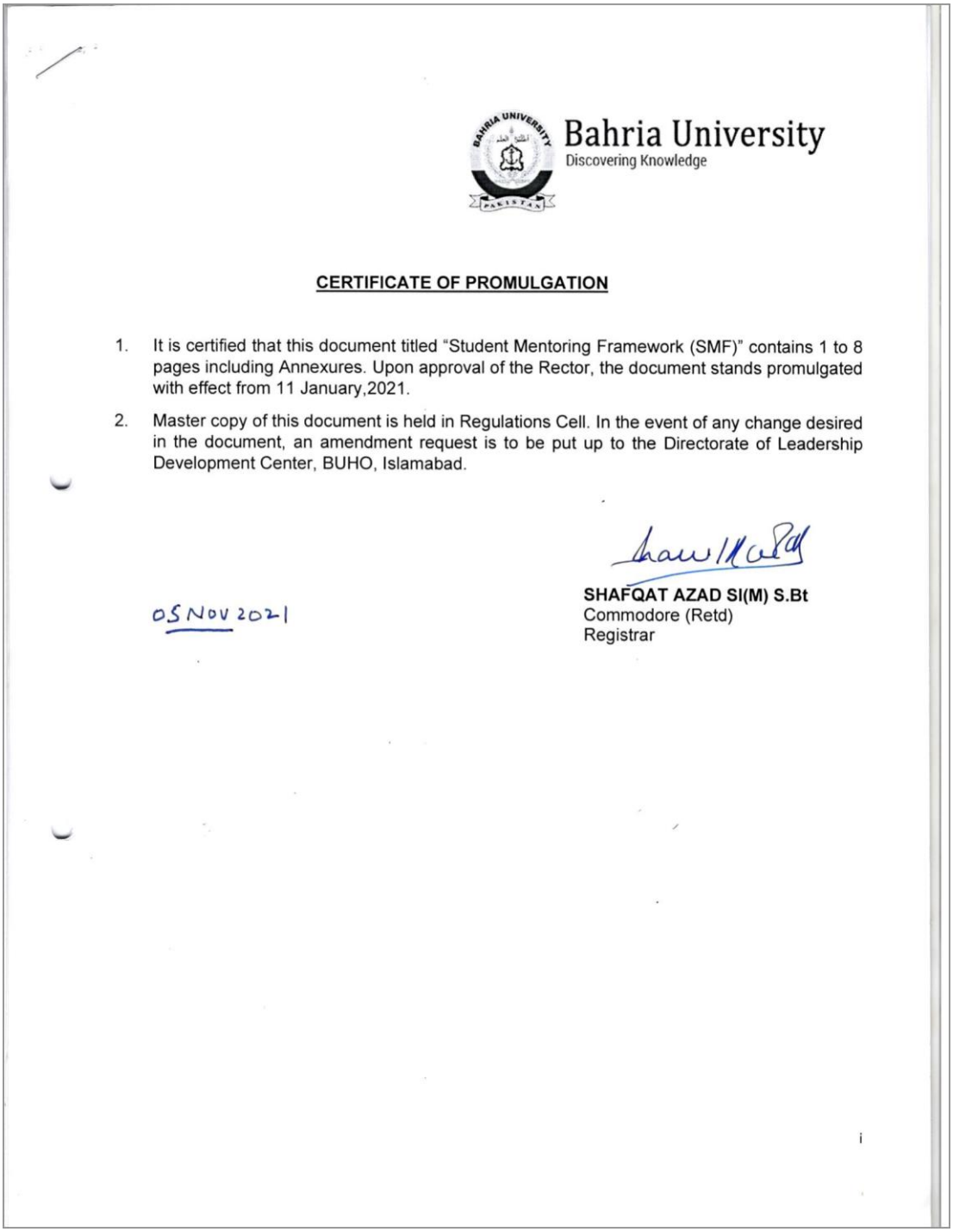
1. Mentoring: Student Mentoring Programme

1.1 Student Mentoring Framework

Under the Student Mentoring Framework, promulgated with effect from 11 January 2021, every first-semester undergraduate at the Islamabad, Karachi, Lahore, Health Sciences (Karachi) and Institute of Professional Psychology campuses is assigned a faculty mentor, one mentor to 25 students, and remains with the same mentor through the second semester (para 7(c)). Mentees who complete the programme are credited 16 to 20 hours a year (para 9.2), the mentoring areas include gender (para 6(g)), and Deans report each month to the Leadership and Professional Development Centre on the prescribed Monthly Progress Report (para 11(b)). Women students therefore receive regular guidance from a faculty mentor throughout their first year, most of it from women faculty, as Section 1.2 shows.

The framework is shown from its Certificate of Promulgation through its table of contents and table of annexures (PDF pages 1 to 3), followed by the pages cited and enlarged extracts.

1.1 Student Mentoring Framework (continued)



Bahria University
Discovering Knowledge

CERTIFICATE OF PROMULGATION

1. It is certified that this document titled "Student Mentoring Framework (SMF)" contains 1 to 8 pages including Annexures. Upon approval of the Rector, the document stands promulgated with effect from 11 January,2021.
2. Master copy of this document is held in Regulations Cell. In the event of any change desired in the document, an amendment request is to be put up to the Directorate of Leadership Development Center, BUHO, Islamabad.

05 NOV 2021

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

Figure 1: Student Mentoring Framework, PDF page 1: Certificate of Promulgation, effective 11 January 2021, signed by the Regi strar.

1.1 Student Mentoring Framework (continued)

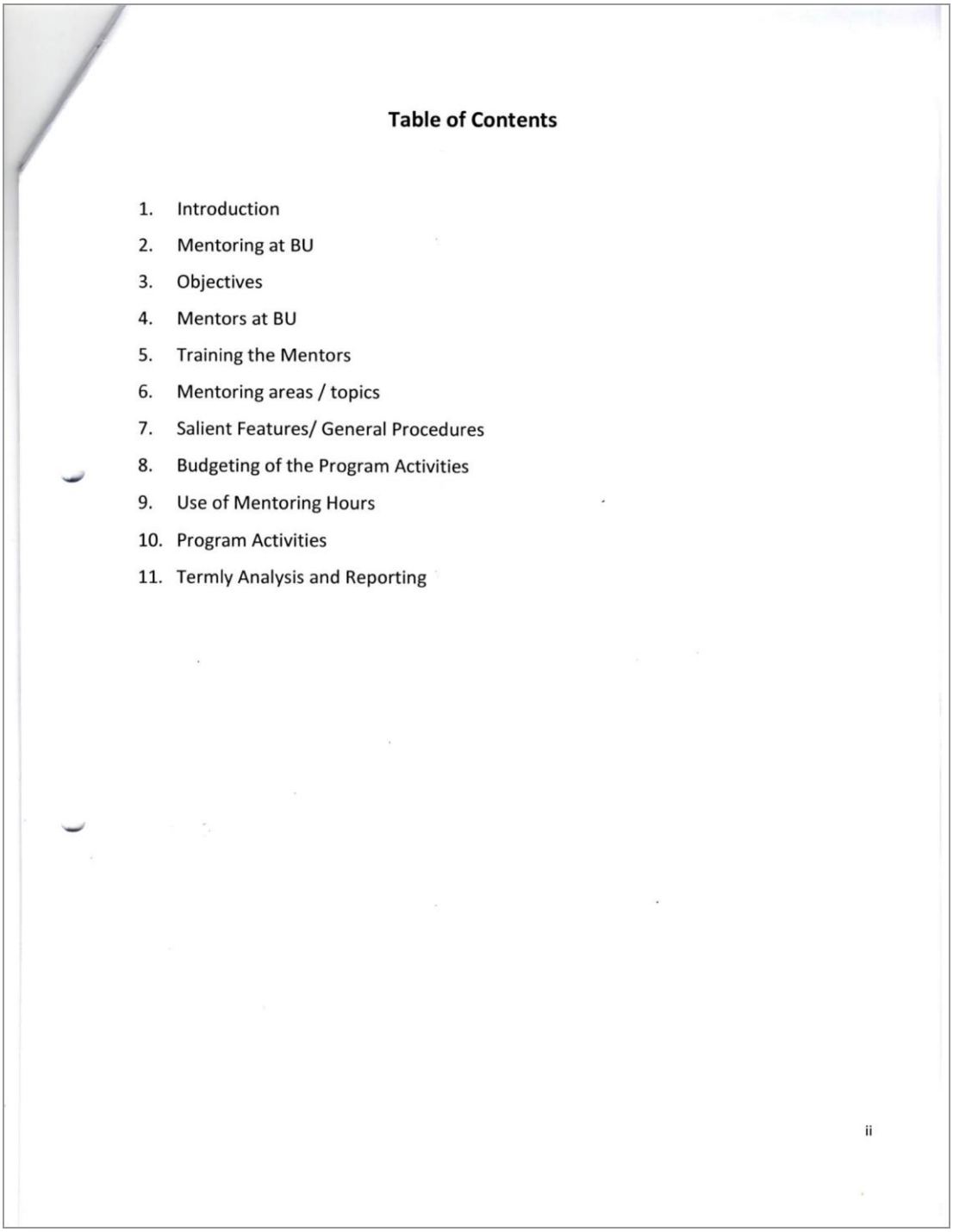


Table of Contents

1. Introduction
2. Mentoring at BU
3. Objectives
4. Mentors at BU
5. Training the Mentors
6. Mentoring areas / topics
7. Salient Features/ General Procedures
8. Budgeting of the Program Activities
9. Use of Mentoring Hours
10. Program Activities
11. Termly Analysis and Reporting

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Figure 2: PDF page 2: Table of Contents.

1.1 Student Mentoring Framework (continued)

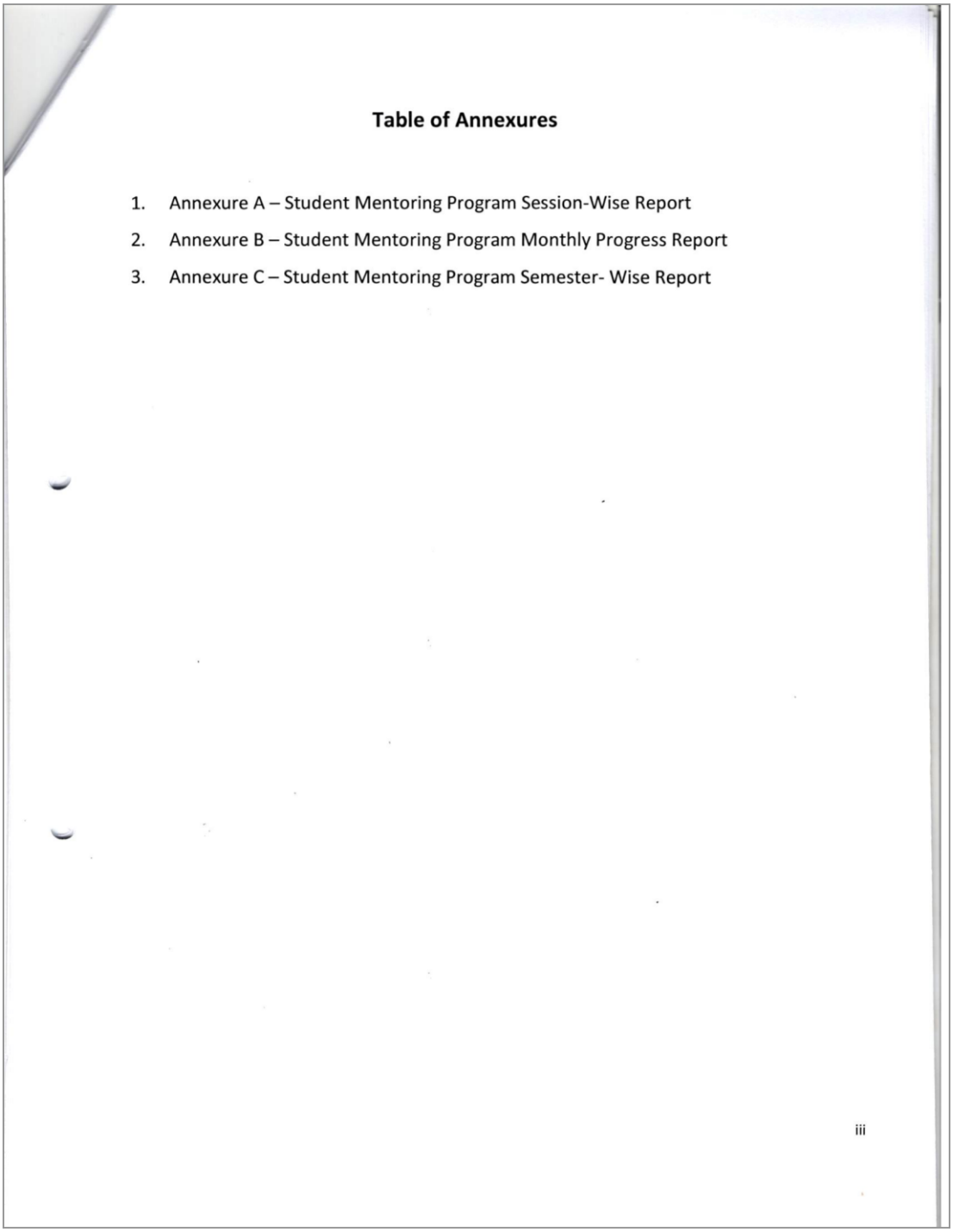


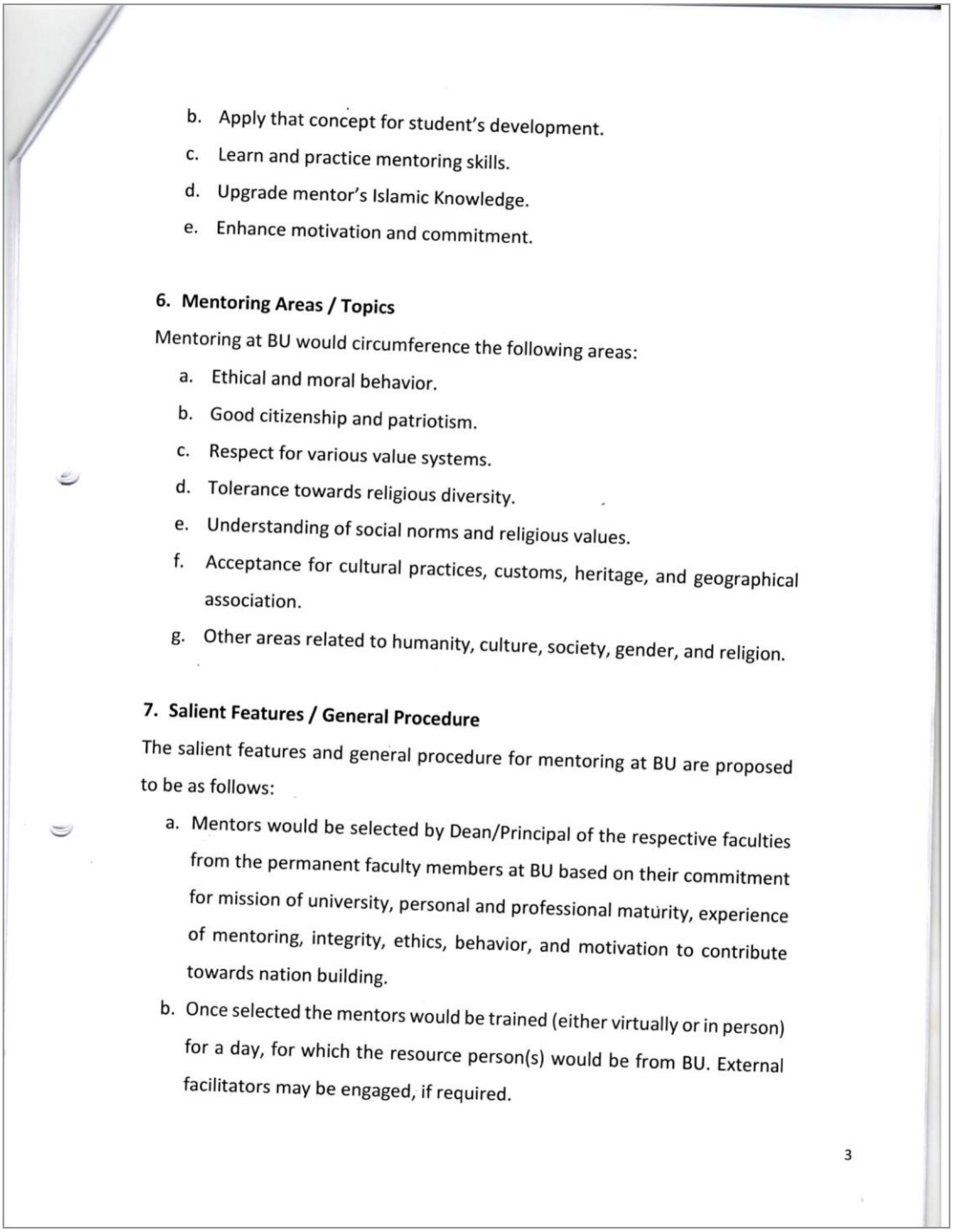
Table of Annexures

1. Annexure A – Student Mentoring Program Session-Wise Report
2. Annexure B – Student Mentoring Program Monthly Progress Report
3. Annexure C – Student Mentoring Program Semester- Wise Report

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Figure 3: PDF page 3: Table of Annexures, including the Monthly Progress Report (Annexure B).

1.1 Student Mentoring Framework (continued)



b. Apply that concept for student's development.
c. Learn and practice mentoring skills.
d. Upgrade mentor's Islamic Knowledge.
e. Enhance motivation and commitment.

6. Mentoring Areas / Topics

Mentoring at BU would circumference the following areas:

a. Ethical and moral behavior.
b. Good citizenship and patriotism.
c. Respect for various value systems.
d. Tolerance towards religious diversity.
e. Understanding of social norms and religious values.
f. Acceptance for cultural practices, customs, heritage, and geographical association.
g. Other areas related to humanity, culture, society, gender, and religion.

7. Salient Features / General Procedure

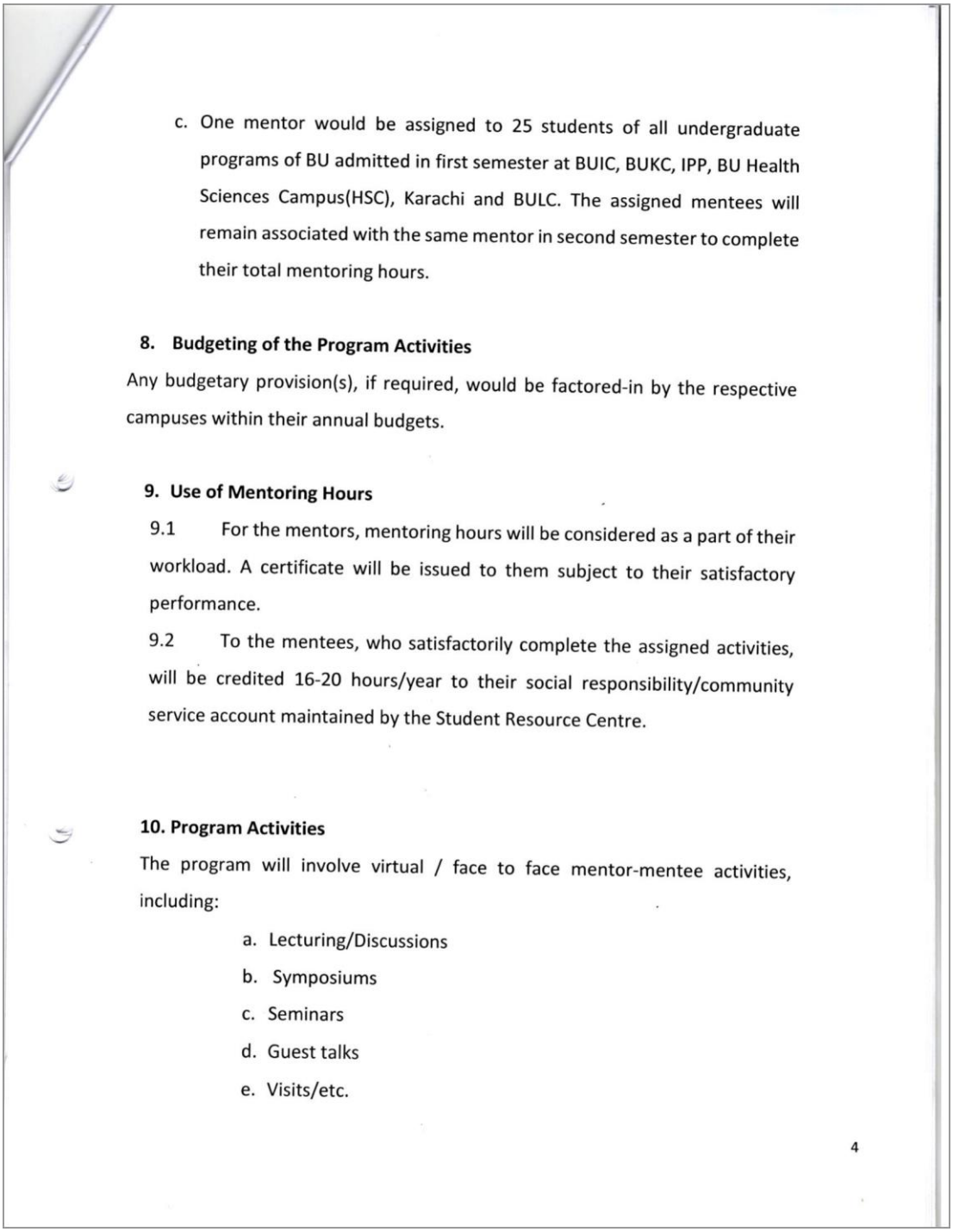
The salient features and general procedure for mentoring at BU are proposed to be as follows:

a. Mentors would be selected by Dean/Principal of the respective faculties from the permanent faculty members at BU based on their commitment for mission of university, personal and professional maturity, experience of mentoring, integrity, ethics, behavior, and motivation to contribute towards nation building.
b. Once selected the mentors would be trained (either virtually or in person) for a day, for which the resource person(s) would be from BU. External facilitators may be engaged, if required.

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Figure 4: PDF page 6: mentoring areas, including gender (para 6), and selection and training of mentors (para 7).

1.1 Student Mentoring Framework (continued)



c. One mentor would be assigned to 25 students of all undergraduate programs of BU admitted in first semester at BUIC, BUKC, IPP, BU Health Sciences Campus(HSC), Karachi and BULC. The assigned mentees will remain associated with the same mentor in second semester to complete their total mentoring hours.

8. Budgeting of the Program Activities

Any budgetary provision(s), if required, would be factored-in by the respective campuses within their annual budgets.

9. Use of Mentoring Hours

9.1 For the mentors, mentoring hours will be considered as a part of their workload. A certificate will be issued to them subject to their satisfactory performance.

9.2 To the mentees, who satisfactorily complete the assigned activities, will be credited 16-20 hours/year to their social responsibility/community service account maintained by the Student Resource Centre.

10. Program Activities

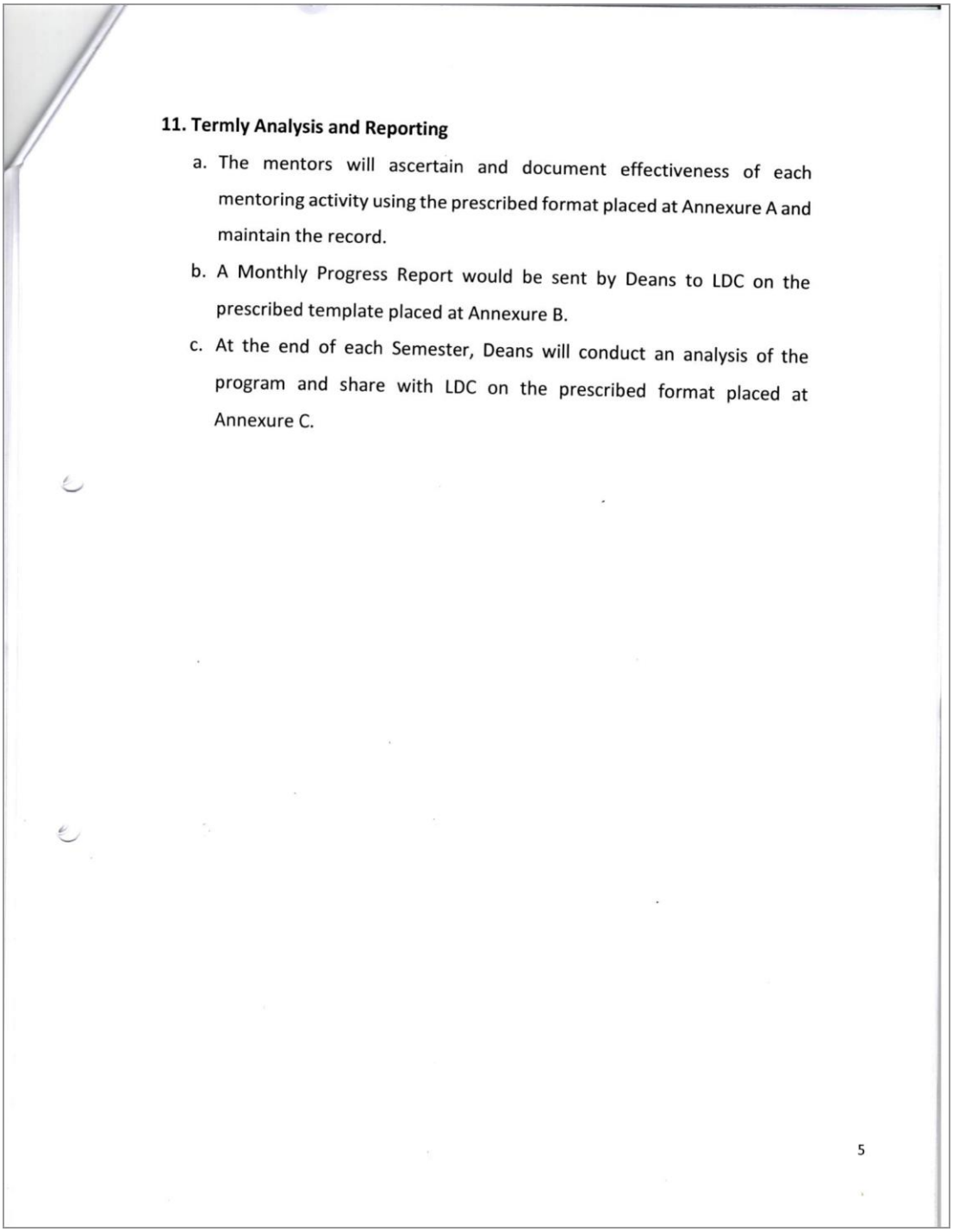
The program will involve virtual / face to face mentor-mentee activities, including:

a. Lecturing/Discussions
b. Symposiums
c. Seminars
d. Guest talks
e. Visits/etc.

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Figure 5: PDF page 7: one mentor for 25 first-semester undergraduates at every campus, retained in the second semester (para 7(c)); mentoring hours (para 9).

1.1 Student Mentoring Framework (continued)



11. Termly Analysis and Reporting

a. The mentors will ascertain and document effectiveness of each mentoring activity using the prescribed format placed at Annexure A and maintain the record.

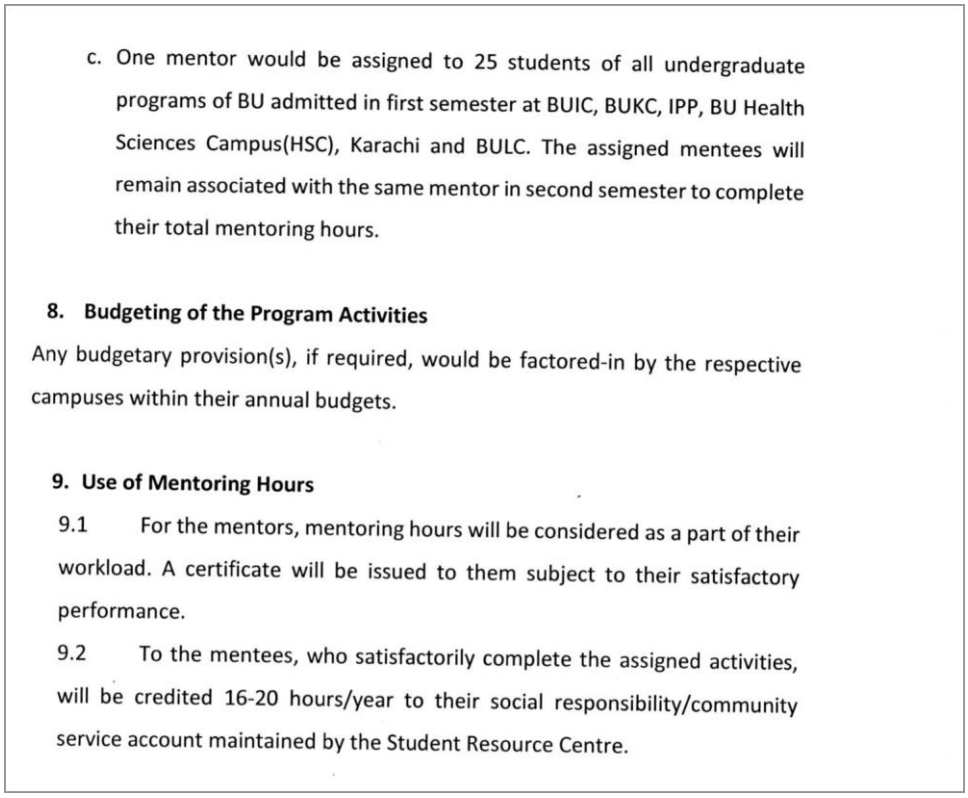
b. A Monthly Progress Report would be sent by Deans to LDC on the prescribed template placed at Annexure B.

c. At the end of each Semester, Deans will conduct an analysis of the program and share with LDC on the prescribed format placed at Annexure C.

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Figure 6: PDF page 8: termly analysis and reporting, with the Monthly Progress Report sent to the LDC (para 11).

1.1 Student Mentoring Framework (continued): paragraphs cited



c. One mentor would be assigned to 25 students of all undergraduate programs of BU admitted in first semester at BUIC, BUKC, IPP, BU Health Sciences Campus(HSC), Karachi and BULC. The assigned mentees will remain associated with the same mentor in second semester to complete their total mentoring hours.

8. Budgeting of the Program Activities

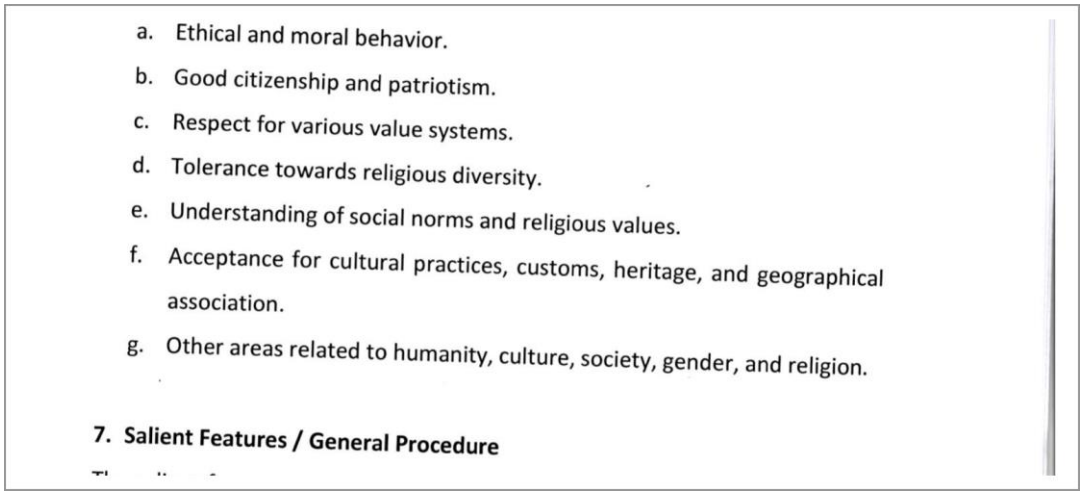
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9.1 For the mentors, mentoring hours will be considered as a part of their workload. A certificate will be issued to them subject to their satisfactory performance.

9.2 To the mentees, who satisfactorily complete the assigned activities, will be credited 16-20 hours/year to their social responsibility/community service account maintained by the Student Resource Centre.

Figure 7: Enlarged extract, PDF page 7: para 7(c), allocation of one mentor to 25 first-semester undergraduates at every campus and continuity into the second semester, and paras 8 to 9.2, including the 16 to 20 hours a year credited to mentees.



a. Ethical and moral behavior.
b. Good citizenship and patriotism.
c. Respect for various value systems.
d. Tolerance towards religious diversity.
e. Understanding of social norms and religious values.
f. Acceptance for cultural practices, customs, heritage, and geographical association.
g. Other areas related to humanity, culture, society, gender, and religion.

7. Salient Features / General Procedure

Figure 8: Enlarged extract, PDF page 6: para 6, mentoring areas, including item (g), areas related to humanity, culture, society, gender and religion.

1.2 Women students in the programme

The Monthly Progress Report for December 2024, compiled by the LPDC from the campus returns under para 11(b), records 139 mentoring sessions with first-semester classes across all campuses. Women faculty led 109 of these sessions and 238 of the 300 mentoring hours, including all 38 sessions at the Institute of Professional Psychology, all 10 at the Health Sciences Campus, Karachi, and 58 of the 68 at Karachi in total. Engr. Maryam Iqbal co-led a four-hour session titled “When Women Work Together” for BSRIS and BEE students at the Islamabad H-11 Campus. The programme continued in 2025: on 12 and 15 September 2025 the LPDC ran a train-the-trainer programme on student mentoring at the E-8 Campus for 16 faculty members from Professional Psychology, Humanities and Social Sciences, Media and Law, Computer Science and the business departments.

Campus	Sessions	Led by women mentors	Share led by women
Islamabad E-8	32	24	75.0%
Islamabad H-11	15	7	46.7%
Lahore	14	10	71.4%
Karachi (of which Institute of Professional Psychology)	68 (38)	58 (38)	85.3% (100%)
Health Sciences, Karachi	10	10	100%
All campuses	139	109	78.4%

The December 2024 report falls within the University’s academic year 2025.

Leadership & Professional Development Centre (LPDC)
Student Mentoring Program
Monthly Progress Report – For the Month of December 2024

S. No	Campus	Department	Mentees' Semester and Section/Roll No.	Name of Mentor	Designation	Title/ Area / Theme of Discussion	Number of hours spent
1.	BUIC-E8	Law	LLB 1(A&B)	Muhammad Ashraf	Senior Lecturer	Self-Awareness	2
2.	BUIC-E8	Media Studies	BS Media Studies 1 A &B	Dr. Qamar Abbas	Assistant Professor	Good Citizenship and Patriotism	2
3.	BUIC-E8	Media Studies	BS Media Studies and BS TVDM 2	Ms. Ayesha Zahid	Snr. Lecturer	Empathy and Problem solving	2
4.	BUIC-E8	Media Studies	BS TVDM 1A	Dr. Hayam Qayyoum	Senior Associate professor	Integrating ethical practices into daily life	2
5.	BUIC-E8	Media Studies	BS TVDM and BS	Dr. Mohsin Hassan Khan	Senior associate professor	Self-Awareness	2
6.	BUIC E-8	BS (Economics)	BS(ECONOMICS) 1A	Ms. Madiha Kamal	Senior Lecturer	Difference between Tarbiyah and Tarbiyat and who is responsible	2
7.	BUIC E-8	BS (Economics)	BS(ECONOMICS) 2A	Ms. Madiha Kamal	Senior Lecturer	Difference between Tarbiyah and Tarbiyat and who is responsible	2
8.	BUIC E-8	Professional Psychology	BS 1 A	Sara Fatima	Sr Lecturer	Moral engagement	2
9.	BUIC E-8	Professional Psychology	BS 1 B	Dr Afreen Komal	Assistant Professor	Ethics and moral values	2
10.	BUIC E-8	Professional Psychology	BS 2 A	Dr Zafar	Associate Professor	Ethics and moral values	2
11.	BUIC E-8	Health and social sciences	BS English 1	Tooba Shakoor	Assistant Professor	Value of good friendships socially and religiously	2

Figure 9: LPDC, Student Mentoring Program, Monthly Progress Report for December 2024, page 1: campus, department, mentee class, mentor, designation, theme and hours.

41.	BUIC H-11	Computer Science Department	AD (CS) 1st	Dr.Saad Bashir Alvi	Associate Professor	Good Citizenship and Patriotism, Respect for various value systems	2
42.	BUIC H-11	Computer Science Department	BS (AI) 1st	Nida Khalid	Senior Lecture	Ethical and Moral Behavior	2
43.	BUIC H-11	CE	BCE-1	Engr. M Kashif Naseer	Senior Lecturer	Undertaking of Social and Religious Values	2
44.	BUIC H-11	CE	BCE-1	Engr. Waleed Manzoor	Assistant Professor	The Engineer and Society	2
45.	BUIC H-11	Electrical Engineering	BSRIS- 3(A/B)	Engr. Zain Bin Khalid	Sr. Lecturer	Patriotism	2
46.	BUIC H-11	Electrical Engineering	BSRIS- 2 & 3; BEE-1 & 3	Engr. Zain Bin Khalid / Engr. Maryam Iqbal	Sr. Lecturer / Assistant Professor	When Women Work Together	4
47.	BUIC H-11	Electrical Engineering	BSRIS 1, 2, 3 and BEE-1 & 3	Ms. Sumbal Saadat Kakakhel	Guest Speaker	The Power of Self Esteem	2
48.	Lahore	Computer Science	BS(CS) 2A	Rizwan Khalid	Sr. Lecturer	Respect For Various Value Systems	2
49.	Lahore	Computer Science	BS(IT) 2A	Maryam Shabbir	Lecturer	Moral and Ethical Values	2
50.	Lahore	Computer Science	BS(BIT)-1B	Hoor Fatima Yousaf	Lecturer	University Values and Ethics	2
51.	Lahore	Computer Science	BS (CS) 1-A	Ms. Rida Fatima	Lecturer	Ethical and moral values	2
52.	Lahore	Computer Science	BS(CS) 1B	Ms. Zoobia Fatima	Lecturer	Respect of Teachers and Ethics in University	2
53.	Lahore	Computer Science	BS(IT) 1A	Mehreen Tariq	Lecturer	Project Discussions, Help students how to complete their projects also guide them about tea work	2

Figure 10: Monthly Progress Report, December 2024, page 4: sessions at the Islamabad H-11 and Lahore campuses, including session 46.

46.	BUIC H-11	Electrical Engineering	BSRIS- 2 & 3; BEE-1 & 3	Engr. Zain Bin Khalid / Engr. Maryam Iqbal	Sr. Lecturer / Assistant Professor	When Women Work Together	4

Figure 11: Enlarged extract, page 4: session 46, "When Women Work Together," four hours, co-led by Engr. Maryam Iqbal, Assistant Professor, Islamabad H-11 Campus.

82.	Karachi	BS	BBA – 1A	Salman Hameed	Sr. Lecturer	Understanding of social norm and religious values	2
83.	Karachi	IPP	BS-1	Ms. Mahnoor Farooqui	Lecturer	Awareness of Anger	2
84.	Karachi	IPP	BS-1	Ms. Oruba Motiwala	Lecturer	Awareness of Anger	2
85.	Karachi	IPP	BS-1	Ms. Hira Abbas	Lecturer	Interview Etiquettes	2
86.	Karachi	IPP	BS-1	Ms. Mariya Raza	Lecturer	Interview Etiquettes	2
87.	Karachi	IPP	BS-1	Ms. Daniya Abdul Maroof	Lecturer	Distress to De-stress (Part 1)	2
88.	Karachi	IPP	BS-1	Ms. Ayesha Akhlaq	Snr Lecturer	Stress Management Activity	2
89.	Karachi	IPP	BS-1	Ms. Mahnoor Farooqui	Lecturer	Anger Management	2
90.	Karachi	IPP	BS-1	Ms. Oruba Motiwala	Lecturer	Anger Management	2
91.	Karachi	IPP	BS-1	Dr. Rimsha Tanveer Malik	Asstt Prof	Academic self-growth	2
92.	Karachi	IPP	BS-1	Ms. Noor ul Ain	Lecturer	Academic self-growth	2
93.	Karachi	IPP	BS-1	Ms. Durriya Anis	Lecturer	Self-Growth	2
94.	Karachi	IPP	BS-1	Ms. Mahnoor Farooqui	Lecturer	Awareness of Stress	2
95.	Karachi	IPP	BS-1	Ms. Saria Rafiq	Snr Lecturer	Self-belief Activity	2
96.	Karachi	IPP	BS-1	Ms. Oruba Motiwala	Lecturer	Awareness of Stress	2

Figure 12: Monthly Progress Report, December 2024, page 7: Institute of Professional Psychology sessions, each led by a woman mentor.

Mentor training, September 2025

Train the trainer program on "Student Mentoring" in BU E-8 Campus, Islamabad





Description:

"Train the Trainer Program" on Student Mentoring was conducted for faculty members from the Departments of Professional Psychology, H&SS, Media and Law, Computer Science, PM & SCM, Finance, Marketing, and HR by **Ms. Sundas Mushtaq, Manager LPDC**, on **12th** and **15th September 2025**. The program was attended by **16 participants**, with each session lasting **one hour**.

Figure 13: LPDC, Training Activities July 2025 to June 2026, item 11: train-the-trainer programme on student mentoring for 16 faculty members, E-8 Campus, 12 and 15 September 2025.

2. Scholarship

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

On 3 September 2025 the University announced on its official Facebook page, and on its website, 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: female Pakistani nationals living in Pakistan with a confirmed admission offer for a four-year bachelor's programme, or a master's or MPhil programme of up to two years, in Education, Sustainable Energy, Food Security and Agriculture, Health Sciences, STEM (master's only) or Climate. It covers tuition fees, university hostel costs where applicable, and two journeys home a year for students living in university hostels. The announcement gave the undergraduate and master's application links and the closing date of 15 September 2025, and encouraged all eligible Bahria University students to apply. The University facilitates its women students in applying, publishing the call and the application links on its official channels and encouraging every eligible student to apply.



Figure 14: 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).

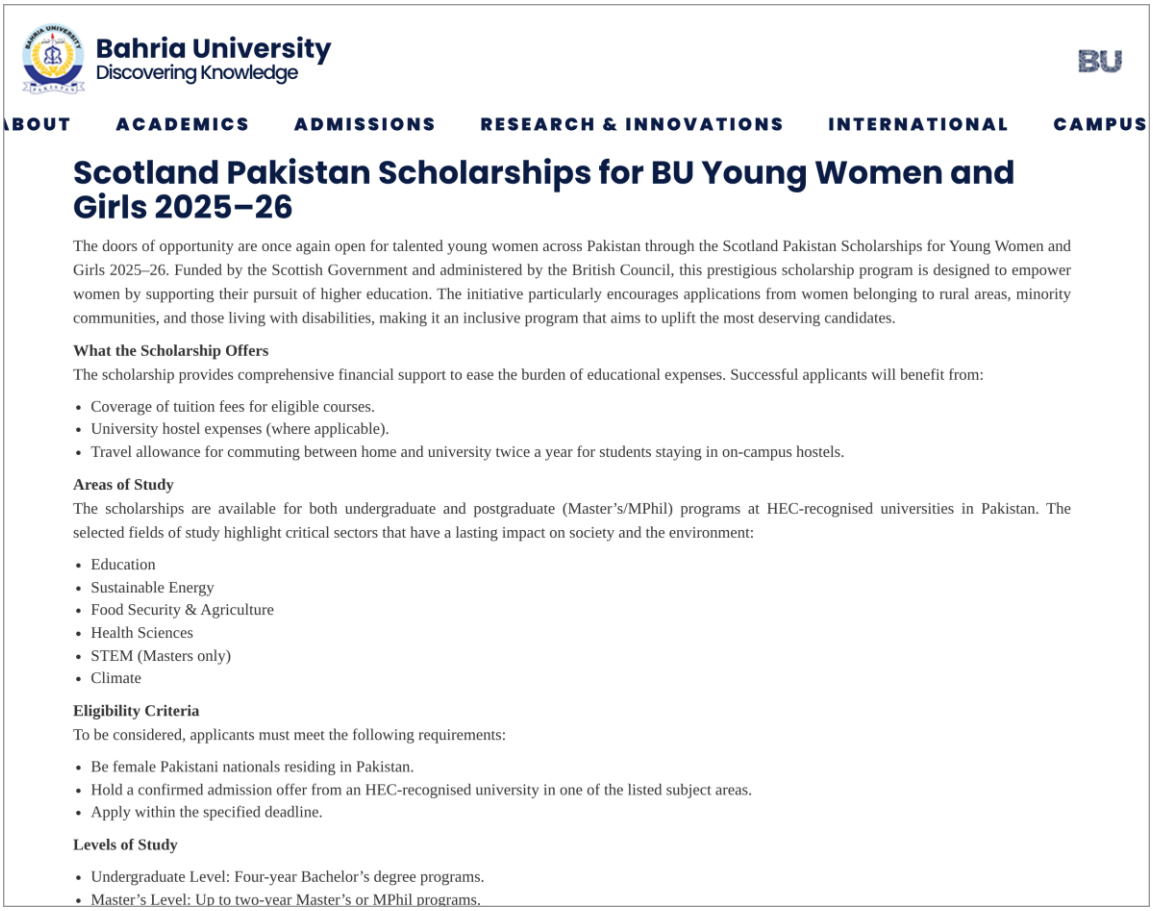
2.1 Scotland Pakistan Scholarships (continued): announcement and web page



Figure 15: 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.

The University's page for the scholarship states that applications from women in rural areas, from minority communities and with disabilities are particularly encouraged, and that many of the University's female students, particularly those from underrepresented backgrounds, have benefited from international scholarships in the past.

2.1 Scotland Pakistan Scholarships (continued): University web page



Bahria University
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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

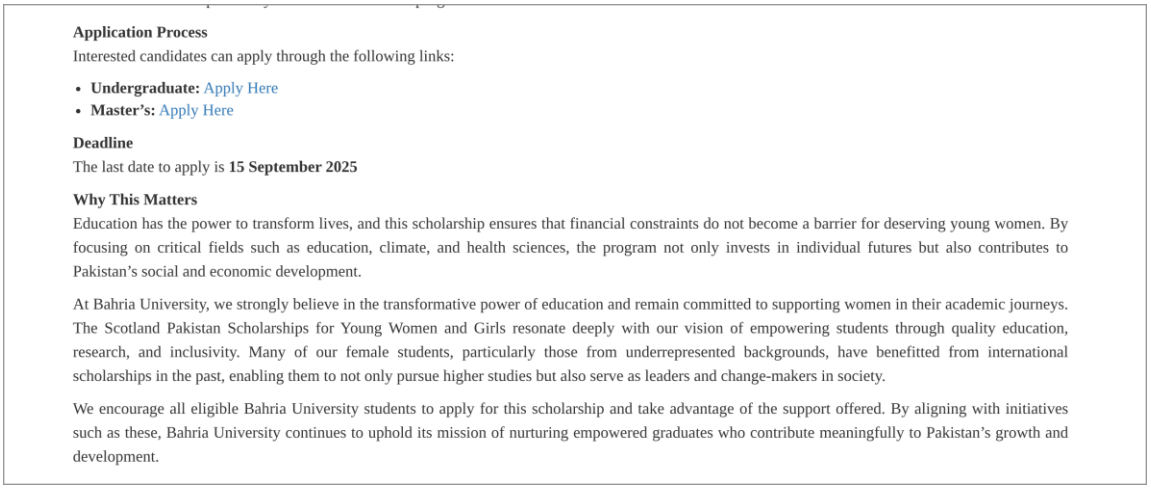
To be considered, applicants must meet the following requirements:

- 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 16: Bahria University web page, Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26: purpose, coverage, areas of study, 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.

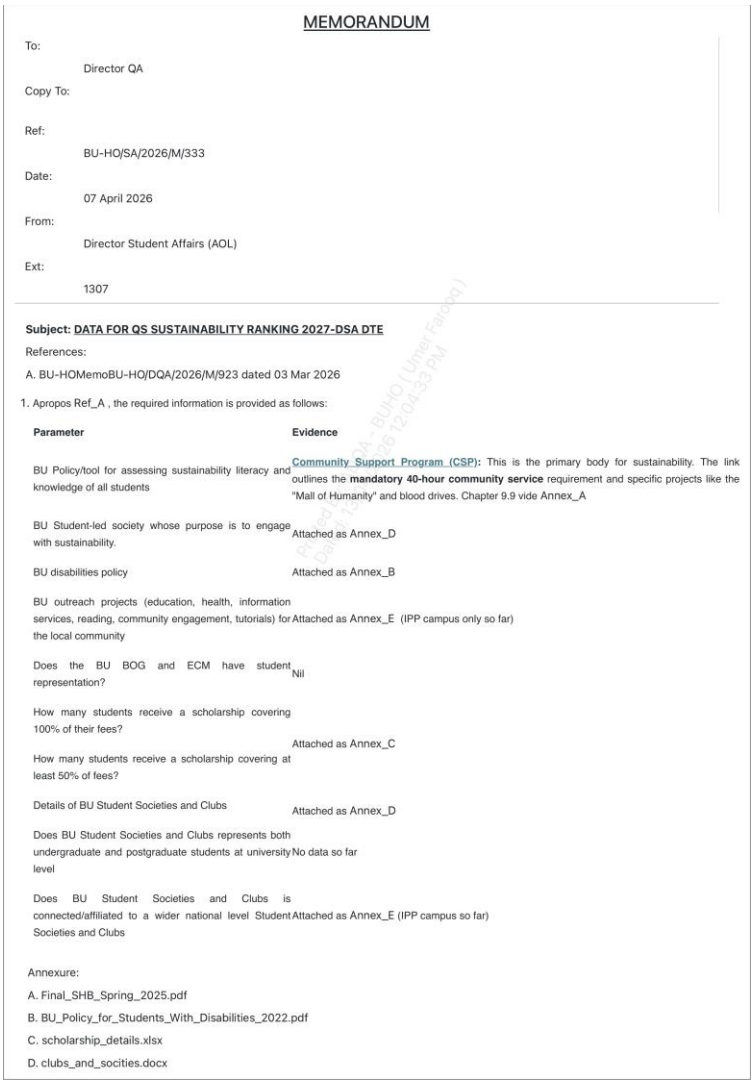
Figure 17: The same page (continued): application links, the deadline of 15 September 2025 and the University's statement on women's access to higher education.

2.2 University scholarships held by women, Spring and Fall 2025

The Directorate of Student Affairs returned to the Directorate of Quality Assurance on 7 April 2026 (memo BU-HO/SA/2026/M/333, Annex C) the students holding University scholarships covering 100 per cent, or at least 50 per cent, of their fees: 1,076 holdings in Spring 2025 and 1,249 in Fall 2025, 1,505 students in all. Women held 932 of the 1,505 scholarships (61.9 per cent), including 230 of the 401 full-fee scholarships.

Semester	Scholarship	Holders	Women	Women's share
Spring 2025	100 per cent of fees	326	196	60.1%
Spring 2025	50 per cent or more	750	464	61.9%
Fall 2025	100 per cent of fees	392	226	57.7%
Fall 2025	50 per cent or more	857	543	63.4%
2025, students counted once	All	1,505	932	61.9%

Campus	Spring 2025: women of holders	Fall 2025: women of holders
Karachi	252 of 355	271 of 373
Institute of Professional Psychology, Karachi	64 of 66	63 of 66
Health Sciences, Karachi	50 of 54	75 of 109
Islamabad E-8	216 of 415	247 of 466
Islamabad H-11	30 of 61	66 of 129
Lahore	29 of 77	47 of 106
PNNC (Health Sciences)	19 of 48	Not listed
All campuses	660 of 1,076	769 of 1,249



MEMORANDUM

To:

Director QA

Copy To:

Ref:

BU-HO/SA/2026/M/333

Date:

07 April 2026

From:

Director Student Affairs (AOL)

Ext:

1307

Subject: DATA FOR QS SUSTAINABILITY RANKING 2027-DSA DTE

References:

A. BU-HOMemoBU-HO/DQA/2026/M/923 dated 03 Mar 2026

1. Apropos Ref_A , the required information is provided as follows:

Parameter	Evidence
BU Policy/tool for assessing sustainability literacy and knowledge of all students	Community Support Program (CSP): This is the primary body for sustainability. The link outlines the **mandatory 40-hour community service** requirement and specific projects like the "Mall of Humanity" and blood drives. Chapter 9.9 vide Annex_A
BU Student-led society whose purpose is to engage with sustainability.	Attached as Annex_D
BU disabilities policy	Attached as Annex_B
BU outreach projects (education, health, information services, reading, community engagement, tutorials) for the local community	Attached as Annex_E (IPP campus only so far)
Does the BU BOG and ECM have student representation?	Nil
How many students receive a scholarship covering 100% of their fees?	Attached as Annex_C
How many students receive a scholarship covering at least 50% of fees?	
Details of BU Student Societies and Clubs	Attached as Annex_D
Does BU Student Societies and Clubs represents both undergraduate and postgraduate students at university level	No data so far
Does BU Student Societies and Clubs is connected/affiliated to a wider national level Student Societies and Clubs	Attached as Annex_E (IPP campus so far)

Annexure:

A. Final_SHB_Spring_2025.pdf

B. BU_Policy_for_Students_With_Disabilities_2022.pdf

C. scholarship_details.xlsx

D. clubs_and_socities.docx

Figure 18: Directorate of Student Affairs, memo BU-HO/SA/2026/M/333 of 7 April 2026, Data for QS Sustainability Ranking 2027: scholarships covering 100 per cent and at least 50 per cent of fees returned as Annex C (scholarship_details.xlsx).

2.3 Scholarship portfolio, FY 2024–25

The Directorate of Student Affairs' Annual Report 2024–25 (reporting period 1 July 2024 to 30 June 2025) records that the University awarded 4,135 internal scholarships worth Rs. 171.132 million, including Advance Merit, Merit and Financial Assistance Scholarships and the Naval Shuhda Waiver, and disbursed 1,037 external scholarships worth Rs. 189.281 million from the Higher Education Commission, The Citizen Foundation, the Worker Welfare Fund, the Sindh Education Endowment Fund, NESCOM and other partners, a total of Rs. 360.413 million. Interest-free study loans of Rs. 1.6 million were also disbursed.

2.3 Scholarship portfolio (continued)

BAHRIA UNIVERSITY
ANNUAL REPORT 2024 – 2025

Directorate of Student Affairs

Scholarships • Student Clubs & Societies • Community Support Program • Placement
Reporting Period: 1 July 2024 – 30 June 2025

1. Introduction

The Directorate of Student Affairs (DSA) serves as the central coordinating office at Bahria University Head Office for all non-academic student matters across Constituent Units. Its mandate encompasses financial aid and scholarship management, execution of the Community Support Program (CSP), functional oversight of Student Support Centres (SSCs), student grooming and mentoring, strategic linkages, youth initiatives, and coordination of student-centric national projects.

During FY 2024–2025 the Directorate strengthened financial-support mechanisms, expanded co-curricular engagement through student clubs and societies, sustained community-service outreach, and facilitated career and placement activities. The overall direction remained focused on inclusive student development and measurable outcomes.

2. Scholarships / Student Welfare / Financial Assistance

2.1 Overview

Bahria University remains firmly committed to ensuring that no deserving student is left behind. A comprehensive suite of internal and external scholarships provides vital financial assistance and reflects the University's dedication to academic excellence and inclusivity.

2.2 BU Sponsored (Internal) Scholarships

In FY 2024–25 Bahria University awarded 4,135 internal scholarships with a total investment of Rs. 171.132 million. Flagship programmes include:

- Advance Merit Scholarship
- Merit Scholarship
- Financial Assistance Scholarship
- Naval Shuhda Waiver

2.3 External Scholarships

A total of 1,037 external scholarships amounting to Rs. 189.281 million were disbursed. Funding partners included the Higher Education Commission (HEC), The Citizen Foundation, Worker Welfare Fund, Sindh Education Endowment Fund (SEEF), NESCOM and others.

2.4 Scholarship Portfolio at a Glance

Page 1 | Reporting Period: 1 July 2024 – 30 June 2025

Figure 19: Directorate of Student Affairs, Annual Report 2024–25, page 1: scholarships, student welfare and financial assistance, sections 2.1 to 2.4.

2.3 Scholarship portfolio (continued)

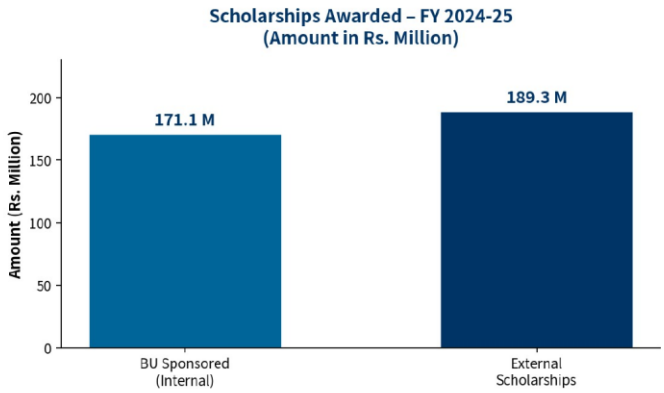


Figure 1: Scholarship amounts (Rs. Million) – Internal vs External, FY 2024–25

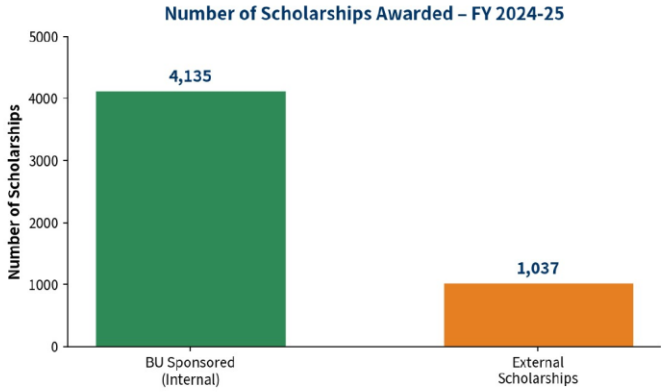


Figure 2: Number of scholarships awarded – Internal vs External, FY 2024–25

4,135 Internal Scholarships	**Rs. 171.13 M** Internal Investment	**1,037** External Scholarships	**Rs. 189.28 M** External Investment

Figure 20: Page 2: scholarship amounts and numbers awarded, internal and external, FY 2024–25.

3. Other provision: Girls Hostel, Islamabad campus

The Student Handbook, Spring 2025, sets out the University's rules and facilities for students; its preamble applies its policies to all campuses and constituent units, and its Record of Amendments shows the soft copy updated in February 2025 (entry 14). Para 8.11 provides a Girls Hostel of 150 rooms at the Islamabad campus, giving women students a place of residence on campus, and the hostel costs of women holding the Scotland Pakistan Scholarship are met by the scholarship.

The handbook is shown from its cover through its complete table of contents (PDF pages 1 to 10; PDF page 2 is blank), followed by the page cited and an enlarged extract.

3. Student Handbook (continued)

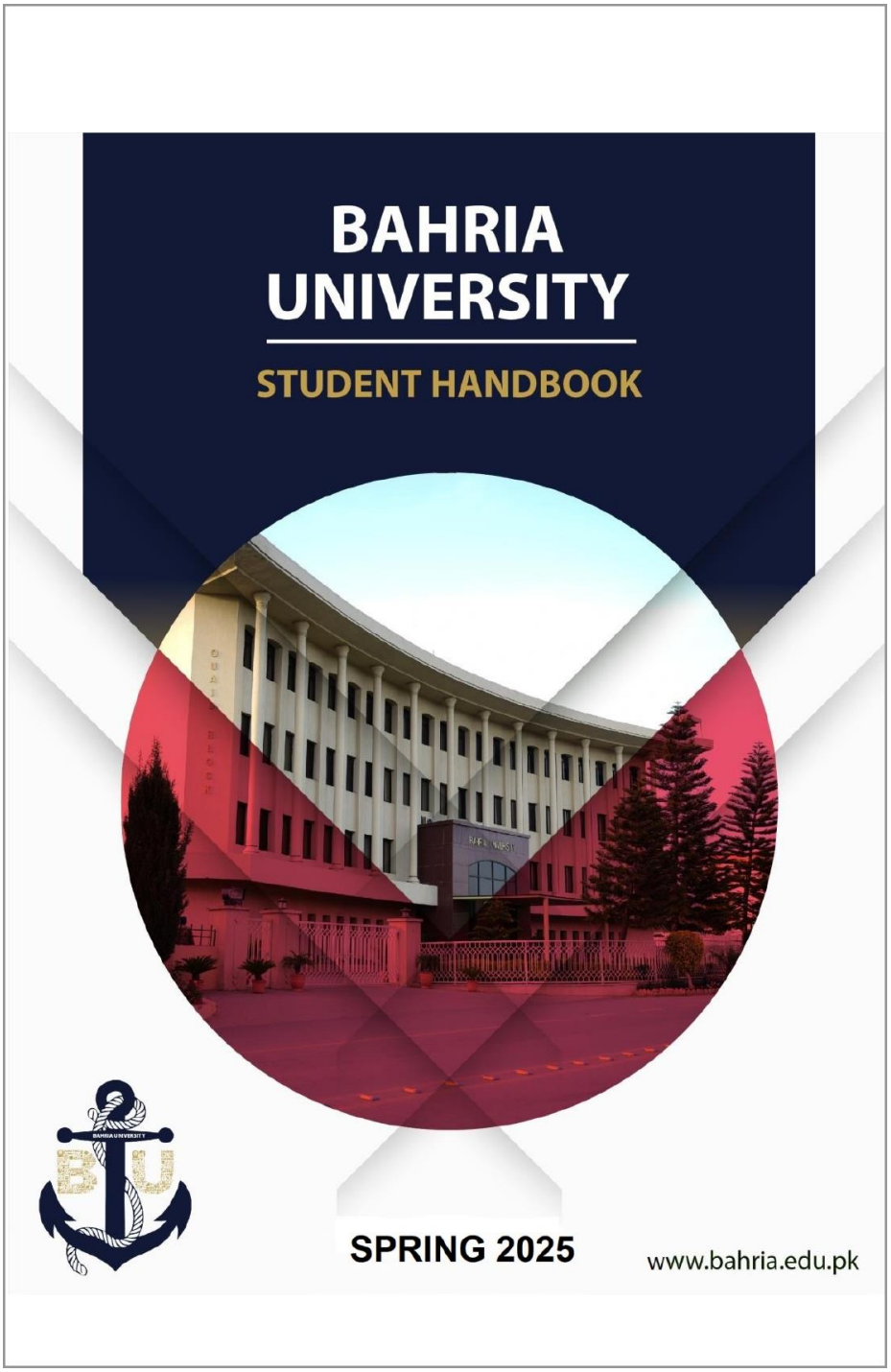


Figure 21: Student Handbook, Spring 2025, PDF page 1: cover.

3. Student Handbook (continued)

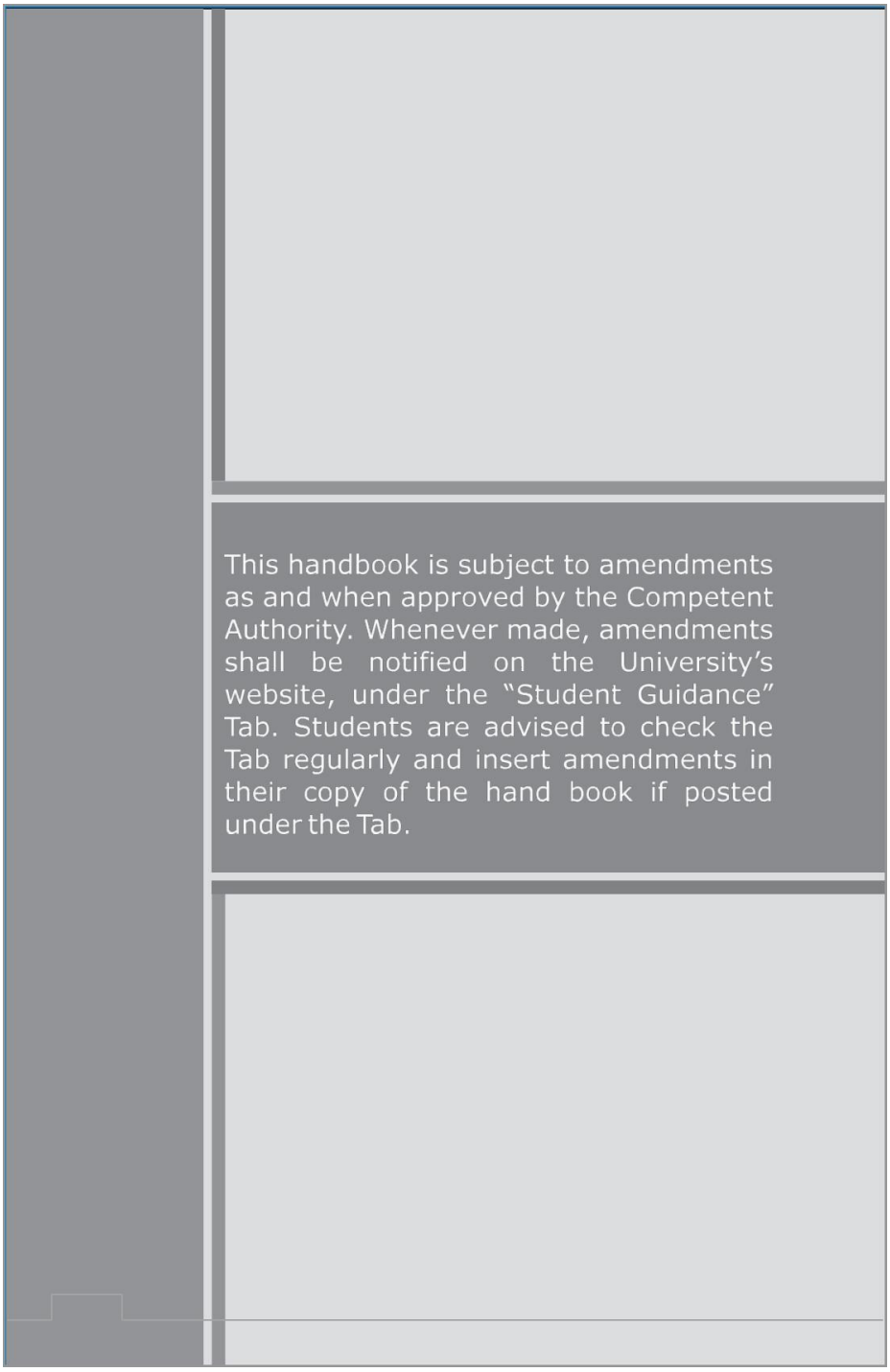


Figure 22: PDF page 3: notice on amendments to the handbook.

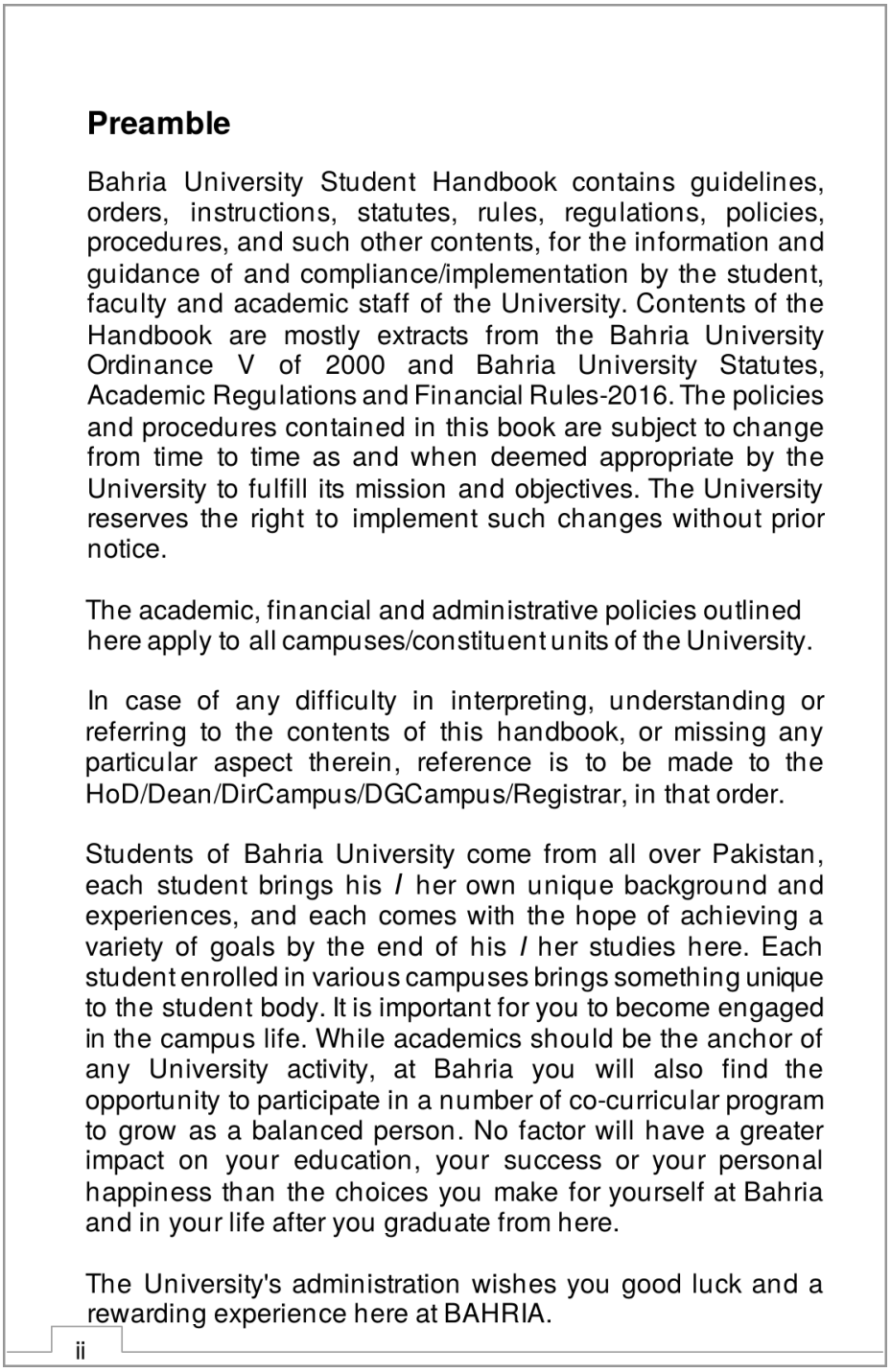
3. Student Handbook (continued)

Record of Amendments

Amendment No.	Dated	Article Amended	Authority
1.	May 2017	New Print	Registrar
2.	Jan 2018	New Print	Registrar
3.	Aug 2019	New Print	Registrar
4.	Jan 2020	New Print	Registrar
5.	Sep 2020	New Print	Registrar
6.	Jan 2021	New Print	Registrar
7.	Aug 2021	New Print	Registrar
8.	Jan 2022	Soft Copy updated	DA
9.	Aug 2022	Soft Copy updated	DA
10.	Jan 2023	Soft Copy updated	DA
11.	Sep 2023	Soft Copy updated	DA
12.	Jan 2024	Soft Copy updated	DA
13.	Sep 2024	Soft Copy updated	DA
14.	Feb 2025	Soft Copy updated	DA

Figure 23: PDF page 4: Record of Amendments, entry 14, soft copy updated February 2025.

3. Student Handbook (continued)



Preamble

Bahria University Student Handbook contains guidelines, orders, instructions, statutes, rules, regulations, policies, procedures, and such other contents, for the information and guidance of and compliance/implementation by the student, faculty and academic staff of the University. Contents of the Handbook are mostly extracts from the Bahria University Ordinance V of 2000 and Bahria University Statutes, Academic Regulations and Financial Rules-2016. The policies and procedures contained in this book are subject to change from time to time as and when deemed appropriate by the University to fulfill its mission and objectives. The University reserves the right to implement such changes without prior notice.

The academic, financial and administrative policies outlined here apply to all campuses/constituent units of the University.

In case of any difficulty in interpreting, understanding or referring to the contents of this handbook, or missing any particular aspect therein, reference is to be made to the HoD/Dean/DirCampus/DGCampus/Registrar, in that order.

Students of Bahria University come from all over Pakistan, each student brings his / her own unique background and experiences, and each comes with the hope of achieving a variety of goals by the end of his / her studies here. Each student enrolled in various campuses brings something unique to the student body. It is important for you to become engaged in the campus life. While academics should be the anchor of any University activity, at Bahria you will also find the opportunity to participate in a number of co-curricular program to grow as a balanced person. No factor will have a greater impact on your education, your success or your personal happiness than the choices you make for yourself at Bahria and in your life after you graduate from here.

The University's administration wishes you good luck and a rewarding experience here at BAHRIA.

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Figure 24: PDF page 5 (printed page ii): Preamble, policies applying to all campuses and constituent units.

3. Student Handbook (continued)

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3. Student Handbook (continued)

8.9 Photocopying and binding of documents

Photocopying and spiral binding facilities are available in the campus on payment.

8.10 Gymnasium

At Islamabad & Karachi campus a gymnasium has been build where fitness machines, Basketball court, Badminton court and Table Tennis facilities are available. Students can use it when they are not in classes but they have to abide by the foot wear code of the gym.

8.11 Girls Hostel

Girls Hostel with 150 rooms is available in Islamabad campus.

8.12 Bus Facility

Bus facility is available on a predetermined route. Students can use university transport if it touches their residence on its route.

8.13 Well Being Centre

There is a well-established facility for counseling services of students, faculty and staff at the campus. Well-being Centre serves in its best capacity by helping individuals to cope with their academic and personal stressors and maximize their inner potentials. A panel of consultant Clinical Psychologists that includes Faculty of department of Professional Psychology with trained team of psycho-therapists/ counselors is available to provide proficient services. The information of each individual benefiting from counseling services is kept confidential strictly.

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Figure 30: PDF page 104 (printed page 94): student facilities, including para 8.11, Girls Hostel.

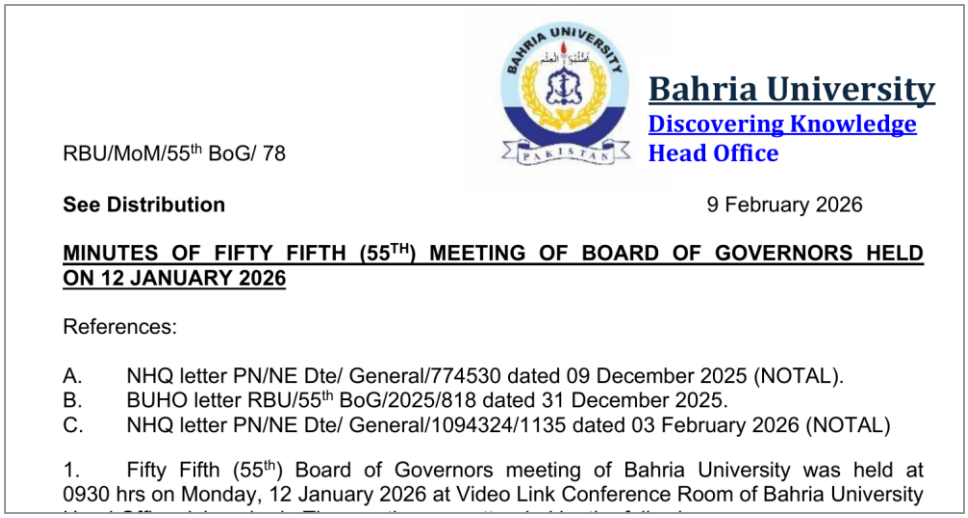
8.11 Girls Hostel

Girls Hostel with 150 rooms is available in Islamabad campus.

Figure 31: Enlarged extract, PDF page 104: para 8.11, Girls Hostel with 150 rooms at the Islamabad campus.

New hostel for female students

The University is expanding on-campus residence for women. At the 55th meeting of the Board of Governors on 12 January 2026, the Rector informed the Board that new hostels were being developed specifically for female students and international male students, and the Board noted that hostel capacity for female students was the main constraint and that on-campus accommodation was being expanded (minutes of 9 February 2026, paras 14 and 16). The new hostel for female students is now nearing completion and will enable the University to accommodate its women students more effectively.



Bahria University
Discovering Knowledge
Head Office

RBU/MoM/55th BoG/ 78

See Distribution 9 February 2026

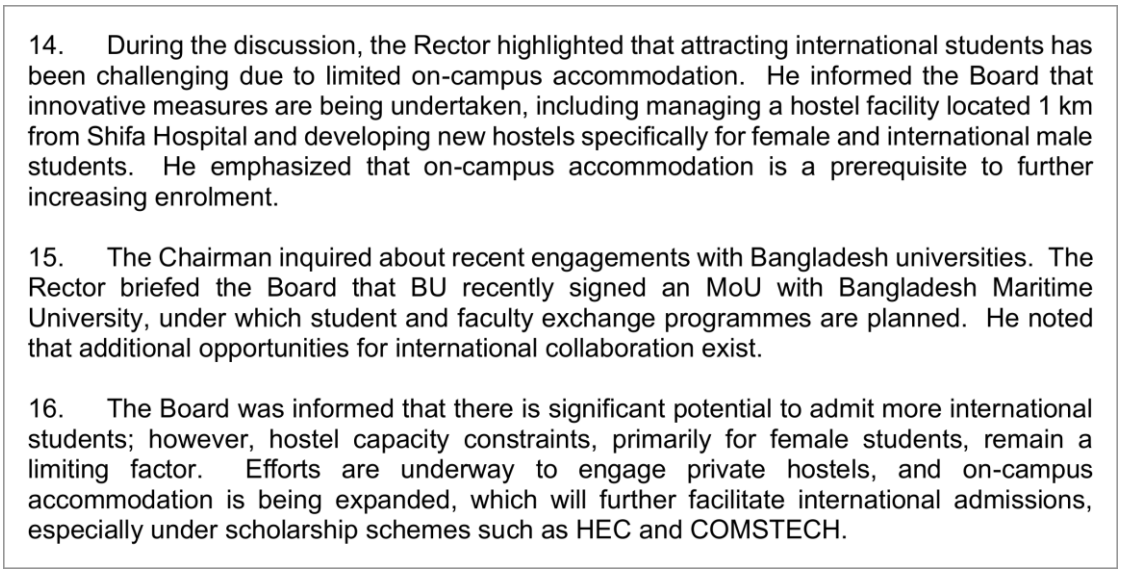
MINUTES OF FIFTY FIFTH (55TH) MEETING OF BOARD OF GOVERNORS HELD ON 12 JANUARY 2026

References:

A. NHQ letter PN/NE Dte/ General/774530 dated 09 December 2025 (NOTAL).
B. BUHO letter RBU/55th BoG/2025/818 dated 31 December 2025.
C. NHQ letter PN/NE Dte/ General/1094324/1135 dated 03 February 2026 (NOTAL)

1. Fifty Fifth (55th) Board of Governors meeting of Bahria University was held at 0930 hrs on Monday, 12 January 2026 at Video Link Conference Room of Bahria University

Figure 32: Minutes of the 55th meeting of the Board of Governors, held on 12 January 2026, issued by the Registrar on 9 Febru ary 2026 (RBU/MoM/55th BoG/78), page 1.



14. During the discussion, the Rector highlighted that attracting international students has been challenging due to limited on-campus accommodation. He informed the Board that innovative measures are being undertaken, including managing a hostel facility located 1 km from Shifa Hospital and developing new hostels specifically for female and international male students. He emphasized that on-campus accommodation is a prerequisite to further increasing enrolment.

15. The Chairman inquired about recent engagements with Bangladesh universities. The Rector briefed the Board that BU recently signed an MoU with Bangladesh Maritime University, under which student and faculty exchange programmes are planned. He noted that additional opportunities for international collaboration exist.

16. The Board was informed that there is significant potential to admit more international students; however, hostel capacity constraints, primarily for female students, remain a limiting factor. Efforts are underway to engage private hostels, and on-campus accommodation is being expanded, which will further facilitate international admissions, especially under scholarship schemes such as HEC and COMSTECH.

Figure 33: Enlarged extract, minutes page 5: para 14, new hostels being developed specifically for female students, and para 16, on-campus accommodation being expanded in view of hostel capacity for female students.

4. Other provision: programmes for women, 2025

During 2025 the University's campuses and student societies ran programmes designed for women, covering women in technology, leadership, entrepreneurship, mobility, legal rights and student well-being. Each is evidenced by the official event page or the University's official Facebook post, with its date.

4.1 SheCodes the Future, Lahore Campus, 11 March 2025

Google Developer Groups on Campus, Bahria University Lahore Campus, held SheCodes the Future at the Lahore Campus on 11 March 2025, an event marking International Women's Day and dedicated to highlighting the role of women in technology. Six women spoke: three faculty members of the Lahore Campus and three women from the software industry. The event page records 46 registrations.

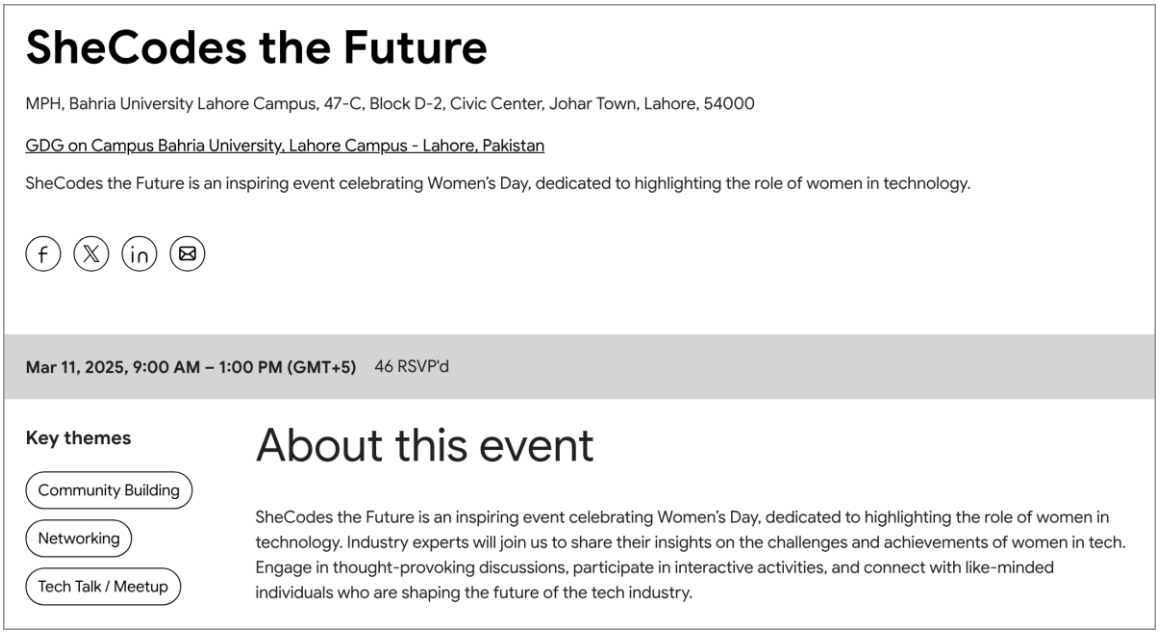


Figure 34: Event page, SheCodes the Future, GDG on Campus Bahria University Lahore Campus, 11 March 2025 (gdg.community.dev, captured 2 November 2026).

4.2 Youth Club session for female students, Health Sciences Campus, Karachi, 5 September 2025

The Character Building Club of the Student Support Centre, Health Sciences Campus, Karachi, hosted a Youth Club session titled “Allah and I,” which the University’s post of 5 September 2025 describes as designed exclusively for female students, to strengthen self-reflection, inner peace and resilience.



Figure 35: Bahria University official Facebook video post, 5 September 2025: Youth Club session “Allah and I” for female students, Health Sciences Campus, Karachi (captured 2 November 2026).

4.3 Women Leadership Activity, Islamabad Campus, 23 November 2025

A student-led Women Leadership Week at the Islamabad Campus opened with a Hunar Bazar at which female students presented their enterprises and crafts, a TEDx session on women’s empowerment and leadership, and a workshop by Vsisters giving female students hands-on bike-riding training to support their independence and mobility.

4.3 Women Leadership Activity (continued)

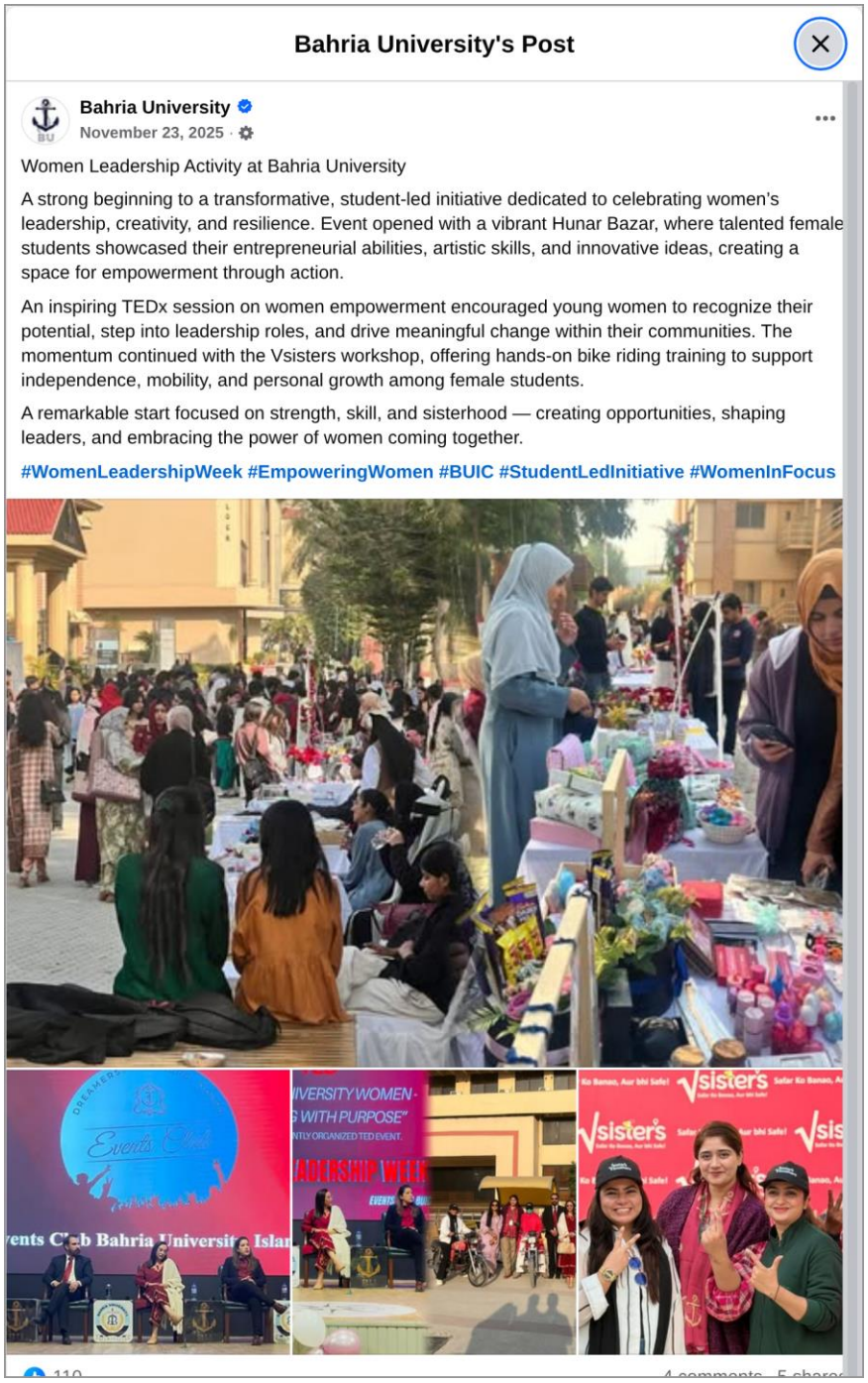


Figure 36: Bahria University official Facebook post, 23 November 2025: Women Leadership Activity (#BUIC), with the Hunar Bazar, the TEDx session and the Vsisters workshop (captured 2 November 2026).



Figure 37: Hunar Bazar of female students' enterprises, 23 November 2025.



Figure 38: Vsisters bike-riding workshop team with participants, 23 November 2025.

4.4 Shark Tank for women entrepreneurs and session on women's rights, 24 November 2025

On 24 November 2025 the University hosted the Federal Ombudsperson for Protection against Harassment, Ms. Fouzia Viqar, for a session on women's property rights, workplace harassment law and women's safety, together with a Shark Tank in which young women entrepreneurs presented their ventures and a Hunar Bazar of female students' work.



Figure 39: Bahria University official Facebook post, 24 November 2025: FOSPAH session on women's rights, Shark Tank for women entrepreneurs and Hunar Bazar (captured 2 November 2026).

5. Summary of evidence

Option	Evidence	Figures
Mentoring	Student Mentoring Framework (2021): a faculty mentor for every first-semester undergraduate, retained for two semesters; Monthly Progress Report, December 2024: 109 of 139 sessions led by women mentors, including all sessions at the Institute of Professional Psychology and the Health Sciences Campus, Karachi, and "When Women Work Together"; mentor training, September 2025	1 to 13
Scholarship	Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26, for women only, covering tuition, hostel and travel; women held 932 of 1,505 University scholarships of 50 to 100 per cent of fees in 2025 (61.9%); 4,135 internal and 1,037 external scholarships worth Rs. 360.413 million in FY 2024–25	14 to 20
Other provision	Girls Hostel of 150 rooms at the Islamabad campus, Student Handbook, Spring 2025, para 8.11; new hostel for female students under development (Board of Governors, 12 January 2026) and nearing completion	21 to 33
Other provision	Programmes designed for women in 2025: SheCodes the Future (11 March), Youth Club session for female students (5 September), Women Leadership Activity with bike-riding training (23 November), Shark Tank for women entrepreneurs and women's rights session (24 November)	34 to 39
Reporting year	2025 (academic year 2025)	All

Taken together, the records show that in its 2025 reporting year Bahria University gave its women students regular guidance from faculty mentors, most of them women, through its Student Mentoring Programme; offered a dedicated scholarship for women and awarded women most of its own fee scholarships; provided on-campus residence for women at Islamabad; and ran programmes made for women at its Lahore, Karachi and Islamabad campuses.