SDG
05
GENDER EQUALITY

EVIDENCE DOCUMENT | INDICATOR 5.6.1

Non discrimination against women

METRIC 5.6 Women's progress measures

REFERENCE YEAR	COVERAGE	DATE PREPARED
In place by 2025	Women students, applicants, employees and University participants	3 November 2026

ISSUING OFFICE	EVIDENCE ID
Directorate of Quality Assurance, Head Office	E-05-5.6.1

THE SIR 2027 REQUIREMENT

Does your university as a body have a policy of non-discrimination against women?

01 Statement of Evidence

Bahria University's direct answer to the requirement

Yes. Bahria University has an institutional policy of non-discrimination against women through its Equality and Non-Discrimination Policy / Diversity, Equity and Inclusion Policy. The policy retains its 2024 title and records amendments dated 20 October 2025 under DHR. It expressly includes non-discrimination against women, prohibits gender discrimination in education, employment, admissions and University services, and applies across University programmes and activities. Its workplace provisions cover recruitment, appointment, pay, training, promotion, discipline and termination. Protection against retaliation, informal and formal complaint procedures, disciplinary consequences and assigned leadership responsibilities support enforcement. The updated Admissions Policy provides additional measures for women's applications, entry, retention, progression and graduation. The original policy pages and relevant clauses are reproduced below.

02 Evidence and Activity Record

Dated facts and records that substantiate the statement

The evidence presents the overarching EDI Policy first, followed by the Admissions Policy provisions supporting women's access and progress. Complete policy opening pages precede relevant original clause extracts. Each complete policy page occupies a separate evidence page.

TABLE 1 Institutional non discrimination provisions and responsibilities

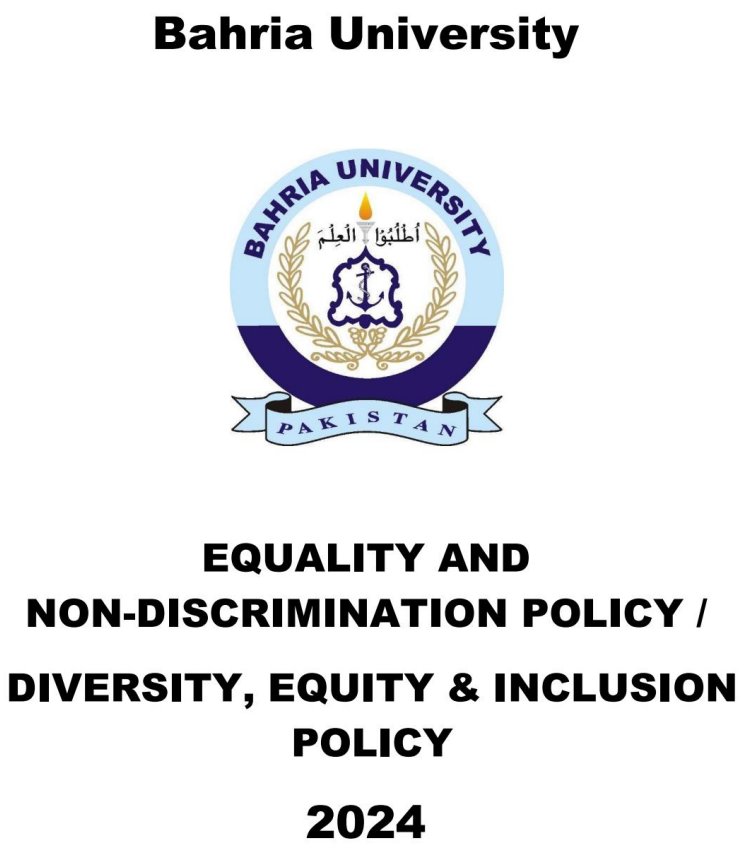
Policy element	Relevant provision	Institutional effect
Explicit prohibition	EDI paragraphs 3 and 4	Women covered in admissions, education, employment and University services.
Employment equality	EDI paragraph 4	Recruitment, appointment, pay, training, promotion, discipline and termination.
Protection and redress	EDI paragraphs 5, 6 and 19–23	Anti-retaliation, reporting, informal and formal procedures, fairness and privacy.
Accountability	EDI paragraphs 3 and 22	DHR monitoring; leadership, campus and departmental implementation responsibilities.
Women's access and progress	Admissions clauses 2.1.6 and 2.1.7	Outreach, gender-based admissions review, enrolment support, retention and graduation monitoring.
Policy chronology	EDI cover and amendment register	2024 policy title; amended 20 October 2025 under DHR.

The records establish written institutional commitments and the procedures through which discrimination can be addressed. The EDI Policy is the primary University-wide instrument; the Admissions Policy translates women's access and progress commitments into defined responsibilities.

1 Equality and Non Discrimination Policy

Bahria University's EDI Policy is the primary policy of non-discrimination against women. Its scope explicitly includes women and extends across student admissions, employment, programmes and University activities. The supplied copy retains its 2024 title; the amendment register records changes on 20 October 2025 under DHR. The policy has no table of contents. Its complete cover and amendment record follow, before the relevant extracts.

1.1 EDI policy cover



Bahria University

EQUALITY AND
NON-DISCRIMINATION POLICY /

DIVERSITY, EQUITY & INCLUSION
POLICY

2024

Page 1 of 9

Figure 1: Complete original EDI Policy cover retaining the 2024 title.

1.2 EDI policy amendment record

Copy No. ____

Record of Amendments

Amendment No.	Dated	Authority for Amendment	Articles Amended
01	20/10/2025	DHR	Paras 3, 4 (k–n), 14; new para 24

Note: Amendments are to be recorded, cross-checked and their incorporation in thedocuments authenticated (with name, designation and signature).

Page 2 of 9

Figure 2: Complete original amendment register dated 20 October 2025 under DHR.

1.3 University wide scope

Amended paragraph 3 explicitly includes non-discrimination against women within the induction of faculty, officers and support staff, student admissions, employment practices and operations. It also covers students, employees, guests, visitors, vendors and contractors and extends to public learning activities. DHR is responsible for monitoring compliance.

SCOPE OF THE POLICY

3. This policy applies to all areas of Bahria University programs, activities encompassing induction of FMs, BUOs, BUSAS (including non-discrimination against women) and admission of students, employment practices and operations, including the conduct of all students and employees, as well as to the conduct of all guests, visitors, vendors, contractors, subcontractors and others who do business with Bahria University. This Policy also applies to every activity the University opens to the public, including access to its libraries and other learning resources, public lectures and events, executive education and vocational training, online and distance courses, and outreach beyond the campuses. These activities are open to all, regardless of ethnicity, religion, disability, immigration status or gender, or any other ground in para 4, subject only to identification and security rules that apply equally to every visitor. DHR shall monitor compliance, and complaints follow paras 19 to 21. All harassment is within the scope of this Policy under para 24.

Figure 3: Original amended paragraph 3 on scope, public activities and compliance monitoring.

1.4 Gender equality in education and employment

Paragraph 4 commits the University to equal opportunity and non-discrimination in education and employment, including gender equality. Gender is an expressly protected ground. The amended text prohibits discrimination throughout the employment cycle and states that no person shall be discriminated against on the basis of gender in employment, admission or any University service. It links women's applications, entry, participation and graduation to Admissions Policy clauses 2.1.6 and 2.1.7.

POLICY STATEMENT

4. Bahria University is committed to the principles of equal opportunity and non-discrimination in education and employment, including gender equality. Discrimination on the basis of the following, or any other legally protected basis, is unlawful and is prohibited by this Policy.

a. Age
b. Race
c. Colour
d. National origin

Page 3 of 9

Figure 4: Original policy statement and first part of the protected grounds, PDF page 3.

e. Gender
f. Religion
g. Caste
h. Creed
i. Disability
j. Political beliefs
k. Ethnicity
l. Gender identity
m. Refugee or asylum-seeker status
n. Immigration status

The University is committed to ending discrimination in the workplace on every ground in this para, in recruitment, appointment, pay, training, promotion, discipline and termination. No person shall be discriminated against on the basis of gender in employment, admission or any University service. Women's applications, entry, participation and graduation are dealt with under paras 2.1.6 and 2.1.7 of the Admission Policy.

Figure 5: Original continuation of paragraph 4, including gender and explicit employment, admissions and service protections, PDF page 4.

1.5 Protection from retaliation and harassment

Paragraph 5 prohibits retaliation for a discrimination complaint, participation in an investigation or opposition to discriminatory conduct. Paragraph 6 directs reporting to the relevant Head of Constituent Unit, or a Pro-Rector at Head Office. Amended paragraph 24(a) prohibits harassment on campus, online and at University activities; paragraph 24(b) places sexual harassment under the identified HEC policy and statutory framework. These provisions support women's ability to participate in University life and raise concerns.

> 5. Retaliation towards an individual for filing a complaint of discrimination including unequal treatment on the basis of gender or discriminatory harassment, participation in an investigation of such complaint and/or opposition to discrimination or discriminatory harassment in the educational or workplace setting is also a form of harassment and is therefore prohibited.
>
> 6. Any person who believes they have been subjected to this type of prohibited activity should immediately report it to the respective HCU (any Pro-Rector for BUHO).

Figure 6: Original EDI paragraphs 5 and 6 on retaliation and reporting.

> 24. **Harassment**
>
> a. No student, employee, visitor or contractor shall harass any person, of a Protected Class or not, on campus, online or at university activities.
>
> b. Sexual harassment is handled under the HEC Policy on Protection Against Sexual Harassment in Higher Education Institutions (2020), the Protection Against Harassment of Women at the Workplace Act, 2010, as amended, [and any further BU harassment instrument in force], which prevail over paras 19 to 21 and 23(h).

Figure 7: Original EDI paragraph 24(a–b), harassment prohibition and sexual harassment framework.

1.6 Complaint procedures and implementation responsibilities

Paragraphs 19 and 20 provide informal resolution and escalation. Paragraph 21 provides formal procedures to establish whether discrimination, harassment or retaliation occurred and to determine disciplinary or corrective action. Stated actions include written reprimand, probation, suspension, dismissal or expulsion. Paragraph 22 assigns implementation to Pro-Rectors, DGs, DHR, campus Directors, HR heads, DSA, Deans, Principals and Heads of Department.

PROCEDURES

19. Any member of the university community who has been either a target of or a witness to discrimination, including unequal treatment on the basis of gender or harassment can file a complaint through proper channel. When someone raises a concern about discrimination or harassment, the university official, to whom the matter was reported, will try and resolve the issue through informal negotiations between the two parties. If this fails to achieve an amicable resolution of the reported issue, the matter be reported to the next higher officer for taking it up formally with the concerned parties.

20. **Informal Resolution**

a. Informal resolution has the goal of ending offensive behavior and resolving the concern rather than assessing blame and exacting a penalty. If a concern can't be resolved informally, or if the behavior is so serious or persistent as to warrant disciplinary action, it should be handled through formal procedures.

21. **Formal Procedures**

a. The purpose of formal action is to determine if the BU policy on discrimination, harassment and retaliation has been violated and, if so, to enact disciplinary actions and/or prescribe a course of action that will resolve the situation. Disciplinary actions may include but are not limited to a written reprimand, probation, suspension, dismissal or expulsion (BU Statutes Chapter 9 and BU Academic Rules Chapters 13, 14 & 15 refer).

b. Formal procedures are set in motion when a signed written complaint is filed. The complaint must contain the name and signature of the complainant, details of the situation precipitating the complaint, and a statement of desired outcome.

c. The process for filing a complaint, investigating and hearing complaints and grievances against individuals depends upon the status of the accused (faculty, academic staff, university staff, or student). The BU Statutes Chapter 9 and BU Academic Rules Chapters 13, 14 & 15 guide these processes.

RESPONSIBILITIES

22. Pro-Rectors, DGs, DHR, Directors CUs, CU Head of HR Department, DSA, Deans, Principals of Schools & Concerned HoDs have the responsibility to maintain and consistently manage the implementation of this policy.

Figure 8: Original EDI paragraphs 19–22 on procedures and implementation responsibilities.

1.7 Fair process privacy and visibility

Paragraph 23 requires impartiality, fair process, privacy, clarity and visibility of the policy, transparency and avoidance of conflicts of interest. The provisions support a consistent institutional response to complaints. The policy also recognises access to supportive measures and informal or formal resolution.

a. **Impartiality**. All persons charged with responsibility for implementing these procedures will discharge their obligations with fairness, rigor, and impartiality.

b. **Fair Process**. Principles of fair process should be observed throughout the process. This includes timely resolution of the process, proper notice to parties, and the ability to respond to allegations.

c. **Privacy**. All activities under these procedures will be conducted with regard for the legitimate privacy and reputational interests of all parties involved. Once a formal complaint is filed, all parties, including witnesses, will be notified of the expectation that they keep information about the case – including any documents that they may receive or review – confidential. They will also be notified that sharing such information might compromise the investigation or may be construed as retaliatory. Medical and counseling records are privileged and confidential documents that parties will not be required to disclose. The parties remain free to share their own experiences, other than information that they have learned solely through the procedures and processes under this Policy. To avoid the possibility of compromising the investigation, it is generally advisable to limit the number of people in whom the parties confide.

d. **Respondents are Presumed Not Responsible**. A respondent is presumed not to be responsible for an alleged Policy violation until a final determination regarding responsibility is made.

e. **University Values**. The procedures for this Policy are to be construed in accordance with broader University policies, including the University-Wide Statement on Rights and Responsibilities.

f. **Clarity and Visibility**. All members of the University community are expected to be aware of the University's Non-Discrimination Policy, understand what conduct is prohibited under the Policy, and understand what their rights and responsibilities are under the Policy and Procedures.

g. **Transparency**. Throughout the course of an investigation into a formal complaint, the Investigator will provide frequent updates to both the complainant (the person bringing the complaint) and the respondent (the person about whom the complaint has been made).

h. **Timelines**. The HCU/Pro-Rector concerned, may impose reasonable timeframes to enable timely resolution of the matter. The investigatory process typically will not exceed 90 ordinary business days, absent extenuating circumstances.

i. **Avoiding Conflict of Interest**. The University commits to eliminating any conflicts of interest in the process. In situations where either the complainant or the respondent names as a party or witness the University official(s) who are designated as facilitating or overseeing any stage in the Informal Resolution or Formal Complaint Processes, the Local Designated Resource, in consultation with appropriate School officials, will determine a

Page 7 of 9

Figure 9: Original EDI paragraph 23(a–i), fair process and procedural safeguards, PDF page 7.
Public BU EDI Policy 2024 supporting the core non discrimination framework

The public BU copy confirms the core policy commitment, including gender equality and explicit coverage of women. The amendment record and amended clauses reproduced in this submission are taken from the updated institutional copy supplied for this evidence.

2 Admissions Policy supporting women's access and progress

The updated Admissions Policy records the third edition dated 3 November 2025 under Director Admissions in its amendment register. The original cover and printed footers retain Edition 2. The register identifies amendments to clauses 2.1.3, 2.1.5 and 2.1.6 and addition of clause 2.1.7. The following complete opening pages preserve the source wording and chronology.

2.1 Admissions policy cover



Figure 10: Complete original Admissions Policy PDF page 1: cover.

2.2 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

Figure 11: Complete original Admissions Policy PDF page 2: letter of promulgation.

2.3 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.

Figure 12: Complete original Admissions Policy PDF page 3: foreword.

2.4 Admissions policy amendment record

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

Figure 13: Complete original Admissions Policy PDF page 4: amendment record.

2.5 Admissions policy contents page 1 of 3

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2.8 Women's applications and entry

Clause 2.1.6 requires outreach to girls' schools, colleges and families, programme-level comparison of applications, offers and acceptances by gender, action on lower women's offer rates, scholarships, hostel places and safe transport. Results are reported to the Rector after each cycle. These measures complement the EDI prohibition by defining institutional actions for women's access.

> 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.

Figure 17: Original Admissions clause 2.1.6 on women's access to admission.

2.9 Women's participation and graduation

Clause 2.1.7 assigns DSA responsibility for monitoring women's retention and progression and providing mentoring, scholarships, counselling and safe facilities. DSA and the Controller of Examinations compare women's and men's graduation rates by programme and cohort annually. Where women graduate at a lower rate, DSA and the Director Campus implement schemes with an owner and date, report their effects and review the provision annually.

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.

Figure 18: Original clause 2.1.7(a–b), printed page 7, continued below.

Rector.

c. Where women graduate at a lower rate, DSA and the Director Campus shall run schemes, each with an owner and a date, report their effect to the Rector, and review this para each year.

Figure 19: Original continuation of clause 2.1.7(b) and clause 2.1.7(c), printed page 8.

3 Policy implementation during 2025

Bahria University implements the policy's themes through gender-based admissions monitoring, financial support, mentoring, residential provision and programmes promoting women's participation and rights. The examples below connect documented actions to EDI paragraphs 3–4 and Admissions Policy clauses 2.1.6–2.1.7. Activities held before the October and November 2025 amendments demonstrate practice consistent with the policy themes; they are not presented as having been caused by those later amendments.

Policy theme	Documented implementation	Period
Monitoring access	CMS admissions tracking; 3,994 women among 8,451 Semester 1 entrants, 47.3 per cent.	Spring and Fall 2025
Financial access	Women held 932 of 1,505 University scholarships covering at least half of fees; dedicated Scotland Pakistan scholarship call.	2025 intakes; September 2025 call
Mentoring	Train-the-trainer programme for 16 faculty members; continuing institutional mentoring arrangements.	12 and 15 September 2025
Residential support	Girls Hostel of 150 rooms at Islamabad, documented in the Spring 2025 Student Handbook.	Spring 2025 provision
Participation and rights	Women in technology, female student wellbeing, leadership and mobility, entrepreneurship and women's rights education.	March–November 2025

3.1 Monitoring women's access through the CMS

The Directorate of Admissions' CMS tracking report combines Spring and Fall 2025 intakes and records applications, offers, acceptances and women's Semester 1 entry by campus and academic level. It records 3,994 women among 8,451 entrants, giving a women's entry rate of 47.3 per cent. Women accounted for 44.9 per cent of undergraduate, 55.3 per cent of postgraduate and 29.6 per cent of doctoral entrants. The report defines the admission stages and rate formulas and states that programme-level sums are reconciled with official CMS totals. This provides an institutional monitoring mechanism relevant to Admissions clauses 2.1.6(b) and 4.1.2; the figures describe participation and do not alone establish equality of treatment in every admission decision.

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%)**

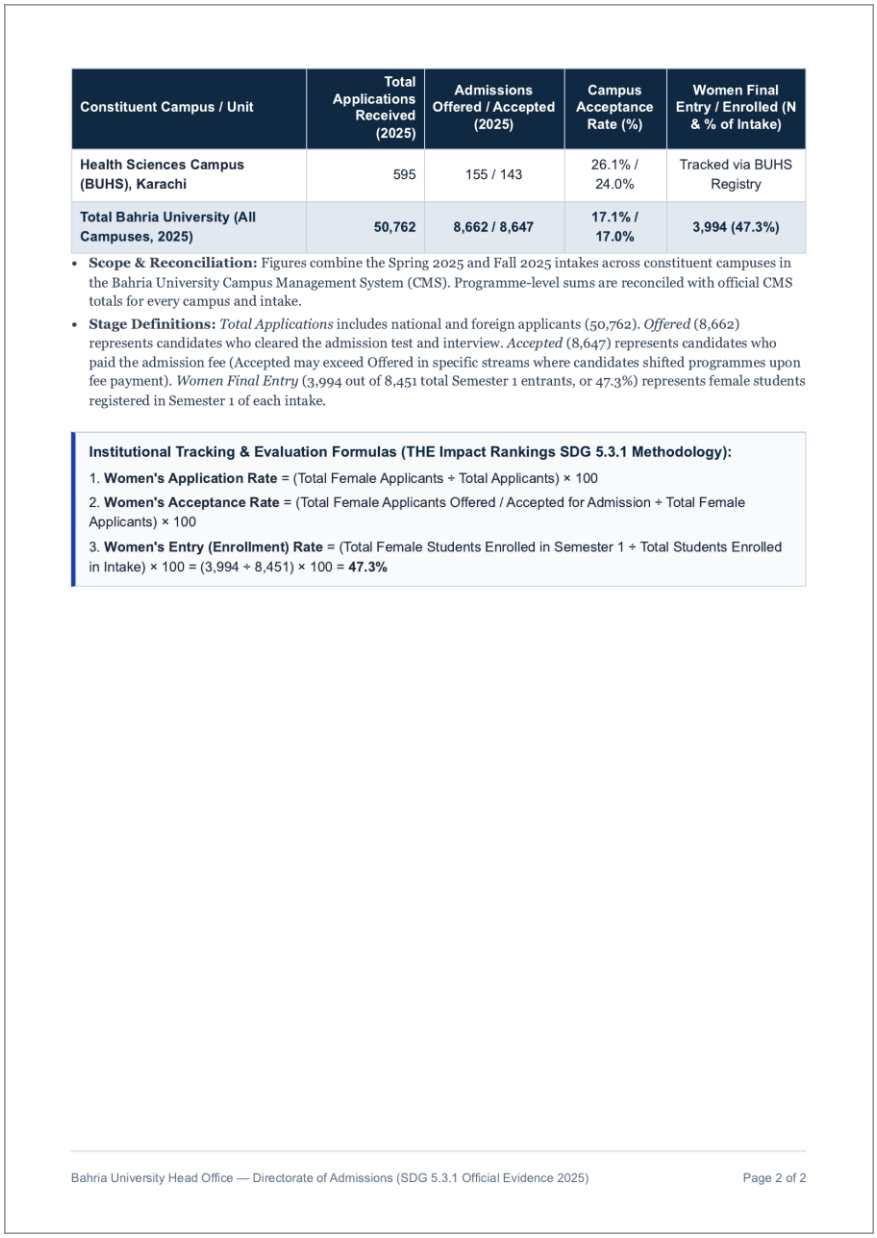
TABLE 2: CAMPUS-WISE ADMISSIONS & WOMEN'S ENTRY BREAKDOWN (SPRING 2025 & FALL 2025 INTAKES)

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 20: Original Directorate of Admissions tracking report for the 2025 intakes, page 1. The extraction date is 1 November 2026; the cohorts are Spring and Fall 2025.

3.2 Definitions and reporting of women's entry



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 21: Original tracking report page 2, including totals, scope, stage definitions and rate formulas.

The original report is reproduced as implementation evidence of institutional tracking. Supporting calculations and campus comparisons are documented in evidence 5.3.1.

3.3 Scholarships supporting women's participation

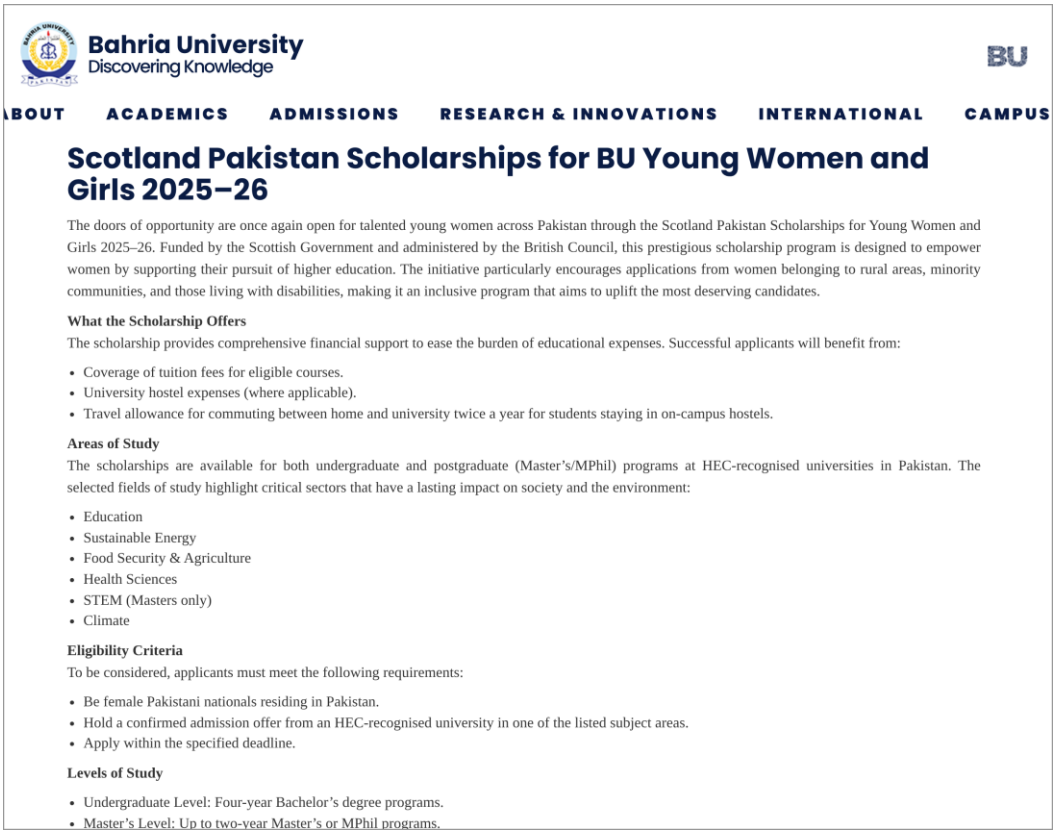
The Directorate of Student Affairs' 2025 scholarship return records women holding 932 of 1,505 University scholarships covering at least 50 per cent of fees, equivalent to 61.9 per cent, including 230 of 401 full-fee scholarships. The return was transmitted on 7 April 2026 and concerns Spring and Fall 2025. These figures support the financial-access theme of Admissions clauses 2.1.6(c) and 2.1.7(a). The counts are scholarship recipients in the supplied return, not a count of recipients under the separate Scotland Pakistan scheme.

On 3 September 2025, the University promoted Scotland Pakistan Scholarships for BU Young Women and Girls 2025–26 through its official channels. The call offered tuition, eligible hostel costs and travel support, with a 15 September deadline. Publishing eligibility and application information demonstrates facilitation of women's access; the call is not evidence of awards to every applicant.



Figure 22: Original scholarship announcement for BU Young Women and Girls 2025–26, showing the closing date of 15 September 2025.

3.4 Published scholarship access for women



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

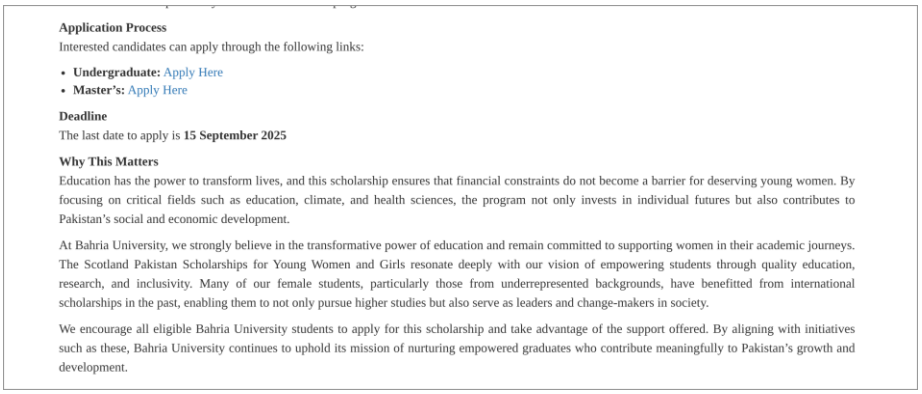
To be considered, applicants must meet the following requirements:

- 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 23: Original University scholarship webpage capture identifying purpose, coverage and eligibility.



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 24: Continuation of the published call, including application arrangements and deadline.

The University particularly encourages applications from women in rural areas, minority communities and women with disabilities. The published call supports inclusive outreach within the policy's equal-opportunity framework.

3.5 Mentoring and residential support

The Student Mentoring Programme assigns a faculty mentor to first-semester undergraduates and maintains the relationship through the second semester. On 12 and 15 September 2025, LPDC delivered mentor training at E-8 for 16 faculty members from several academic departments. This supports the capacity to provide continuing guidance, consistent with the mentoring provision in Admissions clause 2.1.7(a).

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 25: Original LPDC record of the September 2025 mentor training programme for 16 faculty members.

The Spring 2025 Student Handbook identifies a Girls Hostel of 150 rooms at Islamabad under paragraph 8.11. Residential provision supports women's ability to participate in campus education and relates to Admissions clause 2.1.6(c). The number describes rooms, not occupied places or the number of women accommodated.

8.11 Girls Hostel

Girls Hostel with 150 rooms is available in Islamabad campus.

Figure 26: Original handbook provision identifying the Girls Hostel and its 150 rooms.

3.6 Participation in technology and student wellbeing

At Lahore, SheCodes the Future on 11 March 2025 highlighted women in technology. The event featured six women speakers from the University and the software industry and recorded 46 registrations. At Health Sciences Campus Karachi, a Youth Club session publicised on 5 September 2025 was designed exclusively for female students and addressed self-reflection, inner peace and resilience. These documented programmes support women's participation and access to relevant learning and wellbeing activities, consistent with EDI paragraphs 3–4.

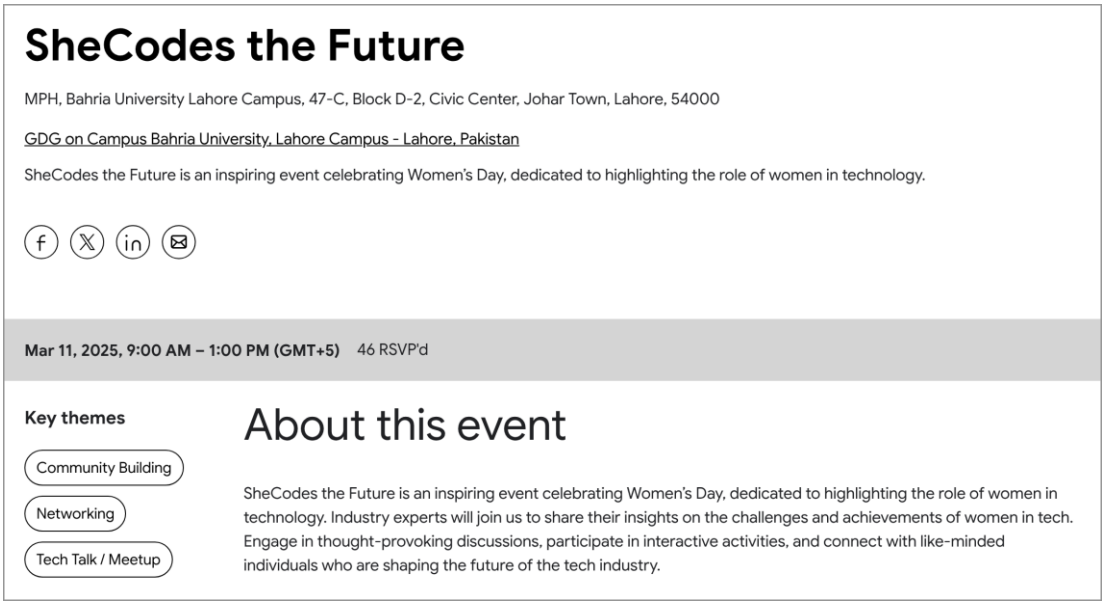


Figure 27: Original SheCodes the Future event page, Lahore, 11 March 2025.



Figure 28: Original BU post describing the September 2025 Youth Club session for female students.

3.7 Leadership mobility and women's rights

The University's post of 23 November 2025 records a student-led Women Leadership Activity at Islamabad, including a Hunar Bazar featuring female students' enterprises and crafts, a leadership session and practical bike-riding training delivered by Vsisters. The activities supported women's confidence, entrepreneurial participation and mobility.

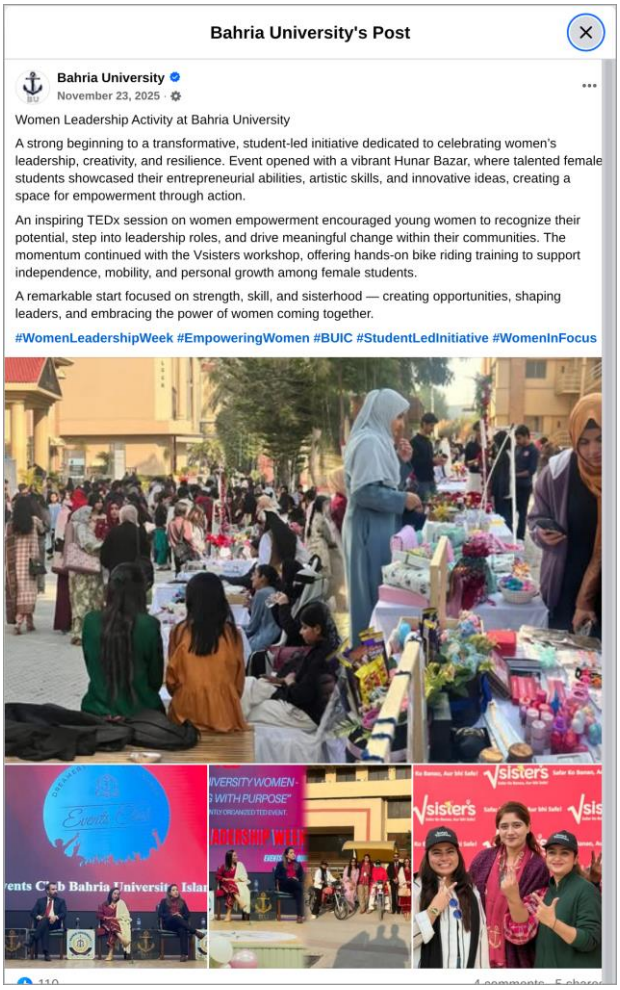


Figure 29: Original official BU post of 23 November 2025 documenting the Women Leadership Activity and practical mobility training.

3.8 Harassment awareness and entrepreneurship

On 24 November 2025, the University hosted Federal Ombudsperson for Protection against Harassment Ms. Fouzia Viqar for a session addressing women's property rights, workplace harassment law and women's safety. The programme also included a Shark Tank for women entrepreneurs and a Hunar Bazar. The rights-awareness session directly supports the policy themes of gender equality, dignity and protection from harassment, while the enterprise activities provided opportunities for women to present their work.



Figure 30: Original official BU post of 24 November 2025 documenting the women's rights session, entrepreneurship programme and Hunar Bazar.

These implementation examples demonstrate monitoring, access support, participation and rights awareness. They do not imply that attendance figures or programme photographs constitute findings about individual discrimination complaints. Complaint handling and staff employment equality remain governed by the institutional procedures reproduced earlier.

3.9 School outreach led by women engineers

In May 2025, two women engineers from Bahria University's Centre of Excellence in Artificial Intelligence delivered the two-day RoboGenius Camp at Edopia School, Islamabad. Dr. Joddat Fatima, Wing Head and Senior Assistant Professor in Software Engineering, and Dr. Nadia Sultan, Wing Head and Senior Assistant Professor in Electrical Engineering, guided pupils in exploring sensors and assembling robots. Girls participated in the practical activities, as shown in the original photographs below. The activity provided schoolgirls with direct experience of engineering and computing and access to women working in these disciplines. It demonstrates outreach consistent with Admissions clause 2.1.6(a) and the EDI commitment to women's participation in educational activities.

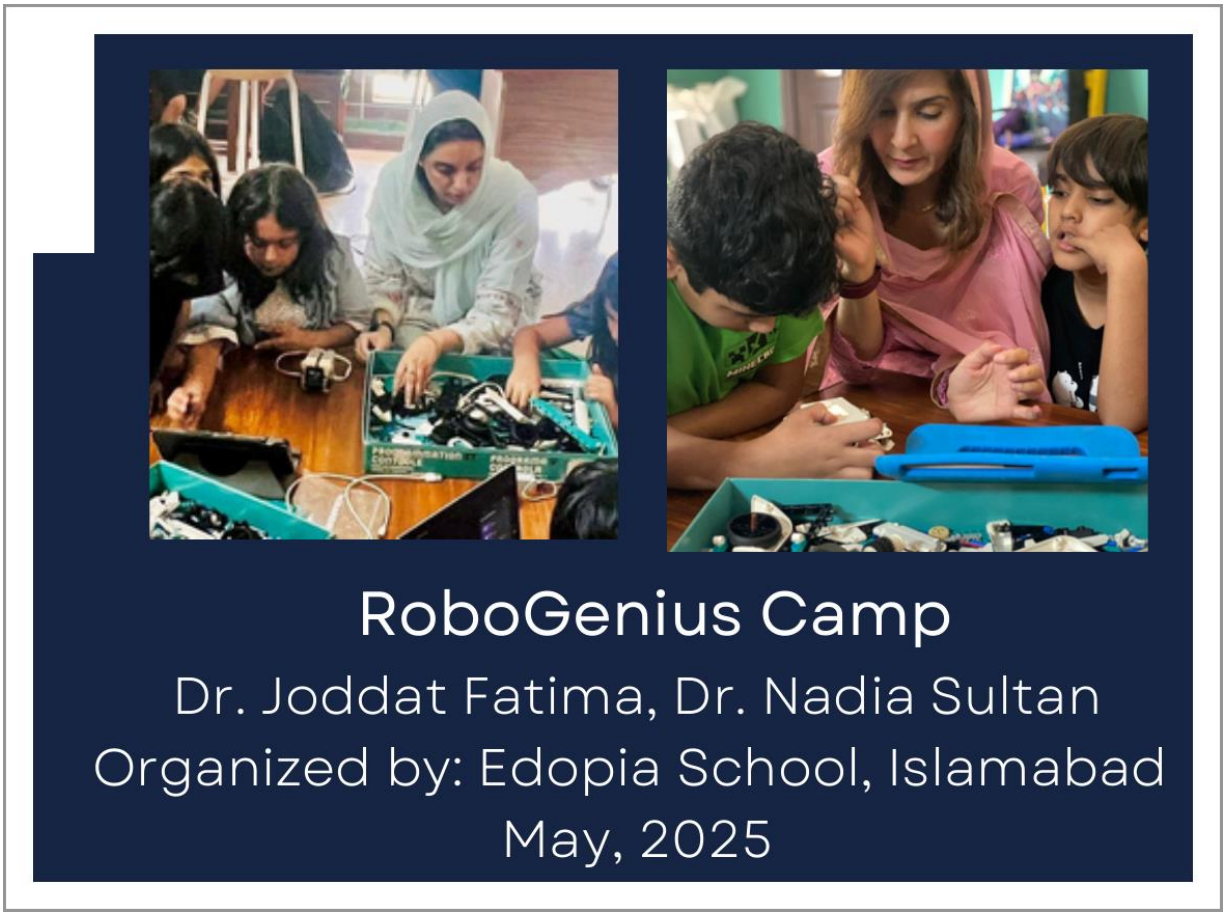


Figure 31: Original CoE-AI Spring 2025 newsletter extract showing the RoboGenius Camp and girls participating in practical robotics, May 2025.

3.10 Academic engagement with women's universities

During May–June 2025, Dr. Fatima Khalique and Dr. Joddat Fatima represented CoE-AI as judges at Fatima Jinnah Women University's Open House 2025 in Rawalpindi, evaluating graduating students' final-year projects. In November 2025, CoE-AI Director Dr. Sumaira Kausar participated as a panelist in Future Frontiers in Science: Sustainable Solutions for Global Challenges at Rawalpindi Women University's Fourth International Science Conference. These engagements connected women students with professional assessment and academic role models, while demonstrating women faculty participation in external academic responsibilities. They support the policy themes of educational participation and professional opportunity.



Figure 32: Original Spring 2025 newsletter extract recording women faculty participation at the FJWU and NUST SEECS Open Houses.

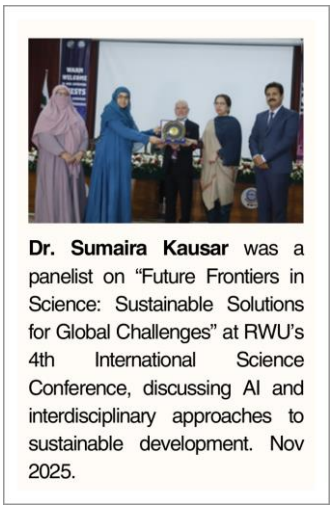


Figure 33: Original Fall 2025 newsletter extract recording Dr. Sumaira Kausar's panel participation at Rawalpindi Women University in November 2025.

3.11 Professional mentoring and participation in engineering

In August 2025, Dr. Joddat Fatima and Dr. Nadia Sultan participated as mentors in IEEE Meet Mentor. The University's Department of Electrical Engineering also celebrated IEEE Day on 7 October 2025 with the IEEE BU Student Body and IEEE Islamabad Section. Dr. Maryam Iqbal and Engr. Umair Shahid coordinated the event. The published photographs document women students and faculty among participants. Together, these records demonstrate women's participation in mentoring, professional networks and the organisation of engineering activities, consistent with the EDI provisions on access to training and University activities.



Figure 34: Original Fall 2025 newsletter extract recording IEEE Meet Mentor, August 2025.



Figure 35: Original photograph published with the University's IEEE Day report, showing women students and faculty among participants, 7 October 2025.

3.12 Women in academic and research leadership

The Fall 2025 CoE-AI team record identifies women in seven of the Centre's ten leadership posts: the Director, two of three Heads and four of six Wing Heads. Women also held three of its four researcher positions. These documented roles demonstrate women exercising academic and research responsibilities across computing and engineering. They provide a concrete example of participation relevant to the EDI employment and professional-opportunity provisions. The figures refer specifically to CoE-AI and are not University-wide employment statistics.



Figure 36: Original CoE-AI Fall 2025 newsletter team page identifying the Director, Heads, Wing Heads and researchers.

3.13 Recognition of women's research contributions

In 2025, the Smart Diabi Care team, comprising five members including three women faculty members and one woman researcher, achieved First Runner-Up in the HealthTech category of the AI Wrapper Competition organised by the Ministry of IT and Telecommunication and Ignite. The Centre also documented Appreciation Awards at the HBL P@SHA ICT Awards for AI-Driven Wheat Rust Detection, involving Dr. Amina Jameel, and NeuroScanAI, supervised by Dr. Fatima Khalique. These achievements show women undertaking substantive research roles and receiving professional recognition. They complement the evidence of access and participation under the University's non-discrimination framework.



7

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 37: Original Fall 2025 newsletter page documenting the Smart Diabi Care, AI-Driven Wheat Rust Detection and NeuroScanAI awards.

3.14 Subject level monitoring to inform women's access measures

The Directorate of Admissions' CMS report classifies Spring and Fall 2025 Semester 1 entrants by subject field. Women represented 827 of 2,619 STEM entrants (31.6 per cent), compared with 3,167 of 5,832 entrants in other fields (54.3 per cent). Engineering recorded 178 women among 710 entrants (25.1 per cent), ICT 574 among 1,749 (32.8 per cent), and natural sciences, mathematics and statistics 75 among 160 (46.9 per cent). This disaggregation identifies differences in representation and provides a basis for targeted outreach under Admissions clause 2.1.6. The engineering, robotics and computing activities documented above address disciplines in which women's participation is lower.

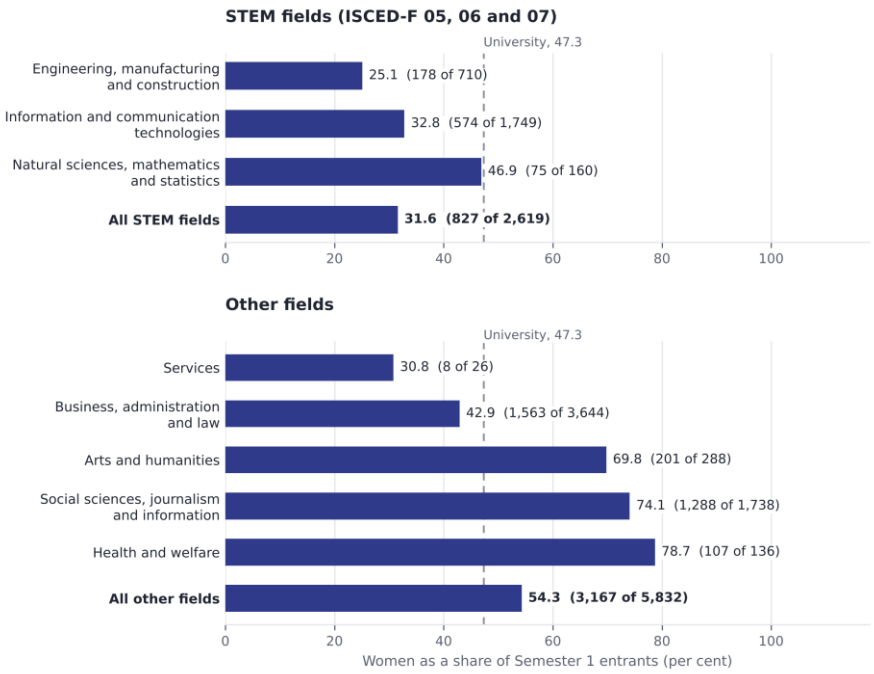


Figure 38: Women's share of 2025 Semester 1 entry by subject field, calculated from the Directorate of Admissions CMS report reproduced in evidence 5.3.4.

The implementation record combines institutional monitoring, access support, professional participation and recognition. Participation and award records demonstrate opportunities in practice; assessment of individual discrimination complaints remains subject to the policy procedures reproduced earlier.