ISSUE #2

MAGENDA

Mainstreaming GENder equality in Academia

PROJECT NUMBER 101179725



Consortium group photo, Athens, April 2026.

Gender Equality Plans in Asian Universities

Four workshops, six universities, one study visit in Greece

MAY 2025 - SEPTEMBER 2026 | BANGLADESH • NEPAL • GREECE

This issue tells the MAGENDA story in the order it happened. It starts with four online workshops, where partner universities in Bangladesh and Nepal looked honestly at how gender equality works on their own campuses. It ends in Greece, where the same teams learned how to track their Gender Equality Plans and prove that they are working. Each university has its own section. You will find what was said, who said it, and what the university promised to do next.

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What happened, and when

The whole project so far, in date order. Everything on this page is explained in more detail in the sections that follow.

2024 – 2025 | Getting started and listening

Nov 1, 2024	The project begins. MAGENDA starts work, funded by the European Union under Erasmus+. It runs until 31 October 2027.
Apr 2025	Getting ready. Bangladesh Open University sends a short survey to every partner university, studies the answers, and uses them to plan the workshops and write the
May 6, 2025	Workshop 1 — Bangladesh Open University. Gender equality in how a university is run. (Page 3)
May 20, 2025	Workshop 2 — Pokhara University. Teaching and course material that include everyone. (Page 4)
May 27, 2025	Workshop 3 — Far Western University. Student services and campus life. (Page 5)
Jun 27, 2025	Workshop 4 — Bangladesh Agricultural University. Gender audits and policy. (Page 6)
Jul 2025	The handbook arrives. Vrije Universiteit Brussel publishes a practical guide to putting a Gender Equality Plan in place and checking that it works. Local language versions follow.
Sep 2, 2025	The workshop report is finished. All four workshops are written up in one report with seven shared recommendations for the Gender Equality Plans.
Dec 10, 2025	Pokhara University holds seminar on the Gender Equality Plan 2026–2030. (Page 7)

2026 | Plans in place, and put to work

Feb 2, 2026	Orient the New Members at Kathmandu University (Page 8)
Mar 2026	Partner universities complete their Gender Equality Plans; Sher-e-Bangla Agricultural University is among those listed as finalised, and student ambassadors start work across the partnership.
Mar 2026	Far Western University holds a virtual seminar on Advancing Gender Equality in Higher Education Institutions (Page 9)
Apr 20, 2026	Sher-e-Bangla Agricultural University holds a stakeholder's workshop on its own plan, with around 100 people in the room. (Page 10)
Apr 26-30, 2026	Study visit and project meeting in Greece. Three training days, then two days of project business. (Pages 11-12)

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Bangladesh Open University

Workshop 1: Gender Equality in Academic Governance

6 MAY 2025 | ONLINE | HOSTED BY BANGLADESH OPEN UNIVERSITY (BOU)

KEY OBJECTIVES

1. Review how university policies and governance practices support, or hold back, gender equality.
2. Connect national commitments, including CEDAW and the National Women Development Policy 2011, with everyday university practice.
3. Identify governance priorities for the partner universities' Gender Equality Plans.

THE WORKSHOP IN BRIEF

The first workshop asked a plain question: do our rules actually help women study and work here? Bangladesh Open University opened its own practice for others to look at. Professor Dr. Sabina Yeasmin, MAGENDA Project Manager at BOU, welcomed everyone, and Professor Dr. Serazul Islam kept the discussion moving.

In the keynote, Dr. Md. Mizanoor Rahman set out what Bangladesh has already promised the constitution, CEDAW, and the National Women Development Policy of 2011, and then showed what BOU does with those promises. Its Gender Policy of 2018, written with the Commonwealth of Learning, puts money and services behind the words: open and distance courses that reach women in rural areas, gender budgeting, inclusive course content, counselling and a day-care centre.

In the open discussion, colleagues from BOU, Bangladesh Agricultural University and Sher-e-Bangla Agricultural University pushed for four things: scholarships for women researchers, gender audits that are published openly, planning based on real numbers, and leaders who take the work on personally.

Key highlights

- Bangladesh's constitutional and policy commitments, including CEDAW and the National Women Development Policy 2011.
- BOU's Gender Policy 2018, with flexible open and distance learning for rural women.
- Gender budgeting, inclusive curricula, counselling and day-care support already in place.
- Calls for scholarships for female researchers, transparent gender audits, data-driven planning and stronger institutional leadership.

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Pokhara University, Nepal

Workshop 2: Curriculum and Pedagogy for Gender Sensitivity

20 MAY 2025 | ONLINE | HOSTED BY POKHARA UNIVERSITY, NEPAL

KEY OBJECTIVES

1. Explore teaching methods that work for every student in the room.
2. Find practical ways to reform curricula and remove gender stereotypes from course material
3. Compare experience between Bangladesh and Nepal on inclusive teaching

THE WORKSHOP IN BRIEF

The second workshop moved from classrooms. Dr. Shrestha Deepmala of Pokhara University asked what a lesson looks like when it works for every student in the room, and what has to change in the books we hand them.

She brought examples from Nepal that already work. Gender-friendly school programmes have changed how classrooms are run. Radio lessons reach girls in districts where getting to a campus is hard. Textbook reform has begun to strip out the stereotypes that tell children which jobs belong to whom. More girls are now finishing school than ever before, and parents have been brought into the conversation through workshops of their own.

Her recommendations were concrete: review textbooks every year, set targets for women authors, tie teacher training and promotion to gender results, and act on the small number of women in science and engineering. Colleagues from Bangladesh and Nepal compared notes afterwards Bangladesh is ahead on digital tools and budgets. Nepal on inclusive curricula and both agreed that awareness work, community engagement and gender-separated data are where the gap lies.

Key highlights

- Gender-friendly schools, radio-based learning for girls in remote areas and work to remove stereotypes from curricula.
- Annual textbook reviews and more female authorship.
- Teacher development linked to gender outcomes, and stronger action on women's underrepresentation in STEM.
- Community engagement, awareness building and gender-disaggregated monitoring across Bangladesh and Nepal.

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Far Western University, Nepal

Workshop 3: Gender Mainstreaming in Student Affairs

27 MAY 2025 | ONLINE | HOSTED BY FAR WESTERN UNIVERSITY (FWU), NEPAL

KEY OBJECTIVES

1. Examine how student services and campus life can become gender-sensitive and inclusive.
2. Understand what stops women students from continuing into postgraduate study and STEM.
3. Agree practical support for students, including those with caregiving responsibilities.

THE WORKSHOP IN BRIEF

The third workshop looked at student life: the services, the hostels, the clubs and the offices a student actually deals with. Professor Dr. Sabina Yeasmin opened the session, and Professor Ghambhir Chand of Far Western University chaired it.

Nirmala Dhami started from the law. Nepal's constitution of 2015 guarantees equality under Article 18 and women's rights under Article 38; the country ratified CEDAW in 1991, and the National Gender Equality Policy of 2020/21 asks institutions to mainstream gender in how they are governed. She then showed what that means at FWU: women make up 67 per cent of undergraduate students, scholarships reach students from marginalised communities, and work has started on the science and engineering gap.

She was equally clear about what is not yet solved. Far fewer women continue to master's level or into STEM subjects. Social expectations, early marriage and caring duties pull students away. Dropout is real, and the university does not yet have the data systems to see it early. Her answers: mentoring and scholarships, flexible arrangements for students with caring responsibilities, more women in leadership, and anti-harassment procedures that people trust.

Key highlights

- Female-majority undergraduate enrolment and inclusive scholarships for marginalised groups.
- Initiatives to reduce the STEM gender gap.
- Persistent challenges in postgraduate and STEM participation, cultural and patriarchal constraints, dropout rates and gender-data systems.
- Mentorship and scholarships, flexible support for student carers, leadership reform, monitoring and effective anti-harassment mechanisms.

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Bangladesh Agricultural University

Workshop 4: Institutional Gender Audit and Policy Measures

27 MAY 2025 | ONLINE | HOSTED BY BANGLADESH AGRICULTURAL UNIVERSITY

KEY OBJECTIVES

1. Show how gender audits can assess institutional culture, policies and accountability.
2. Introduce the Gender Integration Framework as a practical guide for universities.
3. Build senior-management ownership and audit capacity across partner institutions.

THE WORKSHOP IN BRIEF

The last of the four workshops answered a question the other three kept raising: how do you find out where your university really stands? The answer is a gender audit. Professor Dr. Sabina Yeasmin chaired the session, and Dr. Mohammad Jahangir Alam gave the keynote on gender audits and policy measures in Bangladesh.

An audit, he argued, is not paperwork. It is the tool that turns good intentions into something you can check. He set out a framework with three parts that have to work together; the will of senior management, clear accountability for who does what, and the everyday culture of the place. National progress gives the work a baseline Bangladesh scored 72.2 per cent on the Global Gender Gap Report in 2023.

BAU shared its own practice: audits that staff and students take part in rather than only answer to, a review of gender bias in course material, and steady work on women's representation in leadership and research. Professor Dr. Mohammad Mizanul Haque Kazal of Sher-e-Bangla Agricultural University opened the discussion. The group agreed on where the difficulty lies: frameworks exist, but they are unevenly implemented, and some institutions need training before they can audit themselves at all.

Key highlights

- The Gender Integration Framework, linking political will, accountability and organisational culture..
- BAU's participatory audits with staff and students, curriculum review and work on women's representation in leadership and research.
- Senior-management ownership and stronger implementation of existing frameworks.
- Capacity building for institutions with limited audit experience.

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GEP ON CAMPUS · KATHMANDU UNIVERSITY , NEPAL

Orient the New Members at Kathmandu University

18 FEBRUARY 2026 | KATHMANDU UNIVERSITY



Orient the new members on GEPs, Kathmandu University

Kathmandu University welcomed faculty members, school managers and administrative staff to its MAGENDA team through an onboarding session. Members were introduced to the project's work packages and Gender Equality Plans, with roles and expected contributions clarified ahead of the WP2 study visit. The session focused on preparing the team for its responsibilities in the next phase of project activities.

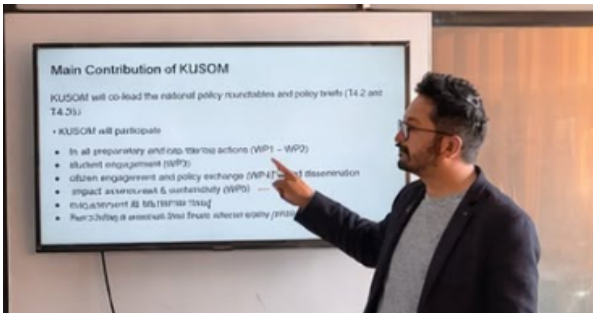
READ THE FACEBOOK POST — *Magenda EU project*

Key highlights

- Brief the team on the MAGENDA Project and Work Packages
- Orient the new members on GEPs (Gender Equality Plans)
- Prepare everyone for the upcoming WP2 study visit (agenda, roles, and contributions).



New team members during the onboarding session



Briefing on work packages and team roles

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GEP ON CAMPUS · POKHARA UNIVERSITY, NEPAL

Seminar on the Gender Equality Plan 2026–2030

10 DECEMBER 2025 | CENTRAL OFFICE, POKHARA UNIVERSITY | 130+ PARTICIPANTS



Participants at the GEP seminar, Pokhara University Central Office, 10 December 2025

Pokhara University marked the 77th International Human Rights Day by putting its draft Gender Equality Plan in front of the whole university community. More than 130 people joined the seminar at the Central Office, including university leadership, faculty, staff, students and community representatives.

Presentations connected human rights with gender equality in Nepali academia. Participants then discussed the preliminary draft of the PU Gender Equality Plan for 2026–2030, with the conversation centred on policy reform, capacity building and inclusive governance. University executives including Vice Chancellor reaffirmed their strong commitment to institutionalising gender equality across academic and administrative practice.

READ THE FACEBOOK POST *Magenda EU project*

Key highlights

- Presentations on human rights and gender equality in Nepali academia.
- Discussion of the preliminary draft of the PU-GEP.
- Focus on policy reform, capacity building and inclusive governance.
- A renewed commitment to institutionalise gender equality across the university.



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GEP ON CAMPUS · FAR WESTERN UNIVERSITY, NEPAL

Advancing Gender Equality in Higher Education Institutions

13 APRIL 2026 | VIRTUAL · SHUKLAPHANTA HALL, CENTRAL OFFICE | AROUND 60 PARTICIPANTS



The virtual seminar at Shuklaphanta Hall, Central Office, 13 April 2026

Far Western University brought partners together online to talk about what gender equality means in practice. Representatives from Pokhara University and Bangladesh Agricultural University joined FWU officials, faculty members, administrative staff and student ambassadors.

Dr. Gambhir Bahadur Chand chaired the seminar, with Prof. Dr. Binod Lekhak as Chief Guest. Dr. Neeti Aryal Khanal set out the wider picture of gender equality in Nepal's higher education system, and Ms. Menuka Basnet looked closer to home, at local challenges and practical ways to make practice more gender-sensitive in Sudurpaschim Province.

With around 60 people taking part, the seminar became a real platform for dialogue and shared learning.

READ THE FACEBOOK POST — *Magenda EU project*

Key highlights

- Partners from Pokhara University and Bangladesh Agricultural University joined FWU.
- The national picture: gender equality across Nepal's higher education system.
- The local picture: challenges and practical approaches in Sudurpaschim Province.
- Next: more awareness of gender sensitivity and stronger institutional policies.



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GEP ON CAMPUS · SHER-E-BANGLA AGRICULTURAL UNIVERSITY

Stakeholders' Sensitization Workshop on the GEP

20 APRIL 2026 | HYBRID · SAU, DHAKA | 100+ PARTICIPANTS



Participants at the SAU stakeholders' sensitization workshop, 20 April 2026.

Sher-e-Bangla Agricultural University took its Gender Equality Plan to the people who will put it to work. More than 100 participants joined in person and online, from Bangladesh and abroad: senior faculty, deans, chairpersons, administrative officials, MAGENDA ambassadors and media representatives. Vice-Chancellor Prof. Dr. Md. Abdul Latif chaired the workshop. Prof. Dr. Masuma Habib, Member, University Grants Commission of Bangladesh, was Chief Guest; Pro-Vice-Chancellor Prof. Dr. Md. Belal Hossain and Treasurer Prof. Md. Abul Bashar were Special Guests. Prof. Dr. Nazneen Sultana, Chair of SAU's Sexual Harassment Committee, gave the inaugural speech. Prof. Dr. Mohammad Mizanul Haque Kazal presented the GEP framework and how it will be carried out, and Prof. Md. Mahbubul Alam, PhD, shared baseline survey findings from students, academic staff and administrative officers. Prof. Dr. Tania Haque of the University of Dhaka was discussant, Ms. Tosiba Kashem of UN Women Bangladesh joined the dialogue, and Dr. Silpi Kundu anchored the programme.

READ THE FACEBOOK POST

Magenda EU project

Key highlights

- Strengthening women's leadership in higher education institutions.
- Promoting gender-responsive policy formulation and implementation.
- Creating a safe, inclusive and equitable campus environment
- Ensuring equal opportunities for students, faculty and staff.
- Advancing mechanisms for monitoring and evaluating GEP implementation.



Prof. Dr. Masuma Habib, Chief Guest, UGC



Prof. Dr. Tania Haque, University of Dhaka, discussant



Ms. Tosiba Kashem, UN Women Bangladesh

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Three training days, hosted by the University of the Peloponnese and KMOP

Study Visit in Greece

26 – 28 APRIL 2026 | PIRAEUS, CORINTH AND ATHENS, GREECE



Asian and European partners together in Greece, April 2026

A highly engaging Stakeholders' **Study Visit and Transnational Project Meeting (TPM)** was successfully held in **Athens, Greece**, from **25 to 30 April 2026** under the **MAGENDA** initiative. The event was jointly organized by **KMOP**-Social Action and Innovation Centre, and the **University of Peloponnese (UoP)**, Corinth, Greece, bringing together partner institutions from Bangladesh and Nepal for collaborative learning, knowledge exchange, and strategic planning toward **promoting gender-inclusive** practices in higher education.

Representatives from **Bangladesh Agricultural University (BAU)**, **Sher-e-Bangla Agricultural University (SAU)**, **Bangladesh Open University (BoU)** from Bangladesh and **Pokhara University (PU)**, **Far Western University (FWU)**, **and Kathmandu University (KU)** from Nepal actively participated in the sessions and shared their ongoing activities, experiences, and future plans under the MAGENDA project.

Highlights of the Study Visit

- UoP shared gender equality practices in student engagement, faculty recruitment, and promotion.
- KMOP shared international project expertise, encouraging partners to strengthen inclusive academic initiatives.
- Partner institutions discussed challenges, progress, and opportunities for equitable, supportive academic environments.
- Cultural visits and a concluding social dinner strengthened friendships and partner collaboration.

READ THE FACEBOOK POST — *Magenda EU project*



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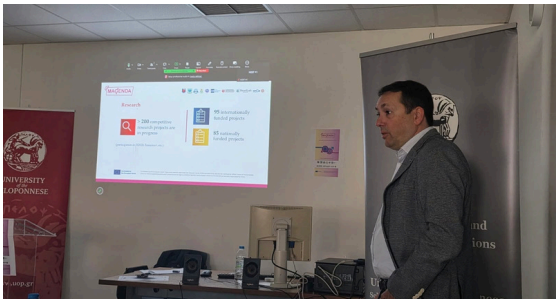
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Where the consortium stands, and what it borrowed from others

Project meeting, and other EU projects

29 – 30 APRIL 2026 | TRANSNATIONAL PROJECT MEETING, KMOP, GREECE

After the training days came two days of project business. Every work package reported: the University of the Peloponnese reviewed the two study visits and presented the interim quality report; Pokhara University walked through the workplan, the schedule and the risks; Vrije Universiteit Brussel summarised the first work package and how far the plans have been adopted; Far Western University reported on the digital knowledge hub; Bangladesh Open University on awareness campaigns and policy roundtables; and Sher-e-Bangla Agricultural University on dissemination and impact.



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ST(R)E(A)M IT presented to the consortium

In focus: ST(R)E(A)M IT

Streaming girls and women into STEM education, innovation and research

Every one of the four workshops came back to the same gap: too few women in science and engineering. ST(R)E(A)M IT works on exactly that, and supports the European Manifesto for gender-inclusive STE(A)M education and careers, and concentrates on girls aged 14 to 18 the age at which most decide whether science is for them. The consortium has 21 partners in 20 countries, and its material is free to use.

ONLINE TRAINING | THE STUDY VISIT CONTINUED ONLINE

7 September 2026 — Training I: The first online session covered the Handbook for GEP Monitoring and Implementation I, led by Rouxin Su from VUB, it engaged over 70 participants.

11 September 2026 — Training II: The second online session covered the Handbook for GEP Monitoring and Implementation II, led by Rouxin Su from VUB guided nearly 50 participants through the training.

15 September 2026— Training III: The third online session focused on monitoring and evaluating GEP implementation. Prof. Anna Roussou and Konstantinos Thanos led the session, engaging over 50 participants.

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What comes next

Plans put to work

Each university now runs the monitoring template against its own plan and reports on the indicators it agreed in Greece.

Next meeting: Bangladesh

The third project meeting moves to Bangladesh, hosted by the partner universities there.

Final conference: Nepal

Nepal hosts the last meeting and the final conference. The project runs until October 2027.

FROM OUR PARTNERS' PAGES

Partner universities have been posting their own MAGENDA news. Here is where to read it in their words.

Pokhara University	facebook.com/share/p/1c4iDxJs62
	facebook.com/share/p/1KbRTkr3Ko
Kathmandu University	facebook.com/share/p/1DdSQkEVvb
	facebook.com/share/p/1A2qCxPZLQ
Sher-e-Bangla Agricultural University	facebook.com/share/p/18WycmYC16
	facebook.com/share/p/1BySxUhzq3
Far Western University	facebook.com/share/p/1FLjbpfq9W
Study visit in Greece	facebook.com/share/p/1ErAV8APDC
The three online trainings	facebook.com/share/p/14mo9YcnE1K
	facebook.com/share/p/1DbmrWqA1u
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