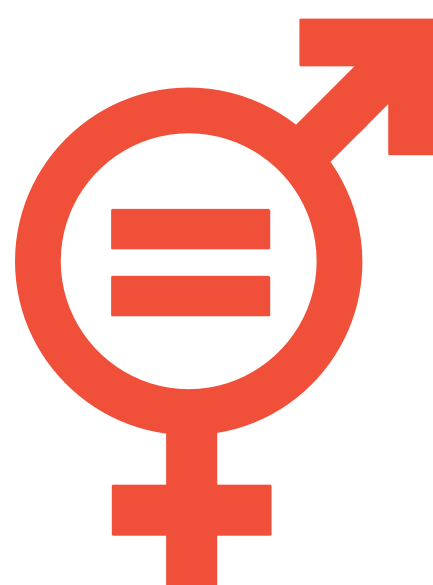


# The Sustainability Report

## 5 GENDER EQUALITY



2024/2025

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## BACKGROUND

Gulf University (GU) demonstrates a strong commitment to gender equality as a core element of its sustainability agenda, aligning with Sustainable Development Goal 5 (SDG 5). During AY 2024–2025, GU implemented impactful initiatives through the Community Engagement and Continuing Education Centre (CECEC) to promote women’s empowerment, leadership, inclusion, and awareness of equal opportunities.

### Key achievements include:

- Launching the “Female President for a Day” initiative on Bahraini Women’s Day (2024), empowering female students to experience institutional leadership.
- Conducting a Gender Equality Seminar exploring women’s participation in higher education and public life.
- Organizing the Breast Cancer Awareness Campaign (“Her Fight Is All of Ours”) in collaboration with SSU and the Student Council.
- Delivering targeted training workshops for female educators and professionals, emphasizing leadership and emotional intelligence.
- Expanding research on women in corporate governance, board diversity, and female leadership through seven scholarly publications linked to SDG 5.

Through these actions, Gulf University continues to foster a culture of inclusion and equality in alignment with Bahrain Vision 2030 and the UN 2030 Agenda for Sustainable Development.

### Training and Capacity-Building Programs for Women

In AY 2024–2025, Gulf University conducted a variety of training workshops and development sessions empowering women in education, leadership, and workplace readiness:

Training Sessions for Female Teachers: CECEC provided professional workshops for female educators focusing on communication, innovation, and classroom leadership.

- Emotional Intelligence for Women Leaders: Faculty-led workshops emphasized empathy, self-awareness, and teamwork as vital competencies for women in professional settings.
- AI and Digital Skills for Women: Hands-on workshops during Sustainability Week introduced female students to emerging technologies and smart city innovations.



These training programs directly contribute to SDG Target 5.5 – ensuring women’s full participation and equal opportunities for leadership at all decision-making levels.



## **Community Engagement and Outreach Initiatives**

### **a. Bahraini Women's Day 2024 – “Female President for a Day”**

To honor Bahraini Women's Day, Gulf University selected Maryam Yusuf, a student from the Faculty of Law, as the Honorary President for a Day. She led meetings, engaged in strategic decision-making, and represented female student leadership. The initiative reinforced GU's dedication to empowering young women and promoting gender inclusivity in higher education.



Gulf University, represented by Prof. Mohanad Ismael Ibrahim Al Fira (President), Dr. Mohammed Dawwas (Director of the Community Engagement Centre), Mrs. Baraa Al-Samarai (Head of Admission and Registration), and Mr. Abdullah Imad (Head of SUU), celebrated Bahraini Women's Day. During the event, they selected one student from a group of 12 nominees to act as the university president for a day. Additionally, Prof. Dr. Mohanad Ismael Ibrahim Al Fira honored the female staff at Gulf University. This event aimed to recognize and celebrate the achievements of Bahraini women across various fields, promote gender equality, empower women, and highlight their crucial role in the development of Bahraini society, while also inspiring them to continue making significant contributions to the nation's growth and progress.

### **b. Gender Equality Seminar**

A university-wide Gender Equality Seminar was organized to discuss societal norms, workplace equity, and leadership development. Academic and administrative staff participated in open discussions focusing on challenges and strategies to enhance women's roles across various fields.

### **c. Breast Cancer Awareness Campaign -“Her Fight Is All of Ours”**

In collaboration with the Student Council and SSU, GU organized a major awareness campaign promoting early screening and collective support for breast cancer patients. This initiative fostered solidarity and emphasized health education for female empowerment.



## BREAST CANCER EVENT



### d. Participation in GU Sustainability Week 2024

During Sustainability Week, several gender-focused activities were integrated within workshops and community sessions. GU promoted women's leadership in sustainability, innovation, and entrepreneurship, encouraging equal participation in all SDG themes. The university organized 12 different activities to support SDG 5: Gender Equality. These events included workshops, panel talks, presentations, training programs, hands-on sessions, welcome events, competitions, and community activities. The university covered many important topics like saving energy, recycling, managing waste, nutrition, digital technology, clean energy, fighting climate change, protecting nature, circular economy, city planning, and smart transportation. The university also brought in well-known experts and leaders from different industries to speak and share their knowledge with students and the community. By running all these different types of events, the university wanted to promote equal rights for men and women and help empower women and girls in society.

### Institutional Policies and Leadership Support

Gulf University maintains strong institutional frameworks promoting equality and inclusiveness:

- Equal Employment Policy: Ensures fair hiring and promotion practices, fostering gender balance in academic and administrative roles.



- Leadership Support for Women: GU’s leadership, under Prof. Mona Rashid Al-Zayani (Chairperson, BOT), champions women’s empowerment through mentorship, recognition, and visibility.
- Gender-Inclusive Learning Environment: GU promotes equitable participation through inclusive classroom practices, flexible scheduling, and professional mentoring.
- Research Incentives for Gender Studies: Encourages interdisciplinary studies on women’s empowerment, leadership, and social equity.

These policies align with SDG Targets 5.1 (End discrimination) and 5.c (Adopt and strengthen policies for gender equality).

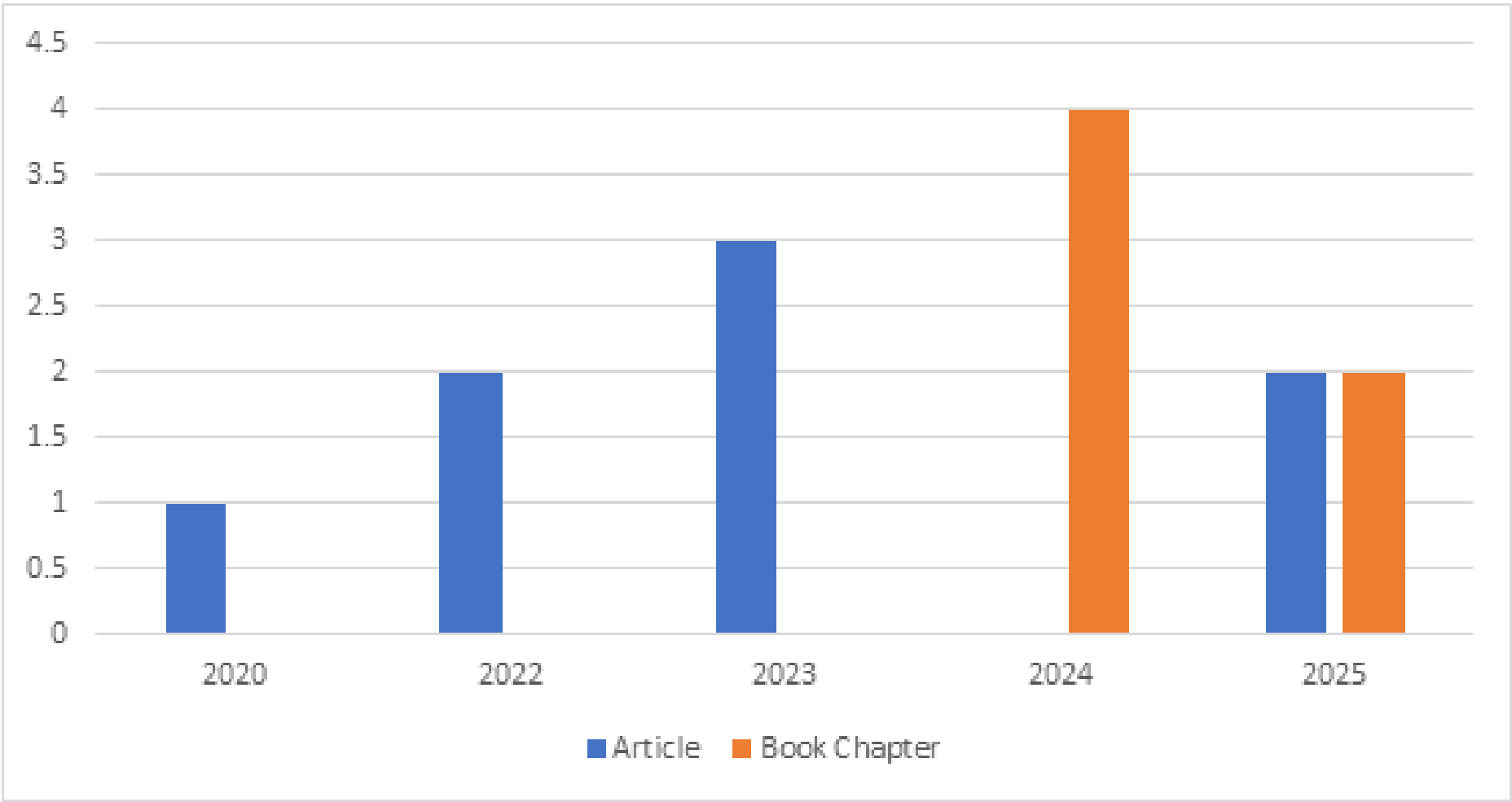
Summary of Impact and Key Performance Indicators

Impact Area	Key Outcomes (2024–2025)	SDG 5 Target Alignment
Women in Leadership	“Female President for a Day” initiative empowering female students in leadership roles	Target 5.5 – Ensure women’s participation in leadership
Awareness and Health Campaigns	Breast Cancer Awareness and health-focused community programs	Target 5.6 – Ensure access to reproductive health and awareness
Research on Gender Equality	7 scholarly publications addressing women’s leadership, governance, and inclusion	Target 5.c – Promote gender-responsive research and policy
Training and Capacity Building	Workshops for female educators and professionals to develop leadership skills	Target 5.b – Enhance use of technology to empower women
Inclusive Institutional Policies	Implementation of equal opportunity practices and leadership mentorship programs	Target 5.1 – End all forms of discrimination

Key Performance Indicators for SDG 5

KPI	Indicator Description	2024–2025 Result	Status
KPI 1	Number of gender equality-linked publications	7 publications	✔ Achieved
KPI 2	Number of gender empowerment workshops held	5 workshops	✔ Achieved
KPI 3	Number of women-led initiatives (e.g., President for a Day)	1 major initiative	✔ Achieved
KPI 4	Participation in gender equality awareness events	> 200 participants	🌟 Exceeded
KPI 5	Number of women in GU leadership and committees	40 % representation	⚙️ On Track

**SDG 5 Publications by Type & Year**



**SDG 5 Articles in 2024-2025 (July)**

Authors Name	Title	Journal Name	Type	Year
Tabash, M.I., Ahmed, A., Riyadh, H.A., Issa, S.S., Varma, M.	Career embeddedness leads toward innovation: The impact of chief executive officer (CEO) career embeddedness on green innovation	Journal of Open Innovation Technology Market and Complexity	Article	2025
Bala, H., Sani, A.A., Al-Absy, M.S.M., Nusrathunnisa, U., Benbelgacem, S.	Gauging the Act of Female Board and Audit Committee Attributes on Creative Accounting Practice: The Moderating Effect of Board Age Diversity	Studies in Systems Decision and Control	Book Chapter	2025
Hussein, T.M., Emmanuel, W., Goparaju, A., Prabaharan, S.	Structural Equation Model Analysis of Sex Education, HIV/AIDS Knowledge, and Attitude Among Students at Kampala International University, Kampala, Uganda	Studies in Systems Decision and Control	Book Chapter	2025
Arsh, M., Ansari, M.S., Ahmad, G., Tabash, M.I., Al-Absy, M.S.M.	Unveiling the corporate governance dynamics: exploring the nexus of board composition, audit committee attributes, foreign ownership, and firm performance in an emerging market	Cogent Business and Management	Article (Open Access)	2025
Al-Absy, M.S.M.	Board Of Directors’ Characteristics And Environmental Disclosure	Studies in Managerial and Financial Accounting	Book Chapter	2024
Al-Absy, M.S.M., Merza, H.I.	Impact Of Remuneration Committee’s Characteristics On Firm Performance	Studies in Managerial and Financial Accounting	Book Chapter	2024
Bala, H., Sani, A.A., Al-Absy, M.S.M., Abdurrahman, A.P., Karaye, A.B.	Proposed Conceptual Framework for the Effect of Female Representation in the Board and Statutory Audit Committee on Creative Accounting Practice	Studies in Systems Decision and Control	Book Chapter	2024
Alhalwachi, L.F., Alkhater, N.S., Danish, F.M., Bureshaid, B., Taqi, N.	The EI and High-Performance Leadership of Women Leaders	Studies in Systems Decision and Control	Book Chapter	2024

## **Conclusion and Recommendations**

Gulf University continues to play a pivotal role in advancing SDG 5: Gender Equality by integrating gender empowerment into its educational, research, and community frameworks. The university's 2024–2025 achievements reflect its strategic commitment to inclusivity, capacity building, and women's leadership.

### **Gender Equity & Leadership Action Plan for next year**

- Expand mentorship programs linking female students with women leaders in academia and industry.
- Increase the proportion of women in university leadership and decision-making committees.
- Encourage collaborative research on women's empowerment, technology, and sustainable innovation.
- Continue annual awareness events and leadership simulations such as “Female President for a Day.”

Through continuous institutional commitment and stakeholder collaboration, Gulf University reinforces its mission to empower women, ensure equality, and promote a balanced, inclusive academic community aligned with national and global sustainability goals.

#### **Compiled by:**

Ms. Afrah Faraj  
Lecturer, College of Communication and Media Technologies

#### **Edited by:**

Dr. Tanvir Hussein  
Head of Accreditation and Ranking Unit

#### **Designed by:**

Ms. Shereen Murad  
Head of Planning & Development Unit