

The Sustainability Report

8 DECENT WORK AND ECONOMIC GROWTH



2024/2025

#	CONTENT
1	Executive summary
2	List of GU publications in SDG 8
3	Community engagement and industry collaboration initiatives
4	Training, employability, and innovation programs
5	Institutional policies and entrepreneurship support
6	Summary of impact and key performance indicators (KPIs)
7	Conclusion and recommendations

Executive Summary – SDG 8: Decent Work and Economic Growth (AY 2024–2025)

Gulf University (GU) is committed to supporting Sustainable Development Goal 8 – Decent Work and Economic Growth – by fostering a culture of entrepreneurship, skills development, and sustainable employment. During AY 2024–2025, GU enhanced its partnerships with industries, offered training and workshops focused on employability, and created platforms for innovation and start-ups through the Sustainability and Development Makers Center (SDM-C) and the Community Engagement & Continuing Education Centre (CECEC).

Key achievements include:

Implementation of employability and entrepreneurship training programs for students and graduates. Launch of the Green Start-Up Incubator under the GU Sustainable Engineering Hub. Organization of job fairs and professional development sessions.

Development of courses and research initiatives promoting inclusive and sustainable economic growth. Collaboration with national agencies and private sectors to align education with market needs.

Through these strategic efforts, GU supports Bahrain Vision 2030 by preparing graduates who contribute to sustainable economic diversification and inclusive growth.

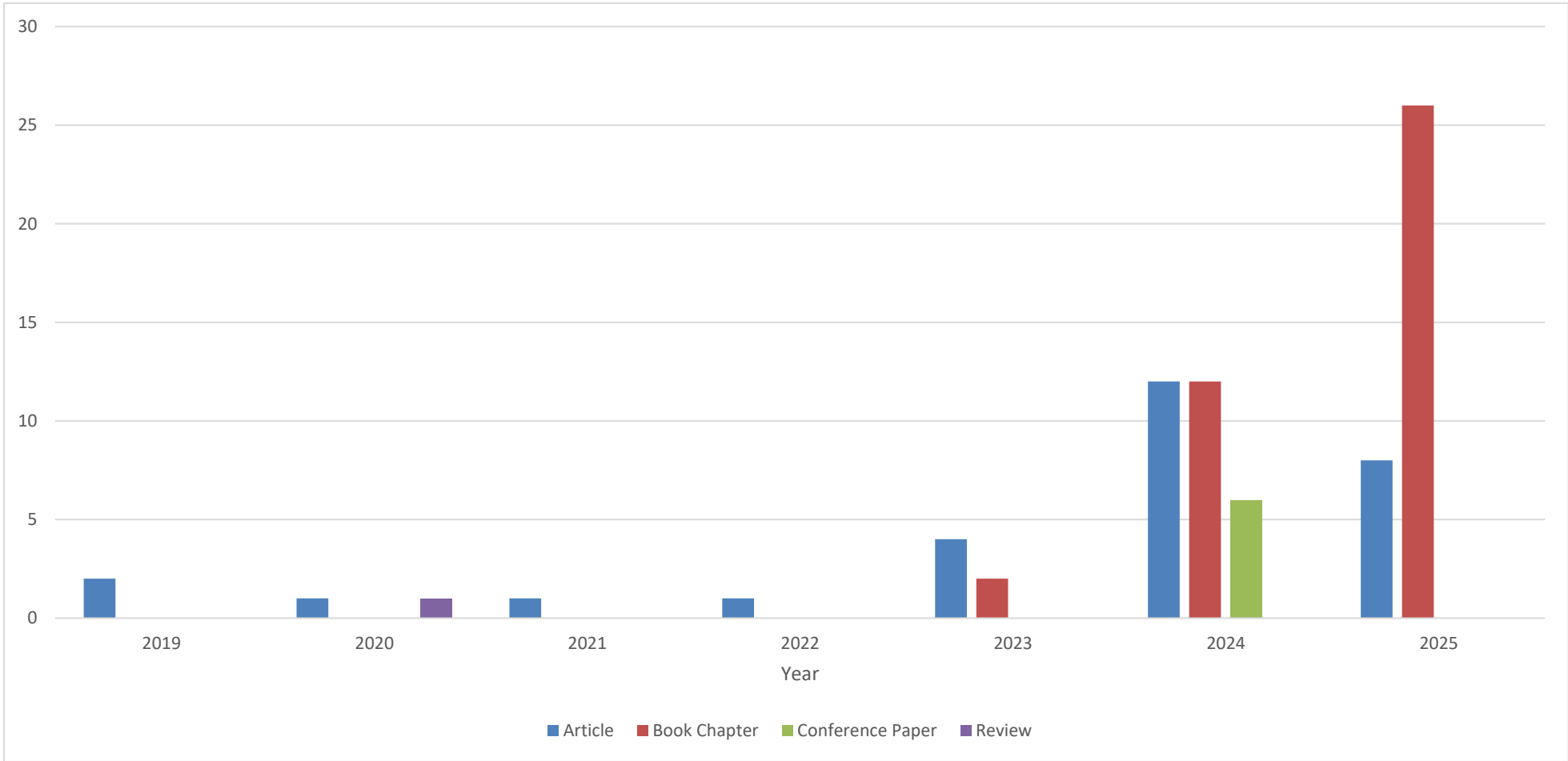
Community Engagement and Industry Collaboration Initiatives

Initiative	Description	Date	Stakeholders	Outcome
GU Annual Job Fair	Provided students and graduates with employment opportunities through collaboration with local and regional companies.	Feb 2025	CECEC, Career Development Office, Industry Partners	Over 30 employers participated; 40 students received interview offers.
Entrepreneurship Awareness Week	Series of sessions encouraging youth entrepreneurship and innovative business models.	Oct 2024	SDM-C, Industry Experts, Students	Fostered start-up ideas; 3 student projects incubated.
Partnership MoUs with Industry	Strengthened collaborations with national and private organizations to improve internship and job placements.	Throughout AY 2024–2025	GU Management, Industry Partners	10 new MoUs signed; expanded internship programs.
Sustainable Economy Forum	Panel discussions on sustainable finance, innovation, and responsible economic practices.	Dec 2024	SDM-C, Finance Faculty	Promoted inclusive economic policy dialogue.

Training, Employability, and Innovation Programs

Program	Objective	Participants	Outcome
Employability Skills Training	Develop soft skills, communication, and professional ethics for employment readiness.	200 students	95% reported increased confidence and awareness.
Workshop: Entrepreneurship & Start-up Development	Support young entrepreneurs with training on business planning and financial literacy.	60 participants	6 business concepts developed for the GU Incubator.
Internship & Industry Placement Program	Provide experiential learning through partnerships with Bahraini industries.	120 students	25% received full-time offers post-internship.
Green Start-Up Incubator Program	Promote sustainability-based start-ups through mentoring and prototype support.	4 start-up teams	2 prototypes funded for further development.

SDG 8 Publications by Type & Year



SDG 8 Articles in 2024-2025 (July)

Authors Name	Title	Journal Name	Type	Year
Jaheer Mukthar, K.P., Chauhan, N., Al-Absy, M.S.M., Gupta, N.R., Gokilavani, S.	Research dynamics in AI and fintech: a bibliometric investigation using R	Lecture Notes in Electrical Engineering	Article	2025
Shaari, M.S., Al Absey, M.S.M., Majekodunmi, T.B., Ridzuan, A.R., Jaheer Mukthar, K.P.	The non-linear impacts of poverty, economic growth and unemployment on child abuse	Discover Social Science and Health	Article	2025
Elgammal, N.	Unleashing the Power of Persuasion: Analyzing Instagram Persuasive Strategies for Promoting Sustainable Tourism in Bahrain	Studies in Media and Communication	Article	2025

Bala, S., Ulfat, T.J., Hossain, H., Ridzuan, A.R., Jaheer Mukthar, K.P.	From Energy Diversity to Environmental Resilience: The Role of Government Efficiency in Shaping Ecological Footprint in Bangladesh	International Journal of Energy Economics and Policy	Article	2025
Ridwan, M.K., Tahsin, M.S., Al-Absy, M.S.M., Ridzuan, A.R., Jaheer Mukthar, K.P.	Economic Alchemy: Unraveling the Nexus between Trade Openness, Inflation, Exchange Rates, and Economic Growth in Bangladesh	International Journal of Economics and Financial Issues	Article	2025
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
Ateeq, A.A.	Sustainability and Technology: Innovations Leading the Way to a Greener Future	Studies in Systems Decision and Control	Book Chapter	2025
Ateeq, A.A., Alzoraiki, M., Milhem, M., Al Ani, Z.	HRM Strategies in Engineering: Building Sustainable and Ethical Practices	Studies in Systems Decision and Control	Book Chapter	2025
Ateeq, A.A.	Emerging Economies and Digital Transformation: Opportunities and Challenges	Studies in Systems Decision and Control	Book Chapter	2025
Ateeq, A.A.	Sustainable Performance: Aligning Productivity Enhancements with Green Principles	Studies in Systems Decision and Control	Book Chapter	2025
Ateeq, A.A., Milhem, M., Ateeq, R.A., Al Astal, A.Y.M., Ali, S.A.	Enhancing Sustainable Development in Bahrain: The Critical Role of Occupational Health and Safety	Studies in Systems Decision and Control	Book Chapter	2025
Blibech, O., El Fezzani, W.	NFC Cards Technology for a Non-print Campus Project: Prototyping a Transition Towards Environmental Sustainability	Studies in Systems Decision and Control	Book Chapter	2025
Alex, A.R., Mahdi, M., El Fezzani, W.	Optimizing Water Usage in Agriculture: A Study on Automated Irrigation Systems Using Humidity Sensors and Arduino Uno	Studies in Systems Decision and Control	Book Chapter	2025
Milhem, M., Ateeq, A.A., Ateeq, R.A., Santhanamery, T., Al Astal, A.Y.M.	Bridging Worlds: Envisioning a Sustainable Future Through CSR in Developing Countries	Studies in Systems Decision and Control	Book Chapter	2025
Al Astal, A.Y.M., Ateeq, A.A., Milhem, M., Allaymoun, M.H., Al-Mesaiadeen, J.M.	Environmental, Social, and Governance (ESG) Practices in Bahrain: A Comprehensive Analysis of Sustainable Development in the Corporate and Financial Sectors	Studies in Systems Decision and Control	Book Chapter	2025
Hussein, T.M., Ateeq, R.A., Shafie, D.I.	Eco-Economics: Navigating the Financial Effects of Sustainability Initiatives	Studies in Systems Decision and Control	Book Chapter	2025

Nagi, M.	Strategic Human Resource Management Impacting on the Sustainable Competitive Advantage: Mediating Role of Employee Involvement and Human Capital Development	Studies in Systems Decision and Control	Book Chapter	2025
Ali, S.A., Ateeq, A.A.	The Role of the Knowledge Economy and Its Impact on Achieving Sustainable Development According to the Lofty Vision 2030	Studies in Systems Decision and Control	Book Chapter	2025
Ateeq, A.A.	From Oil to Sustainability: Bahrain's Transformation Through CSR	Studies in Systems Decision and Control	Book Chapter	2025
Milhem, M.	Strategic Human Resource Management: Fostering Organizational Success Through Alignment and Innovation	Studies in Systems Decision and Control	Book Chapter	2025
Hussein, T.M., Olanipekun, D.B., Bassey, J.U., Goparaju, A.	Technology Creation, International Trade and Economic Development in Africa	Studies in Systems Decision and Control	Book Chapter	2025
Alzoraiki, M.	Greening Our Future: A Comprehensive Analysis of Sustainable Practices and Their Role in Promoting Environmental Quality and Human Well-Being	Studies in Systems Decision and Control	Book Chapter	2025
Hussein, T.M., Ukaidi, C.U.A., Goparaju, A., Ukaidi, E.U.	Family Business Performance in the Covid 19 Era: A Study of Multiple Nuclei Pattern in Kabarole District, Uganda	Studies in Systems Decision and Control	Book Chapter	2025
Ateeq, A.A.	Transitioning to Digital: Fostering Sustainable Practices Through Digitalization of Traditional Records in Bahrain	Studies in Systems Decision and Control	Book Chapter	2025
Elenain, H.A.A., Hussein, M.F., Nadheer, A.	The Role of Interior Designer as a Concept for Undergraduate Students in Interior Design in Jordan	Studies in Systems Decision and Control	Book Chapter	2025
Milhem, M., Ateeq, A.A., Al Astal, A.Y.M., Shafie, D.I., Santhanamery, T.	Advancing Sustainability: Embracing the Circular Economy for Environmental and Economic Resilience	Studies in Systems Decision and Control	Book Chapter	2025
Alawsi, H., Emran, A.Q.M., Ebrahim, A.M., Ibrahim, F.M., Mohammed, M.N.	Sustainable Development Goals (SDGs) in the Domain of International Environmental Law	Studies in Systems Decision and Control	Book Chapter	2025
Job, P., Job, S.R.A.	The Critical Role of Digital Skills in Enhancing Graduate Employability in the GCC: A Perspective on Today's Job Market	Studies in Systems Decision and Control	Book Chapter	2025
Annepu, V., Bagadi, K., Tolephih, M.H., Abdullah, T.A., Al-Ayash, A.A.	Automated Detection of Coconut Leaf Diseases Using Deep Learning Techniques	Studies in Systems Decision and Control	Book Chapter	2025

Roy, R., Rane, S., Komatiguntala, D., Balakrishnan, S.M., Bommiseti, R.K.	Evaluating social media content's effect on consumer engagement in the context of digital marketing	Edelweiss Applied Science and Technology	Article	2025
Milhem, M., Ateeq, A.A., Al-Saffar, N., Barkat, B., del Rosario Bunagan, V.	The Role of Job Stability in Reducing Employee Turnover Rates in Nass Bahrain Company	Studies in Big Data	Book Chapter	2025
Mansour Nomran, N.M., Haron, R.B., Laallam, A., Milhem, M., Abey, J.	Do Islamic stock markets outperform conventional markets when facing cryptocurrency threats? Empirical evidence from Asian countries	Social Sciences and Humanities Open	Article	2025
Alkadash, T.M., Ateeq, A.A., Dawwas, M.I.F., Alkadash, R.M., Alhassan, T.	Exploring the Psychological and Behavioral Effects of Mobile Payment Systems on Consumer Spending: A Theoretical Perspective	Studies in Systems Decision and Control	Book Chapter	2025
Juma, M., Badran, S.A., Falamarzi, A., Alabd, A.	The Role of AI in Enhancing Professional Performance Among Bahraini Journalists	Studies in Systems Decision and Control	Book Chapter	2025
Al-Zubaidi, R., Ateeq, A.A., Abdulsamad, A., Ahmed, H.R.H.A., Milhem, M.	Market Orientation and SMEs Performance: Unraveling the Mediating Effects of Innovation Capability Amidst Environmental Uncertainty	Studies in Systems Decision and Control	Book Chapter	2025
Sridevi, V.V., Hamzah, H.T., Jweeg, M.J., Abdullah, T.A., Abdullah, O.I.	Microwave Pyrolysis of Agricultural and Plastic Wastes for Production of Hybrid Biochar: Applications for Greener Environment	Indonesian Journal of Science and Technology	Article	2024
Ridwan, M.K., Akther, A., Al-Absy, M.S.M., Yağış, O., Jaheer Mukthar, K.P.	The Role of Tourism, Technological Innovation, and Globalization in Driving Energy Demand in Major Tourist Regions	International Journal of Energy Economics and Policy	Article	2024
Khurshid, N., Butt, N.A., Fiaz, A., Tabash, M.I., Al-Absy, M.S.M.	Do Climate Change Matter for Agricultural Production in an era of Globalization? Empirical Insights from Pakistan	International Journal of Energy Economics and Policy	Article	2024
Bala, H., Al-Absy, M.S.M., Ya'u, A., Mustapha, U.A., Musa, B.	The Effect of Environmental Taxes on Environmental Accounting Disclosure of Nigerian Oil and Gas Companies	International Journal of Energy Economics and Policy	Article	2024
Siswanti, I., Riyadh, H.A., Prowanta, E.	Digital Transformation's Moderating Role on Financing and Capital Quality Impacts for Sustainable Islamic Rural Banking in Indonesia	International Journal of Sustainable Development and Planning	Article	2024
Ateeq, A.A., Ayyash, M.M., Milhem, M., Alzoraiki, M., Alzaghal, Q.K.	From Textbooks to Chatbots: The Integration of ChatGPT in Modern University Pedagogy	Journal of Theoretical and Applied Information Technology	Article	2024
Ali, S.A., Al-Absy, M.S.M., Al Astal, A.Y.M., Gharaibeh, A.M.O.	Impact Of Financial Technology on Future of Banking in Bahrain: Opportunities and Challenges	Studies in Managerial and Financial Accounting	Book Chapter	2024

Ateeq, A.A., Almuraqab, N.A.	The Transformation of Bahrain’s Job Market: Embracing Artificial Intelligence for Future Employment Opportunities	Contributions to Finance and Accounting	Book Chapter	2024
Ateeq, A.A., Alaghbari, M.A., Milhem, M., Ateeq, R.A., Ahmed Yusuf, A.	The Impact of the Work Environment in the Organization on Job Security for Employees: An Applied Study on Al-Rawabi Private School in the Kingdom of Bahrain	2024 International Conference on Decision Aid Sciences and Applications Dasa 2024	Conference Paper	2024
Alaghbari, M.A., Ateeq, A.A., Ateeq, R.A., Almuraqab, N.A.	Evaluating the Influence of Artificial Intelligence on Workforce Productivity at Small and Medium-Sized Enterprises	2024 International Conference on Decision Aid Sciences and Applications Dasa 2024	Conference Paper	2024
Sridevi, V.V., Hamzah, H.T., Jweeg, M.J., Abdullah, T.A., Abdullah, O.I.	A Comprehensive Review on Designer Biochar For The Purpose Of Environmental Decontamination	Journal of Environmental Protection and Ecology	Article	2024
Siswanti, I., Riyadh, H.A., Cahaya, Y.F., Putra, Y.M., Beshr, B.A.H.	Unveiling the dynamics of the business sustainability model: a holistic analysis of financial and digital transformation	Cogent Business and Management	Article	2024
Ateeq, A.A., Milhem, M., Alzoraiki, M.	Strengthening Workplace Safety: A Comprehensive Review and Enhancement Strategy for Albalqa’s Occupational Health and Safety Policies	Studies in Systems Decision and Control	Book Chapter	2024
Ateeq, A.A., Alaghbari, M.A., Milhem, M., Alzoraiki, M., Ateeq, R.A.	Sustainability in the Modern Workplace: A Conceptual Exploration of Eco-friendly Strategies and Corporate Responsibility	Studies in Systems Decision and Control	Book Chapter	2024
Hussein, M.F., Eid, A.A., Al-Ayash, A.A.	Interior Design Proposal for a Rural Tourism Center as Sustainable Development in Jordan (Al Fuheis Farm Case Study)	Dirasat Human and Social Sciences	Article	2024
Raju, V., Kassim, S.B., Hanim, A., Almaamari, Q.A., Alkadash, T.M.	Comprehending the Relevance of Industry, Innovation, and Infrastructure in United Kingdom: A Research on SDG-9	Lecture Notes in Electrical Engineering	Conference Paper	2024
Salaheldeen, M., Ateeq, A.A., Al Ani, Z., Ali, S.A., Milhem, M.	Green Entrepreneurship and Sustainability in Developing Countries: Opportunities, Challenges, and Future Research Directions	Studies in Systems Decision and Control	Book Chapter	2024
Milhem, M., Ateeq, A.A., Ateeq, R.A., Alzoraiki, M.	Corporate Social Responsibility: A Multidimensional Approach to Sustainable Growth and Community Engagement—The Case of Almarai Company	Studies in Systems Decision and Control	Book Chapter	2024
Salman, Z.D., Al-Absy, M.S.M.	Artificial Intelligent Impact on Accounting Professionals in Bahrain	Studies in Systems Decision and Control	Book Chapter	2024
Roy, R., Ateeq, A.A.	Moving Towards Industry 5.0: Opportunities and Challenges in Bahrain Higher Education	Studies in Systems Decision and Control	Book Chapter	2024

Tabash, M.I., Farooq, U., Matar, A.A.K.S., Al-Absy, M.S.M.	Role of governance in attracting foreign direct investment inflow: empirical evidence from South Asia region	Cogent Economics and Finance	Article	2024
Meghana, P., Annepu, V., Jweeg, M.J., Hameed Aldulaimi, S.H.K., Alfiras, M.I.I.	Analysis of Neural Network Algorithm in Comparison to Multiple Linear Regression and Random Forest Algorithm	2024 Asu International Conference in Emerging Technologies for Sustainability and Intelligent Systems Icetsis 2024	Conference Paper	2024
Ibrahim, I., Altahitah, A.N., Ali, K.B., Ateeq, A.A., Alaghbari, M.A.	How Does Chat GPT Influence Human Capital Development Amongst Malaysian Undergraduate Students?	2024 Asu International Conference in Emerging Technologies for Sustainability and Intelligent Systems Icetsis 2024	Conference Paper	2024
Ateeq, A.A., Abro, Z., Milhem, M., Alzoraiki, M.	Work Stress and Organizational Commitment: A Case Study of Al Wisam International School in the Kingdom of Bahrain	Technical and Vocational Education and Training	Book Chapter	2024
Alkadash, T.M.	Factors that Influence the Occupational Safety and Health for Employees as a Part of Human Resource Management Practices – a Study on Non-government Organization in Palestine Gaza Strip (UNRWA)	Studies in Systems Decision and Control	Book Chapter	2024
Hashim, N., Neo, T.G., Mohammed, M.N., Jameel al-Tamimi, A.N., Alfiras, M.I.I.	Toward Sustainable Smart Cities: A New Approach of Solar and Wind Renewable Energy in Agriculture Applications	Studies in Systems Decision and Control	Book Chapter	2024

SDG 8 Activities 2024/2025 – List

Campaign / Initiative	What it involved	Alignment with Bahrain 2030
Innovation & Sustainable Tech Solutions Competition	Organized by GU to bring together students (university & secondary level) to propose solutions to environmental, societal, and economic challenges.	Encourages innovation, sustainability, and leveraging youth talent. Fits with Vision 2030 goals of a diversified economy & environmental sustainability.
Sustainability Week	GU holds a week with workshops, awareness campaigns, environmental themes, participation of government, private sector & students, planting trees, etc.	Directly tied to the sustainable development pillar of Vision 2030. Builds environmental awareness, sustainability practices, community involvement.
Entrepreneurship Week	A week at GU to empower students & youth, with practical entrepreneurial idea development, workshops, exhibitions, connecting students with government & private sector.	Supports Vision 2030’s aim for economic growth through innovation, promoting entrepreneurship and preparing youth for market needs.
Digital Transformation & AI Platform	GU launched a platform for digital transformation: smart assistant, e-learning with AI, student app, digital exams etc.	Aligns with Vision 2030’s aim to modernize services, build high-quality education, and integrate technology. Helps elevate Bahrain’s status in education & tech.

Community & Industry Engagement Policy	GU has a policy showing “lifelong learning activities”, addressing economic & social needs (skills, entrepreneurship, innovation), embedding community engagement in curriculum.	Matches Vision 2030’s focus on human capital, social development, creating well-skilled workforce and engaged citizens.
Various Social Responsibility Community Service Initiatives	Examples: International Children’s Day; Iftar during /Ramadan; donations to societies for the blind; contributing equipment/facilities; student “traffic awareness” campaigns.	Reflects social goals of Vision 2030: inclusion, social cohesion, raising quality of life, corporate & institutional responsibility.

Key Activities and Contributions

1. Empowerment of Students, Faculty, and Staff

- **Career Fair 2025:** Connected students to leading employers while allowing staff and faculty to strengthen industry networks.
- **Cap & Gown Day:** Celebrated the graduating class and honored the faculty mentorship that shaped their journey.
- **Female Empowerment Initiative:** Staff coordinated and faculty endorsed the Acting President for a Day program, showcasing women’s leadership.
- **Falcons Sports Achievements:** Student athletes won championships two years in a row, supported by coaching staff and celebrated by the wider GU community through a cinema-premiered documentary.
- **National Sports Day:** Promoted health, wellness, and teamwork across students, faculty, and staff.
- **Start-Up Support:** Staff and faculty mentored entrepreneurial student ventures such as Bayan Café.
- **Scholarship Programs:** Developed and administered by faculty and staff, ensuring inclusivity and diversity.
- **Alumni Campaign:** Staff facilitated reconnections, creating mentoring opportunities for both students and graduates.
- **Student-Led Teams Sponsored:** Gulf University fully sponsored the ‘Bullet’ motorcycle team, which went on to secure both first and second place.

2. International Collaboration and Economic Growth

- **Arab AI Forum 2025:** Brought international recognition to GU, with faculty presenting expertise and students engaging in AI dialogue.
- **Overseas Trips (Italy, Russia, UK):** Faculty-led academic tours gave students global exposure.
- **MENA English Language Olympics:** Faculty coached students to place among the Top 10 universities regionally.
- **MOUs with Industry & Universities:** Staff negotiated agreements, opening training and job pathways for students and faculty collaborations.
- **Global Sustainable Development Congress 2025, Istanbul:** GU faculty participated in global discussions, strengthening GU’s research presence.

3. Research, Work, and Professional Development

- **Sustainability Club:** Staff and faculty served as advisors while students led sustainability campaigns.
- **Plant-a-Tree Campaign:** Coordinated by staff, implemented by students, and supported by faculty.
- **Research Council Prototype:** Faculty research on oil skimming technology was showcased internationally, with student involvement in development.

- **Walk & Talk Initiative:** Faculty connected with students in informal settings, with staff support to promote well-being and guidance.

4. Community Engagement and Cultural Inclusion

- **Slavic Language Day:** Faculty designed programs that students and the community joined.
- **Ramadan Ghabga:** Organized by staff to strengthen ties among students, faculty, and the GU community.
- **National Celebrations:** Bahraini and Saudi National Days included wide participation from students, staff, and faculty.
- **Lady of the Mountains Film:** Produced with faculty guidance, student participation, and staff coordination, reinforcing cross-cultural engagement.

5. Public Relations and Media Outreach

- **Marae PR Sponsorship Campaign:** Faculty supervised PR students in executing a real-world media project.
- **Media & Cinema Premieres:** Documented GU's sporting and cultural achievements, highlighting contributions of both students and staff.
- **Strategic PR Campaigns:** Staff led efforts to align GU with Bahrain's Vision 2030 while students contributed content creation.
- **SDG Media Integration:** GU staff ensured every activity highlighted its link to the UN SDGs, raising awareness among the public and the GU community.

Impact and Outcomes

- **Career Development:** Created employment pipelines through fairs, MOUs, and alumni mentoring.
- **Faculty & Staff Growth:** Strengthened networks, professional visibility, and research opportunities.
- **Entrepreneurship:** Enabled student-led businesses through staff mentorship and faculty guidance.
- **International Recognition:** Faculty represented GU in global forums while students achieved competitive success.
- **Innovation:** Faculty-led research projects showcased GU's role in applied solutions.
- **Cultural & Social Engagement:** Students, faculty, and staff worked together to promote inclusivity, national identity, and female empowerment.
- **Sports Excellence:** GU's athletic wins reflected combined student performance, faculty coaching, and staff support.

Future Commitments (2025/2026)

- Expand structured internship pipelines with stronger faculty and alumni mentoring.
- Grow GU's entrepreneurship hub with staff-managed incubation programs.
- Increase faculty and student participation in global academic mobility and competitions.
- Enhance staff-led sustainability practices while empowering student leaders.
- Further align PR campaigns with Bahrain Vision 2030 and UN SDGs, showcasing GU as a united community of students, faculty, and staff driving sustainable development.

Photo Gallery

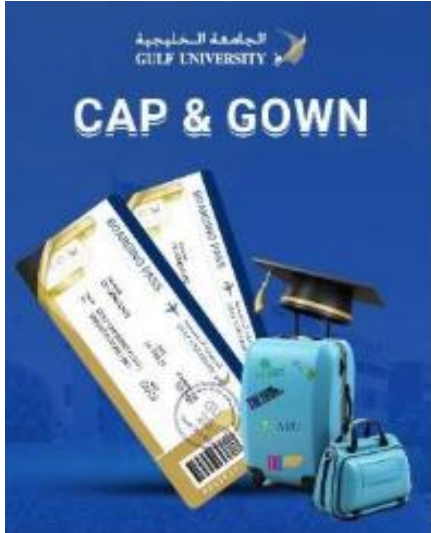
1. Career Fair 2025 – Connecting students with employers; staff-industry collaboration



2.
3.

recognizing faculty mentorship

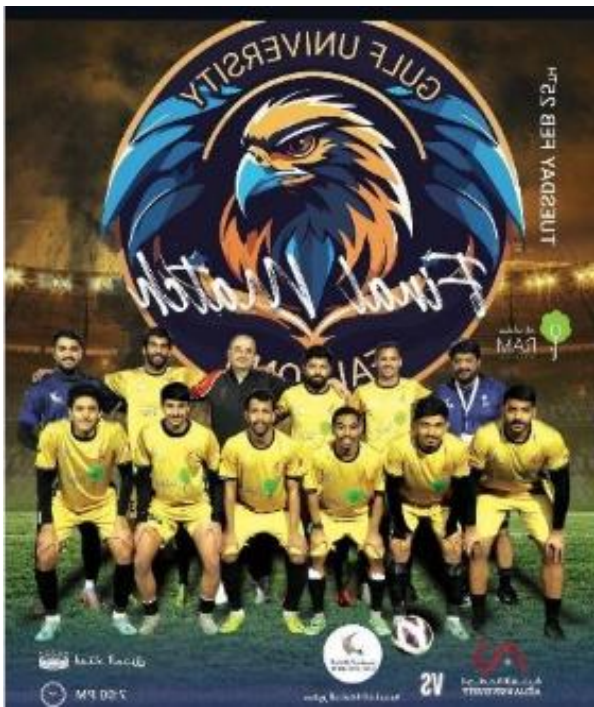
2. Cap
& Gown Day – Celebrating graduates,



3. Female Empowerment Initiative – Acting President for a Day (Bahrain Women’s Day)



4. Falcons Football Team – League champions (two years in a row, supported by faculty coaches)



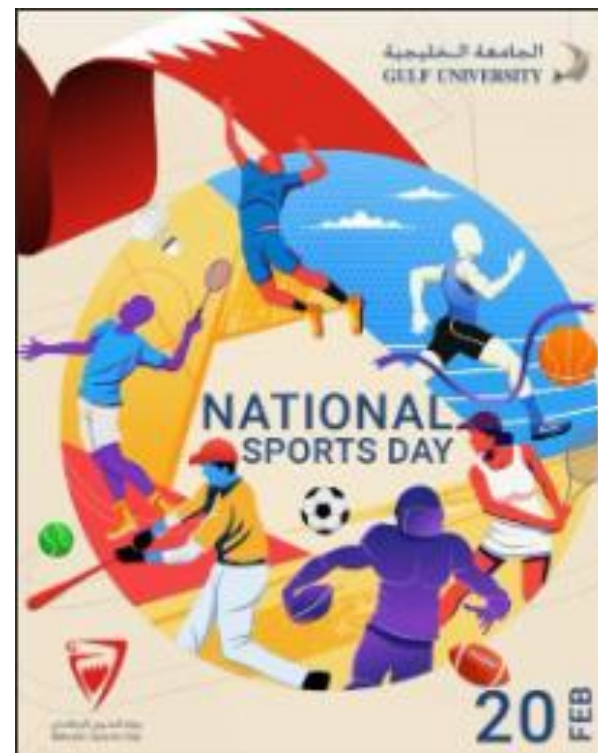
5. Falcons Basketball Team – League champions (two years in a row, supported by faculty coaches)



6. Falcons Sports Movie – Cinema premiere showcasing team and staff efforts



7. National Sports Day – Joint student, staff, and faculty participation



8. Student Start-Up Support – Bayan Café incubated with staff mentorship



9. Global Diversity Scholarship Program – Designed and managed by faculty and staff



10. Sponsorship of hobbies and extracurriculars – Faculty and staff advisory role (i.e. Bullet Motorcycle Racing Team)



11. Alumni Reconnecting Campaign – Led by staff, connecting students and graduates

12. Arab AI Forum 2025 (in collaboration with Times Higher Education) – Faculty expertise; student participation



13. Overseas Trips – Faculty-led learning in Italy, Russia, and the UK



14. MENA English Language Olympics – Faculty training; student achievement (Top 10)



15. Signing MOUs with industry and universities – Staff-led negotiations; student and faculty benefit



16. Global Sustainable Development Congress 2025, Istanbul – Faculty representation; student visibility



17. Creation of the Sustainability Club – Staff and faculty mentorship; student leadership



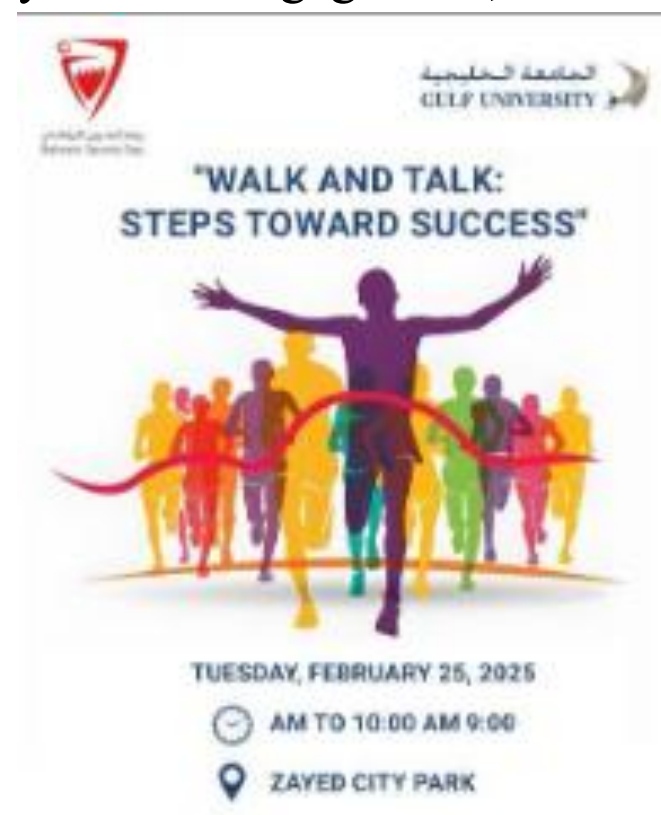
18. Plant-a-Tree Green On/Off-Campus Campaign – Student initiative supported by staff coordination



19. Research Council Prototype at GWECCC – Faculty innovation; student contribution



20. Walk & Talk Initiative – Faculty-student engagement, staff support



21. Slavic Language Day – Faculty-led community engagement; student participation



22. Ramadan Annual Ghabga – Staff coordination; student and faculty gathering



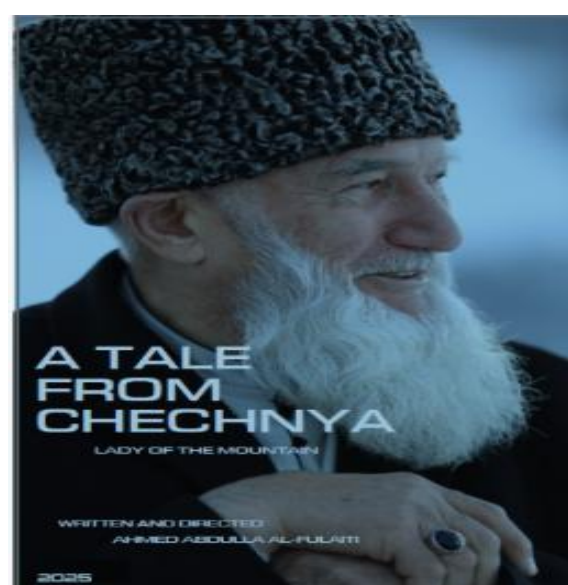
23. Bahraini National Day celebrations – Community-wide participation



24. Saudi National Day celebrations – Community-wide participation



25. Arabic/Russian Film *Lady of the Mountains* – Faculty guidance; student involvement



26. Marae PR Sponsorship Campaign (CMT College) – Faculty supervision; student execution



PR campaigns aligned with Bahrain Vision 2030 – Staff-led strategies, student engagement

Institutional Policies and Entrepreneurship Support

Employment and Skills Policy: GU integrates employability and skills training into all programs to prepare graduates for labor market success.

- Entrepreneurship and Innovation Framework: GU encourages students and faculty to transform ideas into viable businesses through incubation and mentoring.
- Industry Collaboration Policy: Ensures structured partnerships between academic departments and industries for internships, joint projects, and research.
- Equal Opportunity Employment: GU maintains gender balance and inclusion in employment across departments.
- Sustainable Growth Policy: Promotes green economy principles and ethical business practices among faculty and students.

These initiatives contribute directly to SDG Targets 8.3, 8.5, and 8.6 – promoting productive employment, entrepreneurship, and decent work for all.

Summary of Impact and Key Performance Indicators (KPIs)

Program	Objective	Participants	Outcome
Employability Skills Training	Develop soft skills, communication, and professional ethics for employment readiness.	200 students	95% reported increased confidence and awareness.
Workshop: Entrepreneurship & Start-up Development	Support young entrepreneurs with training on business planning and financial literacy.	60 participants	6 business concepts developed for the GU Incubator.
Internship & Industry Placement Program	Provide experiential learning through partnerships with Bahraini industries.	120 students	25% received full-time offers post-internship.
Green Start-Up Incubator Program	Promote sustainability-based start-ups through mentoring and prototype support.	4 start-up teams	2 prototypes funded for further development.

Key Performance Indicators for SDG 8

Program	Objective	Participants	Outcome
Employability Skills Training	Develop soft skills, communication, and professional ethics for employment readiness.	200 students	95% reported increased confidence and awareness.
Workshop: Entrepreneurship & Start-up Development	Support young entrepreneurs with training on business planning and financial literacy.	60 participants	6 business concepts developed for the GU Incubator.
Internship & Industry Placement Program	Provide experiential learning through partnerships with Bahraini industries.	120 students	25% received full-time offers post-internship.
Green Start-Up Incubator Program	Promote sustainability-based start-ups through mentoring and prototype support.	4 start-up teams	2 prototypes funded for further development.

Conclusion and Recommendations

During AY 2024–2025, Gulf University made significant progress toward achieving SDG 8: Decent Work and Economic Growth. Through its strong focus on entrepreneurship, industry collaboration, and skills training, GU continues to contribute to Bahrain’s socio-economic development and sustainable growth.

Action Plan for the Next Year

- Expand industry-linked courses and internship placements across all programs.
- Strengthen GU’s Green Start-Up Incubator to attract external funding and investors.
- Introduce innovation awards to recognize outstanding student entrepreneurship.
- Increase the number of employability skill certifications offered to students.

Gulf University remains committed to fostering a sustainable economy by equipping future leaders with knowledge, ethics, and innovative potential aligned with Bahrain Vision 2030 and the UN Sustainable Development Goals.

Compiled by:

Ms. Mahfooda Al-Anni
Director, Communication and Relations Engagement

Edited by:

Dr. Tanvir Hussein
Head of Accreditation and Ranking Unit

Designed by:

Ms. Shereen Murad
Head of Planning & Development Unit