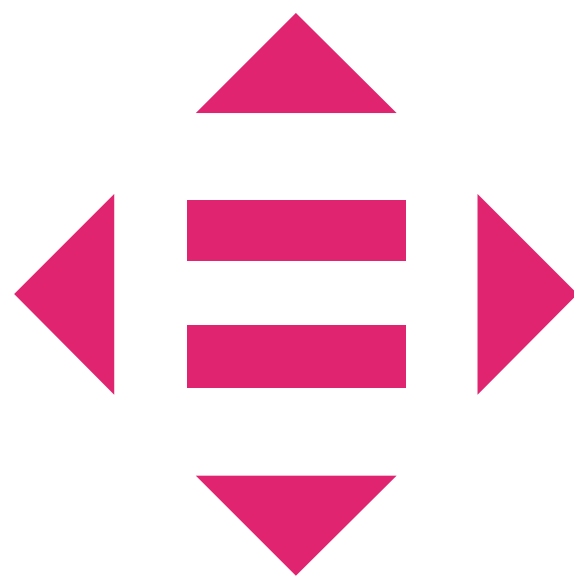


# The Sustainability Report

## 10 REDUCED INEQUALITIES



2024/2025

#	CONTENT
1	Executive summary
2	List of GU publications in SDG 10
3	Community engagement and inclusion initiatives
4	Training, awareness, and empowerment programs
5	Institutional policies and equality frameworks
6	Summary of impact and key performance indicators (KPIs)
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Executive Summary

Gulf University continues to demonstrate its commitment to Sustainable Development Goal 10 – Reduced Inequalities – by promoting inclusion, diversity, and equal opportunities for all members of the university community. In the 2024–2025 academic year, GU focused on strengthening accessibility, financial aid, and inclusive learning environments to ensure equitable participation of students, staff, and community members from all backgrounds. GU’s comprehensive policies and measurable outcomes in promoting equal opportunities and reducing inequalities within and among countries. This report presents our achievements for the academic year 2024-2025. Key Statistics:

- Total Student Enrollment: 1,556 students
- Female Student Participation: 54.7% (851 students)
- International Student Diversity: 15.6% (243 students)
- Students from Developing Countries: 55 students (3.5% of total enrollment)
- New Student Intake: 43.6% (679 students)

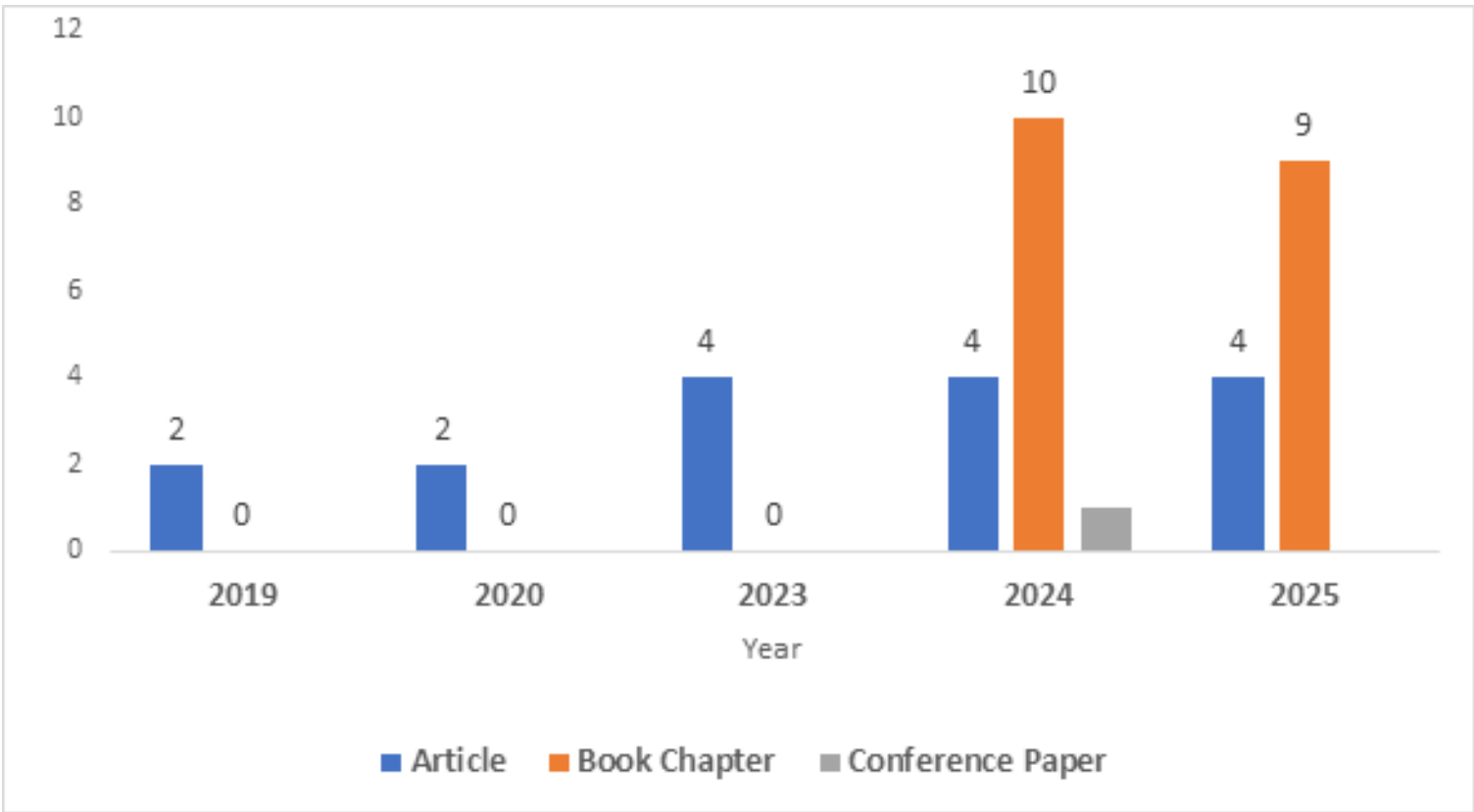
These metrics demonstrate Gulf University's commitment to providing equal educational opportunities and fostering an inclusive academic environment that supports students regardless of their economic background, nationality, or social status.

Key achievements include:

- Implementation of inclusive education programs supporting students with special needs.
- Awareness campaigns on equality, tolerance, and inclusion led by the Community Engagement & Continuing Education Centre (CECEC).
- Strengthening scholarships and financial aid programs for underrepresented and low-income students.
- Promoting gender, cultural, and social diversity through academic, extracurricular, and community events.
- Research contributions addressing inequality, social justice, and economic disparity.

These initiatives align with Bahrain Vision 2030 and the United Nations Agenda for Sustainable Development by advancing inclusivity and reducing barriers to equitable access and participation.

SDG10 Publications by Type & Year (2019



### SDG10 Articles in 2024-2025 (July)

Authors Name	Title	Journal / Book Series	Type	Year
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
Farooq, M.O., Miah, M.D., Kabir, M.N., Hassan, M.K.	The impact of banks' capital buffer on equity return: evidence from Islamic and conventional banks of GCC countries	Journal of Islamic Accounting and Business Research	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
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., Milhem, M., Alzoraiki, M.,...Al Meer, S., Ali, S.A.	The Rise of Smart Cities: Integrating Technology for Sustainable Urban Development	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
Alzoraiki, M., Milhem, M., Ateeq, R.A., Al Astal, A.Y.M., Ali, S.A.	Employing the Balanced Scorecard to Reduce Administrative Corruption in Organizations	Studies in Systems Decision and Control	Book Chapter	2025
Dawwas, M.I.F., Alkadash, T.M., AlZgool, M.R.H., Allaymoun, M.H.	The Effects of Internal Corporate Social Responsibility on Employee Turnover Intentions Within the National Bank of Bahrain: A Non-western Perspective from the Kingdom of Bahrain	Studies in Systems Decision and Control	Book Chapter	2025
Dawwas, M.I.F., Allaymoun, M.H., Almaamari, Q.A., Hashim, M.S.S.	Enhancing Employee Engagement Through Internal Corporate Social Responsibility: Insights from BFG International Company in Bahrain	Studies in Systems Decision and Control	Book Chapter	2025
Yola, A.T., Sani, A.A., Al-Absy, M.S.M.,...Musa, B., Musa, I.	Passive Investment Strategy and the Correlation of Major African Stock Markets	Studies in Systems Decision and Control	Book Chapter	2025



Javaid, Z.K., Ateeq, A.A., Khan, K.,...Ali, S.A., Shahzad, M.H.	Inclusive Leadership and Employee Work Engagement in the IT Sector: The Mediating Roles of Perceived Organizational Support, Psychological Safety, and Organizational Self-esteem	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	2025
Chalissery, N., Nishad, T.M., Naushad, J.A., Tabash, M.I., Al-Absy, M.S.M.	Beneath the Surface: Disentangling the Dynamic Network of the U.S. and BRIC Stock Markets' Interrelations Amidst Turmoil	Risks	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
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
Tabash, M.I., Chalissery, N., Nishad, T.M., Al-Absy, M.S.M.	Market Shocks and Stock Volatility: Evidence from Emerging and Developed Markets	International Journal of Financial Studies	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
El-Astal, M., Allaymoun, M.H., Elbastawisy, T.K.	Utilizing Big Data Analytics Lifecycle for Early Detection of Suspicious Financial Operations: A Proposed Model for Money Laundering Detection	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
Hussein, T.M., Samir, B., Al Astal, A.Y.M.	Exploring Islamic and Conventional Financial Banking Development and Economic Growth: A Systematic Review	Studies in Systems Decision and Control	Book Chapter	2024

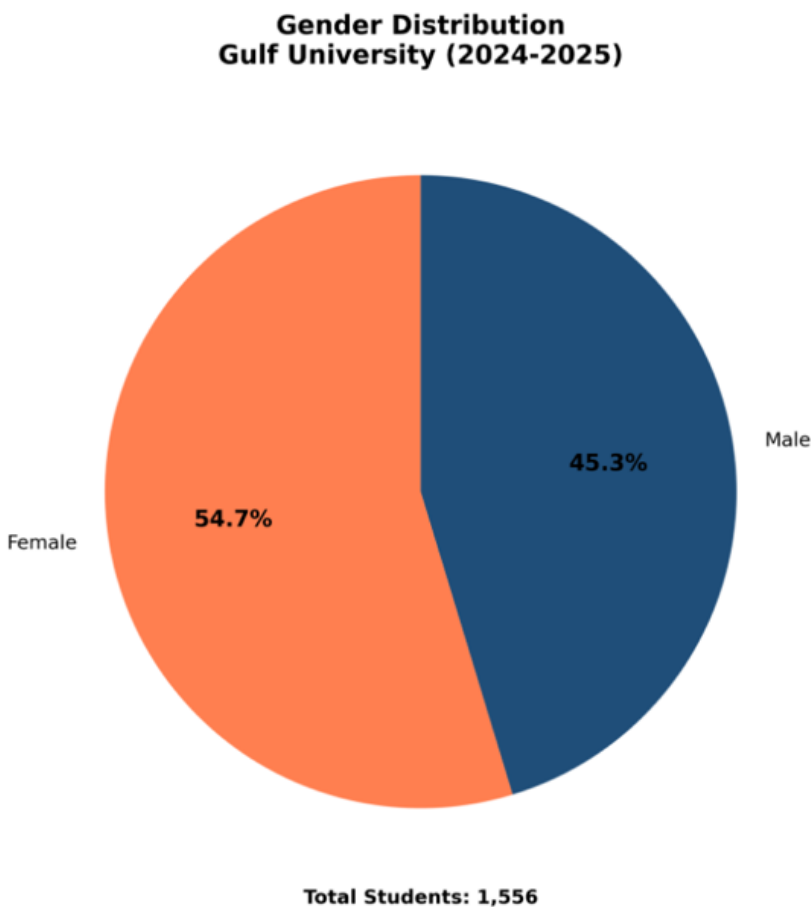
Al Astal, A.Y.M., Ateeq, A.A., Milhem, M.,...Ali, S.A., Ateeq, R.A.	Navigating Financial Integrity: The Role of External Audits in Mitigating Creative Accounting Practices	Studies in Systems Decision and Control	Book Chapter	2024
Bala, H., Sani, A.A., Al-Absy, M.S.M., Abdurrahman, A.P., Karaye, A.B.	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
Madmoud, E.M., Al Astal, A.Y.M.	The Effect of External Audit in Limiting Creative Accounting Practices	Studies in Systems Decision and Control	Book Chapter	2024
Abdulrahim, H.M., Ateeq, A.A., Al Khalifa, F.A.,...Nagi, M., Al Astal, A.Y.M.	Qualitative Investigation of Green Building Rating System Development in Bahrain’s Affordable Housing Industry	Studies in Systems Decision and Control	Book Chapter	2024
Milhem, M., Tahayna, A.M.A., Ayyash, M.M.,...Alzoraiki, M., Alkadash, T.M.	The Mediating Role of Organizational Culture in the Relationship Between Workforce Diversity and Turnover Intention Among Employees in Palestine	Studies in Systems Decision and Control	Book Chapter	2024
Moharam, M.M.R., Mukherjee, T.	The Use of M-Government Apps and the Levels of Public Satisfaction with M-Services Quality	Studies in Systems Decision and Control	Book Chapter	2024
El-Astal, M., Allaymoun, M.H., Jasim, Z.A., Elbastawisy, T.K.	Employing Big Data Analytics’ Lifecycle in Money Laundering Detection	Lecture Notes in Networks and Systems	Conference Paper	2024

**Gender Distribution Analysis**

Gulf University demonstrates strong female participation with 54.7% female enrollment (851 students) compared to 45.3% male students (705 students). This gender balance exceeds global higher education averages and reflects our commitment to educational equality.

**2. Student Status Distribution**

The university maintains a balanced student population with 43.6% new students (679 students) and 56.4% continuing students (877 students). This distribution indicates healthy enrollment growth and retention rates.

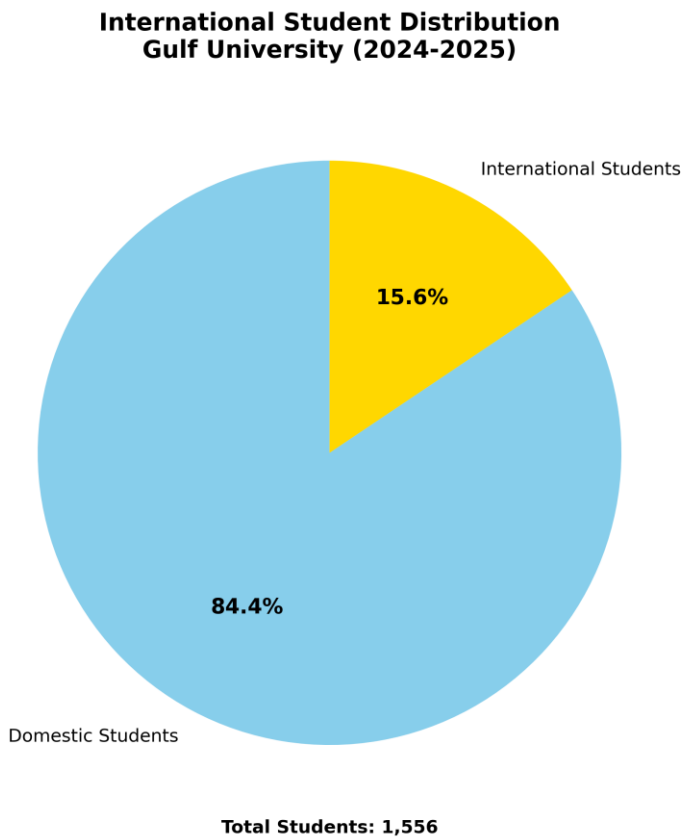


**Student Leadership Distribution & International Student Diversity**

International Student Diversity Gulf University hosts 243 international students, representing 15.6% of our total enrollment. This international presence creates a diverse learning environment that prepares students for global citizenship while supporting SDG 10 objectives.

**Academic Programs Distribution**

Gulf University offers a comprehensive range of academic programs designed to meet diverse educational needs and career aspirations. Our program distribution ensures equal access to quality education across multiple disciplines, supporting SDG 10 through educational diversity and opportunity.

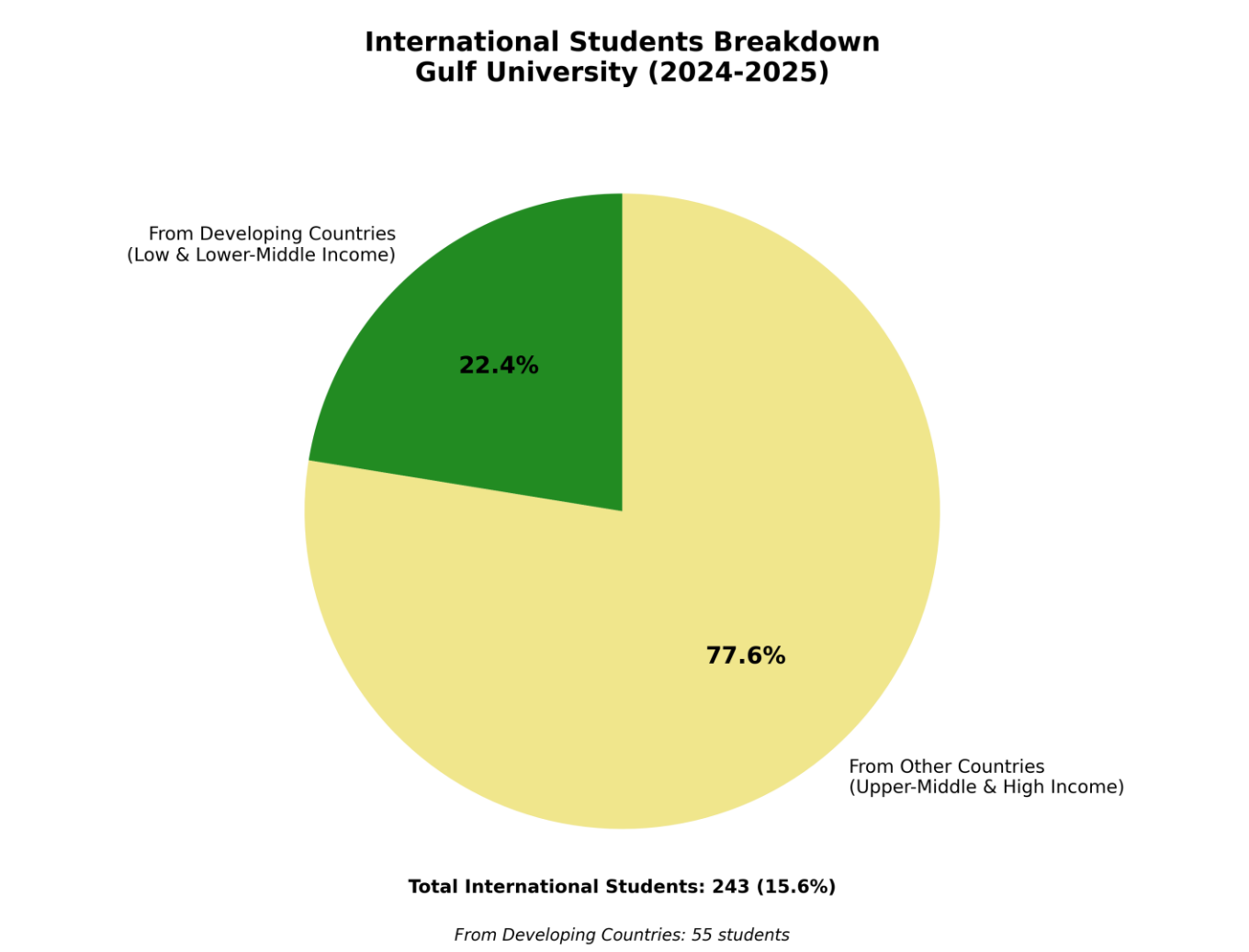


## International Students from Developing Countries

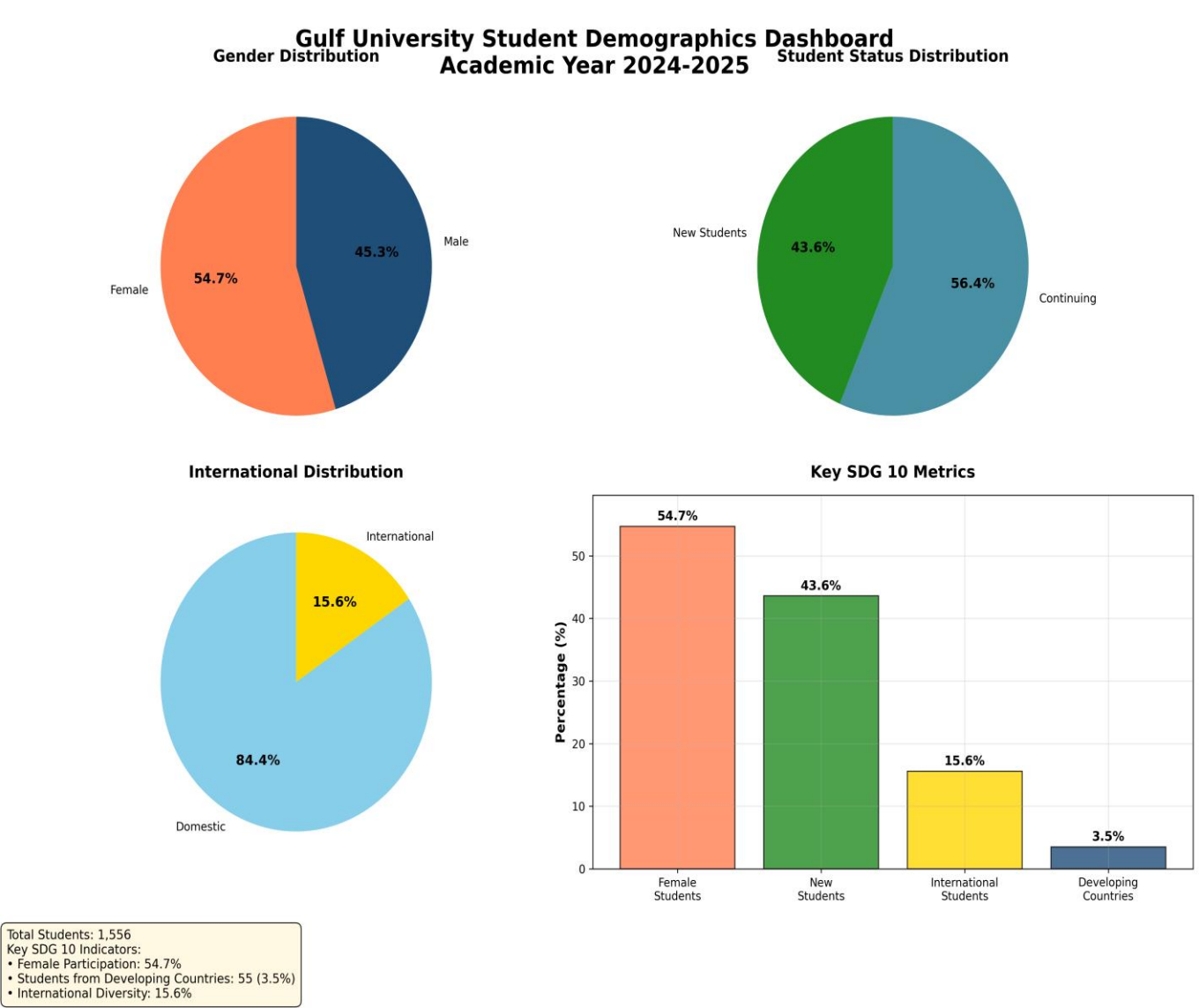
International Students from Developing Countries As part of our commitment to SDG 10, Gulf University actively supports students from developing countries (as classified by the World Bank). Currently, 55 students (3.5% of total enrollment) come from low-income and lower-middle-income countries, demonstrating our dedication to reducing global educational inequalities.

## Comprehensive SDG 10 Dashboard

This comprehensive dashboard provides an integrated view of Gulf University's key SDG 10 indicators, showcasing our commitment to reducing inequalities through inclusive education, gender balance, international diversity, and support for students from developing countries.



## Comprehensive SDG 10 Metrics Overview





Community Engagement and Inclusion Initiatives

Initiative	Description	Date	Stakeholders	Outcome
Diversity and Inclusion Week	Series of talks, cultural events, and awareness sessions celebrating diversity and equal opportunity.	Oct 2024	CECEC, Student Affairs	300+ participants celebrated intercultural understanding.
Equal Access Scholarship Program	Financial aid initiative targeting low-income and underrepresented students.	Ongoing	Finance Dept., Admissions	25 scholarships awarded during AY 2024–2025.
Accessibility and Inclusion Awareness Campaign	Campaign promoting accessibility rights and campus inclusivity for students with special needs.	Nov 2024	CECEC, Facilities Dept.	Improved campus accessibility and awareness.
Global Citizenship Seminar	Panel discussions emphasizing equality, inclusion, and anti-discrimination policies.	Feb 2025	CECEC, Academic Affairs	Enhanced understanding of social equity and global awareness.

Training, Awareness, and Empowerment Programs

Program	Objective	Participants	Outcome
Workshop: Inclusive Education Practices	Build capacity among faculty to support students with special needs.	50 faculty members	Improved inclusive teaching methods.
Training: Empathy and Social Awareness	Develop empathy and understanding in classroom and workplace environments.	80 students	Promoted respectful communication and inclusion.
Session: Equal Opportunities in Employment	Prepare graduating students to face inequality challenges in labor markets.	60 students	Strengthened readiness for equitable workplace participation.
Awareness Campaign: “Different but Equal”	Promote equality across gender, nationality, and background through visual media.	200 participants	Increased sense of belonging among university members.

Institutional Policies and Equality Frameworks

- Equal Opportunity and Diversity Policy: Guarantees fair treatment, access, and inclusion regardless of gender, ethnicity, or social background.
- Accessibility and Special Needs Policy:\*\* Provides support services and infrastructural facilities for students with disabilities.
- Anti-Discrimination Policy: Reinforces GU’s commitment to maintaining a harassment-free and inclusive campus.
- Scholarship and Financial Aid Policy: Ensures equitable access to education for low-income and underrepresented students.
- Community Inclusion Framework: Promotes cultural dialogue and integration through student clubs and community initiatives.

These policies align with SDG Targets 10.2, 10.3, and 10.4 – empowering and promoting social, economic, and political inclusion for all.

Summary of Impact and Key Performance Indicators (KPIs)

Impact Area	Key Outcomes (2024–2025)	SDG 10 Target Alignment
Inclusive Education	Faculty trained on inclusive teaching and learning support	Target 10.2 – Promote inclusion for all
Financial Support	25 scholarships provided to low-income students	Target 10.3 – Ensure equal opportunities
Accessibility Improvement	Facilities upgraded for special needs access	Target 10.2 – Social and economic inclusion
Awareness and Cultural Events	4 major events promoting equality and diversity	Target 10.4 – Promote social protection policies
Research on Inequality	5 publications on inclusion and social equity	Target 10.5 – Improve regulation and equity

Key Performance Indicators

KPI	Indicator Description	2024–2025 Result	Status
KPI 1	Number of scholarships for disadvantaged students	25	Achieved
KPI 2	Number of inclusive education workshops conducted	3	Achieved
KPI 3	Accessibility upgrades on campus	5 facilities	Achieved
KPI 4	Number of awareness and inclusion events	4	Achieved
KPI 5	Number of research outputs on reducing inequalities	5	On track

Conclusion and Future Commitments

Conclusion

During AY 2024–2025, Gulf University continued to play a key role in advancing SDG 10: Reduced Inequalities through inclusive education, accessibility improvements, and equality-focused initiatives. The university’s approach integrates policy, awareness, and research to create a diverse and welcoming campus community.

Our achievements in 2024-2025 include:

- Maintained 54.7% female student participation, exceeding gender parity goals
- Supported 55 students from developing countries through various scholarship and support programs
- Achieved 15.6% international student diversity, creating a globally representative learning environment
- Implemented comprehensive non-discriminatory admission policies ensuring equal access regardless of socioeconomic background
- Established partnerships with organizations like the Bahrain Deaf Society to support students with disabilities

Future Commitments:

- Expand scholarship programs for students from low-income countries
- Enhance disability support services and accessibility infrastructure
- Develop mentorship programs connecting international and domestic students
- Strengthen data collection on first-generation college students
- Continue advancing gender equality across all academic programs

Gulf University remains committed to the principles of SDG 10 and will continue to provide equal educational opportunities for all students, regardless of their background, nationality, economic status, or physical abilities. Our comprehensive approach to reducing inequalities through education contributes to building a more equitable and sustainable future. Thus, through these continuous efforts, Gulf University reaffirms its dedication to building an inclusive academic environment and contributing to a more equitable society in Bahrain and beyond.

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