

The Sustainability Report

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



2024/2025

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Overview and Executive Summary

Gulf University (GU) demonstrates strong dedication to Sustainable Development Goal 16 – Peace, Justice and Strong Institutions by promoting ethics, transparency, good governance, and social justice. During 2024–2025, GU implemented academic, research, and community programs that cultivate peaceful, inclusive societies and effective institutions.

The College of Law with Community Engagement & Continuing Education Centre (CECEC) and the Sustainability and Development Makers Center (SDM-C) collaborated to raise awareness on justice, institutional accountability, and civic participation — ensuring that students, faculty, and community members contribute meaningfully to Bahrain’s progress toward SDG 16.

Key Achievements 2024–2025

- Student participation in governance and legal literacy campaigns.
- Workshops on human rights, ethics, and anti-corruption practices.
- Research on transparency, justice, and policy reform.
- Community outreach promoting peace, equity, and strong institutions.

Community Engagement and Peace Education Activities

Initiative	Description	Date	Partners	Outcome
Legal Literacy Campaign	Faculty of Law students conducted community sessions on citizens’ rights and legal awareness.	Oct 2024	CECEC, Faculty of Law	200+ citizens attended awareness sessions.
Ethics and Integrity Week	University-wide campaign promoting honesty, transparency, and social responsibility.	Nov 2024	SDM-C, Student Council	Strengthened ethical values among students.
Peace Through Dialogue Forum	Panel discussion on conflict resolution, leadership for peace, and civic responsibility.	Feb 2025	CECEC, Ministry of Youth & Sports	150 participants from universities and NGOs.
Anti-Corruption Awareness Workshop	Interactive training to enhance understanding of integrity in public institutions.	Apr 2025	SDM-C, Transparency Society Bahrain	Increased awareness of anti-corruption mechanisms.

Training, Innovation, and Institutional Development Programs

Program	Objective	Participants	Key Outcome
Workshop: Governance and Leadership Ethics	To train students and faculty on ethical decision-making and leadership integrity.	70 participants	Strengthened leadership competencies in ethics and integrity.
Training: Public Policy and Justice Systems	To build awareness on legal frameworks, policy development, and justice implementation.	60 students	Improved understanding of Bahrain’s justice and governance systems.
Research Grant: Peace and Good Governance Project	To encourage applied research on institutional strength, justice, and civic participation.	3 research teams	Produced policy brief on youth engagement and good governance.
Innovation Challenge: Ethics in Action	To promote creative solutions enhancing transparency and social responsibility in academia.	8 student teams	2 proposals adopted for campus implementation.

Governance Policies and Justice Framework

- Code of Ethics and Conduct: Applies to faculty, staff, and students ,ensuring transparency and accountability
 - Academic Integrity Policy: Prevents plagiarism and promotes fair assessment and research ethics.
- Institutional Governance Framework: Enhances decision-making through representation and stakeholder participation.
- Open Data and Transparency Policy: Supports public sharing of reports and governance outcomes.
 - Partnerships for Justice: Collaborations with legal bodies and NGOs for community outreach and policy dialogue.
- These policies align with SDG Targets 16.3, 16.6, and 16.7,promoting rule of law, effective institutions, and inclu
sive decision-making.

Impact Highlights and Key Performance Indicators (KPIs)

Indicator	Impact Summary	Quantitative Result (2024–2025)
Community Legal Awareness	Outreach programs and legal literacy drives conducted by Faculty of Law students.	200+ community members reached
Institutional Governance Improvement	Strengthened frameworks promoting transparency and ethical decision-making.	4 institutional frameworks enhanced
Research and Policy Contributions	Academic research focused on peace, justice, and governance reforms.	5 research outputs published
Student Ethics Initiatives	Student-led programs promoting honesty, integrity, and civic responsibility on campus.	2 initiatives adopted

Key Performance Indicators

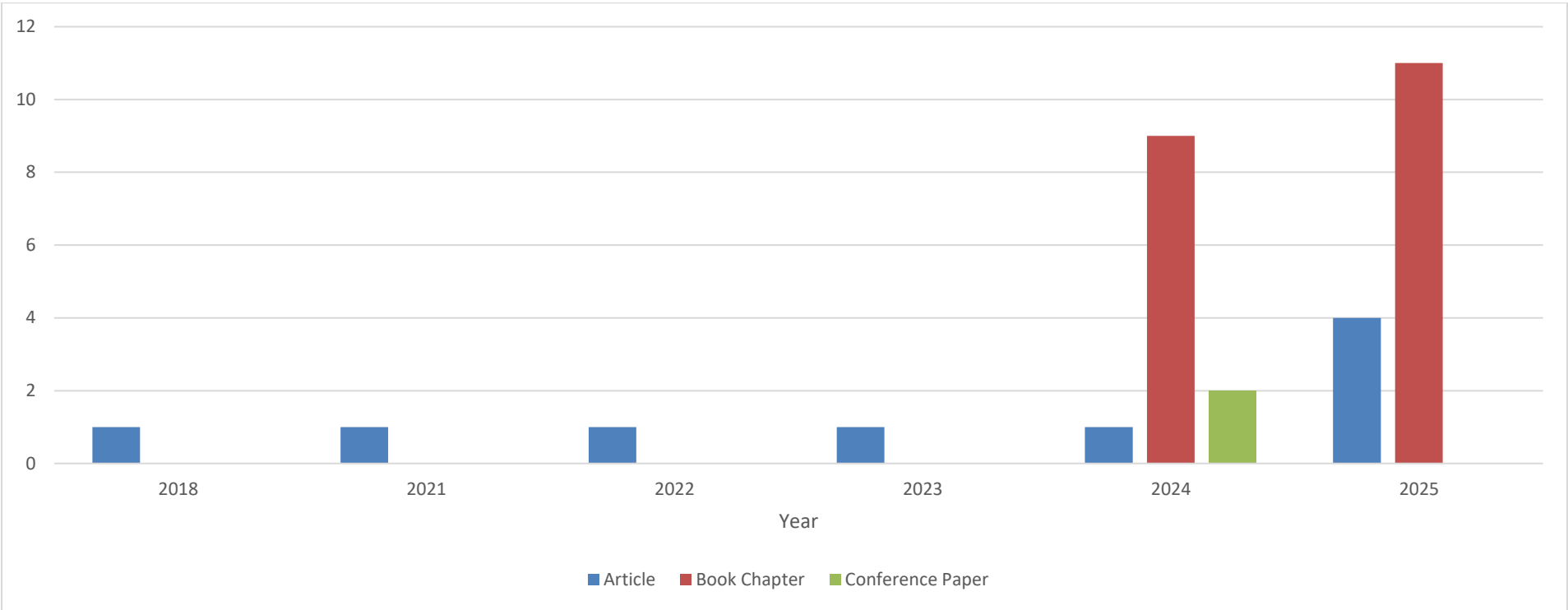
KPI	Indicator Description	2024–2025 Result	Status
KPI 1	Number of justice and peace education programs	4	Achieved
KPI 2	Community participants in legal literacy and ethics events	200+	Exceeded
KPI 3	Institutional governance policies updated or implemented	4	Achieved
KPI 4	Publications related to SDG 16 themes	5	Achieved
KPI 5	Partnerships with legal or governance organizations	3	On Track

FACULTY REPRESENTATIVE ELECTION

Gulf University is a strong advocate for employee rights and is committed to upholding Bahraini law in all aspects. As a reflection of this commitment, the university holds annual elections to democratically elect faculty representatives. These representatives play a crucial role in addressing and improving the conditions for faculty members within the university. By actively engaging with faculty concerns, the representatives strive to enhance the working environment and advocate for the rights and well-being of the faculty community at Gulf University. The election, held on November 5th, 2024, involved faculty members voting to select the most suitable candidate from a pool of three contestants to serve as their representative.

The faculty elections at Gulf University are a testament to the institution's commitment to SDG 16: Peace, Justice, and Strong Institutions. By empowering faculty members to participate in the decision-making process, the university promotes the culture of transparency, accountability, and inclusivity. This democratic process strengthens the institution's governance and ensures that diverse perspectives are represented in shaping its future.

SDG16 Publications by Type & Year (2018-2025)



SDG 16 Articles in 2024-2025 (July)

Authors Name	Title	Journal / Book Series	Type	Year
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
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
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
Beshr, B.A.H., Ateeq, A.A., Ateeq, R.A., Alaghbari, M.A.	Next-Gen Sustainability: Crafting Eco-Resilient Workplaces and Universities	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
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
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
Ateeq, A.A.	From Oil to Sustainability: Bahrain’s Transformation Through CSR	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
Milhem, M.	Aligning HRM Strategies with Organizational Performance: A Pathway to Success	Studies in Systems Decision and Control	Book Chapter	2025
Ibrahim, F.M., Alawsi, H., Mohammed, M.N., Edwar, M.E., Al-Samarai, B.	Artificial Intelligence and Legal Ethics: Navigating Challenges and Opportunities	Studies in Systems Decision and Control	Book Chapter	2025
Al-Hailat, O.M.	Smart Administrative Decision Using Artificial Intelligence Technologies	Studies in Systems Decision and Control	Book Chapter	2025
Elgammal, N., Eita, A.M.A., Fawzy, H.E., Elballat, B.A.E.A.	How Will Metaverse Technologies Affect the PR Profession? Expected Futuristic Practices Based on the Vision of a Sample of PR Practitioners	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
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
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
Mohammed, M.N., Aljibori, H.S., al-Tamimi, A.N.J.,...Abdelgnei, M.A.H., Abdullah, O.I.	Bahrain's Urban Transformation: A Comprehensive Review of Smart City Development, Benefits, and Future Prospects	2024 Arab ICT Conference AICTC 2024	Conference Paper	2024
Alhejair, A., Alhalwachi, L.F., Bukhowa, B.,...Ishaq, M., Alkhater, N.S.	The Significance of Organizational Culture on Human Innovation Remotely in COVID Pandemic Era: The Case Study of Bahrain Polytechnic	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
Ateeq, A.A., Albureshdaid, S.A.	The Effect of Stress at Workplace on Employee Turnover on Hyundai Company	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
Ateeq, A.A.	Ethical Paradigms at Work: A Comparative Analysis of Consequentialism, Deontology, and Islamic Perspectives	Studies in Systems Decision and Control	Book Chapter	2024

Abdeldayem, M.M., Hameed Aldulaimi, S.H.K., Baqi, A., Mohammed, M.N., Muttar, A.K.	Assessing Operational and Administrative Challenges Confronting Budget Planning: Analysing Al Marai Case Study	Studies in Systems Decision and Control	Book Chapter	2024
Ateeq, A.A., Alaghbari, M.A., Al-Refaei, A.A.A., Yusuf, A.A.	Sustainable Solutions: The Impact of Green Technologies in University Operations	2024 ASU International Conference in Emerging Technologies for Sustainability and Intelligent Systems ICET SIS 2024	Conference Paper	2024
Qaid, E.H., Ateeq, A.A., Abro, Z.,...Alkadash, T.M., Al-Fahim, N.H.	Conceptual Framework in Attitude Factors Affecting Yemeni University Lecturers’ Adoption of E-Government	Technical and Vocational Education and Training	Book Chapter	2024
Dawwas, M.I.F., Allaymoun, M.H., Khalid, A.R., Alleimoun, A.A.	The Relationship Between the Quality of Work and Employee Performance in a Non-Western Context of Palestine	Technical and Vocational Education and Training	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

Summary And Future Priorities

During 20242025, Gulf University made substantial progress in promoting peace, justice, and strong institutions through education, research, and community action. The university’s holistic approach integrates governance, ethics, and policy dialogue into academic and societal development.

Future Priorities (2025–2026)

- Establish a “Center for Governance and Justice Education” to expand policy training and research.
- Enhance student representation in university decision-making bodies.
- Strengthen collaboration with government entities for justice and anti-corruption initiatives.
- Continue to develop interdisciplinary programs linking law, ethics, and sustainability.

Through these initiatives, Gulf University continues to foster a just, inclusive, and peaceful academic environment, advancing national stability and the UN Sustainable Development Goals in Bahrain and beyond.

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