

## Women Access Schemes (Jan – Dec 2024)

### Introduction

Gulf University (GU) actively promotes gender equality and women’s empowerment in alignment with the UN Sustainable Development Goals (SDG 5) and Bahrain Vision 2030. The university provides structured mentoring, scholarships, leadership opportunities, and professional development initiatives designed to enhance women’s access, participation, and success in higher education. These institutional mechanisms reflect GU’s long-standing commitment to equitable access and inclusive education.

Scheme / Initiative	Description & Coverage	Linked SDGs	Evidence Source
<b>Women Empowerment Scholarship Program</b>	GU offers partial and full scholarships to female students from low-income or single-parent households. Managed by the Finance Department and CECEC, the program supported 18 female students in AY 2024–25.	SDG 4, SDG 5, SDG 10	CECEC Annual Report 2024–25 (pp. 22–23); SDG 10 Report 2024–25 (KPI 1)
<b>Female Mentorship &amp; Leadership Program – “Her Journey Forward”</b>	Launched by SDM-C in 2024 to pair senior female faculty and alumnae with undergraduate women for career mentorship, confidence building, and leadership development.	SDG 5, SDG 8	SDM-C Annual Report 2024–25 (Training and Mentoring Section)
<b>“Female President for a Day” Initiative</b>	Celebrated annually on Bahraini Women’s Day (Dec 2024). A selected female student assumes the GU President’s symbolic role for one day, representing women’s leadership in academia.	SDG 5.5 – Women in Leadership	SDG 5 Report 2024–25 (Gender Equality KPI 3)
<b>Professional Development Workshops for Female Staff &amp; Students</b>	Conducted by CECEC and HR on topics such as <i>Women in Leadership and Decision-Making, Emotional Intelligence, and Work–Life Balance Strategies</i> .	SDG 5(b), SDG 8	CECEC Annual Report 2024–25 (pp. 28–31); HR Training Schedule 2024
<b>Health &amp; Well-Being Campaigns for Women</b>	Annual health programs including “ <i>Her Fight Is All of Ours</i> ” ( <i>Breast Cancer Awareness</i> ), <i>Mental Health</i>	SDG 3 & SDG 5	Sustainability Report 2024–25 (SDG 3, pp. 18–19)

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	<i>for Women, and Nutrition for Working Women</i> organized in collaboration with NGOs.		
<b>Gender Equality Seminar Series</b>	Panel and lecture series on <i>Women's Participation in Higher Education and Public Life</i> , organized by the College of Accounting and Financial Administration and Student Affairs.	SDG 5.1 & SDG 5.5	SDG 5 Report 2024–25 (p. 3–4)
<b>Inclusive Recruitment and Leadership Policy</b>	HR policy ensures female representation in committees and encourages female staff for managerial positions.	SDG 5.5 & SDG 8.5	HR Policy v1.2 (2024)

## Impact Summary (2024–2025)

- **Female Student Participation:** 54.7% of total student population (851 of 1,556).
- **Female Leadership Engagement:** 40% representation across academic and administrative committees.
- **Scholarship Support:** 18 female beneficiaries from Women Empowerment Program.
- **Workshops & Seminars:** 7 gender-focused events, reaching ~600 female participants.
- **Health Campaigns:** 3 awareness events targeting women's wellness and preventive care.

These outcomes reinforce GU's strategic focus on empowering women in education, leadership, and community engagement.

- <https://www.gulfuniversity.edu.bh/centers/sustainability-and-development-makers-center/>
- <https://www.gulfuniversity.edu.bh/3d-flip-book/sustainability-report-2024-25/>
- [https://www.gulfuniversity.edu.bh/wp-content/uploads/2025/11/SDG10\\_Reduced-Inequalities\\_2024-2025.pdf](https://www.gulfuniversity.edu.bh/wp-content/uploads/2025/11/SDG10_Reduced-Inequalities_2024-2025.pdf)