

Message from Invited Speakers



Prof. Balghis Badri

Director of the Regional Institute of Gender, Diversity, Peace and Rights
Ahfad University for Women

Professor Balghis Badri, BSc. Social Anthropology – Division 2 Upper 1971 Khartoum University, MSc. Social Anthropology 1974 Khartoum University, Ph.D. Sociology, Hull University, England 1978 – Professor of Sociology and Women Studies since 2001. Director of the Regional Institute of Gender, Diversity, Peace and Rights (RIG/DPR). Professor Balghis Badri has worked at the Dept. of Social anthropology and Sociology, Khartoum University as professor assistant, associate professor since 1972-1994. She headed the department of Sociology, women section at King Saud University during 1984-1986. She established and headed the research section at the Centre for Arab Women for Training and Research in Tunisia 1994-1996. She is the founder of the four master programs on Gender and Development, Gender and Governance, Gender and Peace Studies and Gender, Migration and Multicultural Studies at the Regional Institute for Gender, Diversity, Peace and Rights 1997 – 2010. She is a founding member of Babiker Badri Scientific Association for Women Studies and its previous president from 1988-2003. Expert and consultant on gender issues

for several UN agencies in Sudan and the Middle East. Activist on women's rights and member of several NGOs, coordinated several international cooperation projects at universities, NGOs, and for political parties on gender related issues.

Recent Research Activities:

- Literature review of studies on Sudanese families 2016-2017.
- Literature review of studies on Sudanese women political participation 2016.
- Three researches under the Project titled “The Micro and Miso issues in peace building in Sudan” which is undertaken by Institute of women, Gender and Development Studies and Bergen University.
- Access to Health Services and Quality of Health Services in Sudan 2009-2012 part of the research team. Research undertaken by 5 African universities and two Europeans funded by the EU.
- Survey mapping of institutions working on Violence Against Women and Girls. Team leader. Funded by UN Women 2014.
- Development of Indicators for FGM abandonment. Outputs and outcomes.
- Then undertaking a baseline survey. Team leader 2014 funded by UNFPA.

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Director of the following main projects the institute implemented:

- The constitution making and content 2012-2013
- The electoral systems worldwide and in Sudan 2014-2016.
- The women leadership program 2015-2017
- The development of RIGDPR and women empowerment programme 2010-2015.
- The women empowerment and reproductive health programme 1996-2012.

Paper title: Role of Universities in Empowering Women

Author/s: Prof. Balghis Badri

Focusing on defining areas of women empowerment from self to diverse other spheres. Then the challenges that face the universities on this millennium.

The role of universities to empower women and how; through:

- Curricula.
- Student led extra curricula activities.
- Civic engagement led by university staff and/ or students.
- Research that feed into addressing problems that face women and challenges to achieve comprehensive empowerment.
- Mainstreaming gender and women empowerment checklists and indicators at universities from vision to policy, programmes, projects etc.
- Regional and internationalization agenda for empowerment.
- How women universities contribute to women empowerment case study of Ahfad University for Women (AUW) established in 1966.



Message from Invited Speakers



Professor Louise Morley

PhD, FAcSS

Director, Centre for Higher
Education and Equity Research
University of Sussex

Louise Morley FAcSS is a Professor of Education and Director of the Centre for Higher Education and Equity Research (CHEER)

(<http://www.sussex.ac.uk/education/cheer/>) at the University of Sussex, UK. Louise has an international profile in the field of the sociology of gender in higher education, and has made keynote conference presentations on five continents.

Her current research interests focus on internationalisation and equity, higher education as a public good, and the equity and affective implications of the neoliberal university. She is Principal Investigator for the CHEER Project Higher Education Knowledge Exchange and Policy Learning in the Asian Century (<http://www.sussex.ac.uk/education/cheer/researchprojects/japan>), and is a Co-Investigator for an ESRC Newton Fund research project on Higher Education and the Public Good: Reflections from Four African Contexts, and she is leading the University of Gothenburg's project on Fika in the Swedish Neoliberalised University. She is also

participating in a new research network with Chile and Denmark. Internationalization and Knowledge Construction in Higher Education from a Gender Perspective co-ordinated by the Pontifical Catholic University, Chile,

She has recently completed a Horizon 2020 Marie Skłodowska-Curie funded project Higher Education Internationalisation and Mobility: Inclusions, Equalities and Innovations (HEIM) (www.sussex.ac.uk/education/cheer/heim). During her career she has undertaken research on women and leadership in higher education in South Asia for the British Council; research for the Leadership Foundation for Higher Education on women and leadership, for the ESRC/DFID on Widening Participation in Higher Education in Ghana and Tanzania (www.sussex.ac.uk/education/cheer/wphegt), for the ESRC on knowledge exchange, the HEFCE on graduate employability and for the Carnegie Corporation of New York and the Department for International Development on Gender Equity in Commonwealth Universities.

Louise is a Fellow of the Academy of Social Sciences, and a Fellow of the Society for Research into Higher Education. She was a Guest Professor at the University of Gothenburg, Sweden (2016-18), a Senior Research Fellow, Centre for Gender Excellence, University of Örebro, Sweden (2011), and the 2013-2014 Inaugural Chair, Women's Leadership Centre, Universiti

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Kebangsaan, Malaysia. In 2018-2019, she will be a Guest Professor at the University of Tampere, Finland.

Louise has published widely in the field of higher education studies. See Sussex Research Online- <http://sro.sussex.ac.uk/view/creators/461.html>

Paper title: Women and Higher Education Leadership: An Object of Desire or Something to be Avoided?

Author/s: Professor Louise Morley

Women's absence from senior leadership matters because it effectively means that the expertise and skills of a significant part of the higher education workforce are under-utilised. It has implications for central decision-making fora, including committees, boards, recruitment panels and the executive. However, complex questions need to be posed as to why there so few women in senior leadership positions in higher education globally? Are women being rejected, and overlooked for promotion and professional development, or are women critically appraising leadership roles and making strategic decisions to self-exclude from these opportunities? This presentation will draw on recent research to interrogate what makes leadership attractive or unattractive to women, and whether simply counting more women into existing organisational structures and cultures is transformative. It will consider the diverse aspects of work norms and policy contexts that may drive or depress women's aspirations, career orientations and success. A key question is whether leadership is an object of desire for women, or something to be avoided?



Message from Invited Speakers



Prof. Mazin M A Jumaah
President,
Royal University for Women,
Kingdom of Bahrain

Professor Mazin Mohammed Ali Jumaah is an academican of 40 years and an educational leader of over 30 years. He received his Bachelor degree in Electrical Engineering from Baghdad University. He pursued higher studies in the United Kingdom and earned his Masters and Doctoral Degree in Control Engineering in 1976 from Bradford University.

Professor Jumaah's outstanding career in academia and his continuous striving for excellence meant that he was soon appointed to leadership positions. Professor Jumaah has published over 100 books and papers in various journals and has presented in numerous reputable conferences. His contribution to the field of higher education has not been limited to a single university. Throughout his career, he has played a pivotal role in integrating Vocational, Technical and Engineering education with industry.

In 2012, he received the coveted International Socrates award in the sphere of Economy and Business from the Europe Business Assembly for his role in the intellectual development of today's society. In 2013, he was appointed as a member of the Bahrain Higher Education Council and has since been involved in strategic decision making to meet and implement the strategic Higher Education objectives of the Kingdom of Bahrain. In 2015 he was appointed to the advisory board of Tamkeen which is a semi-government organisation tasked with driving sustainable economic development through the private sector. In 2016, he was appointed as a member of the advisory committee of the National Authority for Qualifications and Quality Assurance of Education & Training (NAQQAET) in which role, he is involved in decision making regarding the Kingdom's higher education Quality framework and the alignment of domestic and foreign qualifications on the Bahrain's National Qualifications Framework. In 2018, he was appointed as Member of Skills Bahrain Committee. The National Committee for Skills Competitions is formed by Education Minister H.E. Dr. Majid bin Ali Al-Nuaimi. It has 14 members representing government and private sides, to supervise preparations for national, regional and international skills competitions.

In 2016, Prof. Mazin Jumaah, was awarded the Presidential Honorary Doctorate in Higher Education Administration from West Virginia University, USA for his notable contributions to society in general and as an acknowledgment of his exemplary accomplishments and

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achievements that serve a greater cause of education. In addition to receiving national recognition for his work in higher education in Iraq, Professor Jumaah has received numerous international awards throughout his career including in 2011, the World Education Congress Asia Award for his outstanding contribution to higher education.

Professor Jumaah has served as the President of Royal University for Women (RUW) since 2007 to date. During this time he has been instrumental in building and strengthening the relationship of RUW with the International Universities.

Paper title: Status of Women in STEM field of study

Author/s: Prof. Mazin M A Jumaah

This paper attempts to highlight the status of women in the field of science, technology, engineering and mathematics (STEM) in the Arab region, by focusing on the Kingdom of Bahrain. It outlines the current situation and examines the challenges obstructing women's engagement with STEM. It highlights the vision, strategies and policies of Kingdom of Bahrain for encouraging and promoting the position of Bahraini women in higher education, particularly, in STEM, and the provision that the Royal University for Women (RUW) makes available to realize those strategic aims and ambitions.



Message from Invited Speakers



Prof. Abhilasha Singh
Provost/Vice President for
Academic Affairs Office,
American University in
the Emirates

A staunch supporter of quality education with a strong commitment to academic excellence and unwavering dedication to the success of students, Prof. Abhilasha Singh is a Provost/Vice President of Academic Affairs at the American University in the Emirates, Dubai, UAE.

Throughout her distinguished career, she was engaged in a series of academic administrative positions at various institutions and have been engaged in providing strategic directives at a senior leadership role and ensuring its implementation with determination.

Prof. Singh also serves as a Board Member of College of Fashion and Design, Dubai, UAE and University of Business and Technology, Dhahban, Saudi Arabia.

While she was actively engaged in her administrative role, she never let the researcher within her die and her passion for research resulted in many published articles in national and international journals of high repute and also in frequent invitations to numerous speaking

engagements to national and international audiences.

Needless to mention, her commitment to teaching and research excellence led to many awards and accolades from various national/ international organizations and research grants, including from the National Research Foundation of Ministry of Higher Education and Scientific Research on “Education to Employment”.



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Paper title: Degendered Leadership in the UAE: Breaking the Glass Ceiling

Author/s: Prof. Abhilasha Singh

Women are considered to play a significant role in the development of a country's economy and are likely to possess equal obligations and rights as compared to men. Their sincere efforts can bring transformational change within any society. Though the presence of several glass barriers has restricted the women and minorities from achieving their desired goals and professional excellence in the past, however needless to state that the nations are witnessing that rendering the gender of leader inconsequential, where men and women are treated equally. Considering the women experiences observed as leaders in the higher educational contexts, it is also necessary to highlight the gendered problems that are attributed to various behavioral difficulties among the women related to mentoring, work and family balance, and confrontations with discrimination.

In conclusion, usually women prefer to forego their professional development to fulfill family responsibilities and undertake spiritual development to save their married lives and to abide by their cultural practices. The deliberation based on the ongoing study stipulates that the men are likely to be perceived as agentic and autocratic; while, women tend to represent communal and democratic approach in their management skills.



Message from Invited Speakers



Ms. Catherine Walker

Director of Student Services,
Bahrain Polytechnic.

I am a New Zealander and have been in Bahrain at the Polytechnic since February 2009, initially as a tutor, then moving into Management roles. I have a passion for working with people and helping them develop their skills and knowledge. I first trained and worked as a Registered Nurse before transitioning to Higher Education. For six years I worked at the Auckland University of Technology, establishing a Health Science Bridging (Foundation) programme for students seeking to enter Health education. This was an extremely rewarding experience, as the predominantly female cohorts transitioned into Bachelor study and the workforce, having been equipped with a range of academic and life skills in the programme. I undertook a Master of Education and my thesis showed the holistic changes the programme brought about in the lives of the former students, academically, professionally and personally. Since working in management roles at the Polytechnic, have had the privilege to work with

co-workers and students in developing their leadership skills and attributes. Recently, I completed an MBA in Leadership and Sustainability, and my dissertation focused on Academic leadership development. I continue my research into student leadership development with a focus on Employability. I enjoy the challenges of my role leading the Student Services team and am committed to the development of people.



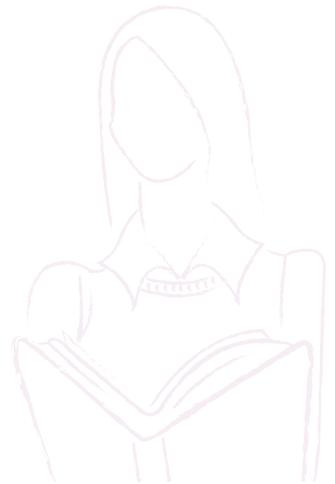
Message from Invited Speakers

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Paper title: Developing and supporting Leaders

Author/s: Ms. Catherine Walker

The proverbial ‘glass ceiling’ for women still exists despite the growing numbers of women in all levels of leadership and management. International research suggests that gender-neutral perceptions of leaders in the workplace are increasing, but that there are still a number of challenges women experience. Each society has gender related issues that impact women in leadership, and understanding the multi-faceted nature of leadership within the unique context of universities can help ensure success in both leading and developing others in their leadership skills. When working to develop young women’s leadership skills, it is critical they understand/are aware of their strengths and weaknesses and the power and political structures of the group or organisation they are involved in. Through gaining an increase in self-awareness and a greater understanding of the factors influencing leadership, an increase in confidence and the ability to more effectively influence, lead and effect positive change occurs. Effective women leaders need skills in negotiating, coaching, giving feedback and developing personal relationships. Time and access to experienced leadership mentors who will coach and work practically to develop and support other young leaders acquire and improve the requisite skills and knowledge needed to be effective, is critical.



Message from Invited Speakers



David Stewart, D. Phil

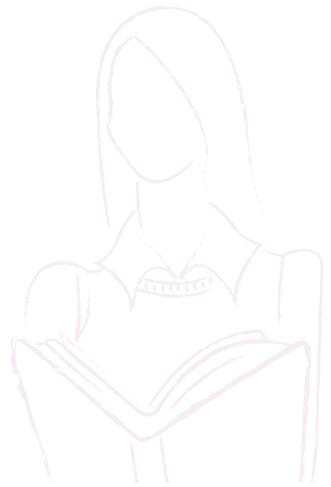
Associate Vice President for
Global Strategies and
International Affairs
Office of Global Affairs
Associate Professor of English
West Virginia University

Student Advisers (NAFSA). He currently lives in Morgantown, West Virginia.

Dr. David Stewart is the Associate Vice President for Global Strategies and International Affairs at West Virginia University and also an Associate Professor of British Literature. He received a BA in British Literature in 1984 from the Metropolitan University, London; a MA in British Romanticism in 1985 from York University, England; and a D.Phil. in 1989 in British Literature from the University of Oxford, England.

He has been at West Virginia University since 1991 where, in addition to his faculty appointment, he has also held the administrative positions of Associate Dean for Residential Education (1999-2003); Dean of Students (2003-2009); and now the Associate Vice President for Global Strategies and International Affairs.

Dr. David also served as a fellow in the National Endowment for Humanities at Harvard University during the summer of 1995. He has published articles on British Romanticism and higher education. He is a member of the Institute for International Education (IIE); the Association of International Education Administrators (AIEA); and also, the National Association of Foreign



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Paper title: Women and Education: A Historical Perspective

Author/s: David Stewart, D. Phil

“The greatest social difficulty today is the relationship between men and women.” Justin McCarthy, Westminster Review 1864. This assertion could be further extended. For on trial throughout the Victorian period was the institution of marriage and the domestic ideology. That is, the traditional role of women as wives, mothers, and daughters. Underlying and determining how this trial would end up was, of course, whether or not women could be given the same educational opportunities as men. This presentation will discuss 'The Woman Question' in Victorian England which led to the eventual admission of women into English universities.



Message from Invited Speakers



Mr. Amin El Sharkawi
UN Resident Coordinator
UNDP Resident Representative

Mr. Amin El Sharkawi is the Resident Coordinator of the United Nations and the Resident Representative of the United Nations Development Programme in Bahrain.

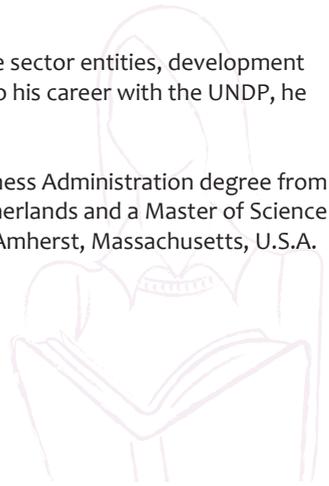
Mr. El Sharkawi brings over 22 years of professional working experience within the UN system on institutional capacity building and reform, strategic planning, project management, results-based management, economic planning and energy issues in addition to considerable knowledge of development issues in the Arab world. Mr El Sharkawi is highly conversant with UN systems at country levels and in New York. He worked with UN missions in different countries, demonstrating his ability to successfully enhance UN intra-agency coordination, and is well versed in UNDP programming tools and operational procedures. During his career with UNDP, Mr. El Sharkawi has served as the Sustainable Development Adviser at the UNDP office in Cairo, followed by Head of the Programme division in

Damascus, Syria and subsequently Senior Programme Adviser in UNDP New York. He then occupied the role of Deputy Country Director in Sudan, followed by Deputy Resident Representative and Acting Country Director in Libya. He has also overseen the work of UNDP in the Gulf countries.

Mr. El Sharkawi brings with him a wealth of experience and a unique skillset cultivated throughout his extensive career in the areas of negotiation, mediation and management in addition to consensus, motivation and trust building.

Mr. El Sharkawi has worked with several governments, private sector entities, development banks and donors as well as civil society organizations. Prior to his career with the UNDP, he worked in the United Kingdom for a private sector company.

Mr. El Sharkawi holds two master's degrees; a Master of Business Administration degree from the Maastricht School of Management in Maastricht, the Netherlands and a Master of Science degree in Engineering from the University of Massachusetts, Amherst, Massachusetts, U.S.A.



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Paper title: Summary of presentation to Royal University for Women

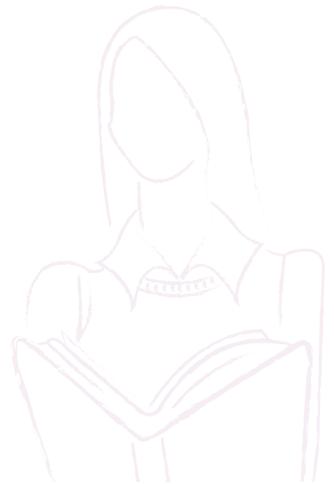
Author/s: Mr. Amin El Sharkawi

Within the United Nation's 2030 Agenda for Sustainable Development, gender equality is considered so important that it is not only the focus of Sustainable Development Goal 5 (SDG 5), but crucially is also recognised in all 17 Sustainable Development Goals. It is universally acknowledged that there can be no sustainable future without gender equality.

Nations risk failure in the long term unless action is taken to tackle gender inequality. Providing girls and women with equal access to education and opportunities helps fuel sustainable economies and supports prosperous and inclusive societies by, for example, reducing poverty and building good governance. Promoting gender equality is therefore not only a moral obligation, but also makes economic and political sense.

The targets of SDG 5 focus on building global societies where women are valued and are free from violence and discrimination, and most importantly have equal rights and equal access to opportunities, including in education and employment. We want to see more women in industries like technology, and more women in leadership levels of decision making in political, economic and public life.

Bahrain has already made strong and positive progress in the area of gender equality and has raised the rate of participation of women in the economic, social, cultural and political spheres. We must continue this progress and understand that the fight for equality is one that affects us all. Not only does the success of UN SDG 5 depend on it, but so does the progress and success of all 17 Sustainable Development Goals.



Message from Invited Speakers



Aysha Abdulla Mutaywea
Resident Partner
Mena Chambers Bahrain

A licensed attorney from the Kingdom of Bahrain, a member of the Bahrain Bar Association, an international arbitration practitioner, and a litigation lawyer, Aysha is known for her expertise in MENA Region laws. She offers approximately 10 years of experience in various legal fields and currently advises clients on a wide range of issues including civil, commercial, corporate, finance, banking, investment, energy, construction and real estate disputes. Aysha is highly regarded as one of the leading practitioners in the arbitration scene in the MENA region, having handled disputes under various regional and international arbitration rules including: Dubai International Arbitration Centre (DIAC) Arbitration Rules, GCC Commercial Arbitration Centre (GCCAC) Arbitration Rules, Bahrain Chamber for Dispute Resolution (BCDR-AAA) Arbitration Rules, ICDR Arbitration Rules (ICDR-AAA), UNCITRAL Arbitration Rules and others. She is also affiliated with and a member of the International Chamber of Commerce Arab Group (ICC), the Dubai

Dubai International Arbitration Centre (DIAC), the GCC Commercial Arbitration Centre (GCCAC), Cairo Regional Centre for International Commercial Arbitration (CRCICA) and serves on the Board of the Chartered Institute for Arbitrators (Bahrain Branch), the Advisory Committee at the Royal University for Women, the Dispute Resolution Committee at the Bahrain Chamber of Commerce & Industry as well as the Professional Committee and Legal Journal Committee at the Bahrain Bar Association.

Prior to joining Mena Chambers as the Resident Partner in the Bahrain office, she worked at the Bahrain Chamber for Dispute Resolution (BCDR-AAA) since 2009 until 2015. Aysha served as Case Manager and Tribunal Secretary to judges and arbitrators at the Chamber. In her role as Acting Senior Case Manager, she oversaw and administered over a hundred cases as part of the case management team at BCDR-AAA. Aysha was also a Case Manager at ICDR-AAA headquarters in New York, U.S.A where she administered cases under UNCITRAL Arbitration Rules and ICDR Arbitration and Mediation Rules. Before joining the BCDR-AAA, Aysha was a litigation lawyer and advised private clients on disputes relating to Sharia'a, labour, civil, corporate, finance, commercial, insurance, construction, banking and real estate.

Beyond her role as a practitioner, Aysha is keen on the advancement of legal research and academia. Apart from mentoring several university teams for the Middle East Vis Pre-Moot competition, she has contributed to several publications including: the Bahrain Arbitration



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Chapter of the GAR publication “Getting the deal through” and co-authoring articles on “The Psychology and Art of Persuasion”, “Harmonising Cultures in International Arbitration”. She has also published “Tri-bunal Secretaries in Arbitration” and “Practical notes on BCDR-AAA Section One Litigation Procedures”. In 2018, Aysha launched the Pro Bono Law Bahrain initiative in Bahrain to provide free legal services to non-profit organisations and individuals. The initiative focuses on domestic violence, sexual abuse, gender discrimination, human trafficking, human rights, immigration disputes and family law. She is particularly passionate about the philosophy of law, legal literature, psychology and is an avid supporter of the empowerment of women and young professionals.



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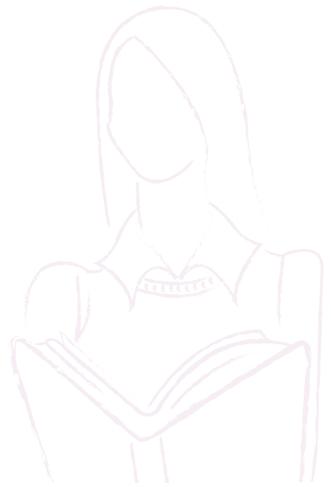


Dr Mona Suri

Academic Vice President
Royal University for Women

Dr Mona Suri is the Academic Vice President at Royal University for Women (RUW) with a teaching experience of more than 29 years in India and in the Kingdom of Bahrain. She is the Chairperson of many Academic Committees, a member of many administrative committees and has been teaching both at undergraduate and Post graduate level. She is with Royal University for Women for almost a decade and has made immense contribution to actualising the teaching, learning, community outreach and research goals. Further she played a key role in RUW achieving National Accreditation, National Qualification Framework listing and mapping to name a few. She completed her studies in Fabric and Apparel Science from Delhi University, India with her Doctoral work in Protective Clothing for Pesticide Industry. She has been actively involved in research and teaching and has successfully supervised six PhD and 45 Master's students. She has many publications, presentations and awards to her credit. Her areas of

interest are garment technology, innovation in design, research methodology and academic excellence.



Message from Invited Speakers



Mr. Parsa Zoqaqi

Director of Quality Assurance &
Accreditation Unit
Royal University for Women

Mr Parsa Zoqaqi is the Director of Quality Assurance & Accreditation Unit at Royal University for Women (RUW). He has an undergraduate degree in English Translation from Azad University and a Post Graduate degree in TESOL from University of Southern Queensland.

Parsa is a key player in the University's Strategic Plan development, KPI architecture, and as a certified Balanced Scorecard Professional, its monitoring of performance using the Balanced Scorecard tool.

In the realm of education, Parsa has over 22 years of teaching experience, teaching Linguistics, Teaching Methodologies, English, Leadership, and Communication Skills, and has designed and implemented a variety of curricula at Higher Education institutions. He also has extensive training experience running workshops on course design, assessment design, classroom management, KPI development, and leadership. Moreover, he has held various educational management

positions in major institutions in the region. Parsa joined RUW in 2005.



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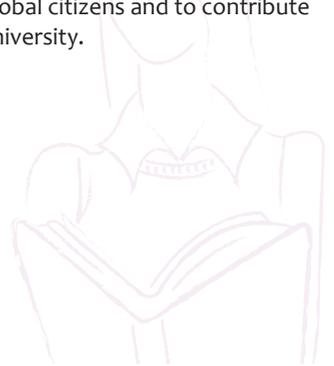
Paper title: RUW Perspective on Empowering women: Embedding Employability in Higher Education

Author/s: Dr Mona Suri and Mr Parsa Zoqaqi

Education is a key part of strategies to improve individuals' well-being and societies' economic and social development. The Empowerment of Women has become one of the most important concerns of 21st century both at national and international level. It is very essential for the harmonious development of the country that women should be empowered. And for empowering the women, higher education plays a vital role. Royal University for Women (RUW) is the only women university in Kingdom of Bahrain and is in a privileged position to contribute to women's development by supporting them to be strong well rounded personalities, who can contribute the economic development of the country. Employability is the set of skills and attributes that make graduates likely to gain employment and be successful on their chosen career path. RUW values employability as a key constituent that prepares graduates to become leaders who are engaged members of their society, demonstrating initiative and lifelong habits of learning and individual development.

At RUW students receive an outstanding academic education in a multi-cultural environment and a student experience that supports effective personal and professional development. The curriculum provides the highest quality of education in a breadth of academic disciplines, which gives students the opportunity to enhance their employability skills in an ever changing and competitive graduate labour market.

A systematic framework for the development of personal, professional and employability skills for students needs to be developed and implemented that will contribute to their profile and will make them employable. RUW is working in this direction of embedding employability in curriculum, having more extracurricular engagement, developing career guidance and management activities, and engaging with all stakeholders. Through giving greater focus to the development of employability skills linked to high levels of academic achievement, our graduates will have the opportunity to become outstanding global citizens and to contribute to the community, and will value life-long relations with the University.



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Mr. Essa Almulla
Cheif
National Work Force
Development

Mr. Essa Almulla graduated from University of Lincolnshire & Humberside, BA (BIS). His previous work experiences include:

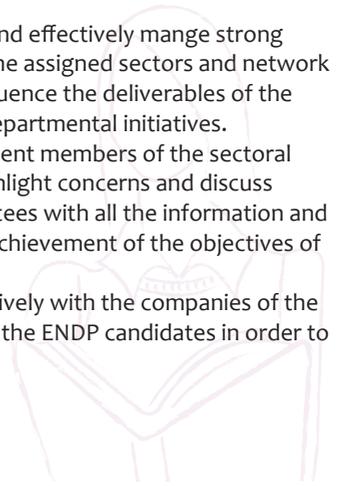
- Eppco / Enoc as Marketing manager and then Category manager
- Microsoft as Account Manger looking after the entire Federal Government Accounts and the Education sector “Universities, colleges and schools” for both the private and government sector.

Sales & Marketing: My position in Microsoft ME and the local oil and Gas companies EPPCO and ENOC gave me opportunities to implement creative strategies for consumer retention, sales and Marketing. I was able to reach targets in very challenging environments using innovative ideas. At Microsoft, I was able to facilitate implementation of the WTO rules and regulations and

implement changes that had long-term benefits. **ENDP Experience:** Before appointing me in the new role I was working as Deputy Director of the program. Currently I am working as the Chief National Work Force Development reporting to the Director General of Knowledge and Human Development Authority. The mandate of this program is to develop and train UAE nationals to join the private sector.

My main duties are as follows:

- **Corporate Relationship Building:** Initiate, build and effectively manage strong partnerships with private sector companies in the assigned sectors and network actively with external positions/groups who influence the deliverables of the department in order to ensure success of the departmental initiatives.
- **Sector Committees:** Liaise with senior management members of the sectoral committees to conduct periodic meeting to highlight concerns and discuss possible solutions, provide the sectoral committees with all the information and support requested by them in order to ensure achievement of the objectives of ENDP.
- **Work Placement for ENDP Candidates:** Work actively with the companies of the assigned sectors in identifying job vacancies for the ENDP candidates in order to



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ensure that the department meets its objective of finding jobs for UAE Nationals in the private sector.

- Attitudinal Change: To create attitudinal change in key stakeholders so that the vision of the ENDP gets translated into action. Make presentations at educational institutions, MNCs, and other private sector employers.
- Trends: Monitor trends, maintain records and disseminate information through reports, newspaper articles and other media to ensure shared vision and people participation

Few more points about the main departments under my supervision:

Department of Corporate Relations

- Establishing and maintaining high professional working relationships with ENDP's main partners in the private sector.
- Working as HR consultant/Partner for the private sector. This includes attracting and retaining UAE Nationals in the private sector.
- Working closely with the private sector on numeration and salary structure for UAE Nationals.
- Conducting recruitment days for companies to shortlist candidates.

Department of Job Placements

- Managing and maintain a professional ENDP database
- Collaborate with Colleges/university and filter all the graduates in order to register and employ them.
- Managing a proper coordination with job seekers and follow up.

Paper title: Women Employability in UAE

Author/s: Mr. Essa Ahmad Almulla

The United Arab Emirates is an example of a rapid and successful development story in the region. The UAE's achievement is best example in the evolution and growing prominence of Emirati women as partners and contributors in this remarkable nation building process, outlining both the development and challenges associated with women's progress in the



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country. Despite many pre-conceptions and stereotypes with regards to women in Arab world, the lives of women in the UAE illustrate that such stereotypes do not necessarily apply in this country. Employers are looking for highly motivated women candidates and there are many such programmes available for getting Emirati women into Private sector. The commitment and enthusiasm from Emirati women themselves to benefit from these opportunities has complimented the government's policies and strategy on gender empowerment.

Concluding that as a result, some Emirati women have become pioneer's in their field. According to findings educational indicators show that women's achievement in education have reached its targeted levels, and in some cases exceeded that of men because of strong desire amongst women to become financially independent and professionally successful.



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Mr. David Lock
Chairman,
Gulf Education Advisory
Committee

David Lock has been involved in Gulf Education conferences from their inception and has chaired the conferences since 2013. He has now joined the Gulf Conferences team as Education Director.

He has had a varied career in international higher education and university leadership, principally in the UK and in the Gulf region and has also worked with institutions and education systems a range of other countries.

As Director of International Projects at the UK's Leadership Foundation for Higher Education, David has been responsible for instigating and delivering projects with over 30 different countries, many at system level. Projects have included major programmes for Rectors and Ministry Officials to implement national HE reform and autonomy strategies over several years and building partnerships between universities in different countries.

He has first-hand Middle East experience as between 2003 and 2007 David was the founding Registrar and Acting Chief Executive of the British University in Dubai where he structured, built and then led the University following its legal creation by the Ruler of Dubai as a not-for-profit provider of Higher Education to UK standards. He now works with the Association of Arab Universities on the ARELEN leadership development and other organisations in the Region.

Prior to going to Dubai David was Secretary to the University of Huddersfield and Registrar and Secretary to the University of Hull in the UK for a total of 14 years. A teacher and Chartered Secretary by background, David has served on a number of international bodies including the International Advisory Committee of the British Council. He has undertaken a range of consultancy assignments including the establishment of new universities, international development and UK HE governance projects.

He is Secretary General of the Magna Charta Observatory, an Italian-based organisation concerned with fundamental university values which supports a network of over 800 universities globally.



Message from Invited Speakers



Dr. Janon A. W. Kadhim
Associate Professor of
Architecture, AIA Associate
Dean College of Art and
Design,
Royal University for Women,
Kingdom of Bahrain

Dr. Janon Kadhim, is the Dean of the College of Art and Design at the Royal University for Women, Bahrain, since January 2015.

She is an Associate Professor of Architecture, and an Associate of the American Institute of Architects (AIA). She holds a PhD in Architecture/ Architectural History, a Master's in Architecture/ Architectural Conservation, and a B.S. in Architectural Engineering. She has a long career in teaching, research, and practice in Architecture and Design at universities around the world.

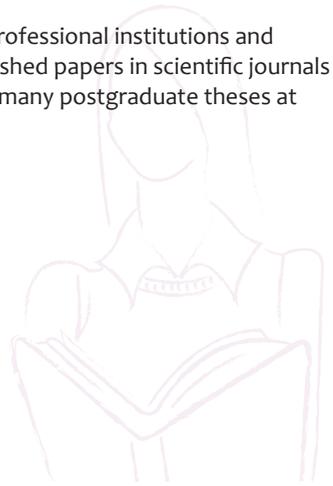
As a heritage expert she has had an important role as a consultant for the Municipality of Baghdad in Iraq and Oman. In addition she had maintained a private Architectural, Design and Consultation practice with her husband, also an Architect, in their current hometown in Sacramento, CA.

Her scholarly interests are particularly oriented towards the influence of cultural interaction and its impact on Architecture and Design, in addition to research in

conservation and preservation of architectural heritage.

Her current research interest is focused on the role of Women in Art, Architecture, and Design.

She has delivered many talks and presentations at numerous professional institutions and conferences including the AIA in New York. She has many published papers in scientific journals in addition to a published book. In addition she has supervised many postgraduate theses at the Masters and PhD levels.



Message from Invited Speakers



Khulood A. Rambo, Ph.D
Dean of Effat College of
Engineering
Effat University

Dr Khulood A. Rambo is a professional member of British Computer Society and IEEE Society. She is the dean of Effat College of Engineering, Effat University, Jeddah, Saudi Arabia.

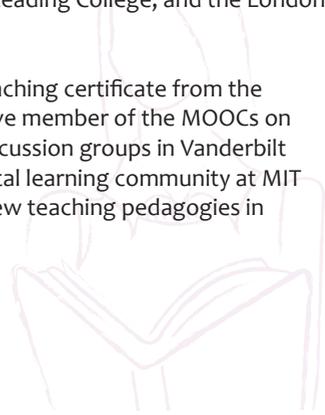
Dr Rambo earned her PhD, MSc, and BSc in Applied Informatics, Information Systems Management, and Computer Science from the University of Reading (UK), University of Greenwich (UK), and King Abdul-Aziz University (KSA) respectively.

Her research interests have an interdisciplinary nature. While she was a post-doctoral research fellow at the reacting gas dynamic laboratory in the department of Mechanical Engineering at MIT (USA), she has been engaged in research related to sustainable development of natural resources and exploring the challenges and opportunities of water, energy, and food nexus in Saudi Arabia.

Her PhD thesis entitled: “The Semiotics of Islamic Online Consumption: Interpreting Female Consumers’ Shopping and Social Networking Behavior in Saudi Arabia.” It focused on designing and developing computer applications that are tailored to specific users’ Saudi females’ requirements, needs and expectations. Dr Rambo has a number of publications related to her doctoral and postdoctoral research experiences.

Whilst pursuing her postgraduate studies in the UK, she taught at both graduate and undergraduate levels in applied informatics, business information systems, computing, and games design and development at the University of Reading, Reading College, and the London Institute for Science and Technology respectively.

Whilst she was a postdoc at MIT, she received her Kaufman teaching certificate from the Teaching and Learning Laboratory at MIT. She was also an active member of the MOOCs on Evidence-Based Teaching Practices for Future STEM Faculty discussion groups in Vanderbilt University Center for Teaching (online) as well as supported local learning community at MIT teaching and learning laboratory. Her interest is in exploring new teaching pedagogies in engineering and technology disciplines.



Message from Invited Speakers

Abstract

Paper title: The Role of STEM Education in Women Empowerment

Author/s: Khulood A. Rambo, Ph.D

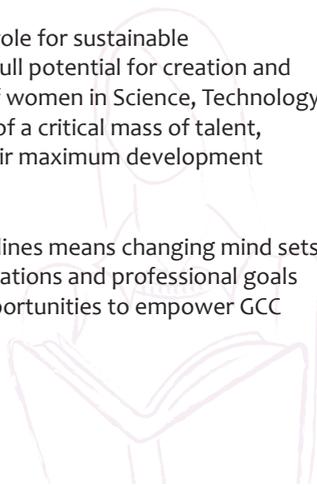
We live in a world where we measure our progress by our industrial developments. So far, our world has gone through four industrial revolutions. The first industrial revolution was in the eighteenth century, 1784. It was about mechanization and steam power. Whereas the second industrial revolution was in the nineteenth century, 1870. During this revolution, mass production took place as well as assembly lines and electrical energy. However, the third industrial revolution took place in the twentieth century, 1969. Where it focused mainly on automation, computers and electronics. Today, we are at the beginning of the fourth industrial revolution, Industry 4.0, where we learn to coexist with robots, create cyber physical systems, and integrate all these technologies via the internet of things applications.

However, the first and second industrial revolutions we mainly male dominant. Whereas women participation began to take place in the third industrial revolution. However, their male counterparts' participation overshadowing their participation. As we are on the verge of industry 4.0, we are in great need to maximise the participation women in the present industrial revolution.

On the 11th February 2018, the united nation celebrated the third International Day of Women and Girls in Science. In this event, they analysed the current situation and identified effective ways to empower women through and for science. Their discussions focused on the gender gap in computer science and on promoting women in science in the context of the newly adopted recommendation on Science and Scientific Researchers and Declaration on Ethical Principles in relation to Climate Change.

Moreover, science-related fields will continue to play a crucial role for sustainable development and we simply cannot afford leaving behind the full potential for creation and innovation that women can bring. The under-representation of women in Science, Technology, Engineering, and Mathematics (STEM) translates into the loss of a critical mass of talent, thoughts and ideas, which hinders countries from reaching their maximum development potential.

Promoting the participation of women and girls in STEM disciplines means changing mind sets, gender stereotypes and biases that limit girls' horizons, expectations and professional goals since their early childhood. This talk will focus on ways and opportunities to empower GCC women through and for STEM disciplines.



Message from Invited Speakers

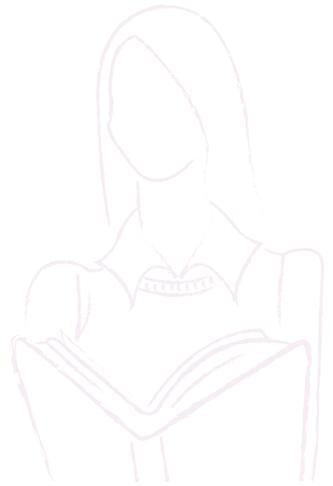


Victoria Budson

Executive Director,
Women and Public Policy
Program,
Harvard University

Victoria A. Budson is a founder and the Executive Director of the Women and Public Policy Program (WAPPP) at the Harvard Kennedy School of Government, the preeminent institution for advancing interdisciplinary research on approaches to closing gender gaps, educating students and leaders on gender policy, and implementing policy changes at local, state and national levels. Budson speaks regularly on topics related to closing gender gaps such as gender and public policy, electoral politics and political action. She also addresses how diversity and gender equality improve the profitability of corporations and the prosperity of families and society. Budson's policy advice is regularly drawn upon by leaders across the sectors including the White House Council on Women and Girls, the U.S. Senate Democratic Steering and Outreach Committee, the U.S. Department of State, the U.S. Army and Air Force, as well as multinational corporations leading on diversity and inclusion. Budson is a frequent commentator for news publications, television, and radio programs including CNN, Fox News, The New York Times, C-Span, CNBC, The Boston Globe, New York Times

Magazine, US News & World Report, USA Today, and National Public Radio. She has received numerous honors and awards, including being recognized by CNN as one of Ten Visionary Women from across the globe (2014). Budson earned a B.A. from Wellesley College and a MPA from the John F. Kennedy School of Government at Harvard University, where she was a recipient of the Lucius N. Littauer Fellow award for academic distinction and leadership.



Message from Invited Speakers



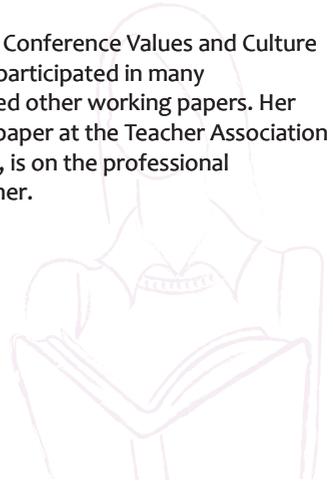
**Dr. Haya Bint Ali Bin Hassan
Al-Noaimi**
Vice-President
Community Service & Alumni Affairs
University of Bahrain



Dr. Aisha Dehan Alazemi
Chief Educational Specialist,
Ministry of Education, Kuwait

Dr. Aisha dehan Alazemi is a Doctor at the faculty of basic education. She is the former Advisor to the Minister of education and a senior education specialist. Dr Aisha is an official mission of the international (United States of America) in international Visitors Leadership Program.

She participated in Peace Conference Values and Culture in France, Paris. She also participated in many conferences and submitted other working papers. Her Presentation of working paper at the Teacher Association Conference for April 2018, is on the professional development of the teacher.



Paper title: The Role of STEM Education in Women Empowerment

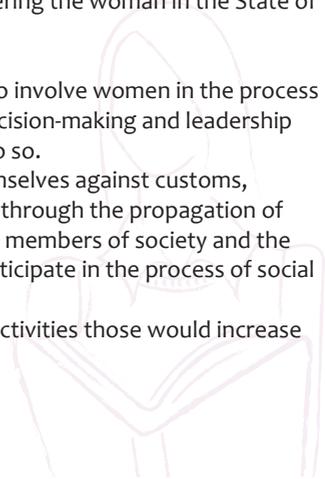
Author/s: Dr. Aisha Dehan Alazemi

The State of Kuwait has affirmed its eagerness to involve women in the process of development plans, participation in decision-making and its role in civil society organizations, affirming the participation of Kuwaiti women in the decision-making process and leadership positions in the state. However, there are still obstacles and challenges to the empowerment of Kuwaiti women, and we will review some of them:

- First, male dominance in leadership positions in the state, with Kuwaiti women accounting for only 5% of leadership positions while 55% of the government employees are women.
- Second, Customs, traditions and negative social perceptions of women leading to situations of violence in many forms, includes economic violence, social violence, psychological violence, domestic violence and violence as acquired learning.
- Third, the lack of courses and activities those contribute to the development of community development and the upgrading of the competence of Kuwaiti women to a situation of self- confidence.
- Fourth, the failure to link education to the needs of the labour market in the State of Kuwait that would increase the efficiency of Kuwaiti women in the labour market.
- Finally, some women have inadequate understanding of the concept of "freedom of women".

Observations and guidance to meet the challenges of empowering the woman in the State of Kuwait:

- Firstly, the Government should be asked to involve women in the process of development plans, to participate in decision-making and leadership positions and oblige the government to do so.
- Secondly, women are able to protect themselves against customs, traditions and negative social perceptions through the propagation of cultural and intellectual awareness among members of society and the importance of empowering women to participate in the process of social development.
- Thirdly, planning for courses and various activities those would increase



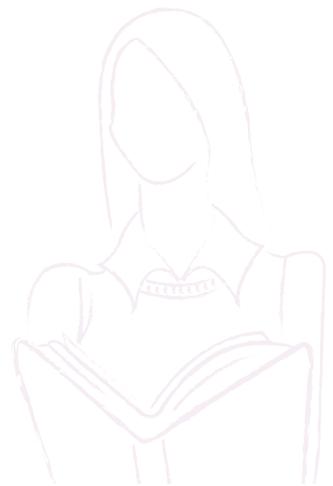
Message from Invited Speakers

Abstract

the efficiency of Kuwaiti women to a situation of self- confidence. As a result, this will lead to the correction of the concept of “freedom of women”.

- Finally, Linking education to the realities and needs of the labour market in the State of Kuwait that would increase the efficiency of Kuwaiti women.

Here we find that the STEM educational system is a great example in Linking and integrating basic materials of science, technology, engineering, mathematics to prepare students for the practical life and future jobs.



Foreward

ABOUT THE CONFERENCE

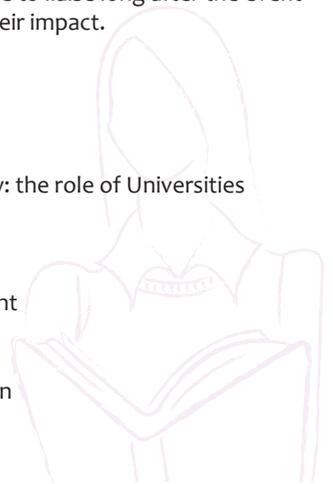
Women are contributors to nation building, the economic sector and community life. However, throughout the world women are under-represented in the majority of employment sectors. Most often, women are paid less than men and fewer reach top positions. The gender gap is not only disadvantaging women themselves; it also has an adverse effect on economies, communities and families. Education is one of the most significant factors for enabling the progression and advancement of women. Higher education institutions must increase their efforts in order to enhance further developments.

Royal University for Women (RUW) is the first private HEC accredited, purpose-built, international university in the Kingdom of Bahrain that is dedicated solely to educating women. RUW held a very successful Conference on Women and Society in April 2016 where more than 45 research papers were presented by participants from over 15 countries. Student poster presentations were a highlight of the event and served to stimulate a research culture among the region's youth. In 2018, RUW will partner with Gulf Education and GCL to host a conference with the theme of 'Empowering Women through Higher Education', which aims to highlight the opportunities for, and challenges women face in higher education. The goal is to discover and share additional methods universities might deploy in order to generate outstanding overall improvement for women in higher education.

The conference will comprise a combination of high official keynote speakers, including but not limited to ministry officials, university leaders and experts/organisations concerned with improving provision for women, as well as workshops, academic paper presentations and student poster presentations. Those not able to attend may still benefit from the conference through the published proceedings and research contributions. Networking opportunities will multiply the impact of the conference. Participants can continue to liaise long after the event and reforms resulting from it can be shared so as to multiply their impact.

KEY TOPICS TO BE EXPLORED IN THE CONFERENCE

- Empowering Women in the Twenty First Century: the role of Universities
- Building Gender Equality through Education
- Inspiring women to take Leadership positions
- Empowering Women through legal education
- Role of STEM education in women empowerment
- Women Employability and Entrepreneurship
- Generation Z: Women's Advancement
- Empowering Women in Art and Design Education



Introduction by the Gulf Conferences Education Director



Mr. David Lock
Chairman,
Gulf Education Advisory
Committee

One of the great joys of working with Gulf countries and with Gulf Conferences is the appetite for addressing important and challenging issues and doing so in creative ways. Since the first Gulf Conference in 2011 each conference has contained innovations and this one is no exception.

The conference hosts, the Royal University for Women, have a strong mission which is central to the conference theme, 'Empowering Women through Higher Education'. This creates an immediate strength between the partners for the 2018 event. Also, for the first time, a Gulf Conference is including research papers by students. Universities innovate and facilitate but it is their staff and students which deliver their benefit to society and for future generations.

To enable them the aims of the conference are:

- To inspire women to take up leadership positions
- To enabling them to be effective when they attain them.
- To preparing students for employment and entrepreneurial activity.

The main drivers of and inputs to the programme are:

- UN SDG 5 Gender Equality (<https://sustainabledevelopment.un.org/sdg5>)
- The particular features facing women regarding leadership in the Middle East and North Africa Research undertaken in a number of different countries
- Experience of leadership provision mounted by the UK Leadership Foundation and being developed by other countries
- Experience of the Royal University for Women, Bahrain and other HE Institutions for Women in the Region
- Initiatives launched by governments, NGOs, employers and universities in the Region and beyond.

We are joined by an array of expertise from Bahrain and other countries. The wealth of experience brought to the conference by all participants is also an important ingredient. Action learning through constructively questioning has proved to be effective for developing

Introduction by the Gulf Conferences Education Director

leadership capacity – that is what we hope to be doing in the workshops on day 2.

My hope is that we will enjoy sharing and learning together and that the conference will generate significant insight, energy and commitment to truly enable women to be empowered through higher education.

David Lock
Education Director, Gulf Conferences

