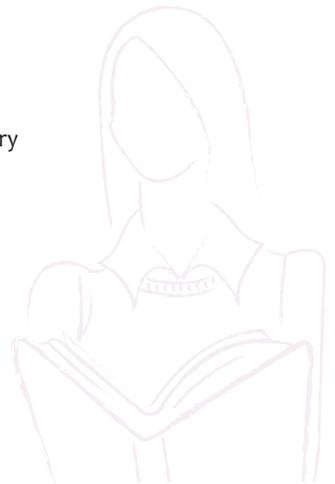


Key Topic 1

Empowering Women in the Twenty First Century: the role of Universities

The UN Women organisation defines the principles of women empowerment as, “Empowering women to participate fully in economic life across all sectors is essential to build stronger economies, achieve internationally agreed goals for development and sustainability, and improve the quality of life for women, men, families and communities.” Universities are in a privileged position of ability to revolutionise women’s development by supporting women to be free thinkers, explore channels of self-discovery, and determine the ways in which they want to participate in the world. Often, higher education is a woman’s outlet to the knowledge based world. Women develop in university through various forms, curriculum, student organisations, programmes, clubs, and sports- A wide array of involvement creates well-rounded individuals. Access to a university of quality significantly advances not only women’s empowerment, but also progresses world development in general by opening doors and changing systems. Consequently, providing university education contributes to eradicating poverty, raising levels of social and/or economic class, and improving global health. It must therefore be the mission of universities to continually attract more female students and build opportunities for enrolment, as well as to constantly improve and expand programmes of study and extracurricular for women. Furthermore, universities must allocate their resources towards understanding and encouraging efforts which will empower women.

- Gender Equality, Empowerment and Economic Growth
- Women Empowerment through Student Affairs
- Higher Education and Women: Issues and Perspectives
- Gender Equality and College Sports
- Female Higher Education Scholarships
- Arab Women Development in the Twenty First Century
- Women’s Universities and Colleges
- Women’s Access to Higher Education
- The Changing Situation of Women
- Curricula in the Twenty First Century
- Women and Sustainable Development
- Freedom and Feminism in the Twenty First Century
- Changes for Women Across Regions



Key Topic 1

Abstract

Empowering Women in the Twenty First Century: the role of Universities

Paper title: Integrating women's health into non-medical undergraduate curriculum

Author/s: Dr. Ghufraan Ahmed Jassim

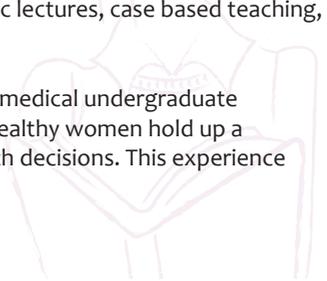
Women go through several stages and changes throughout their life time. Hence, their health needs differ according to their life stage. More importantly, women are perceived as the decision-makers for the source of health care for their families. In fact, women often delay self-care as they attend to the care of their family or children. On the other hand, 60% of students in higher education in the Kingdom of Bahrain are female. In view of the increasing mass of female university students and the importance of health literacy among young women, health leaders recognize the critical need to integrate women's health into universities curriculum.

The aim of this study is to integrate women health into higher education curriculum with the aim of empowering women with the knowledge they need to take control of their own health through making informed health decisions, and to seek appropriate and timely care and managing the processes of illness and wellness.

This project is answering two main questions: firstly, what are the inter-professional core competencies in women's health to be introduced to non-medical undergraduate students? And secondly, how best to integrate women's health into existing courses?

To answer the research questions, first we identified with the head of school the priorities in global and local women health issues to be included in the curriculum. Then we discussed where in the curriculum this can be embedded; as part of the curriculum or as an elective course. I tailored the content to non-medical university students and finally delivered the content to the students of the Royal University of Women (RUW). RUW was chosen because it's the first private university in Bahrain dedicated solely to educating women. With 653 all-female students, the university has colleges of Art & Design, business, Information technology, Law and recently Civil Engineering. The course is offered as an elective module comprising 3hours of teaching per week. The content is diverse ranging from global to local women health issues. The course is assessed by written exam, written report and oral presentation. We used mixed teaching methods such as didactic lectures, case based teaching, flipped classroom and hands-on tasks.

This pioneer experience of introducing women's health to non-medical undergraduate university students is innovative and supports the notion of "Healthy women hold up a healthy world". Informed women ensure future informed health decisions. This experience



Key Topic 1

Abstract

Empowering Women in the Twenty First Century: the role of Universities

will be evaluated and reflected upon with the hope of expanding it to other universities.

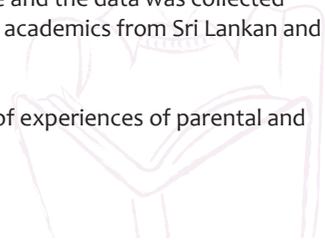
Paper title: Gendered opportunity: A pre-academic career dynamic in the academic life of Sri Lankan and Australian academics

Author: Dr Kanchana Bulumulle, Senior Lecturer, The Open University of Sri Lanka

Gender inequality has been an issue of social and academic interest since times that extend beyond memory. It has resulted from the attempt to categorize and regularize biological men and women as masculine and feminine, arranging them in a hierarchical ordering where 'male' is valued much higher than 'female'. Similarly, the discourse surrounding female academics, with their comparatively slow academic progression records, reveals a range of issues arising from this inequality. This interpretation has, however, predominantly been ratified through feminist perspectives of gender that centre upon women and their experience of disadvantage. Such a focus leaves the experiences and positioning of male academics largely unattended and unanalysed, thus with an implied theoretical irrelevance to the stories and positions of women's disadvantage. This research, therefore, endeavours to address this incomplete analysis, adopting a critical feminist lens to interrogate male privilege and to examine the extent to which male privilege constructs in everyday life, configures and orders women's disadvantage and similarly their under-representation in the academy.

This paper therefore focuses whether male privilege acts to disadvantage the positions of academic women and interrogates a few areas of gendered elements in role model configurations where this gendered relationality is evident in the context of pre-career experiences located in family background and its influence on their entry into an academic career. It explores the way in which these experiences and practices influence the construction of gender relational outcomes for male and female academics. Here two specific aspects are focused upon; one explores the support, exposure and circumstance-related factors in academics' family backgrounds and the relevance of ideologies of femininity and masculinity as sources of the external world that shaped those aspirations as 'gender sensitive pre academic career determinants'. The approach is qualitative and the data was collected using life history method from a sample of 37 male and female academics from Sri Lankan and Australian universities over a period of 8 months.

The interviewee responses in this study, revealed a multitude of experiences of parental and



Key Topic 1

Abstract

Empowering Women in the Twenty First Century: the role of Universities

inter-familial influences, and social background factors that significantly shape academics' entry and career aspirations. These motivating factors include class privilege, positive family support, and role modeling, and the greater opportunity available to male academics through their family backgrounds interwoven with gendered social practices with a much greater lack of inhibition for men in constructing career goals, aspirations, and avenues into academic career pursuits. Females reported being restricted significantly due to gender ideologies than due to family values or support.



Key Topic 2

Building Gender Equality through Education

Women have been striving to become equal on all platforms for centuries. In the work place, women are challenged to obtain equal salary as men for the same job, and to attain the promotions which will place them in leadership roles. Progress has been made, yet more can be accomplished. Perhaps the most effective way to build upon the laid foundation of gaining gender equality is by providing women of all ages with continuous education and employment opportunities. The world must continue to fight collectively for gender equality, since it cannot yet be stated that women have equality in all measures and in all areas of society. UNESCO declares, “Education is the pathway towards gender equality, and given the extensive and growing participation of women in income generating activities, education for girls and women is particularly important, especially in attempting to reverse gendered patterns of discrimination. Not only is it impossible to achieve gender equality without education, but expanding education opportunities for all can help stimulate productivity and thereby also reduce the economic vulnerability of poor households.” The education of girls and women can lead to a wide range of benefits from improved maternal health, reduced infant mortality and fertility rates to increased prevention against diseases. Educators and educational institutions are in the most influential position to produce the largest impacts of improvement; thus, all societies must ensure girls and women are granted proper educational involvement.

The call for papers is addressed to the scholars, researchers, professionals and practitioners interested or involved in issues related to women and gender studies. Topics of interest include, but are not limited to:

- Education and Women’s Empowerment
- Women Across Cultures
- Women’s Education and Global Citizenship
- Gender Equality
- Bahraini Women in Education
- Women and Globalisation
- Women and Development
- Women’s Changing Roles in the Workplace
- Women in Society
- Feminism
- Middle Eastern Women’s Education
- Exploring the Gender Gap
- Equality through Education



Key Topic 2

Abstract

Building Gender Equality through Education

Paper title: Empowering Gender Equality at State Universities in the Republic of Macedonia

Author/s: Vladimir Davchev, Ph.D., Professor Department of Gender Studies, Faculty of Philosophy, Ss. Cyril and Methodius, Skopje, Republic of Macedonia

The paper describes the state of affairs – in terms of gender equality and the university- in the Republic of Macedonia’s higher education. It concentrates on “Ss. Cyril and Methodius” state university in Skopje. This university offers the only gender studies BA programme to date.

In 2008, the Department of Gender studies was established at the Faculty of Philosophy, which is part of the state university. Since then, gender issues have been taken up mostly in the curricula of Social Sciences and Humanities. On the level of Natural Sciences, Mathematics and Information Technology, gender studies are not introduced. In spite of these accomplishments, one is still far from being able to either claim that gender has been mainstreamed in most of curricula, or that the indispensable minimum of gender sensitivity has been attained. It seems the results at the issue are insufficient and that gender stereotypes and patriarchal ideology are still at the core of the curricula of the biggest and the most influential higher education institution in the Republic of Macedonia.

At the “Ss. Cyril and Methodius” state university in Skopje, gender inequalities are mainly evident in the university management positions, the majority of which are led by man. In 2011, at the initiative of the Institute for Gender Studies, a research on the gender structure of the workforce of the universities in Macedonia was conducted. In this research, the workforce was analyzed horizontally and vertically. Horizontal analysis demonstrated the participation of women in the workforce, while vertical analysis gave us a picture of the state of involvement and exclusion of women in governing structures and processes. The results obtained from the survey were used to promote greater gender equality at the largest state university and to present a platform for greater involvement of women in governance structures.

Seven years later, research shows that the situation has not changed much. For example, 59% of graduates are women, 59% of MA degree holders are women, 57% of PhD degree recipients are women, but 75% of men are in management positions. The Macedonian higher education context is still one in which the aspects of scientific relevance of gender studies are still questionable. One of the essential reasons for the absence of women from management positions at the university is the more seldom candidacy of women for leading positions, i.e. (non) motivation of the women to apply or compete for high working positions and the present stereotypes and prejudice that burden women’s participation in the decision-making processes (glass ceiling). Persistent social and cultural norms create mechanisms that

Key Topic 2

Abstract

Building Gender Equality through Education

constrains women's advancement within universities. Some of them are related to the common belief in male and female professions. It is only by institutional commitment- which is to replace the present practice- that systematic progress in gender higher education curricula can be obtained.



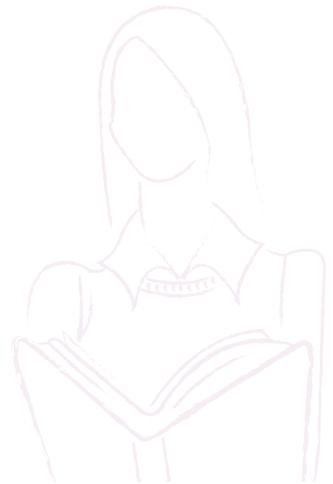
Key Topic 3

Women Empowerment and Legal Education

Legal Education is an essential tool for advancing women's empowerment and strengthening their role in the society. Gender-based stereotypes which have frequently prevented women to access legal education and professions in the past have been drastically reduced over the last decades. In the modern society women are an essential part of the legal environment, though in many areas legal empowerment of women is still yet to be fully developed and women still face different obstacles.

The call for papers is addressed to the scholars, researchers, professionals and practitioners interested in issues related to women in law and legal education to share their findings in the following sub-themes which include, but are not limited to:

- Female Legal Education in the Middle East
- Women's participation in Corporate Governance
- Women and Family Law
- Women and Arbitration
- Women in Diplomacy
- Women's Rights:
 - Cultural Rights
 - Civil and Political Rights
 - Economic Rights
 - Non-discrimination
 - Gender-based violence



Key Topic 3

Abstract

Women Empowerment and Legal Education

Paper title: Women's Role in International, Commercial, Arbitration Between Education and Legal Profession

Author/s: Dr Maria Casoria, Ph.D., FHEA. Assistant Professor of Commercial Law, Royal University for Women, College of Law and Ms. Amina Saleh Abdulla, LLB. Alumna, Royal University for Women, College of Law

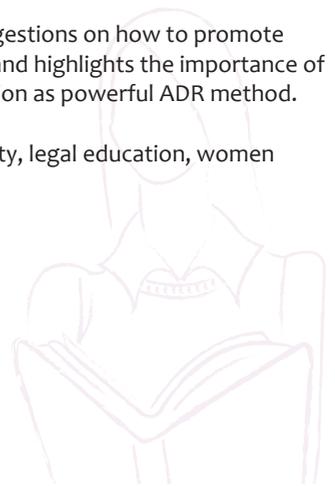
Gender equality is becoming one of the main concerns in the debate regarding the composition of the arbitral tribunals, due to the fact that women are still underrepresented in the field of arbitration. Despite that all over the world Law schools offer courses related to arbitration, the number of women arbitrators is somehow limited when compared to their male counterpart. Such lack of representation has been already proved by several statistics, which confirmed that practitioners and users of international arbitration across the world are facing diversity issues.

The paper focuses on the different facets of equal representation in international commercial arbitration, starting with a general overview on the existing debate among scholars and practitioners. The first part of the research is based on the analysis of the data collected through a survey conducted among a cohort of students of both genders coming from different Middle eastern countries and participating the Willem C. Vis International Commercial Arbitration Moot Court Competition and Annual Middle East Vis Pre-Moot Court Competition.

After discussing the students' approach to arbitration as an educational tool for promoting equal representation in the field, the study examines the outcome of another survey among women and men arbitrators operating in different jurisdictions, to compare the professionals' perspective on the existing gender gap with the students' point of view.

In the light of such unique set of data, the paper provides suggestions on how to promote equal representation in International Commercial Arbitration and highlights the importance of women's contribution for the further development of arbitration as powerful ADR method.

KEYWORDS: Arbitration, diversity in arbitration, gender equality, legal education, women arbitrators.



Key Topic 3

Abstract

Women Empowerment and Legal Education

Paper title: Working Women 's Rights in the Kingdom of Bahrain

Author/s: Dr. Amer Mohamed Mahmoud El Saeed, Assistant Professor, College of Law, Royal University for Women, and Ms Reem Benshams

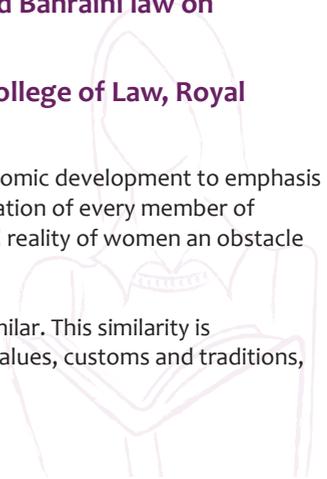
There is a correlation between the development of the world and the development of laws henceforth the laws of the Kingdom of Bahrain have been amended to better suit the current conditions as well as to regulate and enhance performance. One of the main legal aspects which has developed in the Kingdom concerns the rights of women, particularly the rights which have been stated in the Kingdom's labour laws. It must be noted that the amendments to women's rights in the labour laws is possible due to the country's faith in women perusing work in the Kingdom of Bahrain. One of the major roles of the Kingdoms' development in this aspect is the Supreme Council for Women due to the unwavering to support of the rights of working women in all fields since 2001. Although the development of the Kingdom's Labour Laws in relation to women is evident, the comparison with other states' is crucial to acknowledge the possible direction for legal progressions that must be made for the women's rights in the Kingdom's labour laws to reach their optimum. Thus, an initial comparison between the previous Labour Law (No. 23 of 1976) and the current Labour Law (No. 36 of 2012) is conducted to accentuate the progressive nature of the women rights in the Kingdom. Moreover, a comparison with Gulf Cooperation Council (GCC) states' labour laws, specifically the United Arab Emirates (UAE) and the State of Kuwait, is conducted to compare women's rights in labour laws within the gulf region.

Paper title: The position of Islamic jurisprudence and Bahraini law on women's right to work and Professional Trade.

Author/s: Dr. Husham Alawsi, Assistant Professor, College of Law, Royal Women's University

The evolution of the development perspective from mere economic development to emphasis on human development, highlighted the needs for the participation of every member of society, this led to open a discussion and attention to the social reality of women an obstacle to their participation in development.

The social reality of Arab women in all Arab countries is very similar. This similarity is manifested in that it is first: a reality governed by a pattern of values, customs and traditions,



Key Topic 3

Abstract

Women Empowerment and Legal Education

Social norms, concepts, beliefs and inherited ethics, most of which are devoted negative image of women: that she is a female in terms of Gender and intellectually weak and physical. Without will or a symbol of sin, sin, and sedition, and her only defense is that tears and burdens.

Secondly, there has been little change at this regards, so this pattern remains.

Its components exist and regulate the status of women at all levels, including family, social and economic Political and cultural, and even has a majority of the majority and stronger than legislation.

The question that could be raise here is that, if this social system derives its "legitimacy" from the "religious" stream, does this mean that this format finds "religious" justifications "legitimate" and codify it? As long as this pattern, which derives its "legitimacy" from the "religious" stream, is dedicated to that reality.

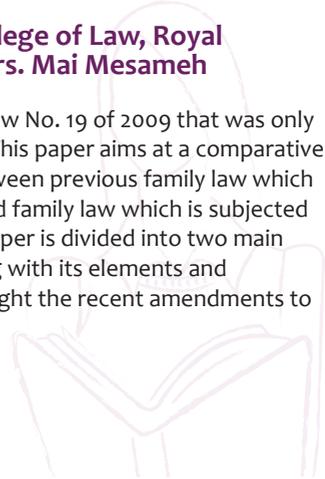
Social status of women, which is an obstacle to their contribution to development, does that mean indirectly that religion devotes that same reality?

To which extent that will affects the women's right to contribute to their society development such as the right of a wife to work and to trade.

Paper title: Custody provisions in the Bahraini Unified Family Law

Author/s: Dr Raed Alnimer, Assistant Professor, College of Law, Royal University for Women, Mrs. Huma Bungash, and Mrs. Mai Mesameh

The Unified Family Law No. 19 of 2017 replaced the Previous Law No. 19 of 2009 that was only concerning the marital conflicts raised by Sunni citizens only. This paper aims at a comparative study on marital conflicts specifically focusing on custody between previous family law which was only addressed to Sunni citizens and contemporary unified family law which is subjected to both Sunni and Shi'a citizens. In this regard, our research paper is divided into two main parts. Firstly, we will determine the definition of custody along with its elements and circumstances under the previous law. Secondly, we will highlight the recent amendments to the unified law regarding child custody.



Key Topic 3

Abstract

Women Empowerment and Legal Education

Paper title: Implementing Women's Rights through the legislative protection against domestic violence: The Bahraini Law n. 17/2015

Author/s: Dr. Pasquale Borea, Dean of College of Law, Royal University for Women

Violence against women and, particularly domestic violence, continues to represent one of the main violations of women's rights. During the last four decades, violence against women in general and domestic violence in particular have witnessed an increasingly normative action at both national and international level. In particular, with reference to the international instruments aiming at the protection of women's rights, there is no doubt that the implementation of international normative instruments across the years generated a domino effect. This allowed many countries to borrow from international normative provisions and adapt them to single, national legislative frameworks providing, in many cases, reinforced legislative measures towards the protection of women's rights. The international legal framework for the protection of women's rights and the elimination of gender-based discrimination primarily set by the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), has been enriched by other normative instruments often established at regional level. In this respect, the Istanbul Convention on preventing and combating violence against women and domestic violence, adopted by the Council of Europe, certainly represents a landmark normative framework which spread its approach on the protection of women's rights also beyond the boundaries of the regional organization by which it was developed. This determined a process by which the Istanbul Convention's approach has been often reflected in national legislative frameworks strengthening the protection of women from gender-based violence and domestic violence which have been successfully implemented within and beyond the signatories States of the Istanbul Convention. One of the successful cases is certainly represented by the Kingdom of Bahrain which, though without acceding so far the Istanbul Convention, established a fairly advanced normative framework to protect women from domestic violence through the Law n. 17 of 2015.

Based on these premises, this research intends to provide an analysis of the Bahrain Law n. 17 of 2015 in the light of the International legal framework set to protect women from domestic violence. In particular, the analysis will focus on the similarities of the Bahraini legislation with the consolidated approach based on prevention, prosecution and punishment of domestic violence.



Key Topic 3

Abstract

Women Empowerment and Legal Education

Paper title: Guaranteeing Equal Access of Women to Justice in Europe: Obstacles, Solutions and Results Achieved

Author and Presenter: Paolo Bargiacchi, Full Professor of International Law at Kore University of Enna, Italy

Achieving effective gender equality by the advancing and the empowering of women is a foundation of societies and good governance, a cornerstone of inclusive sustainable development and a key-element for promoting the rule of law.

In 2013 the Council of Europe (an international organization with 47 Member States) adopted the Gender Equality Strategy 20142017- built upon five strategic objectives: guaranteeing equal access of women to justice was one of them. In fact, access to justice is a fundamental procedural human right whose full and non-discriminatory enjoyment can guarantee respect for and protection of other fundamental substantive human rights.

In Europe accessing justice is more difficult for women than men: gender inequalities, bias and stereotypes (even in courts and among law-enforcement officials) together with other legal, cultural, social and economic barriers (lack of higher education, lack of legal education, gaps in legislation on women's rights, limited use of international standards in judicial decisions, fear and shame, concern for children, etc.) are obstacles experienced by women in accessing justice (particularly in the case of vulnerable women including those without continuous education). Data about the number of applications lodged with the European Court of Human Rights show that women's applications are only 16 percent of the total notwithstanding some international legal instruments (and four treaties adopted within the framework of the Council of Europe) address the issue of gender equality for guaranteeing equal access to justice.

After the completion of the Gender Equality Strategy 20142017- the paper takes stock of results and progress achieved in its implementation in this priority area by examining documents, specific projects (such as the one implemented in 20152017- with six Eastern Partnership Countries), good practices, standards, action plans, contributions, and remedies implemented by Member States and the Council of Europe to reduce existing obstacles and facilitate women's access to justice without gender-based discrimination (specialised courts, dedicated police units, gender equality training for legal professionals, etc.).

The paper also examines the "Training Manual for Judges and Prosecutors on Ensuring Women's Access to Justice" published in September 2017 under the auspices of the European Union and the Council of Europe. The "Manual" provides guidance on practical and daily actions to improve women's access to justice and it is a capacity-building tool in the field of

Key Topic 3

Abstract

Women Empowerment and Legal Education

legal education for state institutions when training and educating judges and prosecutors on this matter. By relying upon the completed Strategy with completed data set (obstacles, solutions and results achieved) the paper provides unique opportunities for discussion and interactivity as to similar data set for other regional areas such as the Gulf Region.

Key Topic 4

Role of STEM Education in Women Empowerment

The STEM fields: Science, Technology, Engineering and Math, are the leading, most vital fields in the innovative modern world. Women remain underrepresented in these areas; although, there has been a recent push towards ensuring women have more equal access to pursue studies and careers in this arena. Nearly every company must employ persons within the STEM fields in order to function at the highest levels, creating a vast job market, almost guaranteeing employment. Furthermore, those in STEM programmes tend to generate higher salaries and greater job security. Hence, more prevalently women are choosing these fields due to factors which increase their independence and their abilities to contribute to society. STEM curriculum is becoming a priority focus in K-12 school, allowing young girls to gain the same competencies as males and enabling them to compete on an equal basis for jobs in high demand. Thus, encouraging and enabling women to access STEM programmes will not only close in on the gender gap, and void out job based gender stereotypes, it will empower women further by providing more opportunity to lead and contribute to the revitalising futures of their societies and economies.

The call for papers is addressed to the scholars, researchers, professionals and practitioners interested in issues related to women in the fields of science, technology, engineering and mathematics to share their findings in the following sub-themes which include, but are not limited to:

- Female Legal Education in the Middle East
- Innovation and Technology
- Gender Issues: Gender and Information Technology
- Scientific Research and Development
- Recruiting Women to STEM
- Women in STEM - Gender Gap
- Attracting, Developing and Retaining Women Engineers and Scientists
- Mentoring Women in STEM Fields
- Women Engineers
- Women in Mathematics



Key Topic 4

Abstract

Role of STEM Education in Women Empowerment

Paper title: Determinants of Effective IT Control Frameworks: A Study of Executive Gender Diversity

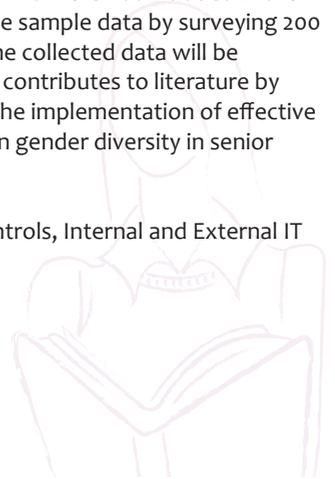
Author/s: Dr. Humam Elagha, Centre for General Studies, Royal University for Women

IT control frameworks set out best practices for IT actions, processes and monitoring within organizations, and are believed to lead to more effective IT governance. This research evaluates the awareness and understanding of IT control frameworks in public and private organizations in Bahrain and aims at adopting a flexible definition of IT control frameworks. This study seeks to examine empirically the individual IT governance mechanisms that are required to establish and implement effective IT control frameworks, by taking into account the role of 'Executive Gender Diversity' within organizations in implementing effective IT control frameworks and the link between Gender Diversity in Senior Positions and Firm Performance. Thus, the general research question of this study is: What factors are required to establish and implement effective IT control frameworks? Two specific questions arising from this are:

1. What are the key determinants in developing and implementing IT control frameworks in public and private organizations in Bahrain?
2. To what extent does Executive Gender Diversity influence the implementation of effective IT control frameworks?

This research follows deductive and quantitative approach. The instrument to be used in this research is the questionnaire to measure the research's different variables. A 5-point Likert scale to be used to increase distinction between different levels. The survey instrument will be validated through a pilot test with a sample of 30 participants who were not included in the sample frame for the subsequent data collection. Obtaining the sample data by surveying 200 respondents at 20 Bahraini Public and Private organizations, the collected data will be analysed using SPSS and SmartPLS 2.0 software. This research contributes to literature by studying the role of Executive Gender Diversity in influencing the implementation of effective IT control frameworks and examining the relationship between gender diversity in senior positions and firm performance.

Keywords: Control Frameworks, Gender Diversity, Internal Controls, Internal and External IT Audits



Key Topic 4

Abstract

Role of STEM Education in Women Empowerment

Paper title: No Title

Author/s: Dr. Gufran Ahmed Jassim, Senior Lecture in Family Medicine, RSCI

There is a recognised need for a mass population-based breast cancer screening programme in Bahrain. Better understanding of the level of knowledge and the different perceptions regarding breast cancer among women in Bahrain can potentially aid in the development of a culturally appropriate and efficient educational campaign. This study set out to explore the knowledge of women in Bahrain with regards to breast cancer risk factors, screening and treatment options.

This study is a cross-sectional study including 300 participants from breast clinics in the primary health care centres in Bahrain. Questionnaires were completed via face to face interviews.

In terms of risk factor knowledge, 51.3% of respondents answered "yes" on whether family history is a risk to developing breast cancer. This was closely followed by 51% of participants answering "yes" with regards to BRCA genetic mutation being a risk factor. Mammogram was exceedingly the method rated as most effective for detecting BC; 13.7% gave it a rank of 1 (best). Physical examination came second in terms the percentage of respondents ranking it as the best. Furthermore, 91.0% of respondents believed that BC screening is safe. In addition, there was a statistically significant negative relationship between age of respondents and how safe screening was perceived. Education was a statistically significant positive predictor with regards to whether screening was thought to improve survival. Surgery was chosen by the majority as the most important treatment for cancer (43.7%). The findings of this study point to improved screening knowledge level but limited knowledge regarding risk factors and treatment. These areas can be targeted in future educational campaigns.



Key Topic 4

Abstract

Role of STEM Education in Women Empowerment

Paper title: Bahraini Women Engineers: Factors Influencing Their Career Success Ladder

Author/s: Adel Ismail Al-Alawi, University of Bahrain, Bahrain, Shurooq Husamaddin, Ebdaa Engineering, Bahrain, Fatema Khaled Mejeran, Ministry of Works, Bahrain and Fatema Kadhem Madan, Al-Taweel Engineering, Bahrain

Bahraini women have proved competent to hold significant roles in various sectors; they even hold 32% of the leading executive positions especially with the support of Kingdom's ministries, departments, and institutions. In the engineering sector, Bahraini women have achieved much over the last 50 years, but they still face the challenge of how to strengthen their proportion in high management. The purpose of this study is to constitute a reference to the current status of Bahraini women in the engineering sector in leading positions, identifying their representation, role, and positions they occupy in this sector. Also to identify the difficulties confronting Bahraini women who work in the engineering sector in leading positions, and the impact of these difficulties on their status in this sector. With discussing some factors that affect women's access to leading positions, and looking for ways to increase the status of Bahraini women leading in this sector, which will consequently contribute to reinforcing their role in this extremely important sector.

The research is approached through a quantitative study conducted in the public and private engineering fields. Available data were collected from the engineering organizations and some information was derived from conducting visits and distributing questionnaires. Two forms of questionnaires, printed and electronic, were distributed among 120 women engineers; responses were received from 57 of them. The questions focus on factors that influence, positively or negatively, the opportunities for women in leading important positions and creating an effective entity in engineering. These factors are divided into three different aspects: factors related to society, work-related factors, and personal factors. The society-related factors to be studied are equality in opportunities, rules and regulations, and lack of highlighting the role and participation of role models female engineers in society. For work-related the factors to be studied are nature of work, the ability to participate in decision-making, management, and leadership stereotypes, and fringe benefits regarding the Gulf region. Balancing between being in a leading position and home responsibilities are related to personal related factors. Results show that in order to enable and empower Bahraini women, institutions should provide more professional courses and workshops, especially in leadership and management. There is a lack of support services for employees and their children in many institutions, such as medical insurance, a nursery for children, flexible working hours, etc. regarding the equality of opportunities, the results show no

Key Topic 4

Abstract

Role of STEM Education in Women Empowerment

differences between women and men. However, they stated that the chances for progression are fewer in all sectors. It is also recommended that institutions' top management must break the obstacles that prevent women from reaching leading positions. Many women stated that they are encouraged to participate in decision-making in their institution. However, some of them claim that they are not involved in deciding new policies and critical issues.



Key Topic 5

Women Employability and Entrepreneurship

According to the 2014 UNESCO World Atlas of Gender Equality in Education, the number of women enrolled in higher education institutions has grown almost twice as fast as that of men over the last four decades. The International Labour Organization, ILOSTAT 2017 database shows however that women have a lower labor force participation (61% versus 76% according to The World Bank). Graduates attributes are a key to understand this disparity. What makes women graduates less or more successful than male graduates in job placement or is youth unemployment an issue across the world and actually have nothing to do with gender gap?

Female entrepreneurship has been often mentioned as a productive outlet for a well-educated and underutilised talent pool. In the Arab world for example, female entrepreneurship has been increasing and becoming more visible over the last decade. According to Ernst and Young Global Job Creation Survey 2016, Women-owned businesses are growing faster than men-owned businesses (10.9% compared to 8.3% among male entrepreneurs). Younger female entrepreneurs predict even higher workforce growth (16%) in the year ahead. Women entrepreneurship contributes to economic growth and wealth creation and creates employment opportunities for other women (and men as well). Yet women entrepreneurs around the world face obstacles to set up their business and often still lack the skills, technology, networks and access to financial services they need to thrive.

A recent trend across the world has been the increasing involvement of higher education institutions in enhancing women's economic empowerment and help understand the constraints that women face in the business world.

This call for papers offers an opportunity for scholars, practitioners, students to explore those issues related to employability and entrepreneurship and to share their research in this topic as well as the following themes:

- Female Legal Education in the Middle East
- Universities approach towards employability and entrepreneurship
- Women's entrepreneurship and innovation
- Women in Management and Leadership
- Women into Franchising Business and Family Business
- Women and Small and Medium Enterprises
- Capacity Building and Mentoring for Women graduates in Entrepreneurship



Key Topic 5

Abstract

Women Employability and Entrepreneurship

Paper title: Gender Responsive Budgeting: Implementation in Bahrain

Author/s: Kathryn Funk, Research Assistant, Royal University for Women

Gender disparities continue to be prevalent throughout our modern world. Hence, social and economic women empowerment is pertinent to both, human and economic development, and the observation of basic human rights. Gender equality and women empowerment is a major goal of the United Nations 2030 plan, and the international community engages actively with commitment to accomplish such goal. It is noted, women have made remarkable strides throughout the twentieth and early twenty first centuries. However, gender gaps remain and women have not attained equivalent rights to men in all areas, such as: access to education, appropriate health care, paid employment opportunities, and political participation. While many countries have narrowed the gaps, disparity eradication has yet to occur. Gender inequalities and disparities are actually quite costly; consequently, eliminating them would be economically beneficial to all societies. Gender budgeting is a fiscal response to reform areas within the economy where women face inadequacies. Incorporating gender responsive budgets into fiscal national budgets is a means governments use to allocate funds and resource systems to empower women. Incorporation of gender responsive budgets produces sounder governmental budgets and more successful economies while simultaneously increasing gender equality. The Kingdom of Bahrain is taking initiatives to apply gender responsive budgeting approaches into its economic system; thus, Bahrain is a direct and active contributor towards achieving gender equality.

Key Words: gender, responsive, sensitive, fiscal, budgeting, women, empower, economy/economic, employment, equal, international, national, Bahrain, MENA (Middle East, North Africa), United Nations, initiative, disparity, society, gaps, cost, reform, development, human, rights

Paper title: Academic Performance of Women in Business Education

Author/s: Dr. Yomna Ahmed Yousif Ali, University of Bahrain

This paper investigates the performance of women in Business higher education at the Kingdom of Bahrain. Prior literature examines several determinants of student's performance in Business Studies in Kuwait, including gender, high school major, age, frequency of doing homework, participation in class discussion, engaging in peer interaction and number of days



Key Topic 5

Abstract

Women Employability and Entrepreneurship

studying before the exam. The results show that females academically outperform male students. Similar evidence was documented in UAE in a sample of university students in all major with the exception of Information Technology. However, as far as we are aware, no study explores the academic performance of women in Business Education at the Kingdom of Bahrain. Although, for instance, in the College of Business Administration at the University of Bahrain, female students represent almost 71% of student population. This fact shed light on the need to investigate the female performance especially that they represent the majority of graduates of the College of Business Administration and hence the employees in the business economy.

The population used in this study comprises of students majoring in Finance at the College of Business Administration at the University of Bahrain in the fall semester 2017/2018/. The choice of a Finance major students was due to the importance of Financial industry at the Kingdom of Bahrain. Research shows that more than 14,600 Bahraini people work in that industry, out of which 37% are women. The study aims to investigate the academic performance in terms of Course Grade, Attendance, Writing skills, IT skills and Presentation skills. The data is collected from the course's records and is analyzed using quantitative methods.

The findings of this paper will have several implications, First, it will provide suggestions and recommendations on ways to improve academic performance of women during their higher education journey. These suggestions will be related, for instance to learning environment and teaching methods. Second, the results will highlight some guidelines on ways to enhance the employability of female graduates.

Paper title: The Influence of Social Media Platforms on Women's Employment in Saudi Arabia

Author/s: Hind Mansour Talal, Lecturer at the Visual Communication Department at Dar Al-Hekma University, Jeddah, Saudi Arabia

This paper will examine how Saudi women are finding their niche and voice within the business sector through social media platforms. In a male dominated society such as Saudi Arabia it's an interesting phenomenon to find more female owned businesses entering the market and succeeding through social media. It's an important platform that provides opportunities for a lot of women, which didn't exist previously. The cultural restrictions that



Key Topic 5

Abstract

Women Employability and Entrepreneurship

considered obstacles for women employment are now eliminated due to social media. Also, the flexibility of these new jobs creates a market that didn't exist before as an alternative of full time jobs. The number of users of social media in Saudi also plays a role, which will be addressed. As an educator and researcher, I analyzed how this job market change affected student-learning outcomes in branding and the overall academic experience, plus the impact on society. The topic will be investigated through analysis of female led businesses that were part of an academic project, plus the analysis of two of the most important concept stores in Jeddah, Saudi Arabia that showcases Saudi based brands. I will address the issues, factors and predictions of this phenomenon that already led some women to become influential entrepreneurs.

Key words: women's employment + social media + branding

Paper title: Female Entrepreneurs and Innovators—in Theory

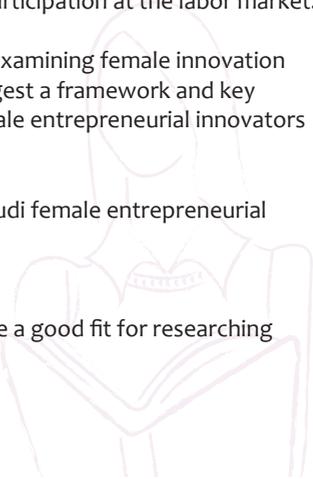
Author/s: Dr. Raija Pini Kempainen, Dar Al-Hekma University

The research is based on a theoretical and practical need to highlight female actors in the economy as entrepreneurs and innovators. Innovation is a requirement for economic growth and development. To exclude women from innovation would prevent the use of human resources and the utilization of the innovative potential of the society as a whole. Entrepreneurship and innovation are closely related: new businesses are based on fresh, innovative business ideas. The topic is timely as the vision of Saudi Arabia, "Vision 2030", emphasizes innovation, entrepreneurship, and added female participation at the labor market.

There is a need to identify suitable theoretical frameworks for examining female innovation and entrepreneurship in KSA. The aim of this research is to suggest a framework and key elements for investigating the challenges and successes of female entrepreneurial innovators in the Kingdom of Saudi Arabia. The research questions are:

1. What is a suitable theoretical framework for investigating Saudi female entrepreneurial innovators' challenges and successes?
2. Which elements should be included in the framework?

The paper argues that not all preferred Western frameworks are a good fit for researching female entrepreneurial innovators in the Saudi environment.



Key Topic 5

Abstract

Women Employability and Entrepreneurship

The research presents a large body of international research as well as regional, including Saudi-based, literature to examine the research questions. The analysis is based on secondary sources to identify a suitable theoretical framework and elements for the research. The fit of the framework is evaluated against the Saudi context. The investigation has two stages: First, a suitable theoretical framework will be identified, utilizing earlier literature. Second, key elements to be included in the framework will be identified based on a representative body of literature.

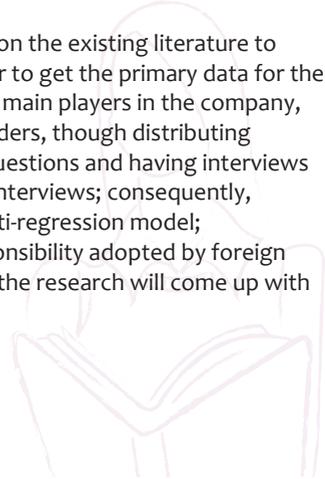
The theoretical discussion is a follow-up and response to recent academic journal discussion on theoretical models for female entrepreneurship and innovation. The research hopes to add to female innovative and entrepreneurial practices and policies and particularly will contribute to the academic discussion and their theoretical underpinnings of female innovation and entrepreneurship, suggesting a framework suitable for KSA.

Paper title: Factors Affecting Corporate Social Responsibility: An Empirical Study in the Kingdom of Bahrain

Author/s: FATIMA ABDULRAHMAN BINZAIMAN and DR. ADEL AL-ALAWI

PURPOSE- The prime purpose of the research is to develop a clear understanding of the concept of CSR and its model; in addition, to examine factors needed to implement a model for corporate social responsibility activities in the companies located in the kingdom of Bahrain.

DESIGN/METHODOLOGY/APPROACH- The research will be based on the existing literature to propose the variables of the hypothesis; Additionally; in order to get the primary data for the research, the study will collect reliable and accurate data from main players in the company, which are administration, employees, customers and shareholders, through distributing surveys which would comprise both closed and open-ended questions and having interviews by snowball technique, focused group method, and personal interviews; consequently, subjecting them to quantitative method which consists of multi-regression model; besides the research will investigate the corporate social responsibility adopted by foreign companies, which are located in the Kingdom of Bahrain then the research will come up with results and recommendations.



Key Topic 5

Abstract

Women Employability and Entrepreneurship

LITRETURE REVIEW'S FINDING – Based on previous researches they have found a positive correlations between independent variables of Company Size, Board Size, number of Board Meeting, Board Independence, Women on the Board, Internationalization, Industry Type and dependent variable of corporate social responsibility; in contrast, another researchers have found a negative correlations between Board Independence and corporate social responsibility ; besides to that another researchers found that there is no correlation between independent variable of Woman on the Board , Board size and dependent variable of CSR level.

KEYWORDS– Corporate Social Responsibility, Sustainable Development.

PAPER TYBE – Quantitative Research Paper.



Key Topic 6

Generation Z: Women's Advancement

Today, more than ever, the power of women is emerging forcefully through the pursuit of education and the robust interest in technology. Moreover, to meet the demands of global citizenship, women of Generation Z are advancing their credentials through leadership roles, entrepreneurship, the acquisition of second languages, and first-hand experiences in their fields of interest. Societal growth and advancement are inextricably linked to innovation and adaptability to an ever-changing environment that is influenced by Psycho-Social factors present through all times. Therefore, for optimal development and sustainability, informative academic research is needed to support a balanced society.

The call for papers is addressed to the scholars, researchers, professionals, and practitioners interested in issues related to women studies, education enhancement, and innovation, to share their findings in the following sub-themes which include, but are not limited to:

- Female Legal Education in the Middle East
- Women, Society, and Advancement
- Psycho- Social Aspects of Language Acquisition and Learning
- Higher Education and Quality Enhancement
- Science, Technology, and Innovation
- Women's Leadership Development
- Women Entrepreneurship

