



الجامعة الملكية للنساء
ROYAL UNIVERSITY FOR WOMEN

The First Private University “Accredited By HEC”
أول جامعة خاصة “معتمدة من مجلس التعليم العالي”

CONFERENCE REPORT

RUW 2nd CONFERENCE ON

WOMEN AND SOCIETY

EMPOWERING WOMEN THROUGH HIGHER EDUCATION

18 - 19 April 2018

Kingdom of Bahrain

www.ruw.edu.bh/conference





His Royal Highness
Prince Khalifa bin Salman Al Khalifa
The Prime Minister of the
Kingdom of Bahrain



His Majesty
King Hamad bin Isa Al Khalifa
The King of the Kingdom of Bahrain



His Royal Highness
Prince Salman bin Hamad Al Khalifa
The Crown Prince, Deputy Supreme Commander
and First Deputy Prime Minister



Under the patronage of
H.E. Dr. Majid bin Ali Al-Nuaimi
Minister of Education and Chairman of the
Higher Education Council,
Kingdom of Bahrain

Under the Patronage of
H.E. Dr. Majid bin Ali Al Nuaimi
Minister of Education and Chairman of the Higher Education Council



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Royal University for Women
Presents

RUW 2ND CONFERENCE ON
WOMEN AND SOCIETY
18 - 19 April 2018
Kingdom of Bahrain

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Message from the President

On behalf of the Board of Trustees (BOT), EXCO, staff and students of Royal University for Women (RUW), I take this opportunity to thank His Excellency Dr. Majid bin Ali Al-Nuaimi, Minister of Education and Chairman of the Higher Education Council, Kingdom of Bahrain, under whose patronage this RUW 2nd Conference on Women and Society was organised. My sincere thanks to our keynote speakers who took time from their busy schedules to engage in this academic endeavour, Dr. Jawaher Al Mudhahki, Chief Executive, Education and Training Quality Authority; Dr. Joyce McConnell, Provost, West Virginia University, Morgantown; Dr. Jennifer Orlikoff, Campus President of Potomac State College, West Virginia University; Dr. Sharifa al-Yahyai, Former Minister of Social Development, academic and specialist in women studies, Oman; Dr. Farzana Al-Maraghi, Director, Scientific Research, Secretariat-General of the Higher Education Council; and Mrs Bahjah Mohammed Al Dailami, Adviser Supreme Council for Women. I would also like to extend my appreciation to Mr. David Lock, Gulf Education Chairman, for his cooperation and support in this year's conference. I thank all of our 63 speakers who came from over 22 countries to participate and present their research papers in the conference and to Team RUW for their untiring efforts.

In the 2016-17 academic year, RUW became the first private university in the Kingdom of Bahrain to achieve HEC Accreditation, this is an attestation of the fact that RUW is a place where women excel. Further, in the last academic year we received International Accreditation from Accreditation Services for International Schools, Colleges, and Universities (ASIC). In addition, last year, there were many successful events and activities where our students, staff and alumnae participated with enthusiasm and zeal. To name a few, RUW won the Best Company Award from InJaz in 2017 and 2018; RUW Student Council organised a carnival for the third year in succession in April 2018; and, RUW team won the second place in the TradeQuest competition. At an international level, RUW has established partnerships within the region with recognition from the Kingdom of Saudi Arabia, Kuwait, and Oman, along with other reputable universities. Continuing partnership with our strategic partner West Virginia University has resulted in many collaborations including: the satellite WVU Civil Engineering Programme on RUW campus, an annual student exchange programme, organising workshops, and visiting professor series to name a few.

We at RUW are very much aware of the importance of research in academia and are encouraging traditional scientific researches to be done by our faculty members within their colleges and on an individual level. In addition, RUW's Scientific Research Council has been activated in the Academic year 2017-2018, the council will concentrate on women's issues in the Kingdom of Bahrain, regionally and internationally, marking the beginning of a new chapter.

At this point, I would also like to acknowledge the support RUW received from the Higher Education Council, Education and Training Quality Authority, RUW BOT, EXCO, and last but not least RUW staff and students. I take this opportunity to thank our sponsors, Tamkeen, Ahli United Bank, and Alba, and our supporters West Virginia University and Dar Al-Hekma University for their generous support.

Prof. Mazin M.A. Jumaah, PhD
President, Royal University for Women



Message from the Academic Vice President

Under the patronage of His Excellency Dr. Majid bin Ali Al-Nuaimi, Minister of Education and Chairman of the Higher Education Council, the university organised RUW 2nd Conference on Women and Society on 18-19 April 2018. The biennial conference is a continuing endeavour to celebrate the Royal University for Women's journey of excellence, promote a strong research culture, and engage in stimulating discussion with the ambition to bring about positive change.

The conference provided around 63 researchers from across the globe a platform to connect and discuss women empowerment through higher education using multidisciplinary approaches. The conference was organised to provoke discussion and generate ideas to further empower women, improve higher education for women, and build gender equality. The key topics covered in the conference included: Empowering Women in the Twenty First Century: the role of Universities, Building Gender Equality through Education, Women Empowerment and Legal Education, STEM Education in Women Empowerment, Women's Employability and Entrepreneurship, Generation Z: women's advancement, and Empowering Women in Art and Design Education.

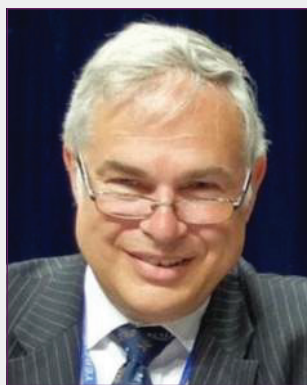
The conference accommodated over 150 attendees, including, academics from local, regional, and international universities and educational institutions, representatives from government organisations, researchers, consultants, service providers, professionals, and students. A delegation of scholars from West Virginia University participated under the leadership of Dr. Joyce McConnell. Furthermore, a delegation of 5 researchers and poster presenters from Dar Al-Hekma University in Jeddah also participated. Again this year, the poster presentation by 15 students was a major success in the conference. Invited speakers participated in Day 1 presentations, while Day 2 was dedicated to workshops, parallel sessions which included research paper presentations, and poster presentation awards.

The conference was organised in collaboration with Gulf Education Conference, sponsored by Tamkeen, Ahli United Bank, and Alba and supported by West Virginia University and Dar Al-Hekma University.

I would like to take this opportunity to thank His Excellency Dr. Majid bin Ali Al-Nuaimi, Minister of Education and Chairman of the Higher Education Council for his patronage and support, all the keynote speakers, researchers, student participants, delegates and sponsors. I graciously thank Dr. Mazin Jumaah for his support and guidance, along with all of the RUW academic and administrative staff and organising committee members for their support and efforts. A very special thanks to Ms. Margaret Williams and Ms. Kathryn Funk for their dedication and unconditional support in making this conference a success.

Dr. Mona Suri

Academic Vice President, Royal University for Women



Comments from David J. Lock, Gulf Education, Director of International and UK Projects at the Leadership Foundation

The initiative of the Royal University for Women and Gulf Conferences to focus on empowering women through higher education is to be applauded. There is a great need for this if the plans of the Gulf countries are to be fully realised. There is much that can be learnt from other countries and different cultures. The challenges facing policy makers and those in higher education with the responsibility for empowering women are substantial. This conference was successful in bringing together international experts in the local context to explore the issues in depth and evaluate approaches with a view of actions being taken in their institutions to empower women.

While the success of the conference can be evaluated in traditional ways, for this conference the ultimate evaluation is that of the impact which it had on the empowerment of women in the Gulf Region. The papers in this collection address the specific issues and the conclusions derived. These will not be repeated here. The purpose of these remarks is to focus on the conclusions regarding the achievement of that impact.

In the opening session it was stressed that 'this is not a passive conference'. Its aims were to make a real difference through, inspiring women to take up leadership positions, enabling them to be effective when they obtain them, and preparing female students for employment and entrepreneurial activity. For that to happen participants had to listen intensely, evaluate what they heard in the context of their own country and institution, and then determine what action could be taken to improve their programmes and practices and how those actions might most effectively be taken.

It was therefore greatly encouraging when, after the event, participants spoke of the action plans which they were taking home. The organisers would do well to evaluate the impact of this event after a year or so and use the findings to further their impact through the next edition of the conference.

In terms of how that impact can now be achieved the following reflections are offered.

Empowering women is a human process. It starts with us. A focus on human needs, the support and encouragement necessary to change and reform, the motivation which comes from working together and celebrating successes are vital, but unsung, ingredients of success.

Although universities can be large with complex procedures, they are capable of responding to the modern needs of society and their stakeholders. Some have done so for over 900 years. It is people who operate those systems, so investment in leadership development is a vital ingredient for progress and the inclusion of how women can be empowered in that leadership development will enhance its impact.

People working in teams can have more impact than those working alone and it requires both women and men to be involved for sustainable reforms to happen.

Finally, the smallest personal step can lead to great impact for both the individual and the institution. Volunteering for a working group gives insight, experience, builds confidence and can lead to career progression as well as major institutional reform and superior service to society, including women.

If followed up well with actions the conference can have a major impact in the Region. It was a personal and professional pleasure to chair the event and I wish all going forth every success in achieving worthwhile reform.

David Lock
Chairman, Gulf Education

COMMITTEES FOR RUW 2ND CONFERENCE ON WOMEN AND SOCIETY

Organising Committee Dr. Mona Suri Chairperson, AVP Dr. Vivien Exartier CBFS Dr. Humam Elagha CGS Dr. Raed Alnimer CL Dr. Hadeel Regal CAD Ms. Kathryn Funk Ms. Margaret Williams	
Scientific Committee Dr. Mona Suri Chairperson, AVP Dr. Hala Elias Dean CBFS Dr. Pasquale Borea Dean CoL Dr. Janon Kadhim Dean CAD Ms. Norhan Rahman Director, CGS	Poster Committee Dr. Arpita Mehrotra (Convener) Dr. Shweta Kinra Mr. Parsa Zoqaqi Dr. Husham Alawsi
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Rapporteurs Inaugural session: Dr. Samar Al Bargouthi Day 1: Ms. Amy Owen-Alkhalidi, Ms. Kathryn Funk, Dr. Nessreen Elmelegy, Dr. Maria Casoria, Dr. Humam Elagha, Dr. Matthias Bod Dr. Hadeel Regal Day 2: Closing Session: Dr. Elizabeth Samuel	Rapporteurs Workshop A Ms. Kathryn Funk
Rapporteurs Workshop B Dr. Husham Alawsi Dr. Raed Alnimer	Rapporteurs Workshop C Dr. Matthias Bode Dr. Nehal Elnaggar
Rapporteurs Workshop D Ms. Amy M. Owen-Alkhalidi Dr. Ashlee A. Stetser	Rapporteurs Workshop E Dr. Sherif Khashaba Ms. Verdian Cotezee
Rapporteurs Parallel Session 1 Dr. Matthias Bode Dr. Nehal Elnaggar	Rapporteurs Parallel Session 2 Dr. Pasquale Borea Dr. Maria Casoria
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CONFERENCE REPORT

DAY - 1

18th April 2018

Programme

DAY ONE: Wednesday, 18 April 2018 (AC 02)

08.00hrs	Registration and Coffee
09.00hrs	<p>Welcome by Professor Mazin M. A Jumaah and Introduction to the Conference Themes by David J. Lock</p> <p><u>International perspectives and initiatives</u> Session Chair Dr. Joyce McConnell, <i>Provost, West Virginia University</i></p> <p>Panel comprising of:</p> <p>H.E. Sylvia M. Kasanga, Preparation of students for employability and entrepreneurial activity <i>Senator, Founder of WPL (Kenya)</i></p> <p>Essa Al Mulla, Experience from UAE <i>Executive Director, National Workforce Development UAE</i></p> <p>Prof. Balghis Badri, Role of universities in empowering women <i>Director Regional Institute of Gender, Diversity, Peace and Rights, Ahfad University for Women, Sudan</i></p> <p>Questions and Discussion</p>
10.45hrs	<p><u>UNSDG 5 - to achieve gender equality and empower all women and girls: progress, prospects and impediments</u> Amin Al Sharkawi, <i>UN Resident in Kingdom of Bahrain</i> Questions and Discussion</p>
11.30hrs	Coffee Break
12.00hrs	<p><u>Conference Opening Ceremony</u> National Anthem Reading of the Holy Quran</p> <p>Opening Remarks by Professor Mazin M.A Jumaah <i>President, Royal University for Women</i></p> <p>The Conference themes and outcomes David J. Lock <i>Education Director, Gulf Conferences</i></p> <p>Speech by the Patron H.E. Dr. Majid bin Ali Al Nuaimi <i>Minister of Education and Chairman of the Higher Education Council</i></p> <p>Speech by Her Highness Princess Madhawi bint Fahad bin Farhan Al Saud</p>

12.15hrs	<p>Keynote addresses Chaired by David J. Lock</p> <p>Dr. Jawaher Al Mudhahki, Empowering Women through Higher Education <i>Chief Executive, Education and Training Quality Authority</i></p> <p>Dr. Jennifer Orlikoff, A win-win opportunity: Empowering women through education to leadership roles <i>Campus President of Potomac State College, West Virginia University</i></p> <p>Dr. Sharifa al-Yahyai, Inspiring women to take leadership positions <i>Former Minister of Social Development, academic and specialist in women studies, Oman</i></p> <p>Dr. Farzana Al-Maraghi, Women Empowerment in Higher Education in the Kingdom of Bahrain <i>Director, Scientific Research, Secretariat-General of the Higher Education Council</i></p> <p>Bahjah Mohammed Al Dailami, Mainstreaming women's needs in Development <i>Adviser Supreme Council for Women</i></p>
13.30hrs	Lunch Break/Networking
14.15hrs	<p>Women into Leadership Session Chair David J. Lock Women and Higher Education Leadership: An Object of Desire or Something to be Avoided? Professor Louise Morley <i>Director, Centre for Higher Education and Equity Research , University of Sussex, UK</i></p>
15.00hrs	<p>Building capability for Women Session Chair: Dr. Lulwa AlMutlaq Panel comprising of: On STEM subjects: Professor Mazin M.A. Jumaah <i>President, Royal University of Women, Bahrain</i></p> <p>On Creativity in the Curriculum Dr. Liza Howe-Walsh and Dr Sarah Turnbull <i>University of Portsmouth UK</i></p>
16.15hrs	Coffee break
16.30hrs	<p>Role of Universities in Empowering Women Session Chair: Dr. Jennifer Orlikoff</p> <p>Dr. David Stewart, History of Women Education <i>Vice President of International Affairs, West Virginia University</i></p> <p>Victoria A Budson <i>Executive Director women and Public Policy Program, Harvard Kennedy School (SKYPE)</i></p> <p>Dr. Mona Suri & Mr. Parsa Zoqazi, RUW perspective on empowering women by employability <i>Academic Vice President RUW, Director, QAAU RUW</i></p>
17.55hrs	<p>Conclusion to the day and introduction to the Conference Workshops David J. Lock</p>
18.00hrs	End of Day 1 of Conference

Conference Opening Ceremony

Emcee: Norhan Rahman

Rapporteur/s: Dr. Samar Al-Barghouthi

Prof. Mazin M.A. Jumaah, *RUW President*, began by welcoming the honourable guest and conference patron, H.E. Dr. Majid bin Ali Al-Nuaimi, Minister of Education and Chairman of the Higher Education Council. Prof. Mazin continued on to stress upon the significance of the conference, its purpose and benefits. Furthermore, he outlined the role of the Royal University for Women (RUW) and its mission to empower women, the main achievements, and the role it plays in supporting the Bahraini community.

H.E. Dr Majid bin Ali Al-Nuaimi, *Minister of Education and Chairman of the Higher Education Council*, emphasised on the Ministry of Education's future plans to equip women to have more involvement in the workforce and meet the prospective development plans of Bahraini society. His excellency supported his statement with extensive data about Bahraini women's education and training. Further on, he explained the nature of women's participation in the Bahrain workforce and challenges which need to be addressed by the Ministry of Education to reach 21st century workforce requirements.

David J. Lock, *Education Director, Gulf Education Conferences*, expressed his appreciation of the selected conference topic, he described it as "a non-passive conference." Additionally, he spoke about the impact effect such conference has on universities, communities, and the welfare of the country saying, "It starts with us to express gender issues in order to make progress." By us he meant academia's and decision makers who must find opportunities, whenever possible, to change, reform, and progress, into something he labelled as "effective leadership." In the end, he added women empowerment is not about people at the top, but more-so the concern of seniors, juniors, and students.

Keynote Addresses

Chaired by: David J. Lock

Rapporteur/s: Dr. Nessreen Elmelegy and Dr. Maria Casoria

The session began with welcome words from Mr. Lock. He introduced all keynote speakers:

Dr. Jawaher Al Mudhahki, *Chief Executive, Education and Training Quality Authority*. Her talk, titled "Empowering Women through Higher Education" began with the definitions of education and higher education. Dr. Jawaher referred to the world population (both genders) in 2018. Her presentation covered worldwide points, yet focused on the Gulf population and the current growth of the GCC. She discussed challenges faced in higher education and laid out a road map to improve higher education with better quality assurance in the GCC. Dr. Jawaher displayed some information highlighting the substantial progression in Bahraini education since 2005.

Qualification framework was the next topic covered, at this time she recognised the Supreme Council for Women as Bahrain's body for women empowerment. Dr. Jawaher also noted that from 1973 – 2013 the number of women holding a bachelor's degree within the Kingdom of Bahrain exceeded the number of men in both private and public universities. In the final stage of her speech, she displayed a video about women inventors' which aimed to reveal the lack of awareness in regards to women inventors. She closed her presentation with some encouraging words about women's abilities to be inventors; and more generally, she advised women to showcase themselves by participating in conferences and events to speak up their truth.

Her Highness Princess Madhawi Bint Fahed Al Saud, *Honorary President of Nafeh Charitable Society*, articulated the role of the Saudi women in the education process and the support they receive from the Saudi government to study in the Kingdom and abroad. In line with the 2030 Saudi Vision, she focused on the efforts of the Saudi government to increase the employability of women, whom currently represent only 22% of the Saudi workforce. She ended with statements of appreciation to the Saudi government for their recent commendable efforts to improve the situation of women in KSA.

Dr. Jennifer Orlikoff, *Campus President of Potomac State College, West Virginia University*, with her talk on, "A win-win opportunity: Empowering women through education to leadership roles" commenced with statistics, stressing 51% of the global population are women; yet, despite that, they are still greatly underrepresented in leadership positions. She referred to the roles women are playing within their communities, in education, and other fields. She reported some surveys have shown that the general public believes women are more capable to do leadership work. Dr. Jennifer explained, still, some people consider there is an existence of fear that if more power is given to women it would result in men having less power. She pointed out that underrepresentation of women in leadership positions

is not only a women's issue, but something the society as a whole should be heavily concerned about.

In the end, she emphasised men must ally with/for women, and to explain her point she shared a personal experience. When she was young, her father was concerned about what may happen to his family in the event he unexpectedly passed away. A life insurance salesman urged him to purchase a life insurance policy. Instead, her father proposed for his wife to enrol in higher education, so she would then have the ability to care for herself if such event occurred. As a result, Dr. Jennifer's mother completed a PhD, giving her the comfort to know she could care for her family on her own if necessary. Dr. Jennifer also recognised her male boss whom she felt was a supporting ally who encouraged her to complete her PhD, a statement which illustrated the benefits of men encouraging women. She finalised her presentation by speaking about the need for societies/communities, education institutions, and families to work together and encourage women to pursue leadership positions, which would ultimately result in a Win-Win outcome.

Dr. Sharifa al-Yahyai, *Former Minister of Social Development, academic and specialist in women studies, Oman*, "Inspiring women to take leadership positions" opened with comprehensive data on the GCC population of women and the work force. She praised RUW's vision and mission. Dr. Sharifa displayed encouraging statistics about women's enrolment in higher education. However, in specific fields of study, Arab countries such as: Oman, KSA, and Qatar, women are still restricted from holding leadership positions and/or are discriminated against, sometimes on the basis of over qualification.

Dr. Sharifa's recommendations were for education ministers to require employment sectors to open doors for women and enhance policies in a way which would allow more women to pursue leadership positions. Moreover, the GCC governments should assure gender parity through implementation of laws and setting quotas for women. She then shared a teaching experience about a former female student who regularly sat in the back of the room and asked to present from there because she didn't feel confident enough to speak in the front of a class composed of both male and female students. Ultimately, Dr. Sharifa persuaded the student to present in the front by explaining to her that if she stays in the back now, she will metaphorically spend her entire life in the back. In closing, Dr. Sharifa advised the female students that they must strive to be different and unique, and focus on achieving their dreams.

Dr. Farzana Al-Maraghi, *Director, Scientific Research, Secretariat-General of the Higher Education Council, "Women Empowerment in Higher Education in the Kingdom of Bahrain."* Dr. Farzana opened with some quotes from Kofi Anan, "There is no tool for development more effective than the empowerment of women." She pointed to the legislative changes in the Bahrain government aimed to foster women's participation in all different areas of the country's development programmes. Dr. Farzana's presentation covered important topics on women in Bahrain, such as: gender equality in education and education rights, the history of girls and women's education, establishment of the first governmental scholarship for women, RUW as Bahrain's first university solely dedicated to educating women, leadership positions for women, Bahrain's first women pioneers, and leadership positions for women in the higher education sector. She continued on to present more statistics illustrating women in higher education: female students enrolled in higher education showing levels and programmes, female graduates from higher education, and numbers of female staff in higher education. Finally, she closed with statistics displaying women's involvement in the Higher Education Council. The entire presentation displayed strong statistical information and provided concrete reference points to the day's topic.

Mrs. Bahjah Mohammed Al Dailami, *Adviser, Supreme Council for Women, presented, "Mainstreaming women's needs in Development."* Her presentation was spoken in Arabic with an English translated PowerPoint. Mrs. Bahjah opened with a mention of the 2030 sustainable development goals and said they represent a global plan of action for countries to meet their needs. Particularly with regard to the fourth objective which aims to ensure equitable and universal education for all and the promotion of gender equitable lifelong learning opportunities. She outlined the legislative frameworks which support Bahraini women to enhance creativity and innovation, develop and encourage scientific research, provide free education and cultural services to citizens, ensure women's rights in respect to balance between her family and work, and promote equality of women and men in the political, social and economic life without prejudice to the Islamic Shariah. Mrs. Bahjah explained lifelong learning is one of the five main impacts of the national plan for the advancement of Bahraini women. The plan emphasises the need to provide educational and training services for women with gender balance criteria's, as well as intensify the efforts of academic and vocational guidance for women.

Furthermore, she spoke about women in the Bahrain labour market, citing that the proportion of female employees in the public and private sectors, along with entrepreneurship has been increasing since 2010: with 49% in the public sector and 34% in the private sector and 45% in entrepreneurship. Mrs. Bahjah touched on the future of careers in Bahrain in regards to: the production of solar panels and adoption of renewable energy, the continued discovery of large oil and gas fields, investment in various sectors, human development, and teaching 3rd languages in government schools. In closing, Mrs. Bahjah suggested the following recommendations for Bahrain: evaluate STEM public policies

and integrate the needs of women in all categories, raise awareness of equal opportunities in STEM, provide flexible supportive systems for women in higher education to help them follow their ambitions with the ability to maintain their family obligations.

Welcome by Professor Mazin M.A. Jumaah and Introduction to the Conference Themes by David J Lock

Emcee: Norhan Rahman

Rapporteur/s: Ms. Kathryn Funk & Ms. Amy Owen

President Mazin made remarks in the conference opening. He described the proceeding events as "2 major research days," and thanked everyone for their contribution and attendance. He then announced the conference theme: Empowering Women through Higher Education.

Ms. Norhan Rahman welcomed Gulf Conference, Education Director, David J. Lock, to the stage. Mr. Lock addressed the vitality and necessity of empowering women. He then described the conference theme, referring to it as a "multifaceted" topic of importance. He mentioned the UN Goal 5 "to create gender equality" and analysed its relevance to the conference, then noted the conference aim was to inspire and prepare female students in higher education. Further explanation was given regarding the conference programme structure, defining day 1 as a day of expert presentations from invited and keynote speakers, and day 2 as a more in-depth day full of research paper presentations, workshops, and a student poster session. Overall, Mr. Lock urged everyone to share the experience formally and informally, and most importantly to enjoy!

International Perspectives and Initiatives – Panel Session

Session Chair: Dr. Joyce McConnell

Rapporteur/s: Ms. Kathryn Funk & Ms. Amy Owen

Dr. Joyce McConnell, Provost, West Virginia University, opened by thanking RUW for the opportunity to be involved in the conference, and expressed the importance of holding such conferences. She emphasised on the essential need of providing women higher education opportunities, and coined the idea "opening of workplace." Dr. Joyce then proceeded to introduce the panel session speakers.

H.E. Senator Sylvia M. Kasanga, Senator, Founder of WPL, Kenya, focused her presentation on employability of women and youth. She cited statistics relating to unemployment in Kenya, youth and entrepreneurship, and women specific statistics on entrepreneurship. She spoke about the widespread gender imbalances still existing within Africa and around the globe. Then, she pointed to the different fields of study young women most often focus on and graduate in. It was stated there are 32.2% of women active in the Kenyan job market, yet leadership positions are still dominated by males. She proposed implementing skills matching programmes as a way to eliminate unemployment amongst youth, along with government placement programmes. Senator Kasanga then defined outdated educational systems to be a large problem, and suggested instilling more entrepreneurship programs within education as a way to resolve. She closed by stressing the importance of support stating, "let all women appreciate what other women have accomplished."

Prof. Balghis Badri, Director Regional Institute of Gender, Diversity, Peace and Rights, Ahfad University for Women, Sudan, presented next about the role universities play in empowering women. Prof. Badri exclusively focused on higher education. She deeply believes education for women is the way to build societies, enhance confidence, enhance opportunities, and remove financial constraints. She suggested changing social norms and reducing physical and social constraints as key ways to generate equality. Furthermore, she spoke about boosting ambition by providing better public role models. She then moved on to speak in depth about women universities specifically. She is an advocate for women universities and says they are necessary in all societies because they are a place where women can feel free. "Female only classrooms create assertiveness in female students, more expression of self, and the ability to obtain leadership roles." Overall, Prof. Badri advised "a bottom-up approach" a way to change social norms through use of: curriculum, media programmes to engage and address the grassroots of women's needs, more gender centres, and gender mainstreaming in and outside of universities; along with, specific policies to close gender gaps, use of affirmative action to increase the intake of women in certain curricular disciplines, gender responsive budgets, and more networking and research between Middle East/Africa universities.

Essa Al Mulla, Executive Director, National Workforce Development, UAE, shared his experience from UAE specifically on the topic of employability. He started his presentation with statistics which expressed women to be outnumbering

men in the UAE government sector. He then provided information and shared facts about the UAE job market. He placed strong emphasis on changing mind-sets in the home to develop GCC societies, specifically in regard to women's education and employment. Mr. Mulla also proposed placing women in non-traditional jobs as a means to decrease unemployment while simultaneously developing all sectors more vastly. Furthermore, he touched upon the need for women to be capable of balancing work and family life, he suggested a "hop on, hop off" system which would easily allow women to enter and re-enter the workforce during maternity periods. Mr. Mulla's closing statement recommended GCC focus on a "preparation to implementation" programme to stimulate recognisable developments.

UNSDG 5: to achieve gender equality and empower all women and girls: progress, prospects and impediments

Amin AlSharkawi, UN Resident in Kingdom of Bahrain

Rapporteur/s: Dr. Samar Al-Barghouthi

Mr. Amin AlSharkawi began by stating that in the year 2015 the UN adopted resolution 193, an inclusive agenda for gender equality intended to develop societies as a whole. He put emphasis on the position of the RUW conference as a way to share ideas about empowering women. AlSharkawi believes formulating new visions and policies are essential for women empowerment. In his speech, he used a quotation from Albert Einstein, "We can't solve our problems by using the same way of thinking we used when we created them." Alsharkawi mentioned education and technology to be the most effective weapons to improve the lives of women and build sustainable communities. He added, education itself doesn't provide future jobs; rather, education, training, and technology combined can prepare women for the future.

There were questions directed to Mr. Alshakawi: from Dr. Pasquale Borea about women and technology, and another from Dr. Sharifa Al Yahyia concerning women in power feeling a need to act as men do in such roles, which is in result, eliminating the real role of women in the society.

Women into Leadership Session

Session Chair: David J. Lock

Rapporteur/s: Dr. Humam Elagha

This session focused on women's leadership in higher education. The session highlighted recent research to determine what makes leadership attractive or unattractive to women, and whether simply counting more women into existing organisational structures and cultures is actually transformative.

Professor Louise Morley, Director, Centre for Higher Education and Equality Research, University of Sussex, UK, The Keynote Speaker of this session, stated that the absence of women in higher education senior leadership positions underutilises the expertise and skills of a significant part of the workforce. Professor Louise emphasised that such absence has severe implications for central decision-making forums, including committees, boards, recruitment panels and the executive. Professor Louise asked the following questions: Why, globally are there so few women in higher education senior leadership positions? 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? She discussed the diverse aspects of work norms and policy contexts which may drive or depress women's aspirations, career orientations and success. Professor Louise concluded by raising a key question on whether leadership is an object of desire for women, or something they prefer to avoid within the current systems.

Building Capacity for Women

Session Chair: Dr. Lulwa AlMutlaq

Rapporteur/s: Dr. Humam Elagha

This session focused on women's capacity building. It highlighted the status of women in the field of science, technology, engineering and mathematics (STEM). Moreover, the session addressed women's leadership development work in the GCC and explored building women's confidence and providing an organisational environment which enables women to assume leadership positions.

Professor Mazin M.A. Jumaah, *RUW President*, the first Keynote Speaker of this session, highlighted 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. Professor Mazin outlined the current situation and examined the challenges obstructing women's engagement in STEM. Professor Mazin highlighted the vision, strategies and policies of the Kingdom of Bahrain which encourage and promote the position of Bahraini women in higher education, particularly, in STEM, and the provision that the Royal University for Women (RUW) makes available to realise those strategic aims and ambitions.

Dr. Sarah Turnbull, *University of Portsmouth, UK* and **Dr. Liza Howe-Walsh**, *University of Portsmouth, UK*, the second and third keynote speakers of this session, explored building women's confidence and providing an organisational environment which will enable women to assume leadership positions. They touched on the importance of organisations' addressment on the issue of gender equality. They shared evidences from their research on women in higher education which provided insight into a number of initiatives ran to help women develop their careers. They have presented several projects to develop global leadership competencies with women in the UAE and Qatar, as well as reviewing programmes in the Kingdom of Saudi Arabia (KSA) and Bahrain to better enforce women's development.

Dr. Sarah and Dr. Liza presented the Global Competencies Inventory (GCI) which helped them illustrate the strengths of women either working in a leadership role or working towards a leadership role. They concluded that whilst facing different challenges, in particular within KSA, women are being positive and proactive within the differing working practices. They emphasised that higher education provides an essential platform to equip women with the necessary academic knowledge and skills to enter the job market. Despite their valid comprehensive data, their presentation also gave insight to their personal journeys as women pursuing dreams while simultaneously balancing family life. They told the story of their journey over the last two decades, where together they travelled globally to conduct research all while raising children. Their support of one another appeared to be a major motivator in making their aspirations become a reality.

Role of Universities in Empowering Women

Session Chair: Dr. Jennifer Orlikoff

Rapporteur/s: Dr. Matthias Bode and Dr. Hadeel Regal

Dr. David Stewart, *Vice President of Global Affairs, West Virginia University*, "History of Women Education." Dr. David Stewart focused on the historical framing of women's education. As he pointed out, the past still has influence on present day topics such as gender pay gaps in education, or social and individual decisions about who can and should enter academia. While today different domestic ideologies are in effect, the past is still detectable as a "residual ideology." With this justification, he focused on the historical changes in the 18th and 19th century, when educational reforms opened up higher education systems for women in England.

The historical analysis emphasised the relevance of key literary texts from the Victorian period, for example *Paradise Lost*, the poem by 17th-century English poet John Milton. In his analysis, Dr. Stewart highlighted the depiction of a domestic ideology, one which restricts roles for women to be only daughter, wife, and mother, along with the idea that if women entered the educational system it would violate "the natural order." Milton's portrait of Eve follows a necessity to keep potentially dangerous female tendencies in restraint by narrowing down their existence to domestic affairs. Dr. Stewart found two factors were responsible for changing such ideology, other than female activists. First, the English philosopher and economist John Stuart Mill, theoretically with his liberal philosophy and practicality supporting suffragettes, objected to a "given nature of women." Second, the economic conditions of industrialisation constituted a practical socio-economic need for educated women.

Dr. Mona Suri, *Academic Vice President RUW*, & **Mr. Parsa Zoqaqi**, *Director, QAAU RUW*, "RUW perspective on empowering women by employability." Dr. Mona and Mr. Parsa presented a case study centered around how the abstract idea of women's empowerment through higher education can be operationalised and implemented through an organisational wide focus on employability. They used RUW as the example to further specify the process, challenges, and success factors.

Mr. Parsa began the presentation with a clarification of the societal requirements of employability in terms of knowledge, skills, and attributes. Especially relevant is the Bahrain 2030 economic vision and the HEC articulation of such vision. There is a gender imbalance which can be shown in the local SME's expectations of graduates. One major issue cited was that while a male graduates lack of skills are often individualised, a female graduates lack of skills has a tendency to be seen as gender specific.

Dr. Mona continued the presentation by depicting RUW's journey towards imbedding employability. This started by developing a university wide framework with the "RUW Employability Strategy" and ensuring an organisational wide shared understanding and engagement. This collective effort encompasses internal as well as external stakeholders. Several initiatives and processes were further explicated, from extracurricular engagements to career guidance and management. The current phase is putting an emphasis on measuring the effectiveness of the employability strategy by identifying the relevant set of KPIs. For the future development, the goals are tracking improvements and enhancing practices.

Conclusion of Day 1 and introduction to the Conference Workshops

David J. Lock

Rapporteur/s: Dr. Matthias Bode and Dr. Hadeel Regal

David J. Lock, *Education Director, Gulf Education Conferences*, gave the day one concluding remarks. He thanked the speakers, guests, participants and hosts, and then announced the day two schedule. While the first day emphasised presentations, the second day prioritised the active engagement of participants to foster fruitful discussions and display research.





CONFERENCE REPORT

DAY - 2

19th April 2018

Programme

DAY TWO: Thursday, 19 April 2018

09.30hrs	First Workshop Session: Presentation and Discussion of Country initiatives and their impact	
	Workshop A UAE (AC 10) Essa Al Mulla, <i>Executive Director, National Workforce Development UAE</i>	Workshop B Kuwait (AC 12) Dr. Aisha Alazemi <i>Chief Educational Specialist, Ministry of Education, Kuwait</i>
10.30 hrs	Second Workshop Session	
	Workshop C (AC 10) what can be done through student services to enable women to take responsibility Catherine Walker <i>Acting Director of Student Services Bahrain Polytechnic</i>	Workshop D (AC 12) The Role of Universities in Developing Women Leaders Dr. Lulwa AlMutlaq <i>Founding President, Golden Trust Training and Consultancy</i>
	Workshop F (AC 14) Women into Engineering and STEM Dr. Janon Kadhim <i>Dean College of Art and Design Royal University of Women, Bahrain</i>	
11.30hrs	Refreshments Break	



Workshop A: Esaa Mulla (UAE)

Rapporteur/s: Ms. Kathryn Funk

The workshop content was mainly in Arabic, although later on both Arabic and English were spoken. Mr. Esaa Mulla began with a PowerPoint presentation which led into a discussion. The PowerPoint addressed topics of: "challenges of Emiratization"; "changing the mind-sets of families and women in the UAE"; and social and cultural barriers. The audience reacted to all of Mr. Mulla's presentation slides. Some women from the audience shared personal observations regarding Saudi Arabian women who are not working in their field of study due to inability to mix with men in a work setting. While another Bahraini woman touched upon issues sometimes faced when women are assigned to train men in the workplace. Both were in response to the social and cultural barriers Mr. Mulla addressed. Mr. Mulla then moved on to slides which presented data from the UAE workforce. The data showed more women were graduating from high school and higher education than men, yet many are still seeking jobs. He then brought in some practical solutions such as more vocational programmes in the GCC.

Mr. Mulla analysed people's desire to hold jobs within the government rather than the private sector, he compared and contrasted between government positions and positions in the private sector. He pointed out that although working hours may be longer, salaries may be lower in the beginning stages, and office spaces could be non-existent in the private sector with the opposites true in the government, there are actually more opportunities for growth within the private sector over time. He showed though data how much more likely salaries are to increase within the private sector after some years of experience. Overall, he explained why mind-sets towards entering the private sector need to change because if a person is willing to work hard they will eventually be rewarded more in the private sector rather than in the government.

Mr. Mulla continued on to give examples of Germany and how it has rid the country of unemployment by activation of vocational programmes. The audience discussed that allowing women into "non-traditional" jobs would also help decrease unemployment. The overall agreement from the room between both Mr. Mulla and the audience was the idea of revamping the cultural barriers which negatively influence employment in the GCC. The workshop was stimulated with interactive discussion and ideas about how to change the current norm in the GCC job market, most specifically in regard to women.

Workshop B: Aisha Alazemi (Kuwait)

Rapporteur/s: Dr. Raed Alnimer

Dr. Aisha is the chief educational specialist in the Kuwait Ministry of Education. Her workshop focused on the eagerness Kuwait has to involve women in the country's development process and plans, and participation in decision-making on all levels and spectrums. She named the obstacles and challenges Kuwait faces in terms of empowering women, such as: male dominance in leadership positions; customs and traditions, and negative social perceptions of women as leaders; lack of opportunity to contribute to community development, as well as self-confidence; failure to link education to the labour market needs; and "some women have inadequate understanding of the concept of 'freedom of women.'"

Dr. Aisha offered some suggestions on how to overcome such challenges. She proposed more governmental involvement in the process of including women and creating positions for women. She spoke about women's ability to protect themselves from cultural perceptions with intellectual awareness. This topic and concept stimulated discussion around the room, because many in the audience were in agreeance that these perceptions must be overcome by the societies in the GCC. It was also suggested to link STEM education more heavily to women in order to allow them to graduate college with knowledge which is needed in the market. Overall the workshop generated meaningful conversation, it should be noted, this presentation and discussion was solely in Arabic.

Workshop C: Catherine Walker – What can be done through student services to enable women to take responsibility (Bah)

Rapporteur/s: Dr. Matthias Bode, Dr. Nehal Elnaggar

Ms. Catherine Walker shared her experiences of working with students at the Student Service Centre in Bahrain Polytechnic, especially in light of cultural differences and learning moments. A key anchor point of her presentation was the permanent necessity of challenging personal assumptions.

Ms. Walker gave an overview of the current state of gender representations in Bahrain, especially in Higher Education. While there is still the perception of not being good enough, there is also a recognition of progress in Bahrain and

the excellent position of progression it holds with comparison to the entire MENA region. She turned to the aspect of leadership, essentially viewing it as a process of making others better as a result of personal presence and making sure that the impact lasts in the leader's absence. In relation to her work with female students, she sees the main problem to be the lack of awareness of their own agency and power. In her work, she finds inspiration and support through the works of authors like Brené Brown, The Power of Vulnerability, Abraham Maslow, Hierarchy of Needs, and Urie Bronfenbrenner, Ecological Systems Theory. For Ms. Walker, these inspirations form her main focus to truly see the individuals we engage with in a wider social, cultural, and spiritual perspective.

A discussion developed, where global experiences of misogyny in higher education were reported and ways to counter such individuals and environments were suggested.

Workshop D: Lulwa AlMutlaq – The Role of Universities in Developing Women Leaders

Rapporteur/s: Dr. Ashlee Stetser, Ms. Amy Owen-Alkhalidi

Dr. Lulwa AlMutlaq, founder and president of Golden Trust Training and Consultancy, presented on her research titled, "The Role of Universities in Developing Women Leaders." In the workshop, she discussed how this is an internationally researched topic and she focused on two key elements: how women can contribute to their self-development, and how institutions can contribute by providing avenues for leadership development. Dr. Lulwa also discussed some of the main challenges she believes deter women from being able to climb the leadership ladder. These include lack of time, already having a high workload, lack of preparatory programmes, and influence of relationships. At the end of the workshop, Dr. Lulwa opened the floor for questions and comments. One attendee stated a personal observation in her institution regarding lack of promotion to highly skilled and competent women simply due to them not being as highly educated as their male counterparts, even if the male is less skilled. Dr. Lulwa noted, with agreement from many attendees, that this can sometimes be due to policies which establish quotas for having PhD holders in leadership positions. The workshop concluded with a positive notion that women should pro-actively seek their right to leadership positions by exploring all self-development opportunities. Furthermore, employers should make improvements in recognising the skills of their female employees, and do more to harness their potential and allow them to grow by providing routes for leadership success.

Workshop E: Dr. Janon Kadhim – Women into Engineering and STEM

Rapporteur/s: Dr. Sherif Khashaba, Ms. Verdian Cotezee

The year of the 2017 was dedicated to 'Women in Engineering' in Bahrain by the Supreme Council for Women. Women need empowerment and this can be discovered within yourself. Empowerment for woman does not mean you have a driver, a cook etc., instead, each woman has to have control over her own life and profession. Bahraini women have had many careers in many fields over the past decades. Dr. Janon has lived and worked in many parts of the world and believes we all share the same problems and opportunities.

Engineering is not only for men! In 1986 University of Bahrain (UOB) started with technical engineers, they then created space for practicing engineers. In 1977 chemical engineering began at UOB. Now, many of the graduating women are practicing engineers and some hold leadership positions. There is no gender discrimination in Bahrain in the education of engineering, and Bahrain is always very proud to announce their dedication in education for women. UOB has an architectural engineering programme. UOB's Interior Design programme has a few male students although the major tends to be more female orientated.

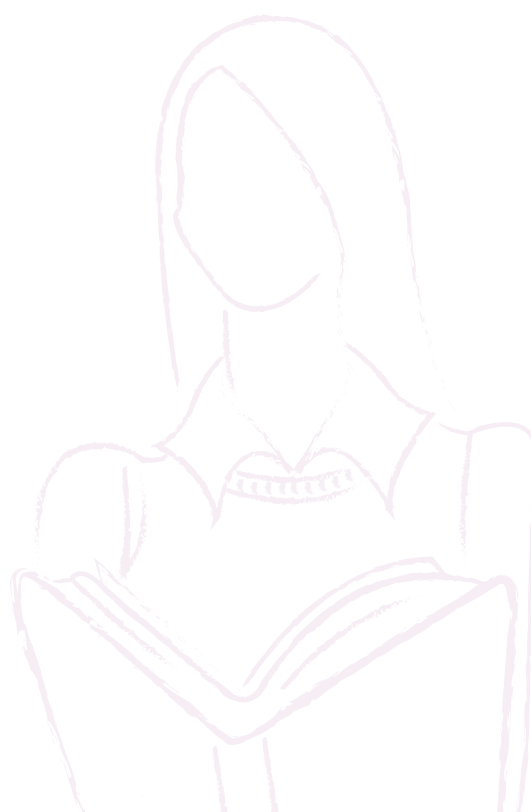
The total number of Bahraini women employed as engineers in the Government sector (Civil Service Bureau, 2017) is 35%, while the number of Bahraini women engineers holding leadership and top management positions is 31%. The percentage of Bahraini women employed in the field of engineering in the private sector of Bahrain in 2017 was 21%, and 16% of women engineers held positions in leadership/top management.

There are currently national efforts according to a national model led by the Supreme Council for Women to enhance equal opportunities between men and women in collaboration with partners from all sectors. They have initiated supportive practices to increase the alternatives and enhance the skills of the society to support rights. Although, there is sometimes a cultural barrier amongst women who do not want to be exposed to males. Such barriers of culture can be changed with proper role models. Social media is another means to change such attitudes. The concept of keeping women safe has to come from the government. For example, the government should change sexual harassment policies. It is essential to enforce respect for one another and ensure safety. This is an issue which will eventually change globally by educating people on what "design" is. People say the media is most responsible for changing misperceptions.

Parallel Session 1

Women Employability and Entrepreneurship

12.00hrs	Academic Paper Presentations I
	Chaired by: Prof. Balghis Badri
1.	Dr. Raija Pini Kempainen , Female Entrepreneurs and innovators – in Theory <i>Director of Scientific Research Center, Assistant Professor, Dar Al-Hekma University</i>
2.	Dr. Yomna Ahmed Yousif Ali , Academic Performance of Women in Business Education <i>University of Bahrain</i>
3.	Dr. Adel Ismail Al-Alawi, Ms. Shurooq Husamaddin; Ms. Fatema Khaled Mejeran; Ms. Fateme Kadhém Madan Bahraini Women Engineers: Factors Influencing Their Career Success Ladder <i>University of Bahrain; Ebdaa Engineering, Ministry of Works, Al-Taweel Engineering</i>
13.30hrs	Academic Paper Presentations II
	Chaired by: Dr. Arpita Mehrotra
4.	Ms. Hind Talal , The Influence of social media platforms on women's employment in Saudi Arabia <i>Lecturer of Visual Communication, Dar Al-Hekma University</i>
5.	Ms. Fatima Abdulrahman Binzaiman , Factors Affecting Corporate Social Responsibility: An Empirical Study in the Kingdom of Bahrain <i>MBA Student, University of Bahrain</i>
6.	Dr. Humam Elagha , Determinants of Effective IT Control Frameworks: A Study of Executive Gender Diversity <i>Assistant Professor, Centre for General Studies, Royal University for Women</i>



Women Employability and Entrepreneurship

Parallel Session 1

Academic Paper Presentations I

Chaired by: Prof. Balghis Badri

Rapporteur/s: Dr. Matthias Bode and Dr. Nehal El Naggar

Dr. Raija Pini Kempainen, Director of Scientific Research Center, Assistant Professor, *Dar Al-Hekma University*

Dr. Raija was not present during the Parallel Session, instead she presented at another time during the conference to compensate for her absence. Her presentation was not rapporteured, the following text is the abstract of her paper:

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

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.

Dr. Yomna Ahmed Yousif Ali, Academic Performance of Women in Business Education, *University of Bahrain*

After an introduction round of presenters and participants of the session, Dr. Yomna presented her empirical research on gender differences in Business course performances. In her literature review, she documented the contradictory results of empirical findings in the extant research. One aspect, is the multiplicity of additional factors to gender, from individual practices and personalities to socio-cultural circumstances which can further influence the academic performances of students.

In her empirical study, Dr. Yomna assessed a 400 level finance course at the University of Bahrain with 118 students (88 female and 30 male students). Students were graded on several assignments, with different assessment tools. In her conclusions, she demonstrated the differences were observable, however not on a statistically significant level. While female students had an advantage in presentational assignments, male students excelled more in writing assessments.

In the discussion, a focus emerged regarding the question why female students specialise in Business Programmes and constitute the majority of business students at the University of Bahrain. The reason being, early demands of specialisation focuses are often required at the secondary school decision level in Bahrain. A strong recommendation was shared in the workshop, 'career choices should be made at a later stage.' The chair, Prof. Badri finalised the discussion with a plea to acknowledge and expect change of careers. People should be aware of the external and internal dynamics of their passions, interest and opportunities. She ended with the statement, saying that realising and follow changes should not necessarily be seen as failure.

Ms. Shurooq Husamaddin, Bahraini Women Engineers: Factors Influencing Their Career Success Ladder, *University of Bahrain*

What is the current situation of female engineers in Bahrain, how is the market developing and what is influencing their career success ladder? This is the basic research question Ms. Shurooq (together with Dr. Adel Ismail Al-Alawi, Ms. Fatema Khaled Mejeran and Ms. Fateme Kadhém Madan) have empirically analysed. These questions gain importance considering there are about 43% female engineering major graduates, yet a lower number of female engineers working in the private and public sector in Bahrain. In their empirical study, 57 responses of women in leading positions in the engineering field were analysed. For the independent variables, society, work, and personal factors were utilised, and the dependent variable was the progression of female Bahraini engineers to top leadership positions.

The results showed that for women especially, the balance of social responsibilities and work requirements is a common barrier. Respondents also stated that they can be less involved in major decisions in their work. A quarter of the respondents also wanted more support from management, and about a third recommended quotas for a minimum amount of women in company positions. One of the recommendations of the authors was to increase the media representations of female engineers as possible role models for women. Furthermore, programmes to support the experienced tensions between work and social responsibilities are endorsed.

In the discussion experiences from several regional and global countries were shared. Prof. Badri described the development in Sudan, where changed legal frames helped women in advancing their careers (e.g. when the government supports men to follow their wives when they have to move for further career steps). Also the cultural dimensions, with specific gendered expectations and perceptions were identified as further barriers for women in their career development. Finally, a recommendation was made that universities should actively engage in bringing more engineering women into universities as role models. There should not be a focus just on their achievements, but also frequent discussion about their challenges and difficulties, thus making them more relatable to students.

Women Employability and Entrepreneurship

Parallel Session 1

Academic Paper Presentations II

Chaired by: Dr. Arpita Mehrotra

Rapporteurs: Dr. Matthias Bode and Dr. Nehal El Naggar

Ms. Hind Talal, The Influence of social media platforms on women's employment in Saudi Arabia, Lecturer of Visual Communication, *Dar Al-Hekma University*

Women empowerment and employability has strong support in KSA and is linked with the 2030 vision. At the same time, there is a very strong diffusion of social media on KSA. Ms. Hind linked these elements to ask the research question, how social media is able to foster business activities for female designers and female led businesses in KSA. In her work, she introduced several case studies. She demonstrated, how social media can create new markets for many women, especially when they feel uncomfortable interacting face-to-face with male clients. This is reflected in a strong development in KSA of new design related websites, connecting design freelancers and clients. As a case, different concept stores like 'social space' in Jeddah, developing from social media influencer to offer rental packages for event planning. Also in questionnaires it could be shown, that almost every design student is using social media to exhibit their works. This is not just a technological and economic change; it also means a strong cultural change in KSA. While there is still a male majority in design agencies and branding consultancies, these changes indicate a clear shift towards increasing the female ratio mediated by social media and guided by culture. In the discussion, participants mentioned other social media sites and opportunities, however, they also articulated a possible problem of defining your business exclusively online, due to issues of data leakages, data privacy and data security.

Ms. Fatima Abdulrahman Binzaiman, Factors Affecting Corporate Social Responsibility: An Empirical Study in the Kingdom of Bahrain, *MBA Student, University of Bahrain*

Ms. Fatima reported on her ongoing MBA thesis about the CSR activities of companies in Bahrain. After explicating the theoretical foundations by defining CSR and using the four part Carroll model of economic, legal, ethical and philanthropic responsibilities. She then explained the conceptualisations of sustainable development and the basic idea of the triple bottom line strategy. After some explorative interviews with company representatives about CSR in Bahrain, she integrated the interviews and the literature review in a theoretical model. As the dependent variable, Ms. Fatima took CSR. As independent variables, she chose factors like company size, board, women in the board, internalisation, board meetings and board independence. For the moderator variable, factors like internationalisation and industry type were included. In the discussion, participants suggested multi factor conceptualisations of CSR to acknowledge the different types and degrees of CSR activities. Furthermore, the link to government laws was discussed, where also accounting data can document CSR activities.

Dr. Humam Elagha, Determinants of Effective IT Control Frameworks: A Study of Executive Gender Diversity, Assistant Professor, Centre for General Studies, Royal University for Women

Dr. Human presented a research project, which develops an answer to the question about the relevant IT mechanisms to achieve an effective IT governance in public and private organisations in Bahrain. In his theoretical model, he identified several IT mechanisms that are linked to effective IT control frameworks. The empirical approach was a deductive, quantitative approach, applying a questionnaire for employees in financial services in Bahrain. The analytical process was done by using SmartPLS 2.0 to generate data about the strength of variable relationships (path coefficients) through a partial least squares regression analysis.

In his results, Dr. Humam emphasised the statistically significant acceptance of the hypotheses. Therefore, Dr. Humam stated that the theoretical model can be seen as being validated. This is first an important theoretical contribution for the discussion and research on conceptual IT governance frameworks. Second, for practical implications, Dr. Humam pointed out especially the factor "monitoring", as a main factor to focus on. Furthermore, the "steering committee" turned out to be the most influential IT governance mechanism. For future research, he asked the question, how gender diversity might influence the developed and validated framework. In the discussion questions were raised, in which ways gender diversity might affect the IT control frameworks; for instance, from changing positions of women in the domestic and professional sphere or how merits could interfere with gender variables in organisations.



Parallel Session 2

Empowering Women through Legal Education

12.00hrs	Academic Paper Presentations I
	Chaired by: Ms. Aysha Mutaywea
1.	Prof. Paolo Bargiacchi , Guaranteeing Equal Access of Women to Justice in Europe: Obstacles and Solutions <i>Full Professor of International Law, Faculty of Economic Sciences and Law, Kore University of Enna, Italy</i>
2.	Dr. Amer El Saeedi and Ms. Marwa Haider , Working Women's Rights in the Kingdom of Bahrain – Comparative Study <i>Assistant Professor, College of Law, Royal University for Women</i>
3.	Dr. Pasquale Borea , Implementing Women's Rights through the legislative protection against domestic violence: The Bahraini Law No 17/2015 <i>Dean of College of Law, Associate Professor, Royal University for Women</i>
13.30hrs	Academic Paper Presentations II
	Chaired by: Dr. Amer El Saeedi
4.	Dr. Maria Casoria and Ms. Amina Saleh , Women's Role in International Commercial Arbitration between Education and Legal Profession <i>Assistant Professor, College of Law, Royal University for Women</i>
5.	Dr. Raed Alnimer, Mrs. Huma Qasim Khalid Bungash, and Mrs. Mai Ebrahim , Custody Provisions in the Bahraini Unified Family Law <i>Assistant Professor, College of Law, Royal University for Women</i>
6.	Dr. Husham Alawsi , The position of Islamic jurisprudence and Bahraini law on women's right to work and professional trade <i>Assistant Professor, College of Law, Royal University for Women</i>



Parallel Session 2

Empowering Women through Legal Education

Academic Paper Presentation I

Chaired by: Ms. Aysha Mutaywea, Managing Partner MENA Chambers Bahrain

Rapporteur/s: Dr. Maria Casoria

The session started with opening remarks by Ms Mutaywea, who highlighted the importance of educating women and training them to pursue a career in the legal field, for advancing women's empowerment and strengthening their role in the society.

Prof. Paolo Bargiacchi, Full Professor of International Law at Kore University of Enna, Italy.

In his presentation, entitled 'Guaranteeing Equal Access of Women to Justice in Europe: Obstacles, Solutions and Results Achieved', Prof. Bargiacchi discussed the European Union status regarding the achievement of effective gender equality and the Gender Equality Strategy 2014-2017 adopted by the Council of Europe. He concluded his presentation by discussing the next steps which might be necessary in order to reduce the existing obstacles and facilitate women's access to justice without gender-based discrimination.

Dr. Pasquale Borea, Dean of College of Law, Royal University for Women.

Dr Borea presented a research entitled 'Implementing Women's Rights through the legislative protection against domestic violence: The Bahraini Law n. 17/2015'. He discussed the issues related to the violence against women as a violation of women's rights and specifically the phenomenon of domestic violence, by comparing the Bahraini normative framework with the CEDAW and the Istanbul Convention on preventing and combating violence against women and domestic violence.

Dr. Amer Mohamed Mahmoud El Saeed, Assistant Professor, College of Law, Royal University for Women, and **Ms. Marwa Haider**, College of Law student.

They discussed a research about the 'Working Women's Rights in the Kingdom of Bahrain', providing an overview of the main rights granted to women in the Kingdom through the enforcement of labour laws. The presenters pointed out the importance of the Supreme Council for Women for the advancement of women's conditions, due to the unwavering support to the rights of working women in all fields since 2001.

At the end of the first group of presentations, a Q&A session was held, with specific questions relating to the rights of women workers in Bahrain.



Empowering Women through Legal Education

Academic Paper Presentation II

Chaired by: **Dr. Amer El Saeedi**

Rapporteur/s: **Dr. Maria Casoria**

Dr. Maria Casoria, Assistant Professor of Commercial Law, Royal University for Women, College of Law and **Ms. Amina Saleh Abdulla**, LLB. Alumna College of Law.

In their presentation, entitled 'Women's Role in International Commercial Arbitration Between Education and Legal Profession', the presenters discussed the outcome of 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 and a group of arbitrators participating in the same event. They have highlighted the importance of training women in the Law School in order to boost equal representation on arbitral tribunals and resolve the existing gender imbalance.

Dr. Raed Alnimer, Assistant Professor, College of Law, Royal University for Women then spoke about research entitled 'Custody Provisions in the Bahraini Unified Family Law'. He provided a comprehensive overview of the recent unified Family Law No. 19 of 2017, which replaced the previous Law No. 19 of 2009 concerning the marital conflicts raised by Sunni citizens only and discussed the most important amendment introduced in the Bahraini normative framework with the new law.

Dr. Husham Alawsi, Assistant Professor, College of Law, Royal University for Women, presented a research discussing 'The position of Islamic Jurisprudence and Bahraini Law on Women's Right to Work and Professional Trade'. He discussed the position of some Muslim scholars regarding the role of women in the workforce and the conditions set out under Sharia Law for allowing women to work.

At the end of the second group of presentations, a Q&A session was held, with specific questions relating to the rights of women workers according to Sharia Law and comments on the percentage of women in arbitration.



Parallel Session 3

Generation Z: Women's Advancement

12.00hrs	Academic Paper Presentations I
	Chaired by: Dr. Jennifer Orlikoff
1.	Dr. Kanchana Bulumulle , Gendered Opportunity: A pre-academic career dynamic in the academic life of Sri Lankan and Australian academics <i>Senior Lecturer in the Dept. of Social Studies, The Open University of Sri Lanka</i>
2.	Ms. Nourhan Rahman , Case Study: The Use of Blended Learning at Royal University for Women <i>Director of Centre for General Studies, Royal University for Women</i>
3.	Dr. Vladimir Davchev , Empowering Gender Equality at State Universities in the Republic of Macedonia <i>Professor, Dept. of Gender Studies, Faculty of Philosophy, Saints Cyril and Methodius, Skopje Republic of Macedonia</i>
4.	Ms. Kathryn Funk , Gender Responsive Budgeting: Implementation in Bahrain <i>Research Assistant, Scientific Research Council, Royal University for Women</i>



Generation Z: Women's Advancement

Parallel Session 3

Chaired by: Dr. Jennifer Orlikoff

Rapporteur/s: Ms. Kathryn Funk

Dr. Kanchana Bulumulle, Senior Lecturer, The Open University of Sri Lanka, presenting her paper titled, "Gendered Opportunity: A pre-academic career dynamic in the academic life of Sri Lankan and Australian academics." Dr. Kanchana's paper presentation explained the mind-sets as well as opportunities for education between Sri Lankan and Australian students. She gave reasons why females are lagging behind males in Sri Lanka in terms of accessing education. This is mostly due to class level and opportunity. She carried on the focus on male privilege and how this affects women in academia. The research was primarily interview based.

Ms. Nourhan Rahman, Director of Centre for General Studies, Royal University for Women, presenting "Case Study: The Use of Blended Learning at Royal University for Women." Ms. Nourhan's presentation covered and defined the different methods of teaching and learning engaged in at RUW. She presented informative information about how effective professors find different techniques to be, and which methods are used most frequently. There was some discussion following her presentation about what types of teaching and learning methods the crowd believes is best. Furthermore, she was asked which methods the students prefer, and at this point she mentioned it would be beneficial to have a follow-up paper which primarily focuses on student's opinions and feedback surrounding the topic.

Dr. Vladimir Davchev, Professor, Dept. of Gender Studies, Faculty of Philosophy, Saints Cyril and Methodius, Skopje Republic of Macedonia, presenting paper titled, "Empowering Gender Equality at State Universities." This presentation provided many fruitful facts about the gender based studies programmes in the state university of Macedonia. It was interesting for the crowd to compare these statistics to their universities in the home countries. Dr. Vladimir showed tables with statistics about the number of women in leadership positions at the state universities, and although the women outnumber the men (almost triple times) the men still outnumber the females in leadership roles. Further, he explained the curriculum of general studies and what gender based classes are available and are required, the programme.

Ms. Kathryn Funk, Research Assistant, Royal University for Women, concluded the session with her paper presentation on "Gender Responsive Budgeting: Implementation in Bahrain." The presentation defined what gendered responsive budgeting is, and then she discussed the ways Bahrain has (or hasn't) instilled GRB into their governmental budget. The presentation stimulated a lot of discussion between Ms. Kathryn and the those in the audience specifically about the ways Bahrain could further implement gender based budgets in the future.

After all paper presentations, awards were given to each researcher, a conference- parallel session survey was distributed to everyone in the room, and photos of all participants were taken with the session chair: Dr. Jennifer Orlikoff.



Parallel Session 4

Empowering Women in Art and Design Education

12.00hrs	Academic Paper Presentations I
	Chaired by: Dr. Henaa Mallah
1.	Dr. Sana Abbasi , Modest Fashion: Is it a Trend of a Revolution? Chair of Fashion Design, Dar Al-Hekma University
2.	Dr. Nehal Almurbati , Sustaining Women in Design Profession and Design Education: A Decade of Interior Design Graduates in Bahrain <i>Assistant Professor, Dept. of Architecture and Interior Design, College of Engineering, University of Bahrain</i>
3.	Dr. Janon Kadhim , Empowering Women in Art and Design Education and Ms. Khadija Saeed <i>Dean of College of Art and Design, Royal University for Women; and College of Art and Design Senior Administrative Officer, Royal University for Women</i>



Empowering Women in Art and Design Education

Parallel Session 4

Chaired by: **Dr. Henaa Mallah**

Rapporteur/s: Dr. Hadeel Regal & Dr. Aisha Darwish

The session was opened by Dr. Janon Kadhim, and then, **Dr Henaa Mallah**, the Chairman, introduced the first speaker:

Dr. Sana Abbasi, Chair of Fashion Design at Dar Al-Hekma University in Jeddah (KSA). The first paper, presented by Dr. Abbasi, titled as "Modest Fashion: Is it a trend of a Revolution?" spoke about the "phenomenon" called "Modest Fashion": how it started, its influencers, its relation to Muslim women, and how it was extended to an international level.

A live discussion followed the presentation about how this phenomenon changes from one culture to another, and the ways it is guided by business.

Dr. Nehal Almurbati, was introduced by the chairman. Dr. Almurbati is an Assistant Professor at the Department of Architecture and Interior Design. College of Engineering (UOB). She spoke about "Sustaining Women in Design Profession and Design Education: A Decade of Interior Design Graduates in Bahrain." Dr. Almurbati spoke about the history of Interior Design university education in Bahrain, and the challenges of the career of the female Graduates majority. Supported by related diagrams, the paper showed that most of the female Graduates seem not to be practicing their profession. However, the situation seems to be improving by an increasing number of Interior Design female practitioners.

The discussion which followed the presentation focused on the reasons behind the default in Interior Design practice and university education, and how to enhance the qualifications of academics and the Graduates' practice in the field.

Dr. Janon Kadhim and **Ms. Khadija Saeed**, were introduced by the chairman. Dr. Kadhim is the Dean of College of Art and Design at RUW; and Ms. Saeed is a holder of Master of Design Management from RUW. They spoke about 'Higher Education for Women's Employability' with special reference to women in art and design in the Kingdom of Bahrain. The focus of the paper was mainly about how a graduate can be employable, and the higher education has to develop the required skills which will make a graduate employable. A well done survey supported the paper, and the role of RUW was highlighted regarding qualifying its female graduates with the required skills through teaching process.

The following discussion underlined the gap existing in graduate's employability, and focused on how to address this gap by bringing together the efforts of the different institutions.

At the end of the session, certificates were handed to the speakers, as well as to the president and chairman of the session.



Report on Poster Session

Details of the Session

The poster session was launched on the second day of the conference, Thursday, April 19th at 9:00 am. During this time, researchers, professors, and undergraduate and post graduate presented 9 posters under a chosen conference sub-theme.

Presenters of the poster session:

No.	Name	Title	Organisations
1.	Dr. Humam Elagha Ms. Hanan Bamasood Ms. Nayla Albinali	Supporting Healthcare Management through Mobile Technologies: BH Hospitals Android Application	Royal University for Women
2.	Ms. Noora Khalid Albinfalah Dr. Nessreen Elmelegy Dr. Shweta Kinra Kalra	Empowering Fashion Market in Kingdom of Bahrain – A contemporary inspiration	Royal University for Women
3.	Ms. Layla Althawadi Dr. Arpita Mehrotra Dr. Hala Elias	Municipal Budgeting in the Kingdom of Bahrain	Royal University for Women
4.	Ms. Fadheela Salman Ali Ahmed Naser Ms. Zahraa Ahmed Ghuloom Abdulla Saleemi Dr. Matthias Bode	The Effect of Employee Satisfaction on Customer Service in the Telecommunication Industry in Bahrain	Royal University for Women
5.	Ms. Sara Bin Hethlain Dr. Iman Alfakhri	Investigating individual's cultural values in the workplace among the millennial generation in Bahrain	Royal University for Women
6.	Ms. Jawaher Almarri Ms. Fatema Almusallam Dr. Vivien Exartier	Performance of Graduates in Kingdom of Bahrain: Case of RUW Business Students	Royal University for Women
7.	Dr. Elizabeth M. Samuel	Comparative Performance Evaluation of Selected Commercial Banks in India using CAMELS Rating System	Royal University for Women
8.	Ms. Noof Almoawda Ms. Marwa Alnafea Dr. Pasquale Borea	The development of women's rights: from international protection to national implementation	Royal University for Women
9.	Dr. Karima Hemida Ms. Rae Mearkle	Assessing Prior Knowledge in Order to Build Instead of Repeat or Fail	Dar Al-Hekma University

Poster Evaluation

The poster presenters were assisted by supervisors who provided thorough guidance and supervision. Various topics were studied following an academic research approach. A committee was formed to evaluate the posters. The evaluation was done based on a rubric with criteria which most of the presenters were able to meet.

Panel of Judges:

H.E. Senator Sylvia M. Kasanga, *Senator, Founder of WPI, Kenya*

Dr. Vladimir Davchev, *Professor, Dept. of Gender Studies, Faculty of Philosophy, Saints Cyril and Methodius, Republic of Macedonia*

Convened by: Dr. Arpita Mehrotra, Assistant Professor, Royal University for Women

Recipients of Prizes

- 1st Layla Al Thawadi, Dr.Arpita Mehrotra, and Dr.Hala Elias -- "Municipal budgeting in the Kingdom of Bahrain"
- 2nd Noora Khalid ALbinfalah, Dr.Shweta Kinra, and Nassreen Elmelegy -- "Empowering Fashion Market in King dom of Bahrain – A contemporary inspiration"
- 3rd Dr.Elizabeth M Samuel -- "Comparative performance Evaluation of Selected Commercial Banks in India using CAMELS rating Model"



Concluding Remarks by Mr. David J. Lock and Dr. Mona Suri

Emcee: Ms. Norhan Rahman

Rapporteur: Dr. Elizabeth M. Samuel

Firstly, Ms. Norhan Rahman expressed her gratitude to everyone for attending and making the conference fruitful and invigorating. She then invited Mr. David Lock to the stage to give the closing remarks. Mr. Lock thanked all of the participants and attendees for their support. His remarks stated that we should, 'Take action to empower women,' summarising that we are all human beings and we should all work together and support one another to be successful. Furthermore, he commented that universities should reflect on whether they are providing sufficient leadership development tactics. Moreover, he directed we all must take initiative, through volunteering or any available methods, to learn how to be most effective and empower others to strive for success. Lastly, Mr. Lock advised we should be optimistic in everything. He concluded his remarks by saying, 'It starts with us, our understanding of gender issues, what enables progress to be made, so that we can do more of it' Finally, he once again thanked all who facilitated in this successful conference.

On behalf of Prof. Mazin M.A. Jumaah and the Royal University for Women, Dr. Mona Suri, AVP, thanked all of the invited speakers, keynote speakers, research and workshop presenters, and all RUW faculty and administrative staff for their continuous support to create a successful conference.



MEDIA CLIPPINGS

Concentrate all your thoughts upon the work at hand. The sun's rays do not burn until brought to a focus.
-Alexander Graham Bell

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Friday, April 13, 2018

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RUW to organise conference on women

Royal University for Women (RUW) is organizing a conference entitled "Empowerment of women through higher education" to be held on the 18th and 19th of April.

The conference, being held under the patronage of Dr. Majid bin Ali Al Nuaimi, Minister of Education and Chairman of Higher Education Council, will take place at the RUW campus located in West Riffa.

The conference highlights the issue of women empowerment in the field of education, the challenges that arise, and how higher education can be used as a tool for progress and empowerment and development. The conference will also touch on issues such as equal opportunities in the workplace, the progress of women in higher education, the achievements and present case studies.

The conference aims at presenting the latest developments and scientific papers related to the empowerment of women and the equal opportunities and leadership in many fields.

In addition, the conference aims to shed light on the role of women in leadership positions and entrepreneurship as well as the variety of fields where the role of women has had a monumental impact.

The conference provides an ideal arena for academics, researchers, students and experts in the field to participate in discussion sessions focusing on the empowerment of women with more than 120 participants and participants from several countries, such as Malaysia, Kuwait, Saudi Arabia, Sudan, Kuwait, Saudi Arabia, Pakistan, United Kingdom and the United States. The interest and registration of participation from representatives of ministries, government bodies, private sector institutions in the Kingdom of Bahrain, as well as independent researchers, academics and students.

This biennial conference is in its second edition organized by the Royal University for Women, a leading accredited university in the Kingdom of Bahrain, with numerous achievements and a commitment to excellence and quality educational services and with the sponsorship of Tankeen, Ahli United Bank and Alba.



Minister of Education in Previous RUW Event

Al Hekma School celebrates core values



Al Hekma International School held the elementary school wide event where the students performed a show entitled "Our core Values". Elementary teachers have worked with parents to instill values such as responsibility, collaboration and respect in students who excelled on stage showing what they have learnt about during the event.

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CORPORATE PROFILE - Aluminium Bahrain B.S.C. (Alba)

Aluminium Bahrain B.S.C. (Alba) - one of the leading aluminium smelters in the world - is listed on both the Bahrain Bourse and the London Stock Exchange, with its shareholders being Bahrain Mumtalakat Holding Company (69.38%), SABIC Investment Company (20.62%) and the General Public (10%). Alba is widely regarded as one of the top ten performers on a global scale and is known for its high track record for safety, technological strength, innovative policies and strict environmental guidelines.

Alba was incorporated by Charter in 1968 and officially commenced its operations in 1971 as a 120,000 tonnes per annum smelter. Today, Alba produces more than 981,000 metric tonnes per annum of the highest grade aluminium, with products including standard and T-ingots, extrusion billets, rolling slabs, properzi ingots, and molten aluminium. Around 50 per cent of its output is supplied to Bahrain's downstream aluminium industry, with the rest exported to regional and international customers in the Middle East, Europe, Far East, South East Asia, Africa, and North America.

Safety is a priority in Alba. The Company has received many awards for its efforts towards maintaining a safe and healthy work environment; including Gold ROSPA Health and Safety Awards 2017, Green World Award 2016 for Environmental Best Practice; 2015 Occupational Excellence Achievement Award by National Safety Council – USA; 2015 International Safety Award by British Safety Council; and Gulf Aluminium Council's 2014 Health & Safety Award under the Smelters Category.

About Line 6 Expansion Project

Alba's Line 6 Expansion Project is one of the largest brownfield developments in the region. Expected to begin production by January 1st 2019, this Project will boost the smelter's per-annum production by 540,000 metric tonnes, bringing its total production capacity to 1.5 million metric tonnes per year.

With a CAPEX of approximately US\$ 3 billion, the Line 6 Expansion Project involves the construction of a sixth pot line utilising EGA's proprietary DX+ Ultra Technology, a 1,792 MW Power Station (Power Station 5) and other industrial services.

Bechtel is the EPCM contractor for the Line 6 Expansion Project smelter. For Power Station 5 (PS 5), GE and GAMA Consortium was awarded the EPC contract, while Siemens is the Power Distribution System contractor. J.P. Morgan, Gulf International Bank (GIB) and National Bank of Bahrain (NBB) are the Financial Advisors for this Project.

In June 2015, Alba Board approved the Line 6 Expansion Project and in November 2015, Alba secured the natural gas supply for this Project.

Alba successfully closed a US\$ 1.5 Billion syndicated term-loan facility comprising two tranches: Conventional Facility & and Islamic Facility in October 2016 as well as the first tranche of the Export Credit Financing of c. US\$ 700 million for Euler Hermes and SERV-covered facilities in July 2017. The Company is looking to secure the second tranche of the Export Credit Agency (ECAs) within the first quarter of 2018.

The Front End Engineering Design (FEED) study for the Project was completed in the first quarter of 2017. The construction site-works have started in the second quarter of 2017 while the mass earthworks was completed by the end of the third quarter of 2017 as per schedule. Alba has also laid the First Concrete in Potline 6 Foundation in May 2017 wherein the concrete foundations will reach 85,000 m³ upon completion by December 2018. As of February 28, 2018, Line 6 Smelter's Overall Progress exceeded 45% (Engineering progressed more than 81% while Contracts and Procurement advanced by more than 90%); Power Station 5 & Power Distribution System Overall Progress exceeded 55% and 77% respectively.

The Line 6 Expansion Project will make Alba the world's largest single-site aluminium smelter and be a significant economic boost for the Kingdom of Bahrain due to the many co-investment opportunities through local and foreign aluminium investments.

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We are working in 45 countries globally, in 12 different languages with more than 450 licensed trainers delivering programmes right now. There is over 150 women in the Middle East and North Africa who are certified trainers to offer Springboard programmes in the region along with over 50 partner organisations that offer Springboard programmes as part of their training agenda.

Clients include EY, Shell, National Grid, Royal Mail, NHS, Police, Cambridge University, Oxford University, Oreedo, KAUST, HSBC and SABB Bank, Technical and Vocational former entity in KSA to name but a few.

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We offer a vibrant research environment with research that brings real benefits to people's lives. We were awarded our fourth Queen's Anniversary Prize for Higher and Further Education for our work with farming communities in Africa. The creation of carbon-neutral building materials by university spin-out company Carbon8 Systems Limited won a Queen's Award for Enterprise.

After graduating from the university, you can join our global network of over 67,000 international alumni. We will help you to stay in touch and benefit from networking opportunities.

Diversity is one of the key strengths of our organisation. So wherever you're from, and whatever your career plans, you will find a warm welcome at the University of Greenwich.

