



THE SUSTAINABILITY REPORT



SDG 5 — GENDER EQUALITY

2025 / 2026



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1. Overview — SDG 5: Gender Equality

Gulf University demonstrates a strong institutional commitment to gender equality as a core element of its sustainability agenda, aligning with SDG 5. During AY 2025–2026, GU's contribution spans four areas: verified leadership representation data showing women hold the majority of institutional leadership positions; CECEC community engagement initiatives (the Bahraini Women's Day breakfast, the Breast Cancer Awareness event, and the gender-equitable “Together from the Beginning” parenting programme); SDM-C's gender programming within GUSW2025 and ICSDI 2025; and a named set of institutional policies supporting women's access, participation, and non-discrimination.

This report consolidates SDG 5 evidence from the CECEC Annual Report 2025–2026, the SDM-C Annual Report 2025–2026, and ICE Annual Report 2025–26— specifically Ratio of Female Leaders to Total Institutional Leaders, which is the authoritative source for GU's leadership gender-ratio figures.

2. Key Highlights for Academic Year 2025–2026

Leadership Representation

- Of Gulf University's 33 total leadership and deputy positions, 18 are held by women — a female leadership ratio of 54.5%, meaning women hold the majority of leadership roles at the institution.
- Representation is strongest at University-Level Units (11 of 16, 68.8%), and present at the University Level (2 of 4), Faculty/College Level (2 of 5 Deanships), and Study Program Level (3 of 8 Department Heads).

SDM-C — Sustainability and Development Makers Center

- GUSW2025: SDG 5 addressed through 8 of 35 activities (22.9%); ICSDI 2025: SDG 5 represented in 5.3% of accepted papers.
- GUSW2025 Day 2 panel content and Day 1 sessions referenced gender-inclusive education and equity themes.
- GU Sustainability Club (GUSC): SDG 5 cited as a secondary/supporting SDG.

CECEC — Community Engagement and Continuing Education Center

- CECEC's own SDG Contribution Chart records SDG 5 across 4 pillar/event instances in AY 2025–2026.
- Pillar 4 — Social Engagement: Breast Cancer Awareness event (oncology lecture, survivor testimony) and “Together from the Beginning” parenting programme, both explicitly SDG 5-tagged.
- Pillar 6 — Community Services: Bahraini Women's Day — VP Breakfast for Female Staff, hosted by Dr. Meryem Fati, Vice President for Academic Affairs.

3. Female Representation in Leadership at Gulf University

Gulf University's representation of Female Leaders to Total Institutional Leaders is the authoritative source for this data, verified against the University's HR records and organizational structure.

Leadership Level	Total Leaders & Deputies	Female Leaders & Deputies
University Level (President, Vice Presidents, COO)	4	2
Faculty / College Level (Deans)	5	2
Study Program Level (Heads of Department)	8	3



Leadership Level	Total Leaders & Deputies	Female Leaders & Deputies
University-Level Units (Centre Directors, Unit Heads)	16	11
Total	33	18

Ratio of Female Leaders = $18 / 33 \times 100 = 54.5\%$ — women hold the majority of leadership roles at Gulf University, most strongly at the University-Level Units category (68.8%).

4. CECEC — Community Engagement and Outreach Initiatives

CECEC's SDG Contribution Chart records SDG 5 across 4 pillar/event instances, spanning Pillar 4 (Social Engagement) and Pillar 6 (Community Services).

Initiative	Pillar	SDG 5 Linkage (as tagged in CECEC report)
Breast Cancer Awareness Event	Pillar 4 — Social Engagement	Oncology lecture and survivor testimony specifically focused on women's health — a direct institutional contribution to gender-responsive health promotion. SDGs: 3, 4, 5, 10, 17.
“Together from the Beginning” (health awareness for first-time parents)	Pillar 4 — Social Engagement (secondary: Pillar 5)	Explicit emphasis on shared parental responsibility and equal partnership between spouses. SDGs: 3, 4, 5, 10, 17.
Bahraini Women's Day — VP Breakfast for Female Staff	Pillar 6 — Community Services	Hosted by Dr. Meryem Fati, Vice President for Academic Affairs, celebrating women's contributions at the highest institutional level. SDGs: 4, 5, 8, 10, 16, 17.

5. SDM-C — GUSW2025, ICSDI 2025 & GU Sustainability Club

SDG 5 was addressed in 8 of 35 analysed GUSW2025 activities (22.9%), with Day 2 panel content and Day 1 sessions referencing gender-inclusive education and equity themes. At ICSDI 2025, SDG 5 was represented in 5.3% of accepted conference papers, alongside SDG 1, 3, 4, 10, and 16 at the same share.

The GU Sustainability Club (GUSC) is not primarily built around SDG 5, but SDM-C's own report cites it as a secondary/supporting SDG through the Club's student leadership, stakeholder collaboration, and community engagement activities.

6. Institutional Policies and Leadership Support

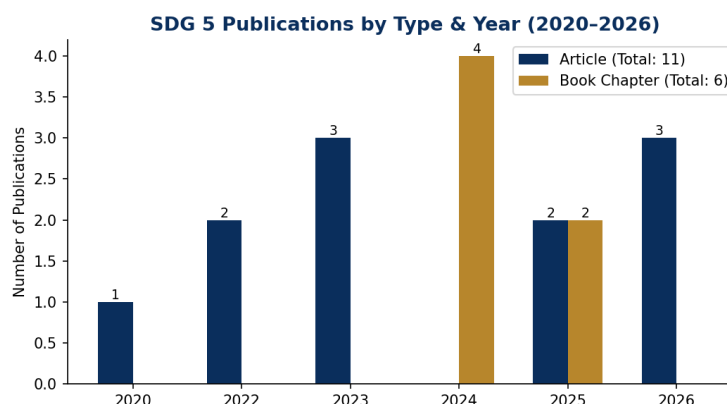
Gulf University's reference to the following named institutional policies and schemes underpinning its SDG 5 commitment:

- Women Mentoring Scheme.
- Women's Access and Participation Policy.
- Non-Discrimination Against Women Policy.

CECEC's report additionally documents an Equal Employment Policy ensuring fair hiring and promotion practices, and a gender-inclusive learning environment supported through inclusive classroom practices, flexible scheduling, and professional mentoring. Together, these align with SDG Targets 5.1 (End discrimination) and 5.c (Adopt and strengthen policies for gender equality).



7. GU Research & Publications Related to SDG 5



Publication Type	2020	2022	2023	2024	2025	2026	Total
Article	1	2	3	0	2	3	11
Book Chapter	0	0	0	4	2	0	6

Gulf University's SDG 5-linked research base totals 17 publications from 2020–2026 (11 articles, 6 book chapters).

8. Summary of Impact and Key Performance Indicators (KPIs)

KPI	Indicator Description	2025–2026 Result	Status
KPI 1	Number of gender equality-linked publications	17 publications (11 articles, 6 book chapters), 2020–2026	Achieved
KPI 2	Number of gender empowerment workshops/initiatives held	2 initiatives — “Together from the Beginning” (3-session programme) + Bahraini Women's Day breakfast	Achieved
KPI 3	Number of women-focused health initiatives	1 major initiative (Breast Cancer Awareness event)	Achieved
KPI 4	Participation in gender equality awareness events	~60–105 estimated (“Together from the Beginning,” 20–35 × 3 sessions); Women's Day breakfast attendance not quantified in source	Achieved
KPI 5	Ratio of women in GU leadership positions	54.5% (18 of 33 leadership & deputy positions)	Achieved

9. Conclusion and Future Directions

Gulf University's SDG 5 (Gender Equality) evidence for AY 2025–2026 is anchored by a strong, independently-verified leadership statistic — women hold 54.5% of institutional leadership and deputy positions — complemented by targeted CECEC community initiatives (Bahraini Women's Day breakfast, Breast Cancer Awareness, “Together from the Beginning”), SDM-C's gender programming within GUSW2025 and ICSDI 2025, and a named set of institutional policies (Women Mentoring Scheme, Women's Access and Participation Policy, Non-Discrimination Against Women Policy).

**Future directions:**

- Launch a dedicated SDG 5 research and publications tracker with the Research & Publications Office / QAD-C, mirroring the models already in place for SDG 2, 3, and 4.
- Build on the success of “Together from the Beginning” by establishing it as a recurring annual programme with tracked participation and outcomes.
- Explore a dedicated women's leadership and mentorship initiative under SDM-C or CECEC, extending GU's Women Mentoring Scheme from a named policy into a structured, career-building programme with measurable participation.
- Encourage DTC to capture gender-disaggregated participation data via the Alumni Engagement Portal and Internship Management System.
- Set a clear annual target of at least two dedicated SDG 5 initiatives per year, consistent with the rigor already applied to SDG 2 and SDG 3 reporting.

Compiled from:

Innovation & Entrepreneurship Center (IEC) -Annual Report for the year 2025-26

<https://www.gulfuniversity.edu.bh/images/centers/innovation-entrepreneurship-center/annual-report/IEC-Annual-Report-2025-2026.pdf>

Sustainability Development Makers- Center -Annual Report for the year 2025-26

<https://www.gulfuniversity.edu.bh/images/centers/sustainability-and-development-makers-center/SDM-C-Annual-Report-2025-2026.pdf>

Community Engagement & Continuing Education Center (CECEC) -Annual Report for the year 2025-26

<https://www.gulfuniversity.edu.bh/images/centers/community-engagement-and-continuing-education-center/annual-reports/CECEC-Annual-Report-2025-2026.pdf>

Digital Transformation Center (DTC) -Annual Report for the year 2025-26

<https://www.gulfuniversity.edu.bh/images/centers/digital-transformation-center/annual-report/DTC-Annual-Report-2025-2026.pdf>

Policies from Gulf University's official website

Women Mentoring Scheme.

Women's Access and Participation Policy.

Non-Discrimination Against Women Policy.

Edited by:

Dr. Tanvir Hussein — Head of Accreditation and Ranking Unit

Designed by:

Ms. Shereen Murad — Head of Planning & Development Unit