



THE SUSTAINABILITY REPORT



SDG 8 — DECENT WORK & ECONOMIC GROWTH

2025 / 2026



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1. Overview — SDG 8: Decent Work and Economic Growth

Gulf University demonstrates well-rounded, multi-centre commitment to SDG 8 (Decent Work and Economic Growth) during AY 2025–2026, with meaningful contributions from both CECEC and SDM-C. Under CECEC, SDG 8 is addressed across 5 of the centre's 7 pillars: Pillar 1 embeds employability directly into 38 of its 124 free training workshops (28 Leadership & Management plus 10 Entrepreneurship & Finance sessions), while Pillar 5 delivered its most productive industry-collaboration year to date — 14 partnership activities spanning GARMCO, the Bahrain Chamber of Commerce & Industry, the Mulhamoon Youth Authority, the Albilad CSR Award, and a four-times-renewed Bahrain Specialist Hospital partnership. CECEC further supported graduate employability through the official launch of an AI-powered employment programme during the Annual Ramadan Ghabga, and recognised institutional and financial capability through its President's Academic Excellence Ceremony and a Financial Awareness Lecture delivered jointly with the College of Administrative and Financial Sciences.

SDM-C complements this through Gulf University Sustainability Week (SDG 8 addressed in 7 of 35 activities, 20.0%), ICSDI 2025 research (10.0% of accepted papers), and Industry-Linked Research Grants currently at 40% completion against a target of at least three grants. The Digital Transformation Center's Internship Management System, Alumni Engagement Platform, and Employee Lifecycle module also plausibly support this goal, though these remain unconfirmed as explicit SDG 8 contributions since DTC's report does not tag its projects to specific SDGs. Taken together, SDG 8 stands out as one of the University's more genuinely institutionalised goals — combining workforce-building training, sustained industry partnership, funded research, and emerging digital-employability tools — rather than resting on a single flagship event.

2. Key Highlights for Academic Year 2025–2026

- CECEC's SDG Contribution Chart records SDG 8 across 8 pillar/event instances in AY 2025–2026, spanning Pillars 1, 4, 5, 6, and 7.
- Pillar 1: 38 of 124 free training workshops directly tagged to employability/economic-productivity themes (28 Leadership & Management, 10 Entrepreneurship & Finance).
- Pillar 5: 14 industry/government partnership activities — CECEC's most productive industry-collaboration year on record — including GARMCO, Bahrain Chamber of Commerce & Industry, Mulhamoon Youth Authority, Albilad CSR Award 2025, and Bahrain Specialist Hospital (×4).
- AI Employment Programme officially launched during the Annual Ramadan Ghabga, offering AI-powered career-readiness tools for students and graduates.
- GUSW2025: SDG 8 addressed through 7 of 35 activities (20.0%); ICSDI 2025: SDG 8 represented in 10.0% of accepted papers.
- Industry-Linked Research Grants (SDM-C Operational Plan): 40% complete against a target of ≥3 grants.

3. CECEC — Employability, Industry Partnerships & Recognition

Initiative	Pillar	SDG 8 Linkage
38 employability-focused training workshops (Leadership/Entrepreneurship)	Pillar 1 — Free Training Workshops	Direct workforce-skills building across government, civil society, and education partners
AI Employment Programme Launch (Annual Ramadan Ghabga)	Pillar 4 — Social Engagement	AI-powered career-readiness and job-access tools for students/graduates



Initiative	Pillar	SDG 8 Linkage
GARMCO visit; BCCI recognition; Mulhamoon Youth Authority coordination meeting; Albilad CSR Award 2025; Patents Lecture (Ministry of Industry & Commerce); Marai 2025; Bahrain Specialist Hospital (×4)	Pillar 5 — Industry Collaboration	14 activities — CECEC's most productive industry-collaboration year to date; tagged SDG 4, 8, 9, 11, 16, 17
President's Academic Excellence Ceremony; Financial Awareness Lecture (Mr. Abdulaziz Saif)	Pillar 6 — Community Services	Institutional recognition of achievement; financial-literacy education supporting economic capability
Languages Hub paid training workshops; Bahraini Embassy (Moscow) visit	Pillar 7 — Languages Hub	Continuing-education revenue programming and international professional exposure

4. SDM-C — GUSW2025, ICSDI 2025 & Industry-Linked Research

SDG 8 was addressed in 7 of 35 analysed GUSW2025 activities (20.0%) and represented in 10.0% of accepted ICSDI 2025 papers, tied with SDG 9 (Industry, Innovation and Infrastructure) and SDG 17 (Partnerships). SDM-C's Operational Plan includes Industry-Linked Research Grants (target ≥ 3 grants), currently 40% complete, funding collaborative research addressing industry sustainability challenges. The Future Sustainability Roadmap additionally proposes a Green Innovation Incubator and sustainability-focused start-up/pitch competitions to build entrepreneurial capacity, alongside the GU Sustainability Research Grant (30% complete) supporting applied, economically-relevant research.

5. DTC — Digital Employability Tools

The Digital Transformation Center operates several projects such as:

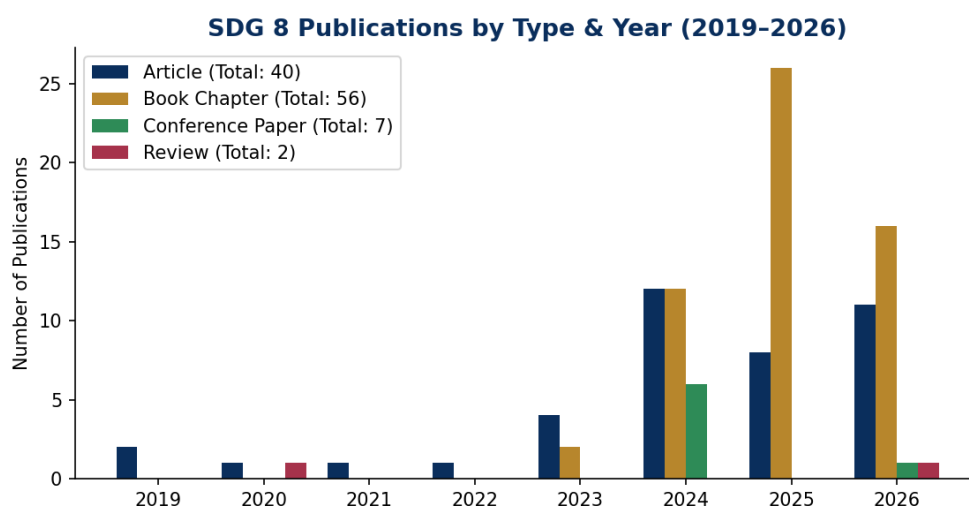
- Project 7 — Internship Management System: digitises the student internship lifecycle, reducing administrative workload and strengthening employability-readiness tracking.
- Project 6 — Alumni Engagement Platform: career and jobs matching, employer portal, CV & interview support tools for graduate employability.
- Project 8 — Digital Transformation Restructuring: Employee Lifecycle module (hiring, onboarding, performance, development) supports institutional workforce development.
- Project 9 — Project G: dedicated Human Resource Management and Accounting & Finance modules support institutional productivity.

6. Institutional Policies

Gulf University maintains a Human Resource Policy (Code GU-PL01HR) governing employment practices, and a Community and Industry Engagement Policy (Code GU-PL16CIE) governing structured partnerships between academic departments and industry for internships, joint projects, and research — both verified as named, coded institutional policy documents. Broader claims about dedicated “Employment and Skills,” “Entrepreneurship and Innovation,” or “Sustainable Growth” policy frameworks could not be independently verified against a specific named policy document and are not restated here as separate policies.



7. GU Research & Publications Related to SDG 8



Publication Type	2019	2020	2021	2022	2023	2024	2025	2026	Total
Article	2	1	1	1	4	12	8	11	40
Book Chapter	0	0	0	0	2	12	26	16	56
Conference Paper	0	0	0	0	0	6	0	1	7
Review	0	1	0	0	0	0	0	1	2

Gulf University’s SDG 8-linked research base totals 105 publications from 2019–2026 (40 articles, 56 book chapters, 7 conference papers, 2 reviews) — the largest publication base of any SDG reviewed to date, consistent with ICSDI 2025’s 10.0% share for this goal.

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

KPI	Indicator Description	2025–2026 Result	Status
KPI 1	Number of employability-focused training workshops (Pillar 1)	38 workshops (28 leadership + 10 entrepreneurship), part of 124 total Pillar 1 workshops	Achieved
KPI 2	Number of industry/government partnership activities supporting workforce development (Pillar 5)	14 activities — CECEC’s most productive industry-collaboration year to date	Exceeded
KPI 3	Activities addressing SDG 8 within GUSW2025	7 of 35 activities (20.0%)	Achieved
KPI 4	ICSDI 2025 research papers addressing SDG 8	10.0% of accepted papers	Achieved
KPI 5	Industry-Linked Research Grants (SDM-C Operational Plan target: ≥ 3 grants)	40% complete against target	On Track
KPI 6	SDG 8-linked publications	105 publications (40 articles, 56 book chapters, 7 conference papers, 2 reviews), 2019–2026	Achieved



9. Conclusion and Future Directions

SDG 8 is one of Gulf University's more genuinely well-rounded goals — CECEC, SDM-C, and DTC each contribute something real rather than the University leaning on a single flagship moment. CECEC's Pillar 5 delivered its strongest industry-collaboration year on record, Pillar 1 embeds employability directly into nearly a third of its free training workshops, and SDM-C is backing this with actual funded research grants rather than just awareness events. The AI Employment Programme launch also shows the University thinking about graduate employability in a forward-looking, technology-enabled way.

Future directions:

- Formalise DTC's Internship Management System, Alumni Engagement Platform, and Employee Lifecycle module as explicit, confirmed SDG 8 contributions
- Push Industry-Linked Research Grants from 40% to full completion, and set a clear ≥ 3 -grant annual target going forward rather than a one-time milestone.
- Track outcomes (not just delivery) of the AI Employment Programme — e.g., number of graduates placed or interviewed — to convert a strong launch into a measurable KPI.
- Expand Pillar 5's healthcare-sector partnership model (4× Bahrain Specialist Hospital collaborations) into other high-employment sectors.
- Set an annual cross-centre target (e.g., ≥ 30 employability-linked workshops + ≥ 10 industry partnership activities per year) to lock in this year's strong performance as a baseline, not a peak.

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>

<https://www.gulfuniversity.edu.bh/wp-content/uploads/2025/07/HR-Policy-updated-2025.pdf>

<https://www.gulfuniversity.edu.bh/wp-content/uploads/2024/11/Community-Engagement-Policy.pdf>

<https://www.gulfuniversity.edu.bh/wp-content/uploads/2024/10/Staff-Professional-Development-Policy.pdf>

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