




## Childcare facilities for Staff & Faculty (Jan – Dec 2024)

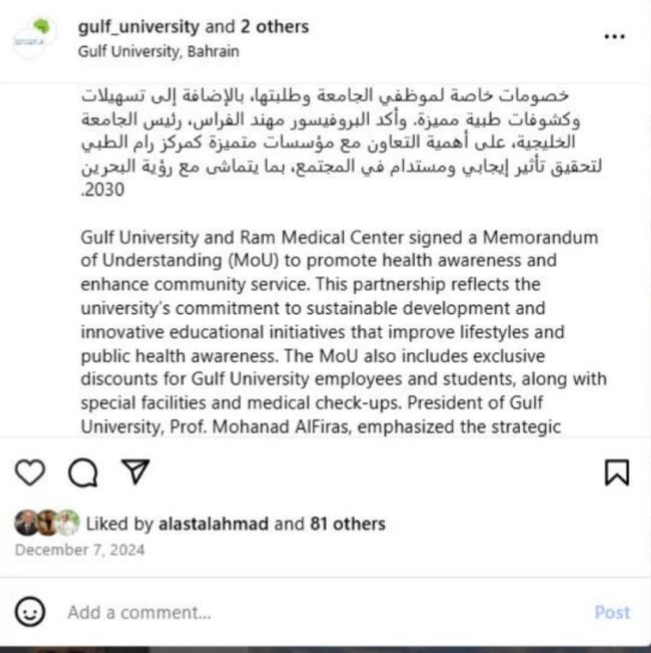
### Introduction

Gulf University (GU) recognizes the importance of work–life balance and the need to support employees with young children, especially women returning to work after maternity leave. In alignment with the UN Sustainable Development Goal 5, GU provides accessible childcare options for staff and faculty through partnerships with local childcare centers near campus, flexible work-hour arrangements, maternity and paternity leave, and a designated nursing space on-site. These facilities and policies are coordinated by the Human Resources Department and the Community Engagement and Continuing Education Center (CECEC), ensuring that all GU employees can sustain their professional growth while maintaining family well-being.

Provision / Scheme	Description & Accessibility	Linked SDGs	Evidence Source
Partnership with Local Childcare Center (Sanad Region)	GU maintains an agreement with a licensed nearby nursery for staff and faculty childcare. Subsidized rates and priority placement are provided to GU employees with children under age five.	SDG 5, SDG 8	HR Department Records 2024; CECEC Annual Report 2024–25 (Community Support Section)
Flexible Working Hours & Remote Options	HR Policy v1.2 (2025) allows flexible work schedules for staff and faculty with family responsibilities, including parents of infants. Supervisors may approve hybrid work or adjusted hours during early childcare periods.	SDG 5, SDG 8	HR Policy Section 5.6 & 5.11
Maternity, Paternity & Leave Policy	The paid maternity and paternity leave policy consistent with Bahrain Labor Law and ensures no discrimination in promotion or contract renewal for returning mothers.	SDG 5, SDG 8	Maternity and Paternity Policy: GU-PL76MAP
Campus Facilities for Nursing Mothers	Designated private nursing room available in the Staff Lounge – Ground Floor, Main Building, equipped with sanitation and privacy provisions.	SDG 3, SDG 5	Facilities & Purchasing Office Record (2024)
Employee Assistance & Counseling	CECEC provides work–life balance sessions and psychological counseling for working parents under the “Healthy Workplace Initiative.”	SDG 3, SDG 5	CECEC Annual Report 2024–25 (p. 113–115)

Screenshots:

	
Childcare Facilities for Staff & Students	Nursing Facility at GU
<div><div><div>الجامعة الخليجية</div><div>GULF UNIVERSITY</div><div></div></div><div><p><b>Title:</b> Maternity and Paternity Policy</p><p><b>Code:</b> GU-PL76MAP</p><p><b>Version:</b> 1.1</p><p><b>Date of Issue:</b> 2024</p><p><b>Effective Date:</b> July 2024</p><p><b>Approval Authority:</b> Board of Trustees</p><p><b>Document Owner:</b> Vice President for Academic Affairs</p><p><b>Next Review Date:</b> June 2028</p><p><b>Review:</b> The policy is subject to a periodic review every no later than June 2028 or in a shorter cycle as per amendments to University Policies</p></div></div>	<div><div>Agreement of Cooperation</div><div>Between</div><div><div><div>Gulf University</div><div>Building 1964, Road 4363,</div><div>Block 743, Sanad</div><div>Kingdom of Bahrain</div></div><div>&amp;</div><div><div>Ram Clinics</div><div>Flat 12, Building 198</div><div>Road 66 Block 364</div><div>Bilad Al Qadeem</div><div>Capital Governorate, Bahrain</div></div></div><div><p>(This Agreement was prepared on (1/1/2025) to (31/12/2025) between:</p><p>First: Gulf University, represented by Dr. Mahmoud AlZgool as the Dean of Administration and Financial Sciences College, Gulf University, Address (Building 1964, Road 4363, Block 743, Sanad) and referred to in this agreement as the first party.</p><p>Second: Ram Clinics, represented by Dr. Mohamed Alomari as the CEO of the Ram</p></div></div>
MOU with RAM Clinic	



## Gold for Good Championship 2024 – A Celebration of Sports and Humanitarian Values Linked SDG: SDG 3 – Good Health and Well-being | SDG 17 – Partnerships for the Goals

**Objective: OB16.IN05 – Promote youth engagement through inclusive sports and community-building initiatives**

Gulf University successfully hosted the “Gold for Good Championship 2024” over two impactful days at Khalifa Sports City, in collaboration with the Royal Humanitarian Foundation. The event was organized by the Community Engagement and Continuing Education Center as part of the university’s efforts to integrate sports, education, and social values into its outreach programs.

Source:

- [https://www.gulfuniversity.edu.bh/wp-content/uploads/2025/11/SDG10\\_Reduced-Inequalities\\_2024-2025.pdf](https://www.gulfuniversity.edu.bh/wp-content/uploads/2025/11/SDG10_Reduced-Inequalities_2024-2025.pdf)
- <https://www.gulfuniversity.edu.bh/wp-content/uploads/2024/11/Maternity-and-paternity-Policy.pdf>
- <https://www.gulfuniversity.edu.bh/wp-content/uploads/2025/07/HR-Policy-updated-2025.pdf>

