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BAHRAIN



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**EQUAL OPPORTUNITY IN
BUSINESS & SOCIETY
CONFERENCE**

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**His Royal Highness
Prince Khalifa Bin Salman Al Khalifa
The Prime Minister**



**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**

BLURB ABOUT THE CONFERENCE & WORKSHOP

The Kingdom of Bahrain is at the forefront of Equal Opportunities in different walks of life. Effort in equality between men and women in business and society is a remarkable achievement by Bahrain when compared to other countries. The Conference on Equal Opportunity in Business and Society is a collaborative research endeavour between Ahlia University and Brunel University. This conference is a testimony to the current success as well as a lever to move forward with the equality agenda. There is a bouquet of expertise who will present empirical studies on equal opportunities in several areas and a selection of interactive workshops. This first day of this 2-day event is about real studies on equality issues in business and society. The papers will show results of these studies and what lessons can be learned for future works. The second day will offer three parallel workshops in new methods in Qualitative Research. The workshop will be facilitated to provide hands-on learning experiences for expert and novice researchers in new powerful methods for research into equal opportunities.

ORGANISING COMMITTEE

AHLIA UNIVERSITY

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DR. ESRA ALDHAEN
MS. AMEENA AL SULAITI
MS. TASNEEM AL HADDAD
MR. HASSAN AL HARIRI
MS. HESSA ALDHAEN
MS. FARAH AL SAKRAN

BRUNEL UNIVERSITY LONDON

DR. MARY RICHARDS
DR. TILLAL ELDABI

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**PROF. ABDULLA Y.
AL HAWAJ**

Founding President &
Chairman of Board of
Trustees

Ahlia University

WELCOME MESSAGE FROM THE FOUNDING PRESIDENT & CHAIRMAN OF BOARD OF TRUSTEES

It gives me great pleasure to announce that we are holding a very important research conference on the topic of Equal Opportunities in Business and Society. We are delighted to have this conference under the patronage of the Ministry of Labour & Social Development, given the vital role it plays in the stimulation and development of communities and civil society organisations that tackle and drive some of society's most important social causes: Women empowerment.

This conference is the culmination of a decade-long relationship between Ahlia University and Brunel University London. The conference is spurred and inspired by our mission to move forward the frontiers of human knowledge and elevate the social and living standards of the society. It is a demonstration of our core values in action, and our commitment to scholarship across various academic fields and disciplines.

The topic of "Equal Opportunity" was carefully selected as it goes to the heart of one of the day's most important issues, namely women empowerment and female participation in the workforce. Promoting equal opportunity has far-reaching consequences and effects on all aspects of society, whether economic, social or otherwise.

We are proud of, and encouraged by, the participation of the Supreme Council for Women under the leadership and guidance of H.R.H. Princess Sabeeka Bint Ibrahim Al Khalifa. This year is a significant year for the Kingdom of Bahrain, as it has witnessed the launch of the international edition of "Her Royal Highness Princess Sabeeka Bint Ibrahim Al Khalifa Global Award for Women Empowerment" at the global level in partnership with UN Women. Moreover, Bahrain's capital, Manama, has been named the Capital of Arab Women 2017. The Kingdom of Bahrain has always been a leader in equality between men and women. We, therefore, wish to reflect on the good practice in Bahrain using some of the latest scholarly methods. The conference includes empirical studies about Business and Society in Bahrain, in addition to a set of workshops.

Finally, I offer my thanks to all the contributors of the conference and to our distinguished guests, and would like to offer my sincere gratitude to the organising committee who made this conference a success.



PROF. MANSOOR ALAALI

President
Ahlia University

INTRODUCTION FROM AHLIA UNIVERSITY

I am glad to introduce the Conference on Equal Opportunity in Business and Society as another research landmark of our collaboration with Brunel University London, and as a demonstration of Ahlia's strive to build a solid research foundation for important issues in our country and society. One cannot overemphasise the importance of research at Ahlia University. We place a high value on the academic standards of our faculty, as they are a reflection of the high quality of our programmes.

This event provides an enriching space for the discussion of academic ideas, allowing for cross-discipline interaction and perhaps creating new areas of research and collaboration. It contributes to the development of our researchers by enriching their thoughts and giving them new avenues for scholarly production. On a wider scale, this event contributes to our goal in enriching and developing our society in line with Bahrain 2030 future vision.

We are glad to see that we have a strong presence by our partners from Brunel University London through their contribution to this event by providing high class workshops on new methods on equality in business and society. Therefore, I urge all colleagues who are researching and practicing in relevant fields to attend these workshops in order to equip themselves with these new methods.

Finally, I want to thank all the participants in the conference for their contributions and also to congratulate the Organising Committee for their hard work in planning and running this amazing event.



PROF. ANDREW GEORGE

Deputy Vice-Chancellor
(Education and International)
Brunel University London

INTRODUCTION FROM BRUNEL UNIVERSITY LONDON

It gives me enormous pleasure that this workshop is now happening. It represents a real opportunity for increased exchange and dialogue between our two universities and countries. The scope of the event is deliberately ambitious and will showcase a range of current and innovative approaches to research.

The interactive dimensions of the Conference will ensure that you are not just passive recipients of ideas and approaches, but that you have a chance to practically engage, interrogate and reflect upon different concepts and alternative disciplinary perspectives. Many of these you may not have encountered before. I hope that you will leave this conference invigorated and inspired to do something different, or look at your research in a different way.

This is both an exciting and challenging prospect but one that we all, with a decade of partnership behind us, enter into, in the spirit of mutual respect, scholarship and a desire to learn from each other. I hope that this will open up new collaborations between our universities.

It is a sign of the depth of our collaboration that both universities have worked well together to make this project happen. I would like to thank the organising committee for providing the leadership and vision necessary to make this happen, all the participants for their open-minded engagement and curiosity to find out more, and the excellent administrative support provided by both institutions.

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**MRS. BAHIJA
MOHAMED AL-DAILAMI**

Integration of Women's
Needs Development
Advisor

Supreme Council for
Women

Kingdom of Bahrain

THE REALITY OF ENTREPRENEURSHIP IN THE KINGDOM OF BAHRAIN FROM THE PERSPECTIVE OF EQUAL OPPORTUNITIES BETWEEN WOMEN & MEN

Abstract

1. Reality of women entrepreneurship in the Kingdom of Bahrain (statistical analysis).
2. The efforts of the Supreme Council for Women in enhancing the principle of equal opportunities in the framework of the Sustainable Development Goals.
3. The efforts of the Supreme Council for Women in enhancing the opportunities for women and ensuring their sustainability in entrepreneurship:
 - Riyadat Center
 - Financial Funds
 - Honour Seal Initiative
 - Consultations and Capacity-Building

Profile

- A holder of bachelor of Education from the University of Bahrain and a high diploma in Educational Administration from the American University of Beirut, and a master's in Primary Education from the University of Bahrain and specialized certificates in several fields.
- Has a practical experience in the field of education, curriculum development, management and development of the educational process.
- Obtained the Order of First Class Efficiency from His Majesty the King (2016).
- An expert in the women field and gender equality and the preparation, implementation and evaluation of national strategic plans for the advancement of women.
- Participated in the preparation and implementation of programs and projects of the National Plan for the advancement of women, and participated in the design of the national model to integrate women's development needs and activate them in the public and private sectors civil society.
- Member of the Board of Trustees of Bahrain Teachers College (2008-2017).
- Expert in the field of women in the Organization of Islamic Cooperation and the Arab Women Organization.
- Trainer in the field of strategic planning, management, leadership, evaluation, impact measurement, equal opportunities and responsive budgeting for the integration of women's needs, institutional building, managerial development, self-development and life skills.
- Volunteer activist: Vice President of Bahrain Society for Training and Development and member of the Bahrain Society for Child Development.
- Certified Trainer in the Arab Network for NGOs in the field of NGO management, advocacy, financing management, evaluation and evaluation of development projects.



PROF. MIKE WATTS

Professor of Education
Brunel University

QUALITY AND TRUST IN QUALITATIVE DATA ANALYSIS

Abstract

In this session participants will develop ideas of validation in qualitative research. Researchers are duty-bound to question the quality and trustworthiness of qualitative research – not least because all data and outcomes must be subjected to rigorous critique, but also because there are a range of concepts of validity and reliability - and many validation measures cannot address research undertaken in a naturalistic mode. This session will draw on challenging research at Brunel University London that uses online ethnographic approaches ('virtual ethnography' in Chrissie Hine's terms) to gather accounts concerning young women's health, diets and 'transgressive' sense of body image (Crowe & Watts, 2014). The session will explore practical strategies to develop confidence in emerging data, and aims to address the questions of: What makes for strong qualitative data analysis? Why might one trust a qualitative researchers' claims? Why should others trust your claims? How and why, could and should, qualitative analysis be assisted by the use of software such as CAQDAS and CAQDAS tools? And, what can such software do in relation to trusting qualitative data analysis?

Profile

As Professor of Education at Brunel University London, Mike supervises a strong group of doctoral students and teaches on a wide range of graduate and post-graduate courses across Education. He is HEA National Teaching Fellow (2003) and elected Fellow of the Institute of Physics (2004). He has just completed a decade-long project to explore approaches to teaching and learning in university science with the University of Aveiro, Portugal. Most recently he has been consultant to the Teaching Council of Ireland and external examiner for the National University of Ireland. He is currently working closely with the Mauritius Institute of Education, the University of Technology Mauritius and the Rajiv Gandhi Science Centre in Mauritius. Over time, Mike has supervised 44 PhD students to successful completion of their studies, has acted as external examiner for MPhil and PhD awards at other institutions on 25 occasions, including many universities in the UK, Europe and internationally. He has supervised over 150 successful MA theses. At Brunel, Mike leads the STEM Education Research Group, and has published widely in science education through numerous books, journal articles and conference papers over many years. His recent books are (i) Watts, DM. (2014) (Ed.) Debates in science education. London, Routledge, and (ii) Pedrosa de Jesus, MH. & Watts, D.M. (2016) Academic Growth in Higher Education



DR. ADRIENNE BARNETT

Lecturer in Law
Brunel University

FEMINISM RESEARCH METHODOLOGIES

Abstract

This presentation will explore the main goals of, and themes underlying feminist research, by focusing, firstly, on the way in which feminist scholars have contributed towards and changed theories about oppression, power and inequality, and the connection between scholarship and political activism. It will go on to consider how feminist research has challenged assumptions about research and the creation of knowledge, including critiques of objectivity and rationality in research. It will explore feminist epistemological perspectives that reflect the positionality and multiplicity of knowledge, and focus on constructivist approaches to the creation of knowledge, and the resurrection of subjugated knowledges that may be hidden by mainstream knowledge construction. It will conclude with an interactive case study illustrative of these epistemological perspectives

Profile

Adrienne Barnett is a lecturer in law at Brunel University London, teaching Family Law, Children and the Law, Land Law and research methods (with a focus on feminist theory and research methodology). She is also Director of Undergraduate Admissions at Brunel Law School. Prior to her academic appointment in January 2014, Adrienne practised as a barrister in England and Wales for over 30 years, specialising in family law, during which time she combined professional practice with academic study, teaching and research. Her specialist area of research, in which she has published widely over the past 17 years, is gender-based violence, particularly in the context of private law Children Act proceedings, for which she has undertaken qualitative and quantitative socio-legal research. Together with Professor Rosemary Hunter of Queen Mary, University of London, she undertook national survey research in this area for the Family Justice Council (FJC), published in 2013. She also has an interest in, and has published on, Niklas Luhmann's systems theory. Adrienne has past and recent experience of working with policy-makers to effect changes in policy and practice arising out of her research. As a member of the former Domestic Violence Working Group of the FJC, she drafted the FJC's response to the government's consultation on Ending Violence Against Women and Girls in 2009. Her 2013 FJC research led to revisions to the Practice Direction (PD12J) that applies to private law Children Act proceedings where domestic violence is an issue. Women's Aid drew substantially on her 2014 publication in their recent report, Nineteen Child Homicides, which underpins their current Child First campaign.



DR. MEREDITH JONES

Director of Research for
the Department
Brunel University

THE BODY IN CONTEMPORARY SOCIAL SCIENCE

Abstract

The body (especially the human body), once neglected by the social sciences, has in recent decades taken up a central place in contemporary scholarship across many different fields. In this lecture and workshop we discuss some of the foundational theorists of the body including Merleau-Ponty (phenomenology) Foucault (biopower), Haraway (cyborg identities) and Butler (performativity).

These theorists will help us discuss issues around race, gender, disability, age and class. Finally we turn to contemporary research on embodiment such as Preciado's 'pharmacopower' and Jones' 'mediabodies' in order to think about the future of bodies and what a body might be in our particular time, in a world in which (to some degree) gender can be a choice and in which bodies are highly visible through media.

Profile

Meredith Jones is Director of Research for the Department. She works at the intersections of media theory, gender studies, and cultural studies. She is particularly interested in popular culture, visibility, and embodiment, and has published widely in these areas. Her chapter 'Media-Bodies and Photoshop' (2013) is a good example of how she links them. She has recently edited a themed edition of Critical Studies in Fashion and Beauty about the Kardashians.

One of Meredith's special subjects is cosmetic surgery; her first book, *Skintight: An Anatomy of Cosmetic Surgery* (Berg, Oxford, 2008), is a foundational text in studies of Makeover Culture.



DR. TARIQ SAEED

Plastic, Aesthetic & Laser
Surgeon
Assistant Professor of
Surgery
Arabic Gulf University
Bahrain

THE IMPACT OF SOCIAL ENVIRONMENT AND MEDIA ON THE PLASTIC SURGERIES IN BAHRAIN

Abstract

Recently the number of patients seeking plastic surgeries has dramatically increased specifically in the GCC region, despite the availability of non-surgical treatments patients are still seeking surgical approach to maximize the level of change. In similar context, a survey was conducted by the American Academy of Facial and Reconstructive Surgery (AAFRRS) featured by Time found that surgeons had seen a 31% increase in patients requesting surgery to look better however; this survey is restricted to USA.

In the GCC region, the issue is becoming more acute as some patients seeks unqualified plastic surgeons or cosmetic clinics which causes real damages or unsatisfactory results to the patients.

Profile

Dr. Tariq Saeed is the renowned Bahraini, Plastic, Aesthetic and Laser surgeon who has been in plastic surgery practice since 1983 and trained in Ireland, UK and the USA. Dr. Tariq holds fellowships in surgery from both the Royal College of Surgeons in Ireland and Edinburgh. He holds higher Fellowships in Plastic Surgery from Ireland and the University of Miami in the USA. Dr. Tariq is an assistant professor of Surgery at the Arabian Gulf University in Bahrain and is an external examiner for the Royal College of Surgeons in Ireland. Dr. Tariq is a founding member and past president of the GCC Association of Plastic Surgeons and also a founding member and the Past President of the Pan Arab Association of Burns & Plastic Surgery along with his membership of international medical societies including international membership of the American Society of Plastic Surgeons, American Society for Aesthetic Plastic Surgery, and International Society of Aesthetic Surgery.



DR. ESRA ALDHAEN

Director of Center for
Accreditation & Quality
Assurance (CAQA)

Ahlia University

Profile

Dr. Esra Aldhaen is holding Doctorate of Philosophy from Brunel University London, focused on Strategic decisions and quality in the context of Higher Education, and obtained postgraduate studies in International Business from Leeds Business School. Currently holding the position Director of Centre for Accreditations and Quality Assurance (CAQA) at Ahlia University, as part of the daily activities a high role of supporting various nature of units within the university with all the quality assurance activities and ensuring high quality standards and promulgating the best practices across the university, units has been supported in relation to Quality Management & Control standards pertaining to Academic and Administrative aspects. She is an approved external examiner for OAAA and BQA, conducted various QA external reviews at both programme and institutional level. As an expert in curriculum review, design and mapping to the National Qualification Framework, enabled AU to place its qualifications on NQF Bahrain, which led the university for a promising future. She is also an active member at governance level which enable revising, Implementation, assessing and planning for the university strategic plan towards achieving the mission and vision of the university that includes 10 years targets and Key Performance indicators (KPIs) have also been practiced and highly performed in all aspects not restricted to QA. Various publications and research has been conducted as part of the continuous research, publications in the area of strategies of Higher Education and Quality Management was presented in multiple International journals and conferences. In addition, been a member of professional associations and societies e.g. INQAHEE, as an additional experience



PROF. MUKHTAR AL HASHIMI

Management Information
System Department
College of Business &
Finance
President Advisor for
Planning & Developments
Ahlia University

HOW WOMEN BALANCE CAREER AND PERSONAL LIFE IN BAHRAIN: EXPLETORY STUDY

Abstract

Today the question is not whether women can do the job, but rather how they can do their job without neglecting their personal lives; how their life can be made more enjoyable and less stressful by striking the right balance between personal life and work. A study was conducted on the female population of Bahrain. This survey was conducted in order to understand the abilities of these women regarding their work—to lead and manage business. This study highlights the positive role of Bahraini women as business leaders and efficient managers. It also emphasizes the 'women concern' when it comes to the impact of marriage on their career. It is evident that with a little effort of managing time with family and career, women can juggle successfully with both. The study concluded that a woman may definitely achieve a wholesome balance between her career and personal life.

Profile

Prof. Mukhtar is holding BSc and MSc from Indiana State University USA and 2nd MSc and PhD, since 1992, from University of Utah, USA. Currently Professor Business College and President Advisor for planning and developments at Ahlia University- Bahrain. Past working experience range from academic to practitioner, head, director and advisor of medical informatics for both Bahrain Defense Force, Ministry of health and King Hamed University Hospital - Bahrain and other medical / hospital information system in the Arabian Gulf. Since 2003 Sept till July 2013 worked at University College of Bahrain holding several position from academic head, director, college dean and Vice President with academic rank from associate to full professor. Since 1992, his experience is a blend of my academic and practical knowledge in developing, overseeing and managing in the past 12 years for government organization. Contributed to numerous scientific activities internationally, regionally and locally beside his many years contribution to both undergraduate and graduate teaching and research activities.



MS. HALA HATOUM

Lecturer
University of Bahrain

GENDER IN ENTREPRENEURSHIP

Abstract

This paper focuses on the issue of gender in entrepreneurship. Gender as a social construct has played a significant role in the way businesses are formed and run. This effect is most pronounced in the case of female entrepreneurship. Societal perceived gender differences have shaped the very existence of female-owned enterprises especially in terms of the challenges they face and the opportunities presented to them. In addition, research works studying the effects of gender on entrepreneurship have historically approached the matter from the standpoint of a male entrepreneur and compared female businesses to their male counterparts.

Recently however, increasing literature has been calling for the study of female entrepreneurship from a feminist perspective and for the development of entrepreneurial models adapted for the study of female entrepreneurial experiences.

Profile

Hala Hatoum earned her MBA in Finance in 2008 from the University of Toledo in Ohio, U.S.A. Hatoum worked as a financial analyst and business counselor for the United Nations Industrial Development Organization (UNIDO) in the Kingdom of Bahrain from 2009-2010. She is currently a faculty member of the University of Bahrain teaching in the fields of finance, economics, accounting and entrepreneurship since 2010, with research interests in entrepreneurship, female entrepreneurship, youth entrepreneurship, social entrepreneurship, small business finance and corporate social responsibility. Through her work and research, Hatoum continues to be actively involved in encouraging the entrepreneurial aspirations of women, and has participated in numerous conferences and programs to promote entrepreneurship as a career path to the youth as well. As an academic, Hatoum became interested in exploring the impact of gender on entrepreneurship, and how to best direct entrepreneurial efforts to assist in advancing the development of female entrepreneurship.



**DR. SAMEH M. REDA
REYAD**

Associate Professor
Accounting & Economics
Department
College of Business &
Finance

Ahlia University

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**THE IMPACT OF GENDER DIFFERENCE BETWEEN
EMPLOYEES AND THEIR MANAGERS ON EMPLOYEES'
JOB SATISFACTION IN ISLAMIC BANKING SECTOR IN
KINGDOM OF BAHRAIN**

Abstract

The primary purpose of this study is to determine the impact of gender difference between the employees and their managers on the employees' job satisfaction in Islamic banking sector in kingdom of Bahrain.

Two constructed questionnaires have been developed to collect the data from respondents; one for the employees and the other one to be answered by managers who have employees directly reporting them. The questions are divided into two parts in each questionnaire. The first section includes the demographics of the respondents. The second section is to determine employees' Job satisfaction and how the managers find the satisfaction of their employees on their jobs.

This study comes to clarify and eliminate the ambiguity on how the gender difference between the employees and their managers impact the employees' job satisfaction. Moreover, it will assist in getting the overall job satisfaction for their employees, which lead to greater customer satisfaction and higher profit.

Profile

Dr. Sameh Reyad, Associate Professor, since 2015. Obtained master degree and PhD in Accounting from Faculty of Commerce & Business Administration- Helwan University, Cairo-Egypt in 2008, he is a Certified Management Accountant (CMA) from Institute of Certified Management Accountants (USA) in March 2009 and Joined Ahlia University in 2009 as an Assistant Professor. He has more than 23 years' experience in the Academic Field, worked in many Academic institutions in Egypt, Saudi Arabia and Bahrain. In addition, Dr Sameh is a Consultant in Saudi organization for certified public accountants (SOCPA), Riyadh, Saudi Arabia since July 2014. Furthermore; he is an active researcher with more than 20 papers published in regional and international Journals that discussed several accounting, financial and economic issues concerning Arab Region, He was honored several times in Ahlia Research day for his research activity and an Editorial Board Member and Official Reviewer for many regional and International Journals. Finally, he is a Member of the Bahrain Management Society (BMS), Kingdom of Bahrain since January 2010 and Member of American Association of International Researchers (AAIR), American Research Institute for Policy Development since January 2014.



**ABDULAZIZ ADEL
HAMAD AL JAR**

Superintendent for
Payment System
Central Bank of Bahrain

Profile

Mr. Abdulaziz Adel Al Jar is a superintendent for payment system in the applications support and development section in Information Technology Directorate in Central Bank of Bahrain. In this role, Abdulaziz leads a team providing all aspects of support the existing systems and develop new ones. Before joining CBB (company name) in 2012, Abdulaziz worked for a diverse range of organizations as trainee, like Bahrain Telecommunication Company (BATELCO), Gulf Petrochemical Industry Company (GPIC) and eGovernment Authority (eGA). Abdulaziz is a certified with Oracle Certified Associate (OCA) PL/SQL Developer and has a Master of Business Administration degree from Al Ahlia University. His undergraduate degree is a Bachelor of Science in Information Technology from King Abdulaziz University in Jeddah.



DR. THAIRA M. AL SHIRAWI

President Assistant for Marketing, Media & PR

Ahlia University

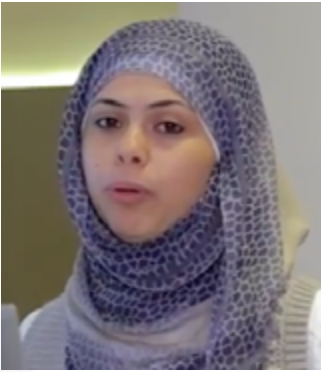
WOMEN IN HIGHER EDUCATION

Abstract

The number of women in higher education have been on the rise in the Kingdom of Bahrain and other GCC countries. Higher education provided women with economic independence, career aspirations and contributions in social, economic, political and cultural areas. This is supported by the significant transformations and reforms witnessed in Bahrain higher education sector since the turn of the century. The national charter has introduced private HEIs while the supreme council for women has promoted equal opportunities for men and women. Nevertheless, a significant gender imbalance remains at executive management levels within higher education in Bahrain and worldwide despite a number of initiatives to increase the number of qualified women in leadership. More specifically, education demographics illustrate that Arab women in particular, are not achieving promotion and are not proportionately represented in higher education leadership. Research shows that there are many challenges to women's leadership of HEIs. It is also suggested this issue is a complex one and is influenced by a combination of societal, organisational and individual factors. Therefore, this research aims to contribute to studies of female leadership in higher education by understanding the perspectives of women in a range of leadership roles. In doing so, the study will profile current research themes in an effort to identify potential research avenues that serve this question and develop platforms for promoting better gender balance in the leadership of HEIs in the kingdom of Bahrain.

Profile

Dr. Thaira Mohammed Al Shirawi is the President Assistant for media, marketing and PR, Ahlia University. Her research interests focus on strategic management, entrepreneurship, gender, and knowledge-based economy. Her career has spanned over a number of industries including the banking, investment ICT and education sectors, and has contributed in her capacity in various senior management roles in those industries. She has also contributed and consulted for a number of organisations in the Kingdom of Bahrain. She joined Ahlia University in 2009, and has played a major role in the advancement of the university's marketing and public relations efforts. She is a member of a number of academic and professional bodies, and is actively engaged within the community.



MS. REEM HAMDAN

PhD Researcher,
Brunel University

THE DETERMINANTS OF BOARD GENDER DIVERSITY IN BAHRAIN

Abstract

The study investigates the factors that influence presence of women directors in boards of corporates listed in Bahrain Bourse. The study will focus on firm level factors, mainly, firm sector, size and age. As well as other governance aspects such as ownership structure, board independence and board size. The study will contribute in better understanding of Bahraini market in terms of determinants of board gender diversity to comprehensively compare it with other GCC or Global markets.

Profile

Reem is currently a PhD Scholar in Brunel University London, UK. Holding Master's Degree in Business Administration (MBA) Degree from Ahlia University in the area of Finance. As a major research area of interest is Corporate governance, Board of directors and ownership structure in addition to gender related issues in business.



MS. AMEENA BUALLAY

Head of Administration &
Financial Services

Ministry of Education
Bahrain

DOES FEMALE MEMBERS ON AUDIT COMMITTEE LEAD TO INTEGRATED REPORTING DISCLOSURE? EVIDENCE FROM TOP 100 OIL PRODUCER COUNTRIES

Abstract

The purpose of this paper is to investigate whether gender diversity on audit committee has a significant impact on the type of accounting disclosure. The study examines the Annual reports of listed banks on the stock exchange of the top 100 oil producer countries in 2016. The study independent variable is gender of the Audit committee members. The dependent variables are financial, non-financial and integrated report disclosure which is measure through 12 self-constructed indices, also the study utilizes bank specific and macroeconomic control variables in order to help measuring the relationship between audit committee gender and bank's disclosures. The study use descriptive, cross-country and path analysis, model validity analysis and regression analysis in order to achieve the study aims and prove hypotheses. This study sheds the light on the rare prior empirical accounting disclosure studies in relation to the audit committee gender diversity which has not been sufficiently examined previously.

Profile

Amina Mohamed Buallay is Head of Administration and Financial Services at Ministry of Education since 2014, with over five years of Academic experience as commercial studies teacher at High school. She holds different qualifications in Business such as: Master in Business Administration, Ahlia University; Post Graduate Diploma in Business Education, University of Bahrain; and Bachelor degree in Accounting, University of Bahrain.

Recently she has been accepted to study PhD in Management, Brunel University, London. She conducted researches in the area of corporate governance, Audit committee, Voluntary disclosure, integrated reporting and Intellectual capital. She is an official Reviewer for Journal of Islamic and Middle Eastern Finance and Management, Emerald Publishing; and Journal of Developing Areas, The University of Tennessee, US. She has papers published in international Journals classified in Scopus, ABS and ABDC. In addition, she has good statistical analysis skills in building business models using SPSS and STATA.

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TOPIC 1 - BODY AND SELF



DR. MEREDITH JONES

Director of Research for
the Department
Brunel University

Session 1: Visuality and the 'visual turn'

In the second half of the 20th Century images became ubiquitous; the global production of visual material continues to increase. A person in Manama or London today likely sees more mass-produced images per day than their predecessors would have seen in an entire year. Accordingly, there has been in the last twenty years a turn in the social sciences towards theorising the important role of the visual in forming societies and cultures. In this lecture we discuss how we live with (and through) the images that surround us, and how we make meaning from them. The lecture introduces the concepts of Visual Literacy and Visual Culture, while the workshop follows with practical application of Kress and van Leeuwen's tools of Visual Grammar. We discuss and analyse contemporary images from magazines,

Session 2: Cosmetic surgery

This workshop brings together knowledge discussed in the two preceding classes in order to examine a specific case study. Cosmetic surgery remains a controversial practice in many cultures. We look at its medical, surgical and social history, at its global and local contexts, and most importantly at what it means in terms of gender, class and race. We discuss the primary ways in which feminist social scientists and philosophers have analysed cosmetic surgery. Discussion and debate will be based around theories of embodiment and upon close analysis of images of bodies that have been altered by cosmetic surgery. film, television and urban landscapes.

TOPIC 2 - RESEARCH METHODS



PROF. MIKE WATTS

Professor of Education
Brunel University

Session 1: Quality and trust in qualitative data analysis

In this session participants will develop ideas of validation in qualitative research. Researchers are duty-bound to question the quality and trustworthiness of qualitative research – not least because all data and outcomes must be subjected to rigorous critique, but also because there are a range of concepts of validity and reliability – and many validation measures cannot address research undertaken in a naturalistic mode. This session will draw on challenging research at Brunel University London that uses online ethnographic approaches ('virtual ethnography' in Chrissie Hine's terms) to gather accounts concerning young women's health, diets and 'transgressive' sense of body image (Crowe & Watts, 2014). The session will explore practical strategies to develop confidence in emerging data, and aims to address the questions of: What makes for strong qualitative data analysis? Why might one trust a qualitative researchers' claims? Why should others trust your claims? How and why, could and should, qualitative analysis be assisted by the use of software such as CAQDAS and CAQDAS tools? And, what can such software do in relation to trusting qualitative data analysis?

Session 2: Narrative Analysis

The aim of this session is to explore the use of 'ontological narrative', the articulation of personal identity through the construction of self-narrative. It draws on 'participant reflexivity' and on feminist Lois McNay's (2000) notion of 'protensive subject formation'. Research methodologies in this line of work include digital story-telling and 'feeling story boards', reflective interval scheduling, and on the kind of dialogical narrative analysis discussed by Arthur Frank (2010). The session will draw on current research at Brunel University London on the identity formation of young women, both towards careers in science and engineering, and in terms of their aspirations towards leadership. Participants will be expected to undertake – and share – some personal narrative reflections of their own. The session will address such questions as: What is strong narrative data? How much narrative data is enough? How do we move between individual stories and group data themes?

TOPIC 3 - FEMINIST RESEARCH



DR. ADRIENNE BARNETT

Lecturer in Law
Brunel University

Session 1: Is there a feminist research methodology?

This session will focus on the methods and methodologies employed by feminist researchers. The first part of the seminar will look at how feminist epistemologies can impact on the approach of the researcher, the choice and framing of the research question, and the place of the researcher in the research process and her relationship with participants. This will be followed by a discussion of the ways in which 'mainstream' empirical methods can be employed and enhanced from a feminist approach, including surveys, interviews, documentary analysis and observation, as well as more novel methods such as participant observation, action research and life histories. There will also be some consideration of the use of gender as a tool for discourse analysis. In the second part of the seminar, participants will formulate a research question and methodology from a short list of suggested topics, as well as a short in-depth interview schedule.

Session 2: Feminist Judgments Project

The Feminist Judgments Project originated in Kent Law School, when a group of feminist socio-legal scholars wrote alternative feminist judgments in a series of significant cases in English law (. The project arose in the context of debates on the issue of judicial diversity and the possible impact of more women judges. In doing so, they put 'theory into practice' by engaging in a practical, 'real world' exercise which demonstrated how judgments could have been written and cases could have been decided differently. Their aim was 'to highlight and challenge the often unarticulated biases of the actual judgments in the chosen cases and the values underpinning the common law more generally'. (See Feminist Judgments website at (<https://www.kent.ac.uk/law/fjp/about/index.html#who>) This seminar will start with a short introduction to the Feminist Judgments Project, and an example case study. In the main part of the seminar, participants will collaborate in 're-writing' a judgment from a small selection of significant judgments that have been cooperatively pre-chosen.

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