



UNDER THE PATRONAGE OF

**H.E. FAWZIA BINT ABDULLA ZAINAL**  
SPEAKER OF COUNCIL OF REPRESENTATIVES

**THE 5<sup>TH</sup>  
EQUAL OPPORTUNITIES  
CONFERENCE ON  
WOMEN IN  
DEVELOPMENT**

(PARTNERSHIP, FAIRNESS AND COMPETITIVENESS)

LIVE EVENT ON



Microsoft Teams



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 and Prime Minister

## ABOUT THE CONFERENCE

The Fifth Conference on Equal Opportunities organized jointly by Ahlia University and Brunel University London focuses on the important theme of "Partnership, Fairness & Competitiveness."

We are delighted to have this conference under the patronage of Her Excellency Mrs. Fawzia Bint Abdulla Zainal the Speaker of the Council of Representatives, in recognition of the vital role it plays in the stimulation and development of communities and organizations that tackle and drive some of society's most important social causes: Women development.

The conference theme was selected carefully as, it goes to the heart of king Hamad Bin Isa Al Khalifa 2030 vision one of the contemporary most important goals, namely women advancement and female participation in all society field.

## TABLE OF CONTENTS

|   |  |
|---|--|
| Welcome message from the Founding President .....   | 6  |
| Welcome message from the Vice Provost (Education) .....   | 7  |
| Introduction from Ahlia University .....  | 8  |
| <b>Keynote1</b> <b>9</b>  | <b>Keynote 1</b> <b>19</b>   |
| <b>H. E. MP Mr. Bader Al Doseri</b>   | <b>Dr. Basma El Zain</b>   |
| <i>Bahraini women's efforts to support the national development process "a path of advancement in a giving country"</i> | <i>"Breaking all barriers : women in STEM"</i>   |
| <b>Keynote 2</b> <b>10</b>  | <b>Keynote 2</b> <b>20</b>   |
| <b>Dr. Dunya Ahmed Abdulla</b>  | <b>Prof. Ra'ana Malik</b>  |
| <i>"National Efforts Towards Sustaining Women's Participation in National Development"</i>                              | <i>"A gender sensitive approach towards climate change"</i>  |
| <b>Keynote 3</b> <b>12</b>  | <b>Keynote 3</b> <b>21</b>   |
| <b>H. E. MP Mr. Ahmed Al Saloom</b>   | <b>Prof. Mustafa Ozbilgin</b>  |
| <i>"Bahraini Women and Entrepreneurship...Promising Contributions..Qualitative Achievements"</i>                        | <i>"A typical leaders and equality, diversity and inclusion (EDI) at work"</i>   |
| <b>Presentation 1</b> <b>14</b>   | <b>Presentation 1</b> <b>22</b>  |
| <b>Dr. Tasnim Atatrah</b>   | <b>Dr. Jameela Mohamed Alsalman</b>  |
| <i>"Covid-19 Impact on Women's Health: Global and Regional Perspectives"</i>  | <i>"Women in the health system (Partnership, Fairness and Competitiveness)"</i>  |
| <b>Presentation 2</b> <b>16</b>   | <b>Presentation 2</b> <b>24</b>  |
| <b>Dr. Muneera bint Khalifa Al Khalifa</b>  | <b>Dr. Yaser Sager Al-Shirawi</b>  |
| <i>"Women in Diplomacy: Institutionalizing Equality"</i>  | <i>"Efforts of the Equal Opportunities Committee in the Council of Representatives to support Bahraini women during the COVID-19 crisis for the period from March 2020 to November 2021"</i> |
| <b>Presentation 3</b> <b>17</b>   | <b>Presentation 3</b> <b>25</b>  |
| <b>Ms. Hala Sulaiman</b>  | <b>Dr. Amina Buallay</b>   |
| <i>"Women in Entrepreneurship and Innovation - Bahraini milestones and achievements"</i>                                | <i>"Gender and Corporate Social Responsibility: does women's representation affect the disclosure?"</i>  |
| <b>Presentation 4</b> <b>18</b>   | <b>Presentation 4</b> <b>26</b>  |
| <b>Dr. Reem Ahmed Al Buainain</b>   | <b>Dr. Esra Aldhaen</b>  |
| <i>"Gender Equality During COVID-19"</i>  | <b>Mr. Ammar Al Hawaj</b>  |
| <b>Panel Discussion</b>   | <i>"A Strategic Approach to Equal Opportunity: Ahlia University Case Study"</i>  |
| Question & Answer Section   | <b>Presentation 5</b> <b>28</b>  |
|   | <b>Dr. Jassim Haji</b>   |
|   | <i>"Artificial Intelligence in Gender Equality"</i>  |
|   | <b>Presentation 6</b> <b>29</b>  |
|   | <b>Mrs. Mandekh Hussein</b>  |
|   | <i>"SDG 5 for all: applying "Listen to Learn and Act" in the learning setting"</i>   |
|   | <b>Panel Discussion</b>  |
|   | Question & Answer Section  |



**PROF. ABDULLA Y. AL HAWAJ**

Founding President & Chairman of Board of Trustees,

Ahlia University  
Kingdom of Bahrain

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

With great satisfaction, I am pleased to announce the theme of "The Fifth Conference on Equal Opportunities," organized jointly by Ahlia University and Brunel University London, that focuses on the important theme of "Partnership, Fairness & Competitiveness." This annual conference under the patronage of Her Excellency Mrs. Fawzia bint Abdulla Zainal, the Speaker of the Council of Representatives, has highlighted issues of salient importance to the development of women. Her Excellency hardly needs an introduction as a champion in the cause of the empowerment of women and her acclaim as a leader in this cause is without parallel world-wide. As Speaker of the Council of Representatives, Her Excellency has been instrumental in orchestrating initiatives designed to inject fairness and competitiveness into the society in Bahrain by catalyzing participation of women in the economy as equal partners of men. To attain full human resource potential, the Speaker advocates unequivocally for the full and equal participation of women in the economy recognizing such an injection of talent in the workforce as a vital element for the acceleration of the development of communities and organizations in society. Under her leadership, the Council of Representatives relentlessly champions and indefatigably promotes women's development as a sine qua non of the broader initiatives in pursuit of social justice and equity it undertakes

Inspired by our steadfast commitment to equal opportunity through gender-responsive policy design achieving a coherent linkage with the national legislative/policy framework in Bahrain and beyond on inclusion of, equal opportunity for and empowerment of women, Ahlia University, in conjunction with its UK partner Brunel University, highly values this opportunity to cohost a conference dedicated to the theme "Partnership, Fairness & Competitiveness." Our mission to elevate the social and living standards of all members of society aligns us with community development initiatives, undertaken by enlightened and path-breaking Supreme Council of Women, designed to promote inclusiveness of women in the economy. The theme "Partnership, Fairness & Competitiveness" resonates across the entirety of the Arab world today in reflection of persistently low levels of participation of women in the work-force -- consistently ranking lowest among all regions -- with human capital development consequently lagging regionally. Indeed, the conference is dedicated to the proposition that the promotion of fairness and competitiveness in labor markets holds promise of benefits to society of far-reaching, transformative proportion.

Our admiration of the Supreme Council for Women, whose activities in furtherance of the empowerment of women in Bahrain stand out as the implementation of policy initiatives virtually without parallel in the world at large, is unabashed and boundless. As the leader of the Supreme Council of Women, H.R.H. Princess Sabeeka bint Ibrahim Al Khalifa, as a renowned exponent of women's empowerment, stands out as a global role-model of female leaders in governmental authority. Her relentless and indefatigable efforts in the service of women's equality are yielding fruit in the form of increased gender equity



**PROF. TREVOR HOEY**

The Vice Provost  
(International and Academic Partnerships)

Brunel University London

## **WELCOME MESSAGE FROM THE VICE PROVOST (EDUCATION)**

On behalf of Brunel University London, I am delighted to offer congratulations to everyone involved in the 5th Equal Opportunities conference and to commend it to all participants. The collaboration between the two universities has been developing rapidly over the past few years, despite the ongoing pandemic preventing us from meeting in person. The conference represents an opportunity for renewed dialogue between the two universities and countries. The Conference has a reputation for engaging the participants and for encouraging the involvement of all participants. I am sure that this edition will build upon this approach and that participants will be able to contribute, debate, and reflect on a range of issues in research practice. The opportunity to meet and hear from academics from different disciplines and with a range of previous experiences will, I am sure, be stimulating for all involved.

As we are about to launch the first Ahlia-Brunel MSc programme, in Wireless Communications, with an Executive MBA to follow shortly, the opportunities for collaboration between the two universities are going to continue to expand. Many more academics from both partners will be involved in teaching on these programmes, and this will create new avenues of dialogue in pedagogy, state-of-the-art subject developments, and student research opportunities. The Conference provides an important forum for our academics from all parts of the partnership to come together and to learn from each other.

One benefit of the Covid pandemic that we hear about from our international partners in particular, is that universities globally have become expert in remote engagement, which allows partnerships to grow, and to become more democratic, inclusive and equal. The Ahlia-Brunel partnership was already ahead of this particular curve, but we can now capitalise on our established partnership to realise benefits for our staff and students. This conference is one way to deliver on this potential, and I would like to thank everyone involved in making it happen and look forward to hearing of its outcomes.



**PROF. MANSOOR ALAALI**

President,  
Ahlia University  
Kingdom of Bahrain

**INTRODUCTION FROM AHLIA UNIVERSITY**

For the third year, it gives us immense pleasure to conduct the conference under the patronage of one of Ahlia University distinguished alumni, namely, H.E. Fawzia Bint Abdulla Zainal, Speaker of the Council of Representatives.

Ahlia - Brunel Partnership continuous to thrive in many ways. The PhD programme has successfully graduated women future leaders in the fields of Business, Finance and Information Technology. Concurrently, new Brunel leading post-graduate programmes are planned to be hosted by Ahlia.

The Equal Opportunity Conference is celebrating its 5th year with a strong presence of speakers from leading organisations in Bahrain, the GCC and Brunel. This conference has proved itself to be an excellent platform to discuss the Equal Opportunity and women-related issues to further enhance the women status and support them in fulfilling their dreams, and aspirations which will remarkably contribute positively to their family, society, and the nation as a whole. This conference presents new developments and gives insights in the fields of health, education, law, and a variety of relevant topics.

I take this opportunity to express my appreciation for the strategic role and direction played by the Supreme Council for Women under the leadership of Her Royal Highness Princess Sabeeka bint Ibrahim Al-Khalifa, President of the Supreme Council for Women. I also want to extend my sincere thanks and appreciation to all the speakers in this conference who will undoubtedly enrich the field of Equal Opportunity studies and set the way forward for further enabling women.

I take this opportunity to welcome all speakers and participants in the conference. We have invited members from all the equal opportunity committees in the Ministries and leading organisations which will make the discussions more relevant and fruitful.

Finally, I also want to thank the organising committee who have made this conference a real success.



**H. E. MP MR. BADER AL DOSERI**

Vice - Chairman of the  
Committee on Women and  
Children

Council of  
Representatives,  
Kingdom of Bahrain

**BAHRAINI WOMEN'S EFFORTS TO SUPPORT THE NATIONAL DEVELOPMENT PROCESS "A PATH OF ADVANCEMENT IN A GIVING COUNTRY"**

**Abstract**

Bahraini women play a major role in society, as they are a key element in the development process in the Kingdom of Bahrain. Bahraini women enjoy a prestigious position and great support and attention from His Majesty King Hamad bin Isa Al Khalifa, and his patronage. Generous patronage led by Her Royal Highness Princess Sabeeka bint Ibrahim Al Khalifa, spouse of the King, President of the Supreme Council for Women, and the most important efforts made by the Kingdom of Bahrain in the field of women and equal opportunities, and the great achievements of Bahraini women were reflected in the participatory efforts in advanced indicators of balance between both genders, in addition to the legislative authority's efforts in the field of legislation and oversight.

**Profile**

- Vice - Chairman of the Committee on Women and Children Council of Representatives
- Southern Governorate - 9th Constituency.
- Work Experience / Training Courses: He has practical experience in the royal court and the Ministry of Interior, and he also headed the Committee on Culture at Zallaq
- Youth Sports Center, in addition to being a Former Municipal Council Member. His
- Excellency has also participated in many courses related to strategic planning in municipality, political and human resource development field





**DR. DUNYA AHMED  
ABDULLA**

Strategic Planning &  
Development Adviser

Supreme Council for  
Women, Kingdom of  
Bahrain

## **NATIONAL EFFORTS TOWARDS SUSTAINING WOMEN'S PARTICIPATION IN NATIONAL DEVELOPMENT**

### **Abstract**

The experience of the Kingdom of Bahrain in women's affairs is distinguished by its comprehensive vision and strategic approach represented in developing and implementing a "National Plan for the Advancement of Bahraini Women" with a methodology based on analysing and measuring the reality of women's advancement in all significance areas that contribute towards her progress, stability, and quality of life. through quantitative and qualitative indicators. The plan developed initiatives, programs, and projects within a framework of partnerships with the public, private, and civil society institutions led by the Supreme Council for Women, as a national mechanism concerned with following up women's progress in civil and constitutional institutions; This had a profound impact on transferring the reality of women from the need for empowerment to competitive participation and taking personal responsibility towards advancing her conditions and progress in order to be an effective partner in national development, efforts in their society.

The Supreme Council for Women has been able to create a supportive culture and infrastructure for gender balance within the plan through developing "The National Gender Balance Model" as a governance system to achieve gender balance and equal opportunities that monitor, analyse the gaps, and adopt necessary mechanisms to bridge the gap. In addition, it includes the expected roles of various sectors to establish justice and facilitate a society supportive to equal opportunities, which realises equal participation of women to achieve the 2030 Sustainable Development Goals (Al Ansari, 2021). Here we review the most prominent of these national efforts and their repercussions on the reality of women's progress locally, and the impact of the sustainability of women's participation in national development on the international competitiveness of the Kingdom of Bahrain

### **Profile**

Dr. Dunya Ahmed Abdulla Ahmed is an assistant professor and lecturer in the department of Social Sciences at the University of Bahrain and Strategic Planning & Development Adviser in the Supreme Council for Women.

She has been working at the Supreme Council for Women, since 2010, as Director of Women Ombudsman Center, soon she was appointed as Acting General Director for Policies and Development & Director National strategy for the Advancement of Bahraini women in 2011, which is the core function of the organisation.

Since 2015 she became Strategic Planning & Development Adviser and continued to manage General Director for Policies and Development for a period (from 2015 to 2018).

In addition, she is a Chairperson of the Scientific Committee in the Institute of Inspiration Economy, EU & MENA. She completed her PhD in social work at the University of Warwick. She is the first and only person hold a PhD in social work in Bahrain, specialized and concentrates mainly on equity and the rights of women and people with disabilities. She is co-founder of Inspiration Economy concept, Journals, projects & institutions globally.

She is also Editorial Board of several international scientific journal. In addition of being an active member of several NGOs & Chairperson of Inspiration Economy Society in Bahrain. She has also contributed to the preparation and implementation of a number of national strategies, and preparation and discussion of international reports.



**H. E. MP MR. AHMED  
AL SALOOM**

Capital Governorate Deputy  
- Fifth District

Chairman of the Bahrain  
Association for the  
Development of Small &  
Medium Enterprises

## **BAHRAINI WOMEN AND ENTREPRENEURSHIP, PROMISING CONTRIBUTIONS & QUALITATIVE ACHIEVEMENTS**

### **Abstract**

First Axis: Bahraini Women and Entrepreneurship. A journey full of achievements, the topic will be discussed via: The role of Bahraini women in the private sector and their contributions through small and medium enterprises.

The second axis: the role of the Supreme Council for Women through twenty luminous years for the advancement of Bahraini women. The topic will be discussed via: Shedding light on special initiatives for the advancement of Bahraini women.

The third axis: educational outcomes "Opportunities and Challenges" in the labor market. The topic will be discussed via: The outcomes of university education and the importance of offering specializations commensurate with the needs of the labor market.

### **Profile**

#### **Positions and voluntary work:**

- Member of the Board of Commissioners of the National Institution for Human Rights -2021.
- Chairman of Arab Union for Trade Facilitation and Risk Management-2021.
- Member of the advisory body of the Supreme Council of the Cooperation Council for States Arab Gulf - 2020.
- Chairman of the Finance and Economic Affairs Committee of the House of Representatives - 2019.
- Vice President of the Asian Parliamentary Assembly - 2019
- Member of the Bahraini parliament elected for the fifth constituency Capital Governorate - 2018
- Member of the Board of Directors of Bahrain Chamber of Commerce and Industry for the current session (29)
- Chairman of the Bahrain Association for the Development of Small and Medium Enterprises since its establishment in 2010.
- Chairman of the Bahraini side in the "Bahraini-Bosnian Joint Business Council" in 2017.
- Chairman of the Committee of Restaurants and Cafes in Bahrain Chamber of Commerce and Industry (2016 -2017).
- Chairman of the Board of Directors of the "Centre for Development of Small and Medium Enterprises" - non-profit - since 2017 until now.
- Chairman of the Board of Directors of ProSky Business and Media Incubator -Nonprofit-Since 2017 until now.

- Chief Executive Officer of Farouk Al Moayyed Center for the Support and Development of Small and Medium Enterprises since its establishment in 2013 till now.
- Member of the Committee of Small and Medium Enterprises in the Chamber of commerce since 2009, and then Vice-Chairman of the Committee during the period from 2010 to 2017.

#### **Business and Investment Activity:**

- Chairman of the Board of Directors of Bin Saloom Contracting, working in the real estate field.
- Chairman of the Highland Marketing Company LLC working in the field of general trade.
- Chairman of the Board of the Gulf Medical Complex.
- Chairman of the Board of Directors of Shams Al Shomoos Agricultural Company.
- Chairman of the Board of Directors of the Entrepreneurship Training Center.

#### **Committees involved:**

- Member of the Supreme Bahraini Committee for Standardization and Metrology 2017.
- Member of the Supreme Committee for Supporting Small and Medium Enterprises headed by the Minister of Industry, Trade and Tourism 2012.
- Arbitrator and member of the program "Idea" to support small and medium enterprises 2017.
- Financial Secretary and Board Member of the Bahrain Sports Federation for All 2017.
- Member of the Investment Committee of the Bahraini Football Federation 2017.
- The author of a weekly article in the local press for more than two years starting in the newspaper "Al Wasat" Bahrain in 2015, then at the end of 2017 moved to write in the newspaper "News Gulf" and so far.



## DR. TASNIM ATATRAH

WHO Representative and  
Head of Office

Kingdom of Bahrain

## COVID-19 IMPACT ON WOMEN'S HEALTH: GLOBAL AND REGIONAL PERSPECTIVES

### Abstract

- The COVID-19 pandemic has had devastating impacts on the health and wellbeing of millions of individuals around the globe. As of 23 November 2021, more than 257 million confirmed cases, including 5 million deaths have been reported to the World Health Organization.
- Across every sphere, the impacts of COVID-19 are exacerbated for women and girls, particularly female healthcare workers. Women make up 70% of the global health workforce and are highly represented on the front line. Consequently, they are at high risk of frequent exposure to patients with COVID-19 infection.
- The pandemic has had a major impact on the capacity of health systems to continue the delivery of essential health services, including reproductive and maternal health services. Disruptions in these services may lead to unintended pregnancies, sexually transmitted diseases, and increased health risks for mothers and their newborn babies.
- The strict containment measures put in place to flatten the curve of COVID-19 infections have affected social and economic activities at their core, especially for the most vulnerable in society such as women and girls. These measures not only disrupted women's livelihoods, but also exacerbated gender-based violence and increased the care burden on women.
- Advancing towards an inclusive and equitable COVID-19 recovery requires:
  - (1) Ensuring the continuity of healthcare services for women and girls during outbreaks and crises.
  - (2) Addressing the social and economic barriers for women and girls to access healthcare services.
  - (3) Strengthening community outreach and communication to include information on women's health.
  - (4) enhancing data collection and research to take into consideration the specific needs of women and girls.
  - (5) Strengthening women's leadership and participation in the design and delivery of health services.

### Profile

Dr. Tasnim Atatrah assumed her role as WHO Representative and Head of Office in Bahrain on 1 June 2021. Previously, she has served as acting WHO representative in Turkmenistan (2021), Tajikistan (2019), and Kyrgyzstan (2018–2019).

Dr. Atatrah is a public health specialist, medical doctor, and policy fellow. She joined WHO in 2010 and has worked in 12 countries across WHO's Eastern Mediterranean and European regions in various capacities. Over the course of her work, Dr. Atatrah has mobilized resources and led interventions to strengthen health systems and promote universal health coverage as the ultimate means to ensuring equitable access to health for all in Palestine, Jordan, Lebanon, Syria, Libya, and Turkey. In addition, Dr. Atatrah has provided technical support to ministries in the development of national health policies, strategies, and plans in line with the targets of the 2030 Sustainable Development Goals. Dr. Atatrah's work has simultaneously focused on strengthening participatory governance and enhancing national and regional policy dialogues to promote health and wellbeing. She successfully managed a subregional platform in five countries in Central Asia to enhance regional cooperation and meet the promise of the 2030 Agenda for Sustainable Development.

Prior to joining WHO, Dr. Atatrah worked with the United States Agency for International Development (USAID), leading the monitoring and evaluation system for the Palestinian Health Sector Reform and Development project. She also worked for UNICEF as a Communications Specialist and has worked on World Bank-funded grants and for local nongovernmental organizations. Additionally, Dr. Atatrah worked as a medical clinician at mobile and emergency clinics. Dr. Atatrah is a national of Jordan. In addition to her medical degree, she holds a master's degree in Public Health and Epidemiology from the Al-Quds University, a diploma in Project Management from Bethlehem University (Palestine), and a High Diploma in Management of Humanitarian Health and Nutrition Programmes from the Liverpool School of Tropical Medicine (United Kingdom). She also completed a Policy Fellowship at Cambridge University (United Kingdom).





**DR. MUNEEA BINT KHALIFA AL KHALIFA**

Director-General,  
Mohammed Bin Mubarak  
Al Khalifa Academy for  
Diplomatic Studies

Kingdom of Bahrain

**WOMEN IN DIPLOMACY:  
INSTITUTIONALIZING EQUALITY**

**Abstract**

The field of diplomacy has traditionally been male dominated. This is due to several structural reasons, such as the evident challenges that require flexibility to travel and move. This flexibility was traditionally an attribute of male diplomats who do not have the traditional social role of childcaring.

This paper looks at how the Ministry of Foreign Affairs in Bahrain, has placed the National Plan for the Advancement of Bahraini Women as a central component of its 10-year strategic plan. More specifically this paper will look at the challenges facing the women specifically, and the diplomatic family broadly. The paper then delves into The Ministry of Foreign Affairs' commitment in institutionalizing equal opportunity, competitiveness, and equality through building a solid legal and institutional framework in which the advancement of women in the diplomatic field is ensured, monitored, and continuously improved. The paper utilizes the data regarding Bahraini women in the field of diplomacy in employment, training, promotion, and in international appointments to further analyze the findings.

**Profile**

Dr. Muneera was appointed as director of the Diplomatic Institute in September 2016. Dr. Muneera took the responsibility - with guidance from his excellency the Minister of Foreign Affairs—to establish the institute, its mandate, identity, and role. Since 2019, Dr. Muneera has supervised the Institute's transition into the Mohammed bin Mubarak Al Khalifa Academy for Diplomatic Studies.

Prior to 2016, Dr. Muneera worked while finishing her doctorate in academia primarily teaching courses in Middle Eastern history and politics. Her research focused on international norms, national identity, and nation building. Dr. Muneera is fluent in both English and Arabic and has a working knowledge of French.

Dr. Muneera holds an MPhil and a DPhil (PhD) in International Relations and Oriental Studies from the University of Oxford, in which she was the first Bahraini to receive the Clarendon Scholarship.



**MS. HALA SULAIMAN**

Founder and Managing  
Director, Beyond Borders  
Consultancy

Co-Founder, AlRawi

**WOMEN IN ENTREPRENEURSHIP AND INNOVATION -  
BAHRAINI MILESTONES AND ACHIEVEMENTS**

**Abstract**

In the Kingdom of Bahrain, Women traveled a long way from “productive family” home-based business-oriented mind set, to a dramatic cultural change where she was enabled to successfully secure a role complementing “Men” in all fields. The journey of entrepreneurship and innovation has evolved from empowering productive families to advancing disruptive female tech-innovators.

The creation and the supportive culture of Bahrain's entrepreneurial eco system has paved the way to the significant rise of women contribution to Bahrain's national economy.

**Profile**

Hala Sulaiman, is the Founder and Managing Director of Beyond Borders Consultancy focused on providing strategic management and communication consultancy. Hala Sulaiman has extensive expertise in the Middle East market and has created and implemented holistic marketing communications strategies, and used her extensive knowledge and skills to engage with the various stakeholders in the various public and private sector roles she has contributed to. Hala Sulaiman's experience mounts up to 25 years in the fields of Strategic Management and Communication and has launched several start-ups in both the Public and Private Sector.

In her capacity as an in-house consultant, she is currently the Director of the Executive office of Bahrainouna (the National Plan to Promote the Spirit of Belonging to the Nation and Reinforce the Values of Nationalism). She is also a Co-Founder of AlRawi Media WLL, an innovative and award-winning audiobook application specialised in Arabic Books (@alrawibooks) and has been appointed as a board member of Radio Bahrain's Company, a wholly subsidiary of the Kingdom of Bahrain's Sovereign Wealth Fund (Mumtalakat).



**DR. REEM AHMED AL BUAINAIN**

Acting CEO,  
Bahrain Polytechnic

Kingdom of Bahrain

## GENDER EQUALITY DURING COVID-19

### Abstract

The purpose of this paper is to review the existing literature on the effects of the COVID-19 pandemic on gender. What is the impact of the pandemic on female job opportunities in the medium to long term?. COVID-19 may have positive or negative effects on gender equality in the labour market. Lockdown in many countries and schools closure impacts gender equality during the pandemic, and the question here is the possible future implications on gender equality post-pandemic.

### Profile

Dr. Reem is the Deputy Chief Executive Officer of Academic Affairs at Bahrain Polytechnic.

Holds a PHD in Quality Management in Higher Education from the University of Southampton.

At a professional level, Dr. Reem was the Director: Quality, Measurement & Analysis and Planning at Bahrain Polytechnic. Prior to this Dr. Reem was the Chief of Academic Accreditation Standards and Licensing at the Secretariat General of the Higher Education Council. Dr. Reem has long experience in Education in Bahrain she worked with variety of educational entities and participated in many educational project and initiatives on national level.

Dr. Reem is also a member of many organizations and national committees; she is a Member of the Higher National committee Academic Accreditation Committee. She was a Board member representing Bahrain in "Gulf Quality and Accreditation Network". The Board is responsible for GCC quality assurance and accreditation agency establishment. Dr Reem is an Approved Qualifications Evaluator and expert in Academic Accreditation and Higher Education Institutions International Ranking, institutional listing, and courses placement. She Conducts and Participates in many assessments for higher educational institutions.



**DR. BASMA EL ZAIN**

Director General  
of Governance and  
Sustainability Center

University of Business and  
Technology (UBT),

Jeddah, Saudi Arabia

## BREAKING ALL BARRIERS: WOMEN IN STEM

### Abstract

Science, Technology, Engineering and Mathematics (STEM) fields are catalysts for the achievement of the 2030 Agenda for Sustainable Development. Yet, for social, cultural and psychological reasons, women's engagement and participation are still considered lower than men.

Engineering is not just a man's world, and it is crucial for all to take part of the movement to empower women engineers and scientist, create opportunities without any restrictions and limitations and recognize role models to inspire and encourage girls to pursue their career and make a big difference by contributing effectively to their community.

As women take on more leadership roles advancing social and political change, women's contributions to the industrial transformation occurring specifically within STEM should be highly considered.

In this Paper, women's contribution to the scientific community will be highlighted focusing on empowering Women in STEM.

### Profile

Dr. El Zein, Director General of Governance and Sustainability Center, University of Business and Technology (UBT), Jeddah, Saudi Arabia, she held many positions such as Dean of Scientific Research at UBT, research scientist at KAUST, faculty member at Dar AL Hekma University and associate researcher at IEMN, France. She has 22 years of Experience in the academic, research , renewable and economic development fields.

Dr. El Zein is a grand Judge at Intel ISEF- USA, examiner at King Abdullaziz city for science and Technology (KACST), and a renowned guest speaker at many international conferences on renewable energy and nanotechnology. During her previous positions, she supervised many PhD students and around 200 final year projects - bachelor's degree. She is a reviewer for many international, peer-reviewed journals, the chair or co-chair and on committees of different international conferences.

Dr. El Zein is a senior member of IEEE, member of ACS, MRS, SPIE, ECS, IET, AUTM, AAAS, AASBC, ECS and Lebanese Engineering Syndicate. Dr. Basma graduated from the University of Lille, France with a PhD in Nanotechnology Engineering with High Distinction for her research Zinc Oxide Nanostructures for Photovoltaic Applications. Her master's degree was from the Lebanese University, Lebanon in the field of Electrical and Electronics Engineering with Distinction.



**PROF. RA'ANA MALIK**

Chairperson, Department of Gender Studies, University of the Punjab

Lahore, Pakistan

**A GENDER SENSITIVE APPROACH TOWARDS CLIMATE CHANGE**

**Abstract**

The effects of climate change are diverse on various sections of the society as well as in different regions of the world. Women face higher risks and greater burdens from the impacts of climate change in situations of poverty, and the majority of the world's poor are women. There is a direct relationship between gender equality, women's empowerment, and climate change. On the one hand, women are vulnerable to the effects of climate change, which exacerbate gender disparities. Whilst on the other hand, women have a critical role in response to climate change due to their local knowledge of climate like sustainable resource management and leading sustainable practices at the household and community level. Hence, the climate change policies must consider gender-based disparities and the unique contribution of women which could help to advance gender equality and women's empowerment while fighting climate change.

**Profile**

Prof. Malik holds a Ph.D. in Gender and Education from the University of the Punjab, Pakistan and Post-Doctorate in Gender Studies from the University of Oslo, Norway. She has extensive experience of research and consultancy with the national and international development organizations like UNWOMEN, USAIDS, Action Aid, ILO, World Bank, FPAP and Higher Education Commission on issues related to gender based violence, women empowerment and gender and education. She has also been member of Regional Network on Gender Issues from 2013-2026. Prof. Malik is member of many organizations and academic and professional committees across the country. She has a intensive experience of working in gender studies in Pakistan and worked with variety of women/gender entities and participated in many Gender projects and initiatives on the national level.

Prof. Malik has availed various fellowships and got professional training on gender from high esteemed institutions like ILO, UNWOMEN and 4 months residency research fellowship at the University of Arizona, USA.

Prof. Malik has around 40 research publications published both in the national and international peer reviewed.



**PROF. MUSTAFA F. ÖZBILGIN**

Professor of Organisational Behaviour

Brunel Business School, London

**ATYPICAL LEADERS AND EQUALITY, DIVERSITY AND INCLUSION (EDI) AT WORK**

**Abstract**

Typical leaders (individuals from underrepresented demographic backgrounds by etic gender, ethnicity, class, and age and emic, i.e. locally specific groups of disadvantage in leadership positions are often expected to support EDI in workplaces. This presentation explores the conditions in which atypical individuals engage with EDI interventions and the nature of their duality in joining the establish order (orthodoxy) while remaining as marginal yet legitimate participants in the leadership field. The presentation will explore antecedents, correlates and consequences of atypical leaders and their role in EDI across organisations. The talk with conclude with suggestions for organisations to improve their pathways for atypical leader emergence.

**Profile**

Mustafa F. Özbilgin is Professor of Organisational Behaviour at Brunel Business School, London. He also holds two international positions: Co-Chaire Management et Diversité at Université Paris Dauphine and Visiting Professor of Management at Koç University in Istanbul.

His research focuses on equality, diversity and inclusion at work from comparative and relational perspectives. He has conducted field studies in the UK and internationally and his work is empirically grounded. His research is supported by international as well as national grants from the ESRC, EU, CIPD, ACE, ACCA, British Academy among others. His work has a focus on changing policy and practice in equality and diversity at work. He is an engaged scholar, driven by values of workplace democracy, equality for all, and humanisation of work.

He has authored and edited 18 books and published over 200 papers in academic journals such as the Academy of Management Review, Academy of Management Learning and Education, British Journal of Management, Journal of Vocational Behaviour, Human Resource Management, Human Relations, Gender Work and Organization, and Social Science and Medicine among others.

He has done research, consultancy and training at a large number of organisations including the House of Commons, Barclays Bank, The Bank West Australia, Halifax, the CIPD, the National Health Service, the NHS Employers, Tesco, the Probation Services, The UK Fire Service, the Economist Research Unit, the OECD, the WRVS, DTI, Rio Tinto, PwC, Linklaters and ACCA.





**DR. JAMEELA  
MOHAMED ALSALMAN**

Senior Infections Disease  
Consultant,  
Ministry of Health

Kingdom of Bahrain

## **WOMEN IN THE HEALTH SYSTEM (PARTNERSHIP, FAIRNESS AND COMPETITIVENESS)**

### **Abstract**

Health workers are the beating heart of every health system and the majority - seventy percent - are women. Global demand for health workers is rising. Changing demographics and expanding health systems are driving the creation of 40 million new health and social sector jobs by 2030

Healthcare appears to be one of the best industries for working women on several dimensions. A broad industry that includes drug and medical-device manufacturers, as well as service providers and payers, healthcare surpasses other industries in female representation.

Women remain underrepresented in leadership positions in the health system, and not only at the highest levels. There remain challenges to address in hiring, advancement, and day-to-day experiences that could promote a more flexible and inclusive working culture.

In the hospitals, health systems, and physician practices, gender diversity is especially important because women represent a significant patient population.

On average, women in healthcare report high satisfaction with their careers (75 percent versus 71 percent of men) They find opportunities aligned with their passions and can adapt their careers over time.

Still a lot of challenges are facing women in health sector, gender transformative action is needed to address occupational segregation, leadership, harassment, and gender pay gap in the health and social workforce. All these aspects will be addressed and will highlight the situation in kingdom of Bahrain.

### **Profile**

- Associate professor in Arabian Gulf University
- Consultant in Infectious diseases and Consultant in geriatric medicine
- Chairperson of the secondary care committee for the geriatric care in MOH
- Chairperson of the HIV management team in MOH
- Chairperson of antibiotic stewardship program , Ministry of health
- Chairperson of the national antibiotic stewardship committee in Bahrain
- Previously Headed the infection control committee in the ministry of health for 5 years
- Head of the infection control in King Abdul University Hospital

Dr. Jameela graduated with Honor from the medical school at Arabian Gulf University. Then she joined the Salmaniya Medical complex in 1996.

Dr. Jameela went to United states and has completed her residency and fellowship programs in the United states where, she finished the internal medicine residency in Eason , Hahnemann University, Pennsylvania, USA , then she did a fellowship in geriatric medicine in Temple University in Pennsylvania, then did a fellowship in infectious diseases at Yale University IN New haven, Connecticut, USA.

Dr. Jameela is triple American Board certifications: American Board in internal Medicine, American Board in geriatric Medicine, American Board in Infectious Diseases. Dr. Jameela has the board in infection control and recently the American board in medical quality.

Awarded by His majesty the king for her achievements in improving the clinical services and for the achievement in the antibiotic stewardship program and received the medal of competency from his majesty in the national day of the kingdom December 2016.

Awarded for the program of antibiotic stewardship for the best governmental practices for 2016 by HE the prime Minister in kingdom of Bahrain in 2016.

She did also a special training for one year in HIV management and hepatitis c at Yale University. She also did a special training in infection control at Yale University.

She has many publications in the peer reviewed journals. She is involved in a wide range of educational activities. She received several honors and awards for her scientific contribution internationally.

She is a member in several Professional Society Membership: American College of Physician Infectious Diseases Society of America . Dr. Jameela holds membership of the Bahrain Medical Society and the Saudi Society of Infectious Disease and Infection Control.



**DR. YASER SAGER  
AL-SHIRAWI**

Assistant Secretary General  
for Resources and Services

Chairman of the Equal  
Opportunities Committee

Council of Representatives,  
Kingdom of Bahrain

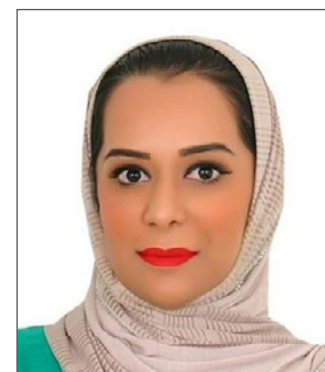
## **EFFORTS OF THE EQUAL OPPORTUNITIES COMMITTEE IN THE COUNCIL OF REPRESENTATIVES TO SUPPORT BAHRAINI WOMEN DURING THE COVID-19 CRISIS FOR THE PERIOD FROM MARCH 2020 TO NOVEMBER 2021**

### **Abstract**

Presenting the most prominent objectives and competencies of the Equal Opportunities Committee at the Council of Representatives, and reviewing the most important efforts and statistics presented by the Committee during the fifth legislative term.

### **Profile**

- Holds a PhD in Human Resources from Ain Shams University, Arab Republic of Egypt
- Master's degree in business administration from the Arab Academy for Science and Technology in the Arab Republic of Egypt
- Bachelor of Business Administration from Imam Muhammad Ibn Saud Islamic University, Kingdom of Saudi Arabia
- Held the position of Assistant Secretary-General at the National Institution for Human Rights from 2011 to 2015
- Held the position of Director of the Human and Financial Resources Department at the Bahrain Center for Studies and Research from 2004 to 2011.



**DR. AMINA MOHAMED  
BUALLAY**

Brunel Alumni, listed in  
Stanford World's Top 2%  
Scientists Ranking

## **GENDER AND CORPORATE SOCIAL RESPONSIBILITY: DOES WOMEN'S REPRESENTATION AFFECT THE DISCLOSURE?**

### **Abstract**

Utilizing data on 2000 stock-exchange-listed banks over a 10-year period (2010-2019), this study examines the relationship between board gender diversity and corporate social responsibility disclosure (CSR). Findings show that corroborates the gender board diversity as a causal factor of the CSR, when female board members account for 22-50% of the board, a positive significant effect on the level of CSR disclosure results. However, at levels above 50%, negative returns to scale manifest on CSR from female board participation.

Given the effect on the latter on the former uncovered by this research, regulators ought to mandate quotas of female participation on bank boards to engender sustainable increases in the level of CSR on the part of banks.

### **Profile**

Dr. Amina awarded her PhD in management studies (sustainability reporting) from Brunel University, London; Master's in business administration from Ahlia University; Post Graduate Diploma degree in Business Education and bachelor's degree in accounting from University of Bahrain.

Dr. Amina listed in Stanford World's Top 2% Scientists Ranking for the year 2021. She awarded five international and regional research prizes, ICAI International Research Awards (Commendable Research Paper) and (Best Research Paper), The Institute of Chartered Accountants of India; Kondo Research Prize, 2020, Innovation Arabia, UAE; University of Sharjah Award for Islamic Economy Research, 2019, The Sharjah Islamic Centre for Economy and Finance Studies. OAPEC Award for Scientific Research- Petroleum and Energy Related Economic Research, 2018, Organization of Arab Petroleum Exporting Countries (OAPEC).

Amina is a member of editorial advisory board in Journal of Business and Socio-Economic Development. Guest Editor of special issue in two journals (Competitiveness Review Journal and measuring business excellence), Emerald Publishing- United Kingdom. Author of many publications in international journals that discussed several accounting, financial and economic issues in the area of Intellectual Capital, Corporate Governance, and Sustainability Reporting. She is a voluntary reviewer in many international journals.





**DR. ESRA ALDHAEN**

Executive Director of the Centre for Accreditation and Quality Assurance,

Ahlia University,  
Kingdom of Bahrain

## A STRATEGIC APPROACH TO EQUAL OPPORTUNITY: AHLIA UNIVERSITY CASE STUDY

### Abstract

The presentation will demonstrate Ahlia University as a case study and its commitment towards equal opportunities. The presentation will demonstrate AU's strategic approach and commitment towards providing equal opportunities in line with National Strategies and United Nations Sustainable Development Goals (UNSDGs) specifically SDG5. The presentation will provide strategic initiatives, leadership tactics and successful achievement guided by societal impact measures.

### Profile

Holds a Doctorate from Brunel University London, in the area of Strategic decisions and quality in the context of Higher Education, currently an Executive Director of Quality Assurance and Accreditation as well as Assistant Professor at Ahlia University Bahrain. Appointed external reviewer and conducted various QA reviews as part of Oman Academic Accreditation Authority (OAAA), Bahrain Education and Training Quality Authority (BQA) for National Qualification Framework validation and National Commission for Academic Accreditation and Assessment (NCAAA) KSA. As HEA Principle fellow and expert in curriculum review, design and mapping to the National Qualification Framework as well as alignment of cross boarder qualifications.

Highly experienced in HEIs in various counties such as United Kingdom, Kingdom of Bahrain, KSA, UAE and Oman, along with the gained diverse background enable to transfer and share knowledge and experience from multiple aspects. In particular to institutionalize and streamline various adapted QA standards into one quality management system supporting all the HEI targets such as international accreditation and ranking. This area was activated through becoming an active member at governance level which enable revising, implementation, assessing and further planning for the university strategic plan towards achieving the mission and vision of the university that includes 5-10 years targets and Key Performance indicators (KPIs) have also been practiced and highly performed in all aspects not restricted to QA.

Leading Sustainable Development Initiatives in collaboration with United Nations for promising future and a member of multiple national and international society tackling sustainable development and quality improvements. Published and awarded Best papers by Emerald Publishing in various research areas including strategy, sustainable quality management teaching and learning.

An expert in strategic planning, measurement and evaluation for higher education including assessment of internal and external environment. Leading Sustainable Development Initiatives in collaboration with United Nations for promising future and a member of multiple national and international society tackling sustainable development and quality improvements. Published and awarded Best papers by Emerald Publishing in various research areas including strategy, sustainable quality management teaching and learning.



**MR. AMMAR AL HAWAJ**

Executive Director for Communication and International Relations

Ahlia University,  
Kingdom of Bahrain

## A STRATEGIC APPROACH TO EQUAL OPPORTUNITY: AHLIA UNIVERSITY CASE STUDY

### Abstract

The presentation will demonstrate Ahlia University as a case study and its commitment towards equal opportunities. The presentation will demonstrate AU's strategic approach and commitment towards providing equal opportunities in line with National Strategies and United Nations Sustainable Development Goals (UNSDGs) specifically SDG5. The presentation will provide strategic initiatives, leadership tactics and successful achievement guided by societal impact measures.

### Profile

Ammar Al-Hawaj was born in 1987 in Manama, in the Kingdom of Bahrain. He pursued his undergraduate education at Ahlia University where he gained a Bachelor of Science degree in Banking & Finance in 2007. He later obtained a Master of Science degree in International Business & Management, from the University of Manchester in 2010.

Ammar is a marketing and communications professional, with management and strategic level experience, and a proven track record at delivering innovative and bespoke organisational solutions. Ammar played an instrumental role in establishing a full-fledged directorate (International Relations) at Ahlia University, where he now holds the post of Executive Director. In his capacity as Executive Director of Communications and International Relations, Ammar sits on both the Brunel University PhD (Without Residence) Joint Programme Board, and The George Washington University Engineering Management and Systems Engineering Off-Campus Programs Board at Ahlia University. Ammar possesses a solid working knowledge of a number of international education systems, through combining his extensive professional and academic experience. This knowledge of, and experience with, different international systems, from accreditation and QA frameworks, to NQF systems, has proven invaluable in fostering deeper relations and setting up new international partnerships from progression and articulation, to study abroad and exchange agreements. In the past 7 years, Ammar has held membership on a number of management and strategic level university standing committees, including the university internationalisation committee, strategic planning committee, accreditation and quality assurance committee, and the University Council. Ammar was also a member of the International Academic Advisory Committee, and chair for the track on internationalisation, for the QS MAPLE 2018: 8th Annual strategic summit for the advancement of university excellence in all its forms. Furthermore, Ammar was a presenter at the QS World Class 2018 Conference held in Abu Dhabi, United Arab Emirates. More recently, Ammar participated in the WTUN Congress 2020, where he presented on the benefits of joint programmes and PhDs within the context of cross-border (TNE) programmes jointly delivered with international partners.



**DR. JASSIM HAJI**

President, International Group of Artificial Intelligence

London

**ARTIFICIAL INTELLIGENCE IN GENDER EQUALITY**

**Abstract**

AI will help women gain power and overcome gender inequality through creating future jobs equally between the two genders. There will also be more opportunities for women in Artificial Intelligence, Machine Learning and Data Science.

**Profile**

Dr Jassim Haji has management and executive experience in Aviation, Hospitality, Technology and Telecommunications for over 30 years. He is an international expert, strategist and researcher in Artificial Intelligence and Digital Transformation, plus President of Artificial Intelligence Group.

He participated as a key speaker and chairman in over 200 technology conferences in Middle East and Europe to cover latest technologies such as Artificial Intelligence, Cloud Computing, Big Data, Cyber Security and Digital Transformation. He also published articles in relation to the above topics. Dr Haji managed to achieve 43 top Middle Eastern technology awards, including 12 CIO distinguished awards. Additionally, Dr. Haji is part of several advisory boards of key technological events in the Gulf and he is participating in several judging panels for reputable technology awards. Furthermore, he has featured on 19 international technology and aviation magazines cover pages with over 80 interviews. Moreover, published four books in English and Arabic on Artificial Intelligence, Digital Transformation post COVID-19, Technology Management and Organization Culture and over 500 articles on technologies with international press and media in both English and Arabic languages.

Dr. Haji has been instrumental in implementing several projects related to Artificial Intelligence, Machine Learning and Chatbots in Arabic. Furthermore, he implemented first regional Aviation Hybrid Cloud Computing in Middle East, first global Big Data sentiment analysis in Arabic, and first implementation of combined of ISO 27001, 9001, 20000, 240001, 22301, 55000 and 50001 certifications in the world of airlines.

Dr. Haji received his Doctorate in Business Administration (PhD) from the University of Northumbria at Newcastle, UK in 2010. He has completed his master's degree in management of Information Technology from the University of Sunderland, UK and graduation in telecommunications from the famed Cable and Wireless College, Cornwall, UK.

He started his career with Sprint Telecommunications in London before joining Gulf Air in 1985 as a network engineer and moved to Sabre - an American airline Travel IT solutions company. He then moved to EDS as an Executive Director, another American IT solutions company with global presence, then in 2008 to Gulf Air as the Director of Information Technology Division. He has served on the board of directors of a leading hospitality and tourism technology provider in the Middle East and on SITA Council representing Middle East and North Africa.



**MRS. MANDEKH HUSSEIN**

Lecturer (Professional Practice) in Global Challenges

Brunel University London

**SDG 5 FOR ALL: APPLYING "LISTEN TO LEARN AND ACT" IN THE LEARNING SETTING**

**Abstract**

As we enter our 2nd year of the "Decade of Action", it can feel that we are a far cry from truly achieving many of the sustainable development goals. This needs not be the case. Whilst transformation is enabled at the national and international level can be noted or conceptualised more readily, it is the shifts at the local and collective level that requires amplification.

Listen2Learn and Act is premised on the idea that everyone not only a story to tell, but that these stories--rich in knowledge and experiences, are a valuable assets to those open to learning. Cutting across SDGs, this is an open-ended activity, in which individuals participating are able to share their experiences by answering pre-set topical questions or along established themes.

The utilisation of Listen2Learn and Act in order to support the achievement of SDG 5, "Achieve gender equality and empower all women and girls", is rooted in the core belief that in order for there to be change, we need to actively listen first.

**Profile**

Mandekh Hussein is driven by initiatives grounded in collaboration, sustainability, and ownership. She takes part in efforts centred on equipping individuals and communities with the resources, skills, and opportunities to actualize their vision, find new opportunities and widen their horizons. Currently, she is a Lecturer at Brunel University (focused on curating skills to deliver sound, sustainable and positively impactful transformation); a Strategic Consultant, focused on addressing health inequities through co-production and an education and Education Consultant, working on the nexus between community transformation and EduTech.

Mandekh sits on the board of several charities driven to meeting the sustainable development goals, and is the CEO of Eastside Youth, a young persons charity in East London. Mandekh is an active member of Pivot Projects





Artist's impression of the new Ahlia University campus at Al Madina Al Shamaliya.





12:00 - 16:30 (BAH) | 09:00 - 13:30 (UK)

8<sup>th</sup> & 9<sup>th</sup> December 2021

Virtual: on Microsoft Teams

#### PATRONAGE



#### STRATEGIC PARTNERS



Bahrain Polytechnic



بوليتكنك البحرين



جمعية الصحفيين البحرينية  
Bahrain Journalists' Association



#### CONFERENCE ORGANISERS



For more information please visit our website

[www.ahlia.edu.bh](http://www.ahlia.edu.bh)

f t s in o ahliauniversitybh