



Under the Patronage of
His Excellency
Mr. Ahmed Bin Salman Al Musalam
Speaker of the Council of Representatives

Brunel
University
of London

UBT
جامعة الأعمال والتكنولوجيا
UNIVERSITY OF BUSINESS AND TECHNOLOGY

الجامعة الأهلية
AHLIA UNIVERSITY
BAHRAIN

9th EQUAL OPPORTUNITIES CONFERENCE

Industry 5.0 and Circular Economy

Live Stream Link



Day 1 – Physical
Wyndham Grand, Manama

9th February 26
Bahrain Bay – Tree of Life

PW | Icbt%2025

EO'2026 DAY1

9TH FEB 26

8:00
9:30

Registration and Networking

Welcoming and Opening

9:30
9:45

His Excellency
Mr. Ahmed Bin Salman Al Musalam

Speaker
of the Council of Representatives

9:45
10:00

Professor
Abdulla Yusuf Al Hawaj

Founding President
Chairman, Board of Trustees
Ahlia University, Bahrain

10:00
10:10

Professor
Mansoor Alaali

Chair, EO'2026 | President
Ahlia University
Bahrain

10:10
10:15

Dr.
Ruaa Bin Saddig

Dean
Scientific Research
UBT, KSA

10:15
10:20

Professor
Monomita Nandy

Brunel University of London

10:20
10:30

Awarding and Group Photo

10:30
10:50

Coffee Break and Refreshment

Keynote Presentations

10:50
11:00

A Fairer Future by Design:
Human-Centric Innovation for a
Regenerative World

Professor Carolyn Strong
Cardiff University
UK

11:00
11:10

Business Education Ready or Not
for Industry 5.0

Ihsan Zakri
Vice President
Growth and Engagement for Europe, the
Middle East and Africa
AACSB, Amsterdam

11:10
11:20

Designing Regenerative Enterprises
The PermaEntreprise Model
for Strong Sustainability in
Management

Professor Olivier Cateura
Emlyon Business School
France

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Keynote Presentations

11:20
11:30
From Awareness to Action
Sustainability Education for
Circular Industry
Dr. Gabriela Gliga Atlantic Technological
University
Ireland
11:30
11:40
Women Leadership in
Sustainability
Exploring her Empathy, Altruism, &
Global Concerns
Dr. Iffat Sabir Chaudhry
Al Ain University
UAE
11:40
11:45
Unlocking Insights
Innovative Teaching Practices for
Generation Z
Dr. Maria Saberi
Ahlia University
Bahrain
11:45
12:30

Coffee and Prayer Break

12:30
13:15
Panel Discussion 1
The role of Higher Education
Institutions to equip graduates
with Industry 5.0 competencies

Dr. Esra AlDhaen | Panel Chair

- Professor Hamed Al-Raweshidy
Brunel University of London, UK
- Dr. Iffat Sabir Chaudhry
Al Ain University, UAE
- Dr. Miriam A. Lily
American University Bahrain
- Dr. Tasnim A. Abdel-Aty
Politecnico Di Milano, Italy
- Dr. Nawaf Al Ghanem
Academic Consultant, Bahrain

13:15
14:00
Panel Discussion 2
Women Leadership and Decision-
Making Representation in MENA
Region

Dr. Ammar Al Hawaj | Panel Chair

- Professor Monomita Nandy
Brunel University of London U.K
- Dr. Samar Soliman
Teesside University U.K
- Dr. Layla Al Halwachi
Bahrain Polytechnic
- Dr. Fajer Danish
Royal University of Women, Bahrain

14:00
15:00

Lunch



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9th EQUAL OPPORTUNITIES CONFERENCE

Industry 5.0 and Circular Economy

EO'2026 DAY2

10TH FEB 26

Breakout Room 1

9.30 | 13.00

Workshop 1

**9:30
10:30**

Cyber Ethics for Technology and Cybersecurity Practitioners

An awareness session designed for technology and cybersecurity practitioners, focusing on the concept of cyber ethics, its real-world impact, and the grey areas that can place students or future employees in legal or professional risk.

The session highlights real-life scenarios, relevant regulations in the Kingdom of Bahrain, and what students need to be aware of during their studies and when they enter the workforce.

Workshop 2

**11:00
13:00**

Innovative Teaching Practices for Generation Z

This workshop provides HE educators with elements of teaching practices for Generation-Z students based on a piloted and published integrated team-project-based teaching and assessment system designed specifically for this generation since early 2023.

Participants will learn how to integrate a given course syllabus with a comprehensive team-based course project, and team-based class workshops, tests, and final exams. This system has been found to significantly lower learners' stress and instead allow them to have simulated work experience hence enhancing their employability skills particularly teamwork, critical analysis, creative problem solving, communication, and self-directed collaborative learning.

Breakout Room 2

10.00 | 13.00

Theme

AI, Industry 5.0, and Sustainable Business Performance

Chair

Dr. Gagan Kukreja
The University of Bahrain, Bahrain

EO'2026_0007

Industry 5.0 Technologies and Sustainable Supply Chain Performance:

The Moderating Role of Workforce Digital Skills in a Circular Economy Context

Ahmad Fathi Alheet
Al-Ahliyya Amman University
Jordan



EO'2026_0008

MSMEs and Rural Economic Transformation:

Cross-Country Evidence from Indonesia and Malaysia

**Indah Fatmawati,
Amena Sibghatullah**
Universiti Teknologi MARA, UiTM,
Malaysia



EO'2026_0021

Integrating Stochastic Risk Modeling with Critical Path Scheduling for Digital Twinning in Mega Housing Projects

**Fajir Aldoseri,
Saraa Alasadi**
The American University of
Bahrain



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EO'2026 DAY2

10TH FEB 26

Breakout Room 2

10.00 | 13.00

EO'2026_0047

Investigating the Connection between Business Performance and AI Ethics.
(Literature Review)

**Fatemah Aldousari,
Fairouz M Aldhmour,
Asmaa Mubarak**
Arabian Gulf University,
Bahrain



EO'2026_0045

Utilizing Artificial Intelligence Technologies to Support the Education and Training of Bahraini Women with Disabilities:
A Theoretical Study of Opportunities and Challenges Between Current Realities and Future Aspirations

**Maha Alanezi,
Ameera Alanezi**
Ahlia University,
Bahrain



EO'2026_2000

Communication Strategies of Bahraini Special Needs Institutions and Their Role in Presenting the Challenges Faced by Families

May Abdulaziz
Ahlia University
Bahrain



EO'2026_2001

Where intelligence takes shape
A live case of platform, agent, and space co-design in AI-integrated practices

Amani Alaali
Ahlia University
Bahrain



Breakout Room 3

10.00 | 13.00

Theme

AI-Driven Digital Transformation and Innovation in Education and Organizations

Chair

Prof. Yusuf Abdullatif Albastaki
Ahlia University, Bahrain

EO'2026 _0103

Innovative Lighting Design for Sustainable Urban Environments

May Al Saffar
Ahlia University
Bahrain



EO'2026_XXXX

The Role of Artificial Intelligence in Creating Inclusive Entrepreneurship for Persons with Disabilities (PWD) in Bahrain

**Nehal El Naggat
Marwa Omar**
Royal University of Women
Bahrain



EO'2026_0011

Stillness Aroma
A Website to Support Coffee-Making Education for Novice Users

**Azzah Algamdi,
Nahida Al Ghareeb,
Esraa Almubarak,
Reem Alobaid,
Sara Alotaibi**
Imam Abdulrahman Bin Faisal
University, Saudi Arabia



EO'2026_0086

Artificial Intelligence as a Nudge action for Managing Job Stress
The Case of Human Resource Directors in Morocco

Asmaa Benhmama
Britts Imperial University College
Brahim Sabiri Hassan
University of Casablanca



Breakout Room 3			10.00 13.00
Theme	AI-Driven Digital Transformation and Innovation in Education and Organizations		
Chair	Prof. Yusuf Abdullatif Albastaki Ahlia University, Bahrain		
EO'2026_0096	The Role of Instagram Accounts of Associations of the Persons with Disability in Supporting and Rehabilitating the Parents in the Kingdom of Bahrain	Najwa Janahi Ahlia University, Bahrain	
EO'2026_0099	Effectiveness of digital media on developing awareness of social responsibility and strengthening national be-longing (A field study on Saudi citizens)	Maha Alanezi, Abdullah Althekralla Ahlia University, Bahrain	

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Day 2 – Virtual

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EO'2026 DAY2

10TH FEB 26

Part B - Online Presentation Schedule

Session 1	Room 1	Click Here	PW 2024
Session 2	Room 2	Click Here	PW 2024
Session 3	Room 3	Click Here	PW 2024
Session 4	Room 4	Click Here	PW 2024
Session 5	Room 5	Click Here	PW 2024
Session 6	Room 6	Click Here	PW 2024

Session 1 | [Click Here](#)

10.00 | 12.00

Theme AI, Human-Centric Technologies, and Sustainable Development

Chair Dr Yussra Jamjoom

yussra@ubt.edu.sa

EO'2026_0002 **Algorithmic Heritage and the Humanization of Future Cities:**
AI, Cultural Learning, and Identity Formation in Emerging Smart Societies

Constantine Andoniou
Abu Dhabi University,
United Arab Emirates



EO'2026_0058 **Psychological Safety as a Strategic Capability in an Artificial Intelligence-Based Work Environment**

Purwinahyu Purwinahyu,
Rohana Nur Aini,
Dirga Lestari,
Sari Budiarti,
Irsan Tricahyadinata,
Siti Maria
Universitas Mulawarman,
Indonesia



EO'2026_0015 **Examining the Impact of AI on Human Resources Management:**
A systematic

Motteh S. Al Shibly,
Mahmoud Alghizzawi,
Al-Jaber Amneh,
salman m. abu. Lehyeh,
Sam Alfoqahaa
Applied Science Private
University, Jordan



EO'2026_0019 **The Role of Sustainable Finance in Achieving the UN Sustainable Development Goals (SDGs)**

Archana Joshi,
Priyanka Baid,
Hiren Gohil,
Aarti Khanchandani,
Nupur Chhaniwal,
Junaid Hushain,
Vaishali Ojha
Jai Narain Vyas University,
Jodhpur (Rajasthan) India



Session 1 | [Click Here](#)

10.00 | 12.00

EO'2026_0000

Harnessing AI for Vision 2030:

Transforming Saudi Arabia's Digital
Landscape
 Amer Al-Roubaie,
Zahra Al Bouhmood
Alasala University, Al
Dammam, Saudi Arabia
Session 2 | [Click Here](#)

10.00 | 12.00

Theme

Digital Innovation and Sustainable Performance in Education and Industry

Chair

Dr.Farah Durani

f.durani@ubt.edu.sa

EO'2026_0023

Malaysian Graduates Employability
Emerging Trend:

A Review

 Sing Yun Wong,
Chi Yi Beh,
Imamudin Yuliadi,
RuiQi Zhang,
Dimas Wiranatakusuma
Universiti Malaysia Sabah,
Malaysia


EO'2026_0038

Payment Gateway and Locus of Control
Impact in MSMEs Performance with Cashless
Society Moderation
 Mutoharoh Mutoharoh,
Naila Najihah,
Cahaya Maharani
Universitas Islam Sultan
Agung, Indonesia


EO'2026_0039

Digital Sustainability Transformation:

Developing Green Production Systems in the
Industry 5.0 Era
 Gede Fery Surya Tapa,
Yuni Ekawarti,
Remuz MB Kmurawak,
Yama Pradhana Sumbodo,
Hari Purwanto,
Abdul Rachman Tiro
Universitas Pendidikan
Nasional, Indonesia


EO'2026_0043

The Role of Artificial Intelligence in
Data-Driven Decision-Making for Higher
Education Quality Assurance

A Systematic Literature Review

 Aisha Nasser AlWahaibi,
Ramalingam Dharmalingam
Majan University College
Oman


EO'2026_0078

Gender Diversity in
Top Management and Performance:

Aligning with SDG 5 and Industry 5.0

 Noor Ahmed,
Amer Alraddadi
Bahrain Medical Society
Bahrain


Session 3 | [Click Here](#)

10.00 | 12.00

Theme

Digital Competence, Green Leadership, and Sustainable Organizational Practices

Chair

Dr. Loui Magrab

l.maghrabi@ubt.edu.sa

EO'2026_0046

The Role of Organizational Resource Commitment in Strengthening the Relationship between Green Transformational Leadership and Employee Green Behaviour

Deepica M.R,
Salman Ismail Hassan,
Deepana P,
Sivaratheesh R.K
PSGR Krishnammal College
For Women,
India



EO'2026_0048

Acceptance of AI Sports Rehabilitation Technology in the Chinese Elderly Population

A Quantitative Analysis Based on the TAM Model

FEI LIU,
Ridzuan Masri
MILA University
Malaysia



EO'2026_0014

Digital Product Development Using AI-Enhanced Agile Development

A New Model for Integrating Risk Management with Marketing Strategies

Mo'taz Kamel Al Zobi,
Worood Ahmad Melhem,
Mahmoud Alghizzawi,
Tahreer M. Abu Hmeidan,
Aws Raed Mahafdhah
Applied Science Private
University
Jordan



EO'2026_0069

Systemic Barriers to Circular Economy Practices

A DEMATEL-Based Assessment of the Oil Refining Sector

Susan Sabah Abdulameer,
Yousif Munadhil Ibrahim,
Esraa Jaffar Baker
Southern Technical
University
Iraq



EO'2026_0061

AI-Assisted Financial Decisions and Sustainable Investment Bias

Margareth Henrika,
Ike Purnamasari,
Maryam Nadir,
Nita Priska Ambarita,
Hidayani Hidayani,
Wirasmi Wardhani
Universitas Mulawarman,
Indonesia



Session 4 | [Click Here](#)

10.00 | 12.00

Theme

Digital Competence, Engagement, and Sustainable Performance

Chair

Dr Hawazin Motair

h.metair@ubt.edu.sa

EO'2026_0053

Interpersonal Collaboration Skills Link
Digital Competence, Work Engagement,
and Lecturer Performance

Eliagus Telaumbanua,
Prihatin Lumbanraja,
Yeni Absah,
Bebby Karina Fawzeeza
Sembiring
Universitas Sumatera
Utara/Universitas Nias,
Indonesia



EO'2026_0044

Exploring the Influence of Self-Efficacy,
Attitude, and Motivation on English
as a Second Language (ESL) Student
Engagement with Instructor Feedback in
Saudi Arabia

Siddiqua Aamir,
Shakir M. Usman,
Adam Jones
Prince Mohammad Bin
Fahd University, Al Khobar,
Saudi Arabia



EO'2026_0059

AI-Enabled Sustainable Marketing Strategy

Digital Innovation for Resilient Business
Performance

Rahmawati Rahmawati,
Lailatul Hijrah,
Gusti Noorlitaria,
Asnawati Asnawati,
Heni Rahayu Rahmawati,
Saïda Zainurossalamia ZA
Universitas Mulawarman,
Indonesia



EO'2026_0016

Human-Centric Social Media Platforms and
Marketing Strategies Shaping Audience
Engagement in Sustainable Event
Promotion within an Industry 5.0 Context

Cristy Pagente,
Richel Jacela,
Horlina Aungon
West Visayas State
University, Philippines



EO'2026_0030

Conceptualizing Digital Narratives in
Heritage Interpretation for Sustainable
Tourism Planning

Juliana Juliana,
Arifin Djakasaputra,
Ira Brunchilda Hubner,
Lim Sanny,
Arif Zulkarnain
Universitas Pelita Harapan,
Indonesia



EO'2026_0109

Technical and Economic Feasibility of
Energy Biomass Cultivation in Central and
Eastern Europe

Lorena Dabac, Alberto
Ferraris, Sasa Zikovic
University of Rijeka
Croatia



Session 5 | [Click Here](#)

10.00 | 12.00

Theme

Digital Competence, Engagement, and Sustainable Performance

Chair

Dr Maryam Al Thawadi

EO'2026_0024

The Influence of Social Media Backlinks on
SEO Performance

Abd Alrahman Ezmigna,
Norasnita Ahmad
University Utara Malaysia,
Malaysia



EO'2026_0025

The Development of a Circular
Entrepreneurial Logic Matrix in the Context
of Agrifood Waste Valorisation

Michel Rod
University of New
Brunswick, Canada



EO'2026_0026

The Impact of Emotional intelligence
on Enhancing the Strategic Vigilance at
Jordanian Commercial banks

Hasan Ali Al-Zu'bi,
Farah Mohammad Amireh,
Mahmoud Alghizzawi,
Hasan khaled Alawamleh,
Tayseer Mohammad
Afaishata
Applied Science Private
University
Jordan



EO'2026_0057

Human-Intelligent System Trust Dynamics
Foundations of Digital Leadership Behavior

Sukisno Selamat Riyadi ,
Ariesta Heksarini ,
Syaharuddin Y,
Arvita Rahmawaty ,
Erwin Setiawan ,
Saïda Zainurossalamia ZA
Universitas Mulawarman,
Indonesia



EO'2026_0018

The Effect of Financial Statement
Comparability on the Cost of Equity Capital
The Role of Managerial Ability

Abdullah Raid Yassen,
Muthana Rakan Jasim
University of Tikrit
Iraq



EO'2026_0090

Strategic Digital Innovation at the
Intersection of ESG and the Circular
Economy in Emerging Economies

Wassim Jalil,
Silmane Ed-Dafali,
Muhammad Mohiuddin,
Zahra Adardour
Chouaib Doukkali
University,
Morocco



Session 6 | [Click Here](#)

10.00 | 12.00

Theme

Digital Transformation, Education, and Sustainable Economic Development

Chair

Ms. Ebtisam Al Mahari

EO'2026_0009

Information Exposure as a Determinant
of Student Enrollment Decisions in
Mathematics Teacher Education

Beatrice Mabitad
Eastern Visayas State
University Phils, Philippines



EO'2026_0022

Digital Infrastructure and Economic
Integration as Drivers of FDI in ASEAN

Thanh Hien Hoang,
Thi Thao Nhi Tran,
Thi Dieu Linh Huynh
FPT University
Vietnam



EO'2026_0052

Audit Fees and Audit Risks in the Digital
Age
A Lifeworld-System Approach

Mazda Tjahjono,
Iwan Triyuwono,
Bambang Hariadi,
Noval Adib
University Of Sulten Ageng
Tirtayasa
Indonesia



EO'2026_0076

Empowering innovation through mentorship
Exploring operant resource in the
construction sector of Bali

Bagus Putu Kresna Tenaya,
Eka Yuliana
Telkom University
Indonesia



EO'2026_0079

The Awareness of Zero-Waste Retail Models
and Its Implications for Sustainable Fashion
Among Indonesian Students

Tobias Unidjaya,
Kimberly Aurelie,
Marko Hermawan
Bina Nusantara University
Indonesia

