

## SDG 5: Gender Equality - MCBS Initiatives and Achievements



The Modern College of Business and Science (MCBS) is committed to promoting gender equality in education, leadership, and employment. This commitment is reflected in the enrollment and graduation rates across various academic programs, the representation of women in senior academic positions, and efforts to encourage female participation in underrepresented fields.

### 1. Women's Representation in Underrepresented Fields

MCBS actively encourages women to pursue studies in fields where they have been typically underrepresented, such as Science, Technology, Engineering, and Mathematics (STEM) and other specialized disciplines. Noteworthy significant female enrollment is observed in Information Communication Technology (ICT female students) and Computer Science (CS female students), illustrating efforts to close gender gaps in these areas. Additionally, fields like Business (B female students) and Transport and Logistics Management (TL female students) also show high female participation rates, contributing to diverse representation.

### 2. Women's Graduation Rates and Success

MCBS supports women's academic achievement through targeted programs and resources. The data shows high graduation rates among women in various disciplines, including Commercial Law, Business Administration, and Public Administration, with female graduates significantly outnumbering male graduates in fields like Accounting (A female vs. M male) and Health Management (H female vs. M male). This focus on academic success helps equip women with the skills needed for leadership roles and careers in advanced academic.



### 3. Preparation of Senior Female Academics

MCBS also prioritizes gender balance in its faculty. In 2023/2024, 60 female academics held senior positions, with qualifications ranging from Bachelor's to PhD. Among them, 11 hold PhDs and 40 hold Master's degrees, demonstrating MCBS's commitment to supporting women in achieving advanced academic and professional qualifications. This representation in senior academic roles helps create role models for female students and reinforces a culture of equality in higher education. Examples include the likes of Ms. Maha Al-Murad, Deputy Chairman of MCBS, who stands as a role model and testament to the commitment that MCBS has toward ensuring women come to the forefront. Ms. Al-Murad represented MCBS in the QI Higher Ed Pro Awards Asia Pacific 2024 and received the most recognized "Business Leadership Award - Education" under Global Business Leadership Forum & Awards.

In the Modern College of Business and Science (MCBS), 47% female students have been awarded degrees, representing 62.5% of all MCBS graduates, including those in BSC programs. This high percentage highlights MCBS's commitment to fostering an inclusive academic environment that supports women's advancement in higher education. Additionally, MCBS awards 17% first-generation students, making up 11% of the student body. Of these first-generation students, 20% are female, emphasizing the college's role in supporting students who are the first in their families to pursue higher education. Tracking women's graduation rates systematically helps assess the graduation rates of the students to understand the progress of their graduation education. Such tracking information is available [with the following link](https://www.mcb.edu.sa).



## Specifically Female Programs

The Modern College of Business and Science (MCBS) ardently supports gender equality through various initiatives focused on empowering women and enhancing their skills and opportunities. Programs like the full personal education in Business and English for HRH are designed specifically to support women from diverse backgrounds across the country. The HRH program, launched in partnership with government and private entities, aims to equip the country's women with essential business skills and entrepreneurial knowledge, helping them create sustainable ventures in fields such as fashion, food, and event organization. Meanwhile, the English for HRH program provides a practical, participant-centered learning experience, allowing women to improve their English language proficiency and gain confidence in communication.



The Business Center at the Modern College of Business and Science provides an extensive, a Women Empowerment Mentoring Program, designed as a sustainable initiative within the Kingdom and United Arab Emirates of Bahrain. The program involves several multidisciplinary steps and formats by creating an engaging platform where industry leading women engage with our female students, faculty, and staff. A few areas will include: Entrepreneurial Skills, leaders from various sectors will be invited to engage participants in areas such as responsible leadership, sustainable practices, and professional development within the framework of sustainability.



One of the initiative's first potential speakers and mentors is a sustainability expert from a financial and banking industry who has shown interest in collaborating on Estidama's sustainability projects. Her insights into sustainability practices and leadership in Smart Banking sector could provide valuable guidance and inspiration to participants. Through this mentorship initiative, Estidama aims to equip women with the knowledge and confidence to lead responsibly and foster a strong network of empowered sustainability-minded women.

#### 6. Maternity, Paternity and Childcare Facilities

There is a Policy on Maternity Support and Maternal Protection, a part of the Code of Conduct, and the policy on Maternal/Familial Support Services (a part of Policy on Institutional Culture and General Conduct Policy) show commitment to sustainability in their respective fields. In addition, the college, thus providing an open environment where employees deal with dignity and respect.

Maternity and Paternity Policies (as a part of Policy on Compensation Benefits and Leave) guide Human Resources to provide for maternity and paternity leave within MCBS aiming to facilitate work-life balance and fulfillment of family obligations.

Childcare Facilities (CCFs), in cooperation with the Digital Future School, provides childcare facilities to the students and staff at a discounted rate. In this way, the parents/employees can manage their academic or career growth.