5.3.4 Women's Applications in Underrepresented Subjects





Does your university as a body encourage applications by women in subjects where they are underrepresented?

1. Executive Summary

In 2024/2025, the University of Bahrain encouraged women to study and work in science, technology, engineering and mathematics (STEM) through two routes:

- **University outreach:** internships, job placement, industry field visits, graduate role models and mentoring, run mainly by the Alumni Affairs Directorate under the Vice President for Partnerships and Development.
- **Collaboration:** joint activities with government and professional bodies, including the Bahrain Economic Development Board (EDB), the Supreme Council for Women and the Bahrain Society of Engineers.

UOB tracks women's applications, enrolment and graduation by subject every year. Women's share of STEM enrolment rose from 47% in 2022/2023 to 58% in 2024/2025. Each activity is described below with its 2024/2025 results, and a summary table is provided at the end.

2. Tracking Women's Participation by Subject

The Colleges monitor the female share of applicants, students and graduates by subject area and degree level. This shows where women are under-represented and whether UOB's encouragement is working.

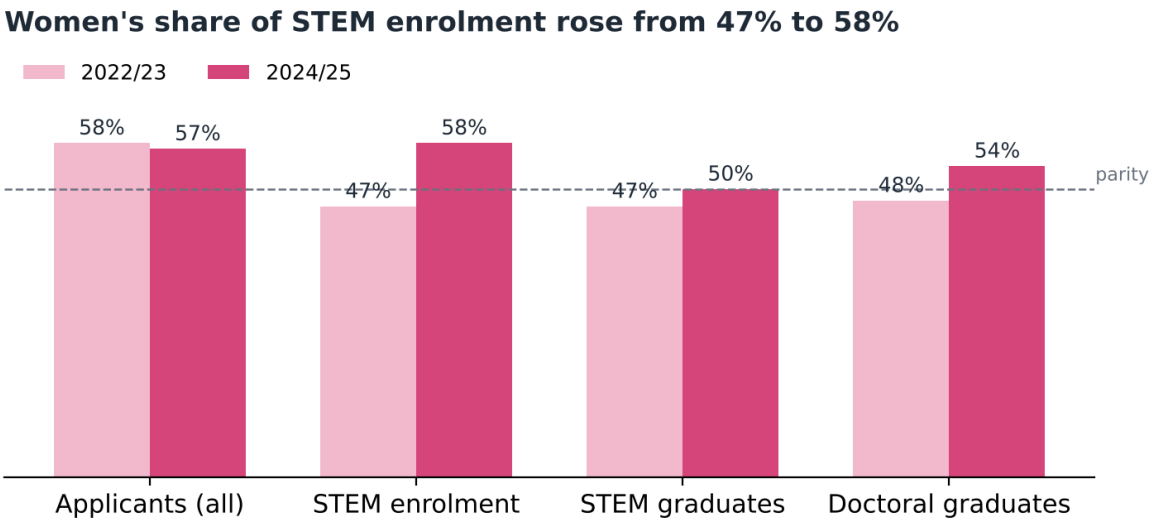


Figure 1. Female share of applicants, STEM students and graduates, 2022–23 and 2024–25.

- Women's share of **STEM enrolment** rose by 11 points, from 47% to 58%, and women are now most STEM students.
- Women's share of **STEM graduates** reached parity at 50% in 2024/2025, up from 47%.
- Women's share of **doctoral graduates** rose from 48% to 54%.
- Women are strongly represented in Medicine (84-87% of students) and Arts and Humanities (72%).

3. University Outreach

The Alumni Affairs Directorate shows female students the careers open to them in STEM and connects them with employers and role models. Women were the majority in four of the five main programs in 2024/2025.

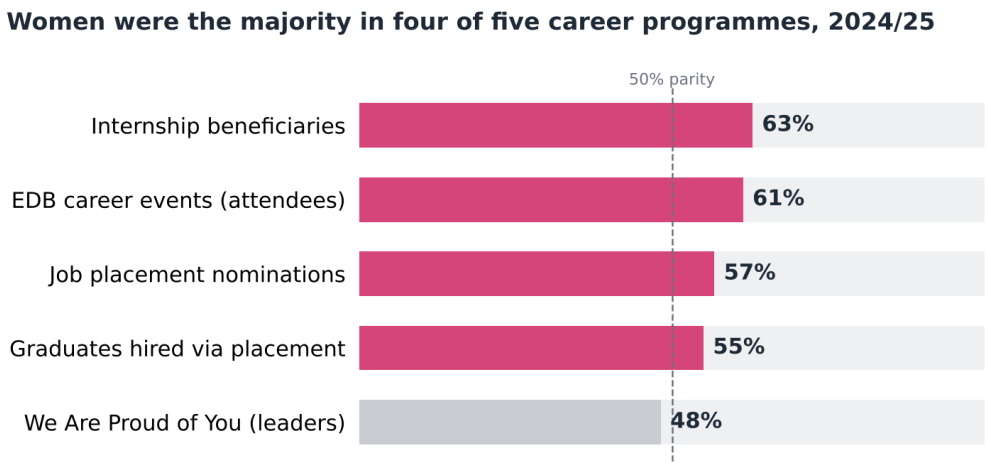


Figure 2. Female share of participants in Alumni Affairs Directorate programs, 2024–25.

3.1 UOB Mentorship:

UOB Mentorships give students real workplace experience before they graduate. They are compulsory and last up to two months. In 2024/2025, **3,425 students** took up mentorships, of whom **2,154 (63%) were women**. **The program trained 814 women** in STEM fields.

Female Student Mentorship Program: Female students in any program, with an emphasis on technology and STEM, are paired with academic and industry mentors who give career guidance and leadership development. There is no minimum GPA.

3.2 Employment and Job Placement Program:

The program nominates qualified graduates for jobs in the public and private sectors. In 2024/2025, it advertised 934 jobs and made 22,316 nominations, of which 57% were women; 55% of those hired were women, and 69% were hired into STEM roles.

STEM field	Women in internships	Women hired via job placement
Information Technology	271	18
Engineering	362	9
Science	137	4
Mathematics	44	3
STEM total	**814**	**34**

3.3 Field visits:

Field visits introduce students to industrial, technical, health, and environmental projects. In 2024/2025, students made 68 visits to 34 organizations, with 10,622 student attendances. 61 of the visits were in science (31) and engineering (30).









3.4 "We Are Proud of You" role models:

UOB's official Instagram account congratulates graduates appointed to leadership posts, so that current and future students can see what UOB graduates achieve. In 2024/2025, it featured **56 graduates**, of whom **27**

were women. They included 10 female directors, 6 female advocates-general, 3 female court judges, 3 female group heads, a female deputy chief executive and a female director-general.

4. Collaboration with Government, NGOs and Other Universities

4.1 Economic Development Board career events:

UOB and the Bahrain Economic Development Board held three events introducing students and graduates to careers in growing sectors and the skills the job market needs. Women made up **275 of 448 attendees (61%)**.

Event	Women	Men	Total
How can you benefit from Bahrain's promotion of its tourism sector?	115	76	191
What job opportunities does Bahrain's tourism sector offer?	39	32	71
The future of financial services and the skills the job market needs	121	65	186
Total	**275**	**173**	**448**

4.2 Supreme Council for Women: Bahraini Women's Day 2025:

UOB celebrated Bahraini Women's Day under the Supreme Council for Women's slogan "Bahraini Women: Excellence, Creativity, Innovation", recognizing the achievements of female staff and students.



4.3 Bahrain Society of Engineers: Engineering Majors Expo:

The College of Engineering presents its programs to secondary school students at the Engineering Majors Expo organized by the Bahrain Society of Engineers. **(ADD Picture)**

5. Summary of Activities

Activity	Type	Partner	2024/2025 result
Mentorships	Outreach	Employers	2,154 women (63%); 814 in STEM
Employment and Job Placement	Outreach	Public and private employers	49 women hired (55%); 34 in STEM
Field visits	Outreach	34 organizations	68 visits; 10,622 attendances
"We Are Proud of You"	Outreach (role models)	—	**27** female leaders featured
EDB career events	Collaboration	Economic Development Board	275 women (61% of 448)

Together, these activities connect women at the University of Bahrain with the STEM careers, employers and role models that encourage them to choose subjects where women have been under-represented.