Indicator 5.6.7: Track Women's Graduation Rate





Does your university as a body have measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap?

1. Executive Summary

The University of Bahrain tracks every student's progression from entry to graduation in its student information system and reports outcomes by gender each year. Three measures are used to compare women's likelihood of graduating with men's: the graduation rate (graduates as a share of enrolled students), the persistence of women and men through each year of study, and cohort completion within the expected time. Results are reviewed by the University Council, which sends its feedback to the Colleges to develop an improvement plan where a gap is found.

2. How UOB tracks likelihood of graduating

2.1 Data source

All enrolment, progression and graduation records are held in the University's student information system (SIS) managed by the Deanship of Admission and Registration. Each student record includes gender, college, programme, degree level, year of study, entry cohort and outcome (continuing, graduated, transferred or withdrawn). The system already produces cohort analysis reports on retention, transfers, dropouts and graduates for every programme; these reports are now disaggregated by gender.

2.2 Measures used

- **Graduation rate by gender:** graduates in a year divided by students enrolled that year, for women and men, by degree level and the subject area (Tables 2 and 4).

- **Persistence through the years of study:** the female share of undergraduates at each year of study from Year 1 to Year 6 (Table 5).
- **Cohort completion rate:** the share of each entry cohort, by gender, graduating within the normal programme length and within 125%, 150% and 175% of it, as defined in the Cohort Analysis Policy (Section 2.3).

2.3 Cohort Analysis Policy

The University's Cohort Analysis Policy sets a single, university-wide method for tracking every student cohort from enrolment to graduation. A cohort is all students who enter an academic programme for the first time in the same academic year. The policy applies to every cohort in every programme, at all degree levels, in all colleges, and is owned by the Competitiveness and Institutional Development Directorate. Cohort data are drawn from the student information system (SIS).

Each cohort's likelihood of graduating is measured against the total number of students admitted to it, using standard formulas programmed into the SIS:

- **Graduation rates:** the share of the cohort graduating within the normal programme length (100%), and in successive bands up to 125%, 150% and 175% of it.
- **Continuation rates:** the share still enrolled at 125%, 150% and 175% of the normal programme length, and the share still enrolled beyond 175% (the exceeding rate).
- **Retention, transfer and withdrawal rates:** the share progressing to the next year of study, transferring to another programme or college within UOB, and leaving the University without a qualification.

For this indicator, each rate is reported separately for women and men, so that women's likelihood of graduating can be compared directly with men's.

Roles and responsibilities

- **Deanship of Admission and Registration:** Defines each year's cohort by preparing the official lists of first-time admitted students in each programme, keeps their SIS records accurate, updates their academic status regularly, and checks with the colleges and IT that extracted data match official records.
- **Information Technology and E-Learning Directorate:** Programs the cohort analysis formulas in the SIS, gives colleges access to the cohort analysis feature, and provides comparison tools and interactive dashboards across programmes and cohorts.
- **Colleges and departments:** Produce and analyse cohort reports for each programme in the SIS, confirm that student statuses are correct, interpret trends and challenges in student progress, and use the results in Annual Self-Evaluation Reports and improvement plans.
- **Competitiveness and Institutional Development Directorate:** Verifies the quality of cohort data and the calculation method, ensures consistency across all colleges, monitors compliance with the policy, and uses the results in institutional reports and internal and periodic reviews.
- **Vice President for Academic Affairs:** Monitors retention and graduation indicators at programme level and takes corrective action with the colleges to improve student progress and success.

- **Vice President for Partnerships and Development:** Uses cohort results in institutional strategic planning and in decisions on the future, capacity and pathways of academic programmes.

Cohort analysis procedure

Data collection: At the end of each academic year, cohort data are extracted from the SIS, and each student's status is updated (continuing, withdrawn, graduated or exceeding) in line with registration records and academic regulations.

Analysis: each programme analyses the progress of its cohorts every year using the approved formulas, compares cohorts across entry years, and identifies trends and significant changes that signal academic challenges or opportunities for improvement.

Reporting: the analysis, key findings, recommendations and proposed improvement plans are documented in an annual analytical report within the programme's Annual Self-Evaluation Report.

Use of results: results are used to revise study plans and courses, strengthen academic advising and student support at critical stages of study, address factors that affect retention and graduation, and inform decisions on the future of academic programmes.

2.4 Review cycle and governance

1. **Programme level:** Under the Annual and Periodic Academic Programs Review Policy, every programme prepares an Annual Self-Evaluation Report based on systematically collected data. The gender-disaggregated cohort analysis is part of the standard evidence set for this report.
2. **Institutional review:** DAR compiles the university-wide graduation and progression results by gender and submits them to the University Council for review.
3. **Feedback:** The University Council sends its feedback to the Organisational Development Directorate.
4. **Improve:** Where women's (or men's) likelihood of graduating is lower, the Organisational Development Directorate, in coordination with the Quality Assurance Executive Committee, develops an improvement plan with the colleges concerned.
5. **Monitor:** The effect of the plan is measured in the following year's data and reported back to the University Council.

3. Results

3.1 Graduates and graduation rate by degree level

Table 1: Graduates by gender and degree level

Degree level	2022/2023			2023/2024			2024/2025		
	Male	Female	Female %	Male	Female	Female %	Male	Female	Female %
Bachelor's	1,266	2,728	68.3%	1,263	2,621	67.5%	1,424	3,129	68.7%
Master's	67	99	59.6%	59	119	66.9%	56	110	66.3%
Doctoral	11	10	47.6%	11	14	56.0%	18	21	53.8%
Total	**1,344**	**2,837**	**67.9%**	**1,333**	**2,754**	**67.4%**	**1,498**	**3,260**	**68.5%**

Table 2: Graduation rate by gender

Degree level	2022/2023			2023/2024			2024/2025		
	Men	Women	Ratio W/M	Men	Women	Ratio W/M	Men	Women	Ratio W/M
Bachelor's	14.4%	15.7%	1.09	16.3%	16.2%	0.99	20.8%	21.1%	1.01
Master's	22.8%	20.1%	0.88	20.8%	24.7%	1.19	18.3%	24.0%	1.31
Doctoral	11.6%	10.3%	0.89	13.4%	14.3%	1.06	20.5%	19.4%	0.95
Total	**14.6%**	**15.8%**	**1.08**	**16.5%**	**16.4%**	**1.00**	**20.7%**	**21.2%**	**1.02**

3.2 Graduation rate by subject area

Table 3: Graduates by gender and subject area

Subject area	2022/2023			2023/2024			2024/2025		
	Male	Female	Female %	Male	Female	Female %	Male	Female	Female %
STEM	419	377	47.4%	392	401	50.6%	457	457	50.0%
Medicine	81	366	81.9%	67	312	82.3%	49	397	89.0%
Arts & Humanities / Social Sciences	665	1,755	72.5%	657	1,633	71.3%	731	1,910	72.3%
Total	**1,165**	**2,498**	**68.2%**	**1,116**	**2,346**	**67.8%**	**1,237**	**2,764**	**69.1%**

3.3 Persistence through the years of study

Table 4: Female share of undergraduates at each year of study

Academic year	Female share of students at each year of study					
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
2019/2020	60.1% (2,999)	64.5% (5,369)	66.6% (4,050)	67.8% (3,953)	66.8% (3,369)	64.7% (2,614)
2020/2021	63.4% (3,062)	64.0% (5,160)	66.2% (5,099)	68.3% (3,599)	69.0% (3,416)	64.3% (2,609)
2021/2022	65.2% (4,180)	63.8% (5,509)	65.5% (5,064)	66.8% (4,714)	69.7% (2,989)	64.8% (2,422)
2022/2023	68.6% (4,687)	64.8% (5,661)	65.2% (5,157)	66.8% (4,775)	67.7% (3,864)	64.7% (2,003)
2023/2024	72.7% (3,499)	68.0% (4,870)	66.3% (4,825)	66.1% (4,667)	68.2% (3,712)	64.8% (2,378)

3.4 Cohort completion rate

Table 5: Sample of Cohort analysis for the Nursing Program

Cohort Year	Major	No. of Year	Gender	Cohort Initial Admission		1 Year Later		2 Years Later		3 Years Later		4 Years Later	
2022	Bachelor of Science in Nursing	4	Female	129	Retained	127	98%	122	95%	117	91%	17	13%
					Graduated	0	0%	0	0%	0	0%	98	76%
					DropOut	2	2%	7	5%	11	9%	12	9%
					Transferred	0	0%	0	0%	1	1%	2	2%
					TOTAL	129	100%	129	100%	129	100%	129	100%
			Male	23	Retained	23	100%	21	91%	20	87%	3	13%
					Graduated	0	0%	0	0%	0	0%	17	74%
					DropOut	0	0%	2	9%	3	13%	3	13%
					Transferred	0	0%	0	0%	0	0%	0	0%
					TOTAL	23	100%	23	100%	23	100%	23	100%
2023	Bachelor of Science in Nursing	4	Female	142	Retained	141	99%	134	94%	131	92%		
					Graduated	0	0%	0	0%	0	0%		
					DropOut	1	1%	5	4%	8	6%		
					Transferred	0	0%	3	2%	3	2%		
					TOTAL	142	100%	142	100%	142	100%		
			Male	18	Retained	17	94%	16	89%	16	89%		
					Graduated	0	0%	0	0%	0	0%		
					DropOut	1	6%	1	6%	1	6%		
					Transferred	0	0%	1	6%	1	6%		
					TOTAL	18	100%	18	100%	18	100%		
2024		4	Female	85	Retained	84	99%	83	98%				

	Bachelor of Science in Nursing				Graduated	0	0%	0	0%
					DropOut	1	1%	2	2%
					transferred	0	0%	0	0%
					TOTAL	85	100%	85	100%
			Male	15	Retained	15	100%	15	100%
					Graduated	0	0%	0	0%
					DropOut	0	0%	0	0%
					transferred	0	0%	0	0%
					TOTAL	15	100%	15	100%

Sample gender-disaggregated cohort analysis report from the student information system

4. Key findings

- **Women and men are equally likely to graduate overall.** The women-to-men graduation ratio was 1.08 in 2022/2023, 1.00 in 2023/2024 and 1.02 in 2024/2025. Women make up 68.5% of graduates, in line with their 68.0% share of enrolment.
- **Women are more likely to graduate at master's level.** The ratio was 1.19 in 2023/2024 and 1.31 in 2024/2025. At the doctoral level, it is close to parity (0.89, 1.06 and 0.95), with small numbers causing year-to-year variation.
- **Medicine has recovered.** Women's graduation rate in Medicine was below men's in 2022/2023 (0.85) and 2023/2024 (0.78) and rose above it in 2024/2025 (1.20).

5. Support available to all students

- **Academic advising.** Under the Academic Advising Regulation, every student has an assigned academic advisor who monitors progress each semester.
- **Early support for students at risk.** Students on academic warning or probation are identified each semester and referred for targeted advising.
- **Career counselling and mentoring** to keep students engaged through to graduation.

6. Supporting evidence

- Academic Advising Regulation
- Annual and Periodic Academic Programs Review Policy