



NATIONAL POLICY FOR WOMEN'S EMPOWERMENT

IN THE UNITED ARAB EMIRATES

2023-2031

**NATIONAL POLICY FOR
WOMEN'S EMPOWERMENT
IN THE UNITED ARAB EMIRATES**

2023-2031



“ Our prospect is to accelerate development rates by creating a strategy for comprehensive development, based on sound scientific planning and using specialized global expertise, with the aim of making every citizen of the United Arab Emirates happy and realizing the hopes of its people for progress and prosperity ”

the Late
ZAYED BIN SULTAN AL NAHYAN
Founder of the United Arab Emirates



“ The State's development strategy has adopted the principle of balance and the activation of all available potentials without exception. Most importantly, this strategy has taken upon itself the task of keeping pace with the movement of development and transformation that the global economy is experiencing, with all the challenges that this represents. ”

The late
KHALIFA BIN ZAYED AL NAHYAN
May Allah rest his soul in peace



“ We have realized from the beginning the importance of women’s presence in the fields of national action while establishing a societal culture that supports women’s participation in public affairs. Emirati Women’s achievements have made us proud of their distinguished role throughout the path of the Union and their influential presence in public life, appreciating the successes they have achieved that are credited to them in various positions and jobs they hold, in which women in certain sectors, exceeded the percentage of men.”

H.H. Sheikh
MOHAMMED BIN ZAYED AL NAHYAN
President of the United Arab Emirates



“We empower society through women. We empower our economy by enhancing the role of women. We develop our government services when women assume leadership positions, and we launch our development projects that are managed by women.”

H.H. Sheikh
MOHAMMED BIN RASHID AL MAKTOUM
Vice President, Prime Minister, and Ruler of Dubai



“ Emirati women will continue to be inspiring and nurturing leaders, a source of pride and honour. We’ve always taken pride in their excellence, creativity and innovation and we are proud, before the world, of their unique and tremendous accomplishments ”

H. H. Sheikh

MANSOUR BIN ZAYED AL NAHYAN

Vice President of the UAE, Deputy Prime Minister, Minister of Presidential Court



Mother of the Nation

H.H. SHEIKHA FATIMA BINT MUBARAK

Chairwoman of the General Women's Union
Chairwoman of the Supreme Council for Motherhood and Childhood
Supreme Chairwoman of the Family Development Foundation



Since its inception at the hands of the late Sheikh Zayed bin Sultan Al Nahyan, Allah rest his soul, the United Arab Emirates has witnessed major and rapid transformations in various economic, social and political fields, especially in relation with women advancement and their community participation. Women empowerment has further received special attention from the late Sheikh Khalifa bin Zayed Al Nahyan, Allah rest his soul, in addition to the unlimited interest in women issues, expressed by H.H. Sheikh Mohammed bin Zayed Al Nahyan, President of the UAE, H.H. Sheikh Mohammed bin Rashid Al Maktoum, the Vice President and Prime Minister of the UAE and Ruler of Dubai, H.H. Sheikh Mansour bin Zayed Al Nahyan, Vice President, Deputy Prime Minister and Chairman of the Presidential Court, in addition to the Rulers of the Emirates and Members of the Federal Supreme Council. Emirati women have assumed unique and prominent positions in all sectors of society and within the state, transforming the United Arab Emirates into a role model in human development and on the global competitiveness indicators, specifically the indicators on bridging the gender gap. Thanks to its women empowering policies, UAE is now ranked first among Arab states, while ranking 68th globally, in the 2022 global competitiveness indicators.

Since its foundation on August 27, 1975, the General Women's Union has been able to provide many initiatives, projects and programs directed to serving women. Its journey began from an insightful vision based on a clear message and goals that were developed with great care to meet the needs of women and are in harmony with the UAE Government Centennial 2071 and Abu Dhabi Government Strategy 2030 in supporting their efforts to prepare women capable of serving their country, preserving their gains and defending their rights in order to achieve the highest level of care and protection, achieve justice and effective participation.

Among the most prominent initiatives launched by the General Women's Union is the National Strategy for the Advancement of Women in the United Arab Emirates in 2002 and the Second Strategy for Women's Empowerment and Entrepreneurship 2015-2021. Now, we are launching a national policy to empower women in the United Arab Emirates for the years 2023-2031. The development race that the country is witnessing has prompted us to work on evaluating the strategy 2015-2021, so that we can raise the level of our ambitions in the field of improving the status of Emirati women. The comprehensive review of the second strategy 2015-2021 revealed to us that the achievements achieved at all levels exceeded expectations, and the challenges did not constitute an obstacle to our ambitions, but rather enabled us to think systematically to propose means and methods that contributed to overcoming them, to reach levels that made the world amazed at the gains and achievements achieved by Emirati women in a short period of time in the life of countries.

Based on the foregoing, the General Women's Union remains committed to achieving its vision of achieving the ten principles of the United Arab Emirates over the next fifty years and the strategic goals of Abu Dhabi Government, and strengthening partnerships with federal and local government institutions, civil society institutions, the private sector, regional and international organizations and bodies, to contribute to making the UAE among the developed countries in the field of women's empowerment.

May Allah grant success

FATIMA BINT MUBARAK

Chairwoman of the General Women's Union
Chairwoman of the Supreme Council for Motherhood and Childhood
Supreme Chairwoman of the Family Development Foundation

H.H. Sheikha Fatima bint Mubarak (Mother of the Nation), may Allah protect and nurture her, chaired the General Women's Union, out of her belief in the great role entrusted to Emirati women in the development of the UAE and the significance of uniting the efforts of all federal and local state institutions, civil society institutions and private sector organizations operating in the field of Women's issues at the state level. The General Women's Union received special attention from the founder and initiator of the developer UAE, the late Sheikh Zayed bin Sultan Al Nahyan, Allah rest his soul. Further, the Union also received great support from the late Sheikh Khalifa bin Zayed Al Nahyan, Allah rest his soul, in addition to the unlimited interest of H.H. Sheikh Mohammed bin Zayed Al Nahyan, President of the UAE, H.H. Sheikh Mohammed bin Rashid Al Maktoum, the Vice President and Prime Minister of the UAE and Ruler of Dubai, H.H. Sheikh Mansour bin Zayed Al Nahyan, Vice President, Deputy Prime Minister and Chairman of the Presidential Court, in addition to the Rulers of the Emirates and Members of the Federal Supreme Council.

Her Highness Sheikha Fatima bint Mubarak, Chairwoman of the General Women's Union, President of the Supreme Council for Motherhood and Childhood, and Supreme Chairwoman of the Family Development Foundation, launched the National Policy for Women's Empowerment in the United Arab Emirates 2023-2031, aiming to activate women's role and participation in various sectors. Further, the policy aims to remove the obstacles that stand in the way of the women's effective participation in all fields of public life and consolidate her role in contributing to sustainable development and participating in decision-making.

The United Arab Emirates has made great strides in sustainable development and achieved tremendous development in legislation, policies, and mechanisms. It has outperformed many of its counterpart countries in sustainable economic growth and economic and social indicators, until the UAE has become a civilized destination that people from all over the world visit, due to its Quality of life. This was reflected in the UAE's superiority in the Arab world and globally in several global indicators.

It is worth mentioning that this positive result is consistent with the objectives of the National Policy for Women's Empowerment 2023-2031, and our ambition is to continue the path and achieve a high quality of life for women in line with the UAE Centennial 2071 and Abu Dhabi Vision 2030. From this standpoint, the National Policy for Women's Empowerment in the United Arab Emirates for 2023-2031 was prepared, so that we can keep pace with the rapid and successive changes in development indicators in the State and ensure that women are a major contributor and partner in them.

Working on updating, developing, and following up on the implementation and evaluation of the National Policy for the Women's Empowerment on a regular basis is an inevitable necessity imposed by the rapid structural transformations taking place in the State. Thus, we deal with this event with a scientific methodology, adopting a participatory approach in coordination and cooperation with various federal and local government agencies, civil society institutions, the private sector, academic and media institutions.

The National Policy for Women's Empowerment in the United Arab Emirates 2023-2031 will be a reference for all institutions and bodies operating in the State, in developing their action plans and programs in order to provide a decent life based on high-quality health, social, educational, environmental, and economic foundations for women in the United Arab Emirates.

May Allah grant success,

H.E. Noura Khalifa Al Suwaidi

Secretary-General of the General Women's Union (GWU)

Contents

Conceptual framework of the National Policy for Women's Empowerment	23
Global competitiveness indicators in the field of women's empowerment and reducing the gender gap	33
Competitive areas that the Global Gender Gap Report examines	37
Benchmark comparisons of women's empowerment efforts in the United Arab Emirates	43
General framework National Policy for Women's Empowerment	51
Phases and levels of implementation of the National Policy for Women's Empowerment	69

CONCEPTUAL FRAMEWORK
**OF THE NATIONAL POLICY FOR
WOMEN'S EMPOWERMENT**

1

Approach of integrating the gender perspective into development

The concept of women's rights and their advancement has witnessed many developments throughout history. Previously, the focus was on the issue of involving women in development and empowering them with various sources of income through programs aimed at building their productive capabilities, but this trend changed with the United Nations conference in Nairobi in 1985, as it changed the prevailing view at that time about women's rights from the concept of "women in development" to the concept of "women and development" after it became clear that the first approach was weak and did not integrate women equally into the development process. Then the concept developed, to meet the need to integrate women into development processes and make them an integral part of them, to the concept of "Gender and Development", which aims to address relations between women and men and is concerned with the distribution of roles and responsibilities between them, by ensuring justice in the equal distribution of resources, opportunities, and benefits between them.

Accordingly, the gender perspective is not limited to women's rights and their role in the process of comprehensive and sustainable development only, but also talks about women and men, especially the importance of both sexes in contributing to the comprehensive and sustainable development together, as this perspective recognizes the need for full and effective contribution by men and women in making decisions, and gives the same importance to the knowledge, assessment and experience of men and women. It also ensures that both men and women recognize themselves and contributes to achieving greater justice in different fields, in addition to eliminating preconceived assumptions about the positions and needs of individuals.

Including a gender-based perspective in development programs and policies means:



Acknowledging that all women and men are effective partners in the process of comprehensive and sustainable development through their participation in formulating and drafting development policies and programmes.



Emphasizing that women's voices are heard when it comes to identifying their different needs and priorities.



Alerting to the phenomenon of inequality between women and men, and re-study the male role, vision, and attitudes in order to change them.



Involving men in making change in attitudes and practices and eliminating male discrimination with regard to development programs and policies.



Emphasizing the necessity of achieving gender equality and justice by participating in opportunities, controlling resources, and benefiting from that.

From this standpoint, the National Policy for Women's Empowerment is not only concerned with providing education, work and participation opportunities for women, but will move towards integrating the gender perspective into policies, budgets and development plans, based on the fact that absolute interest in the advancement and empowerment of women without considering the other half of the society may create a social, economic and intellectual gap between men and women, which negatively affects social stability in the family.

Accordingly, gender interventions may target women exclusively, both men and women, or men only, to enable them to participate and benefit equally from development efforts. Integrating the concept of gender into development goes beyond the issue of activating women's participation, to include the experiences and interests of women and men to influence the development agenda.

Therefore, the National Policy for Women's Empowerment 2023-2031 is based on applying best practices in the approach of integrating the gender perspective as a working mechanism in order to ensure equal opportunities between women and men without discrimination between them on the basis of gender, in a way that ensures their equal participation together in the development process, without it conflicts with the cultural and social specificity of Emirati society, as the process of integrating the gender perspective into development aims to narrow and reduce the gap in development opportunities available to women and men and work to achieve justice between them, as an integral part of the institutions' strategy and policies.

2 Universality of Women's Rights

The United Nations has developed a set of international human rights conventions to serve as a reference for countries in providing basic standards for providing a decent life for humans, based on equality of rights and non-discrimination between human beings in civil, political, economic, social, and cultural rights. In light of this, international recognition of women's rights passed through a series of stages as follows:

THE UN CHARTER 1945

the principle of gender equality to be at the core of human rights and UN values. A fundamental principle of the United Nations Charter, adopted by world leaders in 1945, is "equality of rights between men and women," and it is the responsibility of all countries to protect and promote the human rights of women.

THE UNIVERSAL DECLARATION OF HUMAN RIGHTS IN 1948

came to affirm basic human rights, the dignity and worth of the human person, the equal rights of men and women, the promotion of social progress and improved standards of life in an atmosphere of greater freedom, and the right to enjoy all rights and freedoms without discrimination.

THE CONVENTION ON THE POLITICAL RIGHTS OF WOMEN IN 1952

recognized women's right to vote in all elections, on equal terms with men, without any discrimination. Women shall be eligible for election to all publicly elected bodies, established by national law, on equal terms with men, without any discrimination. Women shall be entitled to hold public office and to exercise all public functions, established by national law, on equal terms with men, without any discrimination.

THE CONVENTION ON THE NATIONALITY OF MARRIED WOMEN IN 1957

that "neither the voluntary acquisition of the nationality of another state, nor the renunciation of its nationality by one of its nationals shall prevent the retention of its nationality by the wife of such national." This Convention recognizes that "the alien wife may, at her request, acquire the nationality of her husband".

THE INTERNATIONAL COVENANT ON CIVIL AND POLITICAL RIGHTS AND THE INTERNATIONAL COVENANT ON ECONOMIC, Social and Cultural IN 1966

were based on the principle of gender equality, as recognized in the third common chapter for both of them, on the pledge of states parties to ensure the equal right of men and women to enjoy all the civil and political rights stipulated in these two covenants.

UN Declaration on THE ELIMINATION OF VIOLENCE AGAINST WOMEN IN 1993

which is considered the first international human rights document that exclusively and explicitly addresses the issue of violence against women, affirmed that "violence against women constitutes a violation of human rights and fundamental freedoms and hinders or eliminates women's enjoyment of these fundamental rights and freedoms." The declaration states that gender-based violence takes many different forms and is practiced in a range of environments, including those experiencing crises. This violence is deeply rooted in structural relations between women and men, in which equality is absent.

THE 1995 Beijing Declaration and Platform for Action

established an “agenda for the empowerment of women” that was signed by all governments and is seen as “a fundamental precondition for achieving gender equality, development and peace.” The platform includes a gender-based analysis of problems and opportunities in 12 areas of concern, in addition to a set of clear and specific standards for the actions that must be taken by governments, the United Nations system, and civil society, including the private sector when appropriate. The platform also stipulates the first global commitment to mainstreaming a gender perspective as the methodology through which women’s empowerment will be achieved.

CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

which was adopted by the United Nations General Assembly in 1979 and became effective in 1981, provided a comprehensive framework to guide all actions based on human rights that aim to achieve gender equality. Gender inequality is understood, under this Convention, as a result of discrimination against women. The Convention defines discrimination, sets out a set of steps that states must take to eliminate it, affirms women's rights in specific areas, and sets conditions on procedures for ratification, oversight, reporting, and other procedural matters.

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, all member states of the United Nations adopted the Sustainable Development Goals (SDGs), also known as the Global Goals. Their achievement date is set at 2030. They represent a roadmap for achieving a better and more sustainable future. The SDGs include 17 interconnected goals. It represents part of a United Nations resolution called “Agenda 2030”, and the Sustainable Development Goals included a special goal (No. 5) to achieve gender equality and empower all women and girls. Goal 5 proposes a set of targets to end discrimination, violence, and harmful practices, recognizes and values unpaid care work, participation, and leadership in decision-making, and universal access to sexual and reproductive health services and reproductive rights.

WOMAN, PEACE AND SECURITY

the UN guidance documents on women peace and security consist of Security Council resolutions 1325 (2000) and 1889 (2009) on women, peace, and security and 1820 (2008), 1888 (2009), 2106 (2013) and 2122 (2013) on sexual violence in armed conflict. These resolutions formed the foundations from which emerged the efforts of the United Nations community aimed at expanding the role of women in leadership positions in every aspect of conflict prevention and resolution, including peace-making and peace-building efforts, and improving the protection of women and girls within a framework of the rule of law and respect for human rights.

THE CANCUN AGREEMENTS

emerging from the Sixteenth Conference of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC) in 2010 were the first global climate change policy to include multiple references to gender equality. Since then, many gains have been made to enhance women's participation in negotiations and to consolidate gender equality in the UNFCCC documents as well as in the Green Climate Fund, the Adaptation Fund, and the Climate Investment Funds. At the eighteenth Conference of the Parties, held in Doha in 2012, a resolution was passed to promote gender balance and improve women's participation in the negotiations of the UNFCCC and in the representation of parties in bodies and institutions under the Convention or the Kyoto Protocol.

In this context, it should be noted that the United Arab Emirates was keen to join and ratify several international agreements and join regional and international organizations. The country has ratified many human rights conventions, such as:

International Declaration of Human Rights.	International Convention on the Elimination of All Forms of Racial Discrimination.
Convention on the Elimination of All Forms of Discrimination against Women.	Convention on the Rights of the Child.
Convention No. (29) of 1930 regarding forced or compulsory labour.	Convention No. (89) of 1948 concerning night work (women).
Convention No. (100) of 1951 regarding equal pay for male and female workers for work of equal value.	Convention No. (105) of 1957 regarding the abolition of forced labour.
Convention No. (111) of 1958 regarding discrimination in occupation and employment.	Convention No. (138) of 1973 regarding the minimum age for employment.
Convention No. (182) of 1999 regarding the worst forms of child labour.	

Article 125 of the Constitution of the United Arab Emirates stipulates that the governments of the Emirates shall take the necessary measures to implement the laws issued by the Union and the international treaties and agreements it concludes, including issuing the laws, regulations, decisions and local orders necessary for this implementation, and the federal authorities may supervise the UAE governments' implementation of the international laws, decisions, treaties, and agreements and federal judicial rulings, and the competent administrative and judicial authorities in the UAE must provide all possible assistance to the Union authorities in this regard.

Global

competitiveness indicators

in the field of women's empowerment and reducing the gender gap

To prepare this National Policy for Women's Empowerment 2023-2031, global competitiveness indicators were adopted as benchmarks that guide and formulate the main and subsidiary goals that must be worked on to empower women in the United Arab Emirates, which will contribute directly to determining the type of future initiatives, projects, and activities that will be implemented. Its outputs will contribute to the country reaching advanced ranks in the field of global competitiveness indicators in general, and in the field of women's empowerment and the global gender gap index in particular, so that it is in line with the UAE Centennial 2071.

In this context, we are trying to provide a summary of what the Global Competitiveness Indicators are in general, and in the field of women's empowerment and the Global Gender Gap Indicators in particular, taking into account the rank achieved by the United Arab Emirates in 2022 and the ambition it seeks to achieve during the next fifty years, to reach what its counterparts in developed countries have achieved, which is considered a model in these global competitiveness indicators by following global measures, standards, and benchmarking in the field of women's empowerment and the gender gap (Benchmarking with Global Gender Parities and Woman Empowerment Measures).

The concept of competitiveness is generally characterized by modernity, as interest in the concept of competitiveness appeared at the beginning of the nineties of the last century as a result of the new global economic system and the emergence of globalization, as well as the general trend of applying market economics. The concept of competitiveness overlaps with several other concepts, including growth, economic development, and the prosperity of countries, and this makes it difficult to define an accurate and exact definition of competitiveness. It is worth mentioning that the competitiveness of countries currently means the extent of their ability to raise the living standards of their citizens and meet the desires of the beneficiaries,

Competitiveness means the ability to provide the beneficiaries with products and services in a more efficient and effective manner than other competitors in international markets, which means continued success for this institution at the global level in the absence of support and protection from the government, this is done by raising the productivity of the production factors employed in the production process (labour, capital, human capital, and technology), and this is what leads to the distinction of that country or institution either in the specific field/service or in all areas specified as fixed indicators to measure the extent of distinction and superiority. We find that the competitiveness of countries is measured by many indicators used to measure the competitive ability of any country compared to all countries of the world, and sometimes it is used to indicate the competitive ability within the same country and between institutions that work according to specific fields.

The World Economic Forum issues specialized annual reports on Global Competitiveness Indicators in general, and in the field of Global Competitiveness Indicators to reduce and narrow the gender gap in particular, since 2006. The year 2022 represents the focus of our attention, as it provides comprehensive and detailed comparisons that help countries know their position in the ranks of global competitiveness in the field of gender equality through indicators of reducing the gender gap and comparing themselves with the rest of the countries. Therefore, it is considered useful for drawing a roadmap towards their development and excellence, not only through its distinction internally, but also globally, the country can determine its position and rank, and then decide what must be done to reach the best competitive ranks in the field of women's empowerment and reducing the gender gap by conducting benchmarking (benchmarking) with countries with advanced ranks in this field and adopting their indicators as reference standards for competitiveness (Benchmarks) and thus, conduct an in-depth analysis of the deficiencies to reveal their most important causes, and finally develop strategic and operational plans and take practical steps that translate into initiatives, programs and activities in this field to reach the best levels of progressive excellence with their indicators.

Competitive areas

that the Global Gender Gap Report examines

The Global Gender Gap Report 2022, issued by the World Economic Forum, sets out a comprehensive framework for global benchmarking in the field of gender gaps, as it classifies countries according to the extent of their progress in narrowing and reducing the gender gap, and defines the countries that are considered a role model for dividing their available resources and distributing opportunities fairly between men and women, regardless of the level of those resources (that is, regardless of the country's classification in terms of the richness of its resources) or the amount of the country's income.

This report includes a global gender gap index (GGGI) that aims to measure the gaps between men and women and the extent of progress achieved over time as one of the most important elements of gender equality, and through four fundamental pillars or competitive dimensions:

1

Economic Participation and Opportunities

This pillar is measured through three main concepts: the extent of economic participation, wages, promotion, and career development, and is measured through five variables:



Labour-force participation rate of women compared to men (workers and job seekers).



Ratio of estimated income earned by women compared to men.



Rate of professional women working in the technological/technical field.



Rate of wage equality between men and women for similar work (rate of women compared to men).



Rate of women in decision-making positions, women in senior officials, and managers.

2 Progress made in Education Attainment

This pillar is measured by the enrolment rates of female compared to male, and is measured through four variables:



Literacy rate among females compared to males.



Net enrolment rate of females in preparatory education compared to males.



Net enrolment rate of females in primary education compared to males.



Rate of gross enrolment of females in secondary education compared to males.

3 Health and Survival

This pillar is measured through two factors



Sex ratio at birth.



Healthy life expectancy at birth.

4 Political Empowerment

This pillar measures the gap between men and women in reaching the highest level of decision-making, through three variables:



Ratio of women in parliament compared to men.



Ratio of women in senior ministerial positions (rank of minister) compared to men.



Average number of years women have held the position of head of state/head of government.

It ranks the competitiveness of 146 countries in the field of narrowing the gender gap in terms of total scores, which determine the country's rank in this field and are an inevitable result of the country's achievement in each of the four competitive dimensions above. Therefore, we find it presents its competitiveness in detail as well, which enables any country to know its situation, measure it, and compare it globally (Global Benchmarking) with developed countries in these four dimensions, and thus determine the aspects that it must address and the steps that must be taken to reach the highest levels of global competitiveness in this dimension. It is worth mentioning that this report converts all numbers and ratios into rates to measure the gender gap, and links them to the standards of equality so that one is the highest and zero is the lowest. It has also determined the value of the total score (i.e., the standard score for equality) for any of these indicators as whole one in case of gender equality and less than one on a scale of four percentage points in case of gender inequality in favour of men. If the total is above one, this means closing the gender gap and reversing it in favour of women.

It is important to point out the measurement method that this report was designed to follow is through three concepts

- 1** Calculating gaps in access to resources and opportunities instead of the current levels of resources or opportunities in these countries, and away from the level of the country's progress in general.
- 2** Looking at the gap in terms of the output or result and not in terms of the inputs, mechanisms or policies applied.
- 3** It classifies countries based on the gender equality index instead of the women's empowerment index. The goal is to know the extent of gender equality more than to determine who wins the battle between the genders.

Benchmark comparisons

of women's empowerment efforts in the United Arab Emirates

The National Policy for Women's Empowerment in the United Arab Emirates (2023-2031) seeks to enhance the country's competitiveness in global indicators, especially with regard to narrowing the gender gap. From this standpoint, and for the purposes of strategic planning of the policy, the Global Gender Gap Indicators 2022 issued by the World Economic Forum were applied to conduct benchmark comparisons to know the global classification and ranking of the United Arab Emirates.

The following is a detailed review with a comparative view of the global competitiveness ranks of the top ten countries in the field of reducing and narrowing the gender gap and comparing them with the United Arab Emirates according to the four fundamental pillars of competitiveness for the year 2022:

What is evident from Table No. (1) is that the Scandinavian countries still occupy the first four places in narrowing the gender gap and empowering women for the year 2022, as they now constitute global benchmarks (Benchmarks) of great benefit in the field of international comparisons, as they are considered leading and model countries. It is a role model at the forefront of efforts to achieve gender equality and women's empowerment. Accordingly, its indicators will be adopted as reference standards in this national policy for women's empowerment. Iceland ranked first in the world in 2022 out of 146 countries that participated in the report, followed by Finland, Norway, Sweden ranked second, third, and fifth, respectively. New Zealand came in fourth place, followed by Rwanda, Nicaragua, Namibia, Ireland, and Germany in sixth, seventh, eighth, ninth, and tenth places, respectively. As for the United Arab Emirates, we find that it has ranked 68th globally, and ranked first in the Arab world

Looking at this improvement can be explained by the presence of national strategic plans and systematic policies aimed at reducing the gender gap at the national level, in addition to developing national executive plans and in partnership with all concerned parties to ensure the activation of this policy and its transformation into programmes, initiatives and legislation whose impact can be felt at the national level and which is necessarily reflected in the country's competitive rank globally.

Hence, and from our firm belief in our pivotal role as a General Women's Union in the United Arab Emirates, as the national mechanism that leads and sponsors the process of women's empowerment through hard and diligent work with all concerned parties to narrow the gender gap, and thus raise the global rank of the country's competitiveness in this dimension and in the most important pivotal sectors related to the progress of any country, namely health, education, economy and politics, this national policy to empower women is so important, and we, in the General Women's Union, are fully and highly aware of the necessity of linking all of this to national executive plans with specific performance indicators that can be measured and evaluated with all institutions to frame and consolidate decision-making, legislation, procedures, practices, initiatives and permanent and systematic programs and activities that support gender equality in all dimensions and at the state level, which will ensure the implementation of the main objectives and sub-objectives of this policy, while linking all of this to detailed plans for follow-up and evaluation.

Table No. (2) shows the benchmark comparisons of competitiveness ranks among the Arab countries participating in the global report to measure the gender gap, linking it to the fundamental pillars of global competitiveness in this field for the year 2022.

Table No. (1)

Global Competitiveness Ranks of the top ten countries in reducing and narrowing the gender gap and comparing them with the United Arab Emirates according to the four fundamental pillars of competitiveness for the year 2022

Country	Rank among World Countries 2022	Total Score 2022	Economic Participation and Opportunities		Progress made in Education Attainment		Health and Survival		Political Empowerment	
			Score	Rank	Score	Rank	Score	Rank	Score	Rank
Iceland	1	908.	803.	11	993.	68	964.	121	874.	1
Finland	2	860.	789.	18	1.000	1	970.	78	682.	2
Nerway	3	845.	765.	27	989.	79	964.	119	662.	3
New Zealand	4	841.	738.	39	1.000	1	966.	100	660.	4
Sweden	5	822.	812.	5	1.000	1	963.	124	515.	10
Rwanda	6	811.	747.	33	960.	108	974.	59	563.	7
Nicaragua	7	810.	637.	100	1.000	1	978.	36	626.	5
Namibia	8	807.	785.	20	999.	30	980.	1	463.	19
Ireland	9	804.	746.	35	1.000	1	964.	113	507.	11
Germany	10	801.	695.	75	988.	81	972.	70	550.	8
UAE	68	716.	503.	132	997.	49	963.	122	402.	30

Table No. (2)

Benchmark comparisons of competitiveness ranks for the scale of reducing and narrowing the gender gap among Arab countries (participating in the report) according to the fundamental pillars of competitiveness for the year 2022

Country	Rank among Arab World Countries 2022	Rank among World Countries 2022	Total Score 2022	Economic Participation and Opportunities		Progress made in Education Attainment		Health and Survival		Political Empowerment	
				Score	Rank	Score	Rank	Score	Rank	Score	Rank
UAE	1	68	716.	503.	132	997.	49	963.	122	402.	30
Lebanon	2	119	644.	492.	135	983.	90	971.	75	129.	110
Tunisia	3	120	643.	445.	140	943.	115	969.	85	216.	68
Jordan	4	122	639.	537.	125	993.	66	957.	136	069.	136
KSA	5	127	636.	524.	128	979.	93	964.	116	077.	132
Egypt	6	129	635.	403.	142	971.	103	968.	93	198.	78
Kuwait	7	130	632.	542.	123	997.	47	968.	89	023.	145
Bahrain	8	131	632.	507.	131	995.	54	959.	134	066.	137
Morocco	9	136	624.	447.	139	945.	114	961.	131	145.	99
Qatar	10	137	617.	499.	133	987.	83	947.	142	033.	143
Oman	11	139	609.	482.	137	950.	113	961.	130	041.	140
Algeria	12	140	602.	466.	138	915.	126	958.	135	070.	134

Table (2) shows that the United Arab Emirates ranks first among the Arab world countries, then Lebanon, Tunisia, Jordan, and Saudi Arabia are ranked second, third, fourth, and fifth, respectively. While we find that Egypt, Kuwait, Bahrain, Morocco, Qatar, and Oman occupy the sixth, seventh, eighth, ninth, tenth, and eleventh places, respectively.

The United Arab Emirates ranked 68th globally and first regionally in the Gender Gap Report 2022 issued by the World Economic Forum, and ranked first globally in 5 subindices within this report:



The report stated that the United Arab Emirates is the best in the world in terms of women's representation in parliament, as women represent 50% of the number of members of the Federal National Council and their ministerial representation in the country's government is 27.5%, which are the highest global rates. Emirati women also represent a large percentage in the labour market, specialized jobs, and jobs of the future.

Table (1) also shows the strides that the United Arab Emirates must seriously take on its path towards excellence within the global competitiveness indicators in the field of health and economic participation, as it ranked 122nd and 132nd, respectively. The United Arab Emirates faces a strong challenge to reach the ranks of distinguished international countries in these fields, such as Sweden, which ranked fifth in the field of economic participation and opportunities, and Namibia which ranked first in the field of health. In terms of political empowerment, the United Arab Emirates has taken important steps in the field of political empowerment for women and achieved 30th rank globally compared to Iceland, which ranked first in political empowerment globally. This indicates and confirms what was stated previously that the Scandinavian countries are now considered an example to be followed in the field of reducing and narrowing the gender gap at the global level, and that they have many applications of best practices in this field, which are considered global reference standards to be emulated.

General framework

National Policy for Women's Empowerment

Vision

Women's fair and comprehensive participation to influence all areas and enhance the quality of life in society.

Mission

Enhancing women's effective participation through developing policies and programs to maintain the continuity of their integral role in building a strong and cohesive society.

Value Framework



Justice

Development, social justice and influence are the foundations for achieving peace, security, prosperity and providing equity for Emirati women with their various demographic and social characteristics.



Cooperation

Promoting teamwork among all institutions at the federal, local, private sector and civil society levels.



Transparency

Promoting transparency regarding the free flow of information and knowledge in its broadest sense.



Citizenship

Strengthening the affiliation and relationship between women and the State by shaping women's personalities and granting them a set of civil, political, social, and economic rights and making them more committed to the values of society and national identity in a way that enhances the society cohesion.



Respect

Deepening the values and meanings of tolerance, equality, respect for human rights, and spreading the values of peace and coexistence.

Policy preparation methodology

A participatory methodology was followed in preparing the National Policy for Women's Empowerment in the UAE 2023-2031, which is summarized in the following stages:

Evaluating and measuring the achieved impact and identifying strengths and possible development opportunities to empower women for the plan 2015-2021.

Conducting a comprehensive evaluation of the plan 2015-2021, and based on the outputs and results, the National Policy for Women's Empowerment 2023-2031 was developed.

Working with strategic partners by setting main and sub-goals, initiatives, indicators, and measuring impact in a way that is consistent with the actual needs and future aspirations of Emirati women.

Purpose of the policy

Providing a general framework, reference, and guidance for decision-makers in federal and local government institutions, the private sector and civil society to ensure the strengthening of women's empowerment and leadership efforts in the United Arab Emirates.

Policy pillars

The preparation of the National Policy for Women's Empowerment in the UAE 2023-2031, in addition to the results of the women's reality analysis, was based on several pillars as follows:



UAE
Constitution



مئوية الإمارات 2071
UAE CENTENNIAL 2071
The World's Leading Nation
أفضل دولة في العالم

مشاريع
الخمسين
PROJECTS OF THE 50



UAE Strategy
for the Fourth Industrial Revolution



Local
governments' strategies



Economic Vision 2030
for the Emirate of Abu Dhabi.



A document on the values and behaviours of the Emirati citizen



Beijing Platform for Action

SUSTAINABLE DEVELOPMENT GOALS



Convention on the Elimination of All Forms of Discrimination against Women



Relevant international agreements



Strategies for the advancement of Arab women



Global competitiveness indicators

Enablers and success factors for the National Policy for Women's Empowerment 2023-2031



It provides the political and legislative framework that supports the implementation of the policy and its integration into strategic plans and institutional policies.



Effective strategic partnerships at the federal and local levels and at the level of private sector and civil society institutions through appropriate regulatory frameworks.



Continuous follow-up, review, and evaluation.

Main directions of the National Policy for Women's Empowerment 2023-2031



Building a cohesive and supportive family to enhance the role of women in society.



Integrating women into the labour market and future sectors in a balanced manner that takes into account their roles and needs.



Developing capabilities and enhancing women's future skills.

Main feasible directions of the National Policy for Women's Empowerment 2023-2031



Developing a legislative and regulatory environment that supports and enables women's quality of life.



Strengthening institutional work and partnerships at the national and international levels.

Main Pillars of the National Policy for Women's Empowerment in the UAE 2023–2031

Based on all of the previously presented including vision, mission, value framework, policy purpose, and an analytical national context of the reality of achievements and challenges in the field of empowering women in comprehensive and sustainable development, reviewing the best global practices in this field, keeping in mind that this policy is nothing but a national action plan for programs and initiatives whose first and utmost goal are women and girls, and through them and for them, we make them an integral part of the process of developing and implementing legislation, policies, initiatives and programs to deepen their effective participation in public life and at various levels to make positive change in improving the quality of their lives and the lives of their families and society and to raise their status to the ranks of developed countries in the world.

We are fully convinced that this will not be achieved except with the concerted of all official and non-official efforts and all partners, institutions, and bodies in various fields. Accordingly, the main and sub-directions of the National Policy for Women have been drafted in a participatory manner with all concerned parties, as follows:

First main direction

Building a cohesive and supportive family to enhance the role of women in society.

Sub-directions

1

Developing programs to enhance family cohesion and support women's fulfilment of their role in the family.

2

Ensuring the availability and access to community support networks for women to deal with the challenges and demands of life.

3

Ensuring the availability of services related to life's needs in a reliable, safe, and easy manner, taking into account the privacy of women and families.

4

Supporting the role and responsibilities of learners with disabilities' parents by designing appropriate curricula and educational experiences.

5

Promoting women's mental health in the face of societal changes and enabling them to obtain therapeutic, counselling, and psychological rehabilitation services.

6

Continuing, developing, and providing preventive and curative health programs for women that suit their current and expected needs.

7

Developing public and private sports facilities that suit women's interests in sports and enabling their use in a manner that takes into account women's needs and privacy.

8

Establishing centres to protect abused women and children and developing and expanding the scope of services provided by existing centres.



وزارة التربية والتعليم
MINISTRY OF EDUCATION



وزارة تنمية المجتمع
MINISTRY OF COMMUNITY DEVELOPMENT



وزارة الصحة ووقاية المجتمع
MINISTRY OF HEALTH & PREVENTION



مؤسسة دبي
لرعاية النساء والأطفال
DUBAI FOUNDATION FOR WOMEN & CHILDREN



مركز أبوظبي للإيواء والرعاية الإنسانية - إيواء
Abu Dhabi Center for Sheltering and Humanitarian Care - Ewaa

الاتحاد النسائي العام
GENERAL WOMEN'S UNION



وزارة الداخلية
MINISTRY OF INTERIOR

الهيئة العامة للرياضة
General Authority of Sports



مدينة الفارقة
للخدمات الإنسانية
Sharjah City for Humanitarian Services

TDR
هيئة تنظيم الاتصالات
والحكومة الرقمية
TELECOMMUNICATIONS AND DIGITAL
GOVERNMENT REGULATORY AUTHORITY

مؤسسة الإمارات للتعليم المدرسي
EMIRATES SCHOOLS ESTABLISHMENT



أكاديمية فاطمة بنت مبارك
للرياضة النسائية
FATIMA BINT MUBARAK
LADIES SPORTS ACADEMY

All relevant partners

relevant civil and private
society institutions

Relevant federal and local
government agencies

Relevant entities

local community development
departments

Second main direction

Integrating women into the labour market and future sectors in a balanced manner that takes into account their roles and needs.

Sub-directions

1

Increasing job opportunities based on work systems that are compatible with the different roles of women.

2

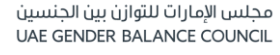
Developing and implementing systems, standards, and guiding practices for the ideal work environment for women, ensuring their activation and encouraging the labour market to adopt them.

3

Supporting women's establishment of innovative projects within future sectors and the sustainability of those projects in a manner commensurate with the nature of the challenges they face in the labour market and their current role.

4

Building a societal culture that trusts, supports, and empowers women to carry out their political and economic roles.



relevant entities

relevant governmental
entities

Third main direction

Developing capabilities and enhancing women's future skills.

Sub-directions

1

Developing entrepreneurship skills for girls, housewives, and female workers who wish to do so.

2

Providing continuing education, helping women to acquire future skills, and vocational and technical training.

3

Encouraging and supporting the development of academic qualifications and programs for commerce and digital technologies targeting women.

4

Developing and providing programs for various life skills that support women and enhance their quality of life.



وزارة الاقتصاد
MINISTRY OF ECONOMY



وزارة التربية والتعليم
MINISTRY OF EDUCATION



وزارة تنمية المجتمع
MINISTRY OF COMMUNITY DEVELOPMENT

مجلس الإمارات للتوازن بين الجنسين
UAE GENDER BALANCE COUNCIL



وزارة الداخلية
MINISTRY OF INTERIOR



وزارة الصحة ووقاية المجتمع
MINISTRY OF HEALTH & PREVENTION



مصرف الإمارات العربية المتحدة المركزي
CENTRAL BANK OF THE U.A.E.

مؤسسة الإمارات للتعليم المدرسي
EMIRATES SCHOOLS ESTABLISHMENT



الاتحاد النسائي العام
GENERAL WOMEN'S UNION



Relevant entities

Health Departments

Community Development
Departments

First feasible main direction

Developing a legislative and regulatory environment that supports and enables women's quality of life.

Sub-directions

1

Designing proactive laws, legislation and regulations and developing existing ones according to possible scenarios regarding discrimination against women.

2

Ensuring the enforcement of special laws and legislation to protect women from violence, assault, and discrimination at work and in the family.

3

Developing federal and local laws, legislation and regulations that support women's access to social benefits.



وزارة الداخلية
MINISTRY OF INTERIOR



وزارة العدل
MINISTRY OF JUSTICE



مجلس الإمارات للتوازن بين الجنسين
UAE GENDER BALANCE COUNCIL



Relevant entities

Second feasible main direction

Strengthening institutional work and partnerships at the national and international levels.

Sub-directions

1

Ensuring the availability of national data by gender and share it with concerned entities to support decision-making.

2

Supporting the establishment of an integrated statistical framework for women and conduct studies to guide relevant public policies and programmes.

3

Strengthening and developing relationships and partnerships with regional bodies and organizations in the field of women's empowerment and achieving balance.

4

Ensuring the adoption of a participatory approach in working with the private sector and civil society to achieve the agendas in support of women adopted by the state.

5

Promoting integration of roles within the public sector concerned with women and the governance of their affairs.



وزارة تنمية المجتمع
MINISTRY OF COMMUNITY DEVELOPMENT



وزارة الموارد البشرية
والتوطين
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION



وزارة الخارجية
والتعاون الدولي
MINISTRY OF FOREIGN AFFAIRS
& INTERNATIONAL COOPERATION

مجلس الإمارات للتوازن بين الجنسين
UAE GENDER BALANCE COUNCIL



المركز الاتحادي
للتنافسية والإحصاء
FEDERAL COMPETITIVENESS
AND STATISTICS CENTRE

الاتحاد النسائي العام
GENERAL WOMEN'S UNION



Relevant entities

Phases and levels of implementation of the

National Policy for Women's Empowerment

Phases and levels of implementation of the National Policy for Women's Empowerment:

Ensuring that the National Policy for Women's Empowerment is effectively implemented in the United Arab Emirates in a way that guarantee the achievement of the desired goals within the specified time frame requires defining responsibilities, implementation and follow-up mechanisms, and positive networking with the concerned institutions, given that the policy provides a frame of reference for institutions operating in the federal state, local governments, civil society institutions, and the private sector, each in its field of expertise, providing and guaranteeing a decent and safe life for women in accordance with the best standards and practices.

Main Partners:

The General Women's Union, in cooperation with the General Secretariat of the Cabinet, the General Secretariat of the Executive Councils in each emirate or its representative, are the main partners in following up on the implementation of the National Policy for Women's Empowerment in the United Arab Emirates.

Supporting partners:

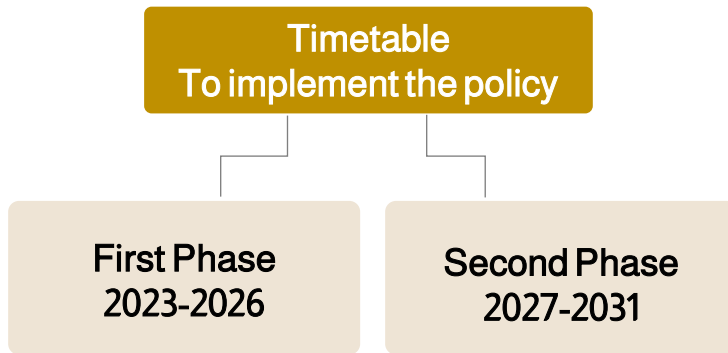
All relevant ministries, federal, local, and private institutions, and civil society institutions.

Implementation and follow-up mechanism

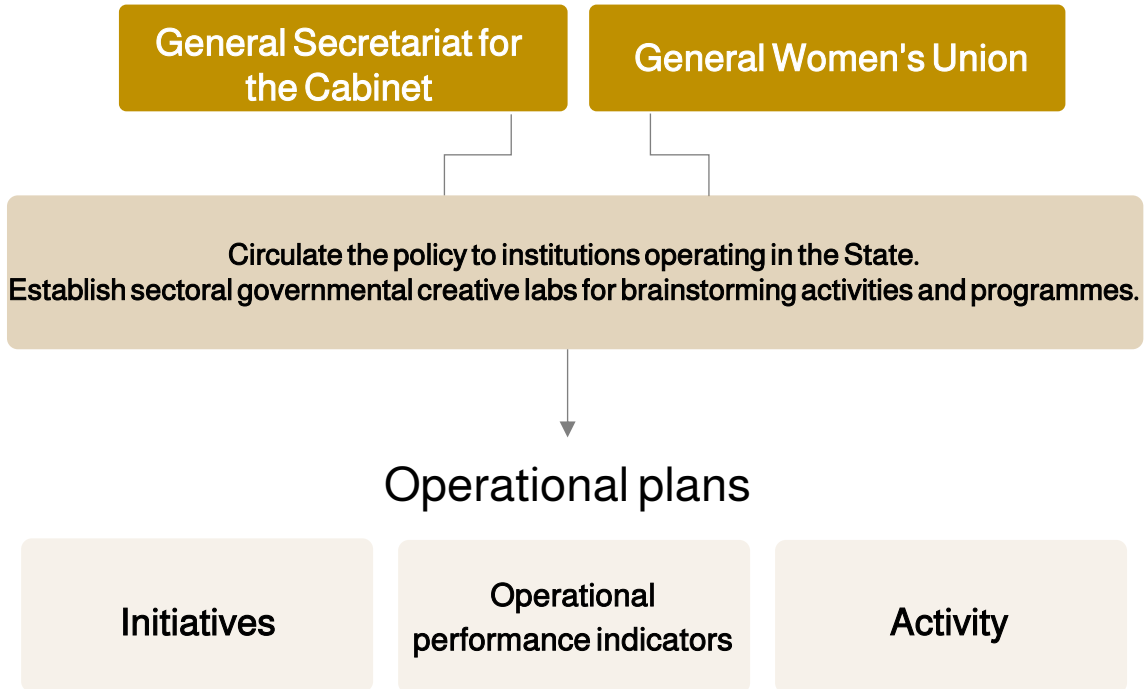
- 1** The relevant institutions shall develop operational plans and approve them within their strategic plans.
- 2** The plans and programs developed shall be approved by the Cabinet and the executive councils in each emirate.
- 3** The General Women's Union holds periodic meetings with the relevant institutions to follow up and evaluate the progress made in implementing the plans and propose amendments if necessary to ensure the achievement of the desired goals.

Phases of implementing the National Policy for Women's Empowerment

The policy seeks to achieve the main and sub-directions mentioned above by 2031, and this will be done through two phases as follows:



National Policy for Women's Empowerment in the United Arab Emirates



Follow up implementation and periodic evaluation.