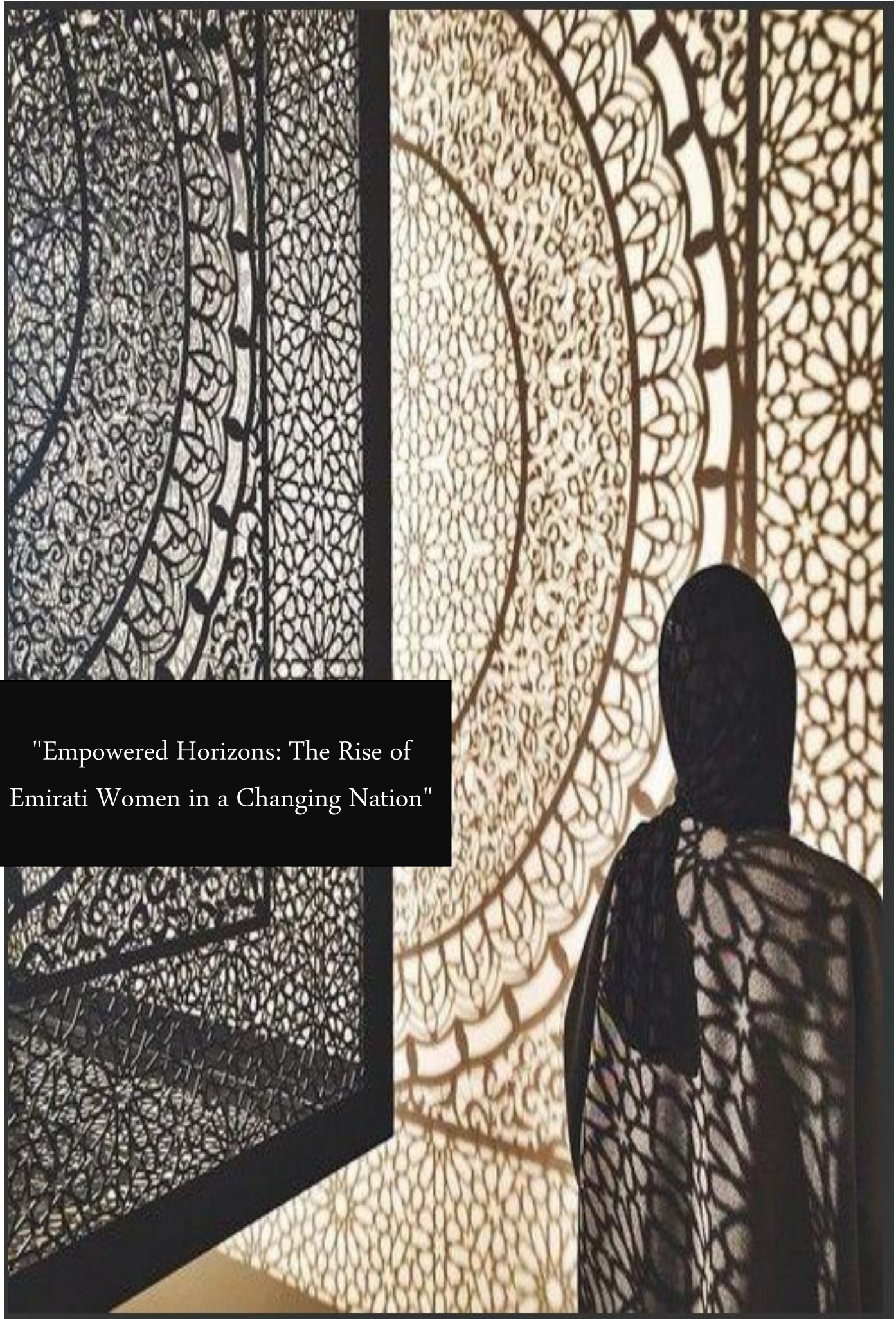


The background of the cover features a woman in a black abaya standing on a desert road, looking towards a city skyline. The road is a straight, dark path with a dashed white line down the center, leading the eye from the foreground into the distance. On the left side of the road, there are rolling sand dunes in shades of orange and red, and a single palm tree stands prominently. The city skyline in the background is composed of numerous skyscrapers, with the Burj Khalifa being the most prominent. The sky is a gradient of green and blue, suggesting a clear day. The overall composition is symmetrical and evokes a sense of journey and aspiration.

Empowered Horizons: The Rise Of Emirati Women In A Changing Nation

Amal Afzal



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Dedication

To my mother,

Your strength, grace, and unwavering love have been my first lesson in what true empowerment means.

This book is a tribute to the woman who taught me that resilience begins at home.

Thank you for being my first role model, my constant support, and my inspiration.

With all my love

Amal Afzal

PREFACE

The United Arab Emirates (UAE) has undergone a transformative journey over the last five decades, evolving from a collection of desert sheikhdoms to a thriving modern state. Central to this transformation is the pivotal role of women in nation-building. The cultural shift toward women empowerment, particularly in education, politics, business, and innovation, has significantly shaped the national identity. This book explores the roots, development, and current influence of women empowerment in UAE culture, with a visionary outlook on 2025 and beyond.

In the heart of the Arabian Gulf, where ancient traditions meet rapid modernization, a quiet revolution has taken root one led by the determined, visionary, and resilient women of the United Arab Emirates. From the desert sands to global diplomatic halls, Emirati women have journeyed from the margins of society to its very centre, rewriting the narrative of what it means to be both empowered and rooted in heritage.

This book, *Empowered Horizons*, traces that remarkable journey unfolding across decades of reform, education, policy-making, and cultural evolution. It tells the story of how the UAE transformed gender inclusion from aspiration to achievement. More than a chronicle of milestones, it is a testament to the courage, intelligence, and ambition of Emirati women who embraced change, broke barriers, and shaped a nation's destiny.

In the chapters ahead, you will discover not only the political frameworks and institutional advancements that supported this rise but also the deeply human stories of women leading in innovation, education, diplomacy, media, and sustainability. From the visionary foundation laid by Sheikh Zayed to the strategic goals of Vision 2021, Expo 2020, and beyond, this journey is as much about leadership as it is about partnership between genders, generations, and regions.

As we turn the pages of history and progress, this book invites you to explore the evolving identity of a nation that has placed women at the heart of its success and to witness how the story of Emirati women is, in fact, the story of the UAE itself.

Editors



Pedro Henrique Pereira de Brito is a Brazilian national who has been residing in the United Arab Emirates for over ten years. A recent graduate with first-class honours in his bachelor's degree, Pedro's personal and professional outlook has been profoundly shaped by spending his formative years from early adolescence through young adulthood within the UAE's uniquely diverse and multicultural society. This international environment has played a pivotal role in his development, allowing him to cultivate a global perspective, build meaningful relationships across cultures, and access opportunities that once seemed beyond reach. His experiences living and learning in such a dynamic setting have not only broadened his worldview but have also inspired his aspirations for the future.



Dr. Dimithri Devinda Jayagoda is a Sri Lankan scholar, author, keynote speaker, and lecturer, with a PhD in Asia Pacific Studies from Ritsumeikan Asia Pacific University (APU), Japan, earned in 2014. He also holds a Master's in Development Economics and a Bachelor's in Business Administration from the same University. He was awarded the prestigious Sylff Fellowship in recognition of his research on sustainability initiatives on the island of Palawan in the Philippines. He serves as a lecturer at University of Bolton in UAE.. As an author and frequent keynote speaker, he contributes to academic forums and development conferences across Asia. He is also the founder of the Dimi on Education initiative, an online platform dedicated to sharing educational resources and empowering lifelong learners.

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Section 1: Historical Foundations of Women in Emirati Society

The history of women in Emirati society is deeply rooted in the traditions of the Arabian Peninsula, where the harsh desert environment and tribal structure necessitated resilience, adaptability, and collaboration among all members of the community. Long before the formation of the United Arab Emirates in 1971, Emirati women played crucial roles within the families and tribes; not just as caregivers and homemakers, but also as economic contributors and preservers of cultural heritage. While societal norms were largely patriarchal, women maintained a sphere of influence in social and economic life that was often understated but essential.

In the pre-oil era, the economy of the region revolved around pearling, fishing, and small-scale trade. During the pearling season, when the men would be away at sea for months, women were responsible for managing the households and finances. They took care of the children, elderly, and livestock, while maintaining small agricultural plots or date farms in oases like Al Ain and Liwa. Their knowledge of herbal medicine, midwifery, and oral storytelling helped preserve traditional knowledge across generations. In these times, matriarchs often wielded significant influence within extended families, and their decisions shaped their community dynamics in profound ways.

Cultural values rooted in Islam further underscored the dignity and rights of women. The teachings of the Prophet Muhammad (PBUH) emphasized education, dignity, and the equitable treatment of women.

While local interpretations varied, Islamic values provided a moral foundation for the gradual evolution of women's roles. In many cases, Emirati women were literate in the Quran and served as informal educators and spiritual guides within their homes and communities.

The emergence of formal education in the early 20th century began to shift gender dynamics. Though initially limited and often discouraged for girls, education eventually gained acceptance due to the forward-thinking vision of leaders and reformers. In the Trucial States era (1820-1971), a few pioneering families began sending their daughters to school, a bold step that laid the groundwork for the empowerment of women to come. Among the earliest female graduates, many went on to become educators themselves, planting the seeds for a new generation of confident, educated Emirati women.

The formation of the UAE in 1971 marked a turning point. Guided by visionary leaders like H.H Sheikh Zayed bin Sultan Al Nahyan and H.H Sheikha Fatima bint Mubarak, the new nation recognized the essential role of women in nation-building. Sheikh Zayed famously stated, "The woman is half of the society. Any country that pursues development should not leave her in poverty or illiteracy."

These words became a catalyst for policy shifts, investments in female education, and the establishment of organizations dedicated to the advancement of women.

Thus, the historical foundations of women's role in Emirati society are a rich tapestry of tradition, resilience, and gradual transformation. From their traditional Bedouin roles in the desert to the role of educators and leaders of modern Emirates schools, women have continually shaped the nation's soul. While their early contributions were often hidden behind the veil of tradition, they laid the groundwork for the remarkable empowerment and leadership that Emirati women are experiencing today.

Section 2: The Birth of the UAE and Its Early Policies on Women

The formation of the United Arab Emirates on December 2, 1971, was a landmark event that reshaped the political and social landscape of the Arabian Peninsula. Under the visionary leadership of Sheikh Zayed bin Sultan Al Nahyan, the founding father, the seven emirates Abu Dhabi, Dubai, Sharjah, Ajman, Umm Al Quwain, Fujairah, and later Ras Al Khaimah united into a single nation. From the very beginning, the leaders of the young federation recognized that true development could not be achieved without including both men and women in the nation-building process. This understanding laid the groundwork for the UAE's progressive approach to women's empowerment, setting it apart from many other nations in the region during that era.

In the early 1970s, the UAE was undergoing a rapid transformation. With the discovery of oil and the subsequent influx of wealth, the government focused heavily on building the nation's infrastructure schools, hospitals, roads, and public institutions. At the heart of this transformation was a strong emphasis on education and healthcare, sectors where women were encouraged to actively participate. Though social norms were still conservative, the leadership adopted a pragmatic and inclusive approach, understanding that empowering women would multiply the benefits of national development.

One of the most influential figures during this time was Her Highness Sheikha Fatima bint Mubarak, the wife of Sheikh Zayed. Known as the "Mother of the Nation," she became a central figure in shaping the discourse on women's rights and opportunities in the UAE. In 1975, she helped establish the General Women's Union (GWU), the first national organization dedicated to promoting women's development, education, and participation in public life. The GWU played a pivotal role in designing training programs, literacy campaigns, and public awareness initiatives that encouraged women to step into new roles within society.

Early policies focused on ensuring that women had access to free education, healthcare, and employment in the public sector. Government scholarships were offered to female students to study both locally or abroad. At a time when many parts of the world were still debating the role of women in public life, the UAE was actively investing in their future. By the late 1970s, the first cohort of Emirati women had begun entering the workforce as teachers, nurses, and administrative professionals. These early pioneers helped shift public perception and created role models for younger generations.

Importantly, the UAE's approach to women's rights was not confrontational but complementary to local traditions and Islamic values. Rather than rejecting cultural norms, the early policies aimed to harmonize modern development with respect for Emirati identity. Women were not only encouraged to seek education

and employment but were also supported in maintaining strong family roles, an essential value in the UAE's social fabric. This dual approach created a sense of balance and allowed reforms to take root without social backlash.

In the political sphere, Emirati women began to find representation in consultative roles. Although full political participation would come later, the seeds were sown during this formative period. Women were appointed to various committees and advisory councils, particularly in areas related to education, health, and social welfare. These early appointments demonstrated the government's commitment to integrating women into decision-making processes.

The 1970s and early 1980s thus marked a foundational era for women in the UAE. The government's early policies were not merely symbolic but built upon tangible support systems access to education, job opportunities, and protection of women's legal rights. These initiatives laid the groundwork for the remarkable advancements that Emirati women would achieve in the decades to follow. The birth of the UAE was not just the beginning of a new nation it was also the beginning of a new era for Emirati women; one filled with promise, participation, and pride.

Section 3: Visionary Leadership - The Influence of Sheikh Zayed

Sheikh Zayed bin Sultan Al Nahyan, the founding father of the UAE is celebrated not only for unifying the seven emirates into a single nation but also for his far-sighted vision of inclusive development. Among the many transformative aspects of his leadership was his progressive stance on women's empowerment. In a region where traditional roles for women were often restrictive, Sheikh Zayed emerged as a pioneering voice for gender equality, advocating for the essential role of women in national progress. His deep belief in justice, equality, and human dignity helped reshape the status of women in Emirati society, laying a strong foundation for the policies and attitudes that define the UAE today.

From the earliest days of the federation, Sheikh Zayed emphasized that women must be partners in building the new nation. His most famous and often-quoted statement, "The woman is half of the society. Any country that pursues development should not leave her in poverty or illiteracy." became a guiding principle in the UAE's policy-making. These were not just words, but values embedded into government initiatives, legal reforms, and education systems. He believed that women, just as men, were capable of contributing meaningfully to all aspects of life social, economic, political, and cultural. His leadership style was inclusive, compassionate, and rooted in both Islamic principles and the practical demands of building a modern state.

Sheikh Zayed's partnership with his wife, Her Highness Sheikha Fatima bint Mubarak, further demonstrated his commitment to women's advancement. Together, they championed numerous initiatives that opened doors for Emirati women in education, healthcare, and leadership. It was under his patronage that GWU was formed in 1975, becoming the cornerstone of women's development in the UAE. Sheikh Zayed supported Sheikha Fatima's vision of equipping women with the tools, education, and confidence needed to step into new public roles while maintaining the values of family and tradition.

One of the most impactful aspects of Sheikh Zayed's influence was his focus on education for all, regardless of gender. He understood that national progress could only be achieved if every citizen had the opportunity to learn, grow, and contribute. As a result, schools for girls were established across the emirates, and significant investments were made in female literacy and higher education. He heavily encouraged families to send their daughters to school, often visiting educational institutions personally and engaging with students to understand their needs and aspirations. His approach helped shift societal attitudes, making female education both accepted and desirable.

Sheikh Zayed also promoted the inclusion of women in the workforce and public service. Under his leadership, women began entering professions that had been traditionally reserved for men, such as becoming doctors, engineers, teachers, and

administrators. Government agencies also began hiring women and supporting their career development. Although the pace of change was gradual to respect cultural sensitivities, it was steady, persistent and backed by policy. Sheikh Zayed's belief in gradual, sustainable reform ensured that women's rights were not imposed but organically integrated into the fabric of society.

Importantly, Sheikh Zayed's vision for women was not confined to economic participation. He believed in their role as decision-makers and leaders. His support for female participation in consultative bodies and councils set the stage for future political inclusion. By nurturing women's leadership potential from an early stage, he prepared the ground for the political breakthroughs that would follow in the 21st century, including female ministers, diplomats, and elected officials.

In every sense, Sheikh Zayed's leadership transformed the role of women in the UAE. His vision combined wisdom with compassion, pragmatism with idealism, and tradition with modernity. His legacy is visible today in the confident, educated, and empowered women who contribute to every sector of Emirati life. As the UAE continues to break new ground in gender equality and female leadership, it does so upon the foundation built by Sheikh Zayed a leader ahead of his time, and a true champion of women.

Section 4: Education - The First Step to Empowerment

In the journey of women's empowerment in the United Arab Emirates, education has served as the cornerstone its very first and most transformative step. It is through access to quality education that Emirati women have been able to gain the knowledge, skills, and confidence necessary to shape their own futures and meaningfully contribute to national development. From the earliest days of the federation, the leadership of the UAE recognized that educating girls was not just a moral imperative, but a strategic necessity for building a modern, capable, and inclusive society.

In the pre-union era, education opportunities for girls were extremely limited. Schools were few, often located in urban centres, and cultural resistance to girls attending school was common in rural and tribal areas. However, this began to change rapidly after the formation of the UAE in 1971. With the support of Sheikh Zayed bin Sultan Al Nahyan and Sheikha Fatima bint Mubarak, the government launched an ambitious national education agenda that included the construction of schools for girls in every emirate. These efforts were accompanied by community awareness campaigns aimed at convincing families that girls' education was not only acceptable but essential.

Sheikh Zayed strongly believed that education was the path to unlocking human potential. His vision was supported by generous state investment in infrastructure, teacher training, and curriculum development. Government policies guaranteed free education for all Emiratis, including girls, and ensured gender parity in public schooling. By the late 1970s and early 1980s, the impact was visible thousands of Emirati girls were attending primary and secondary school, many for the first time in their families' history. School attendance among girls surged as traditional resistance gave way to the success stories of young women in academic and professional fields.

Higher education became the next frontier. In 1977, the establishment of United Arab Emirates University (UAEU) in Al Ain marked a historic milestone. The university opened its doors to both male and female students, and within a few years, women began enrolling in large numbers. Additional institutions, such as Zayed University and Higher Colleges of Technology (HCT), further expanded access. These institutions not only offered degrees but also cultivated a generation of female leaders, entrepreneurs, and change-makers. Government scholarships also enabled many women to study abroad, broadening their worldviews and returning with new perspectives that helped drive social and cultural progress.

Beyond academics, education played a critical role in shaping self-identity and civic responsibility. Schools and universities became spaces where Emirati women learned not just technical knowledge, but also national values, leadership skills, and a deep appreciation of their rights and responsibilities as citizens. Girls

learned to think critically, participate in public discourse, and imagine futures that were once considered unreachable. Education gave them a voice and the power to use it.

The earliest wave of female graduates became teachers, administrators, doctors, lawyers, and engineers. As they entered the workforce, they challenged stereotypes and reshaped societal expectations. Many also became role models within their communities, inspiring other girls to pursue their studies and careers. Over time, educated women became vital to sectors like education, healthcare, law, media, and public service, helping drive the UAE's rapid development while preserving its cultural identity.

Today, the legacy of this educational transformation is clear. Emirati women now outnumber men in higher education enrolment, with many occupying top positions in government, academia, and the private sector. The nation's ambitious goals for gender balance and sustainable development continue to be driven by its investment in women's education. But none of this would have been possible without the bold step taken decades ago: opening the school gates and inviting girls to dream; education was, and remains, the first and most vital step in empowering Emirati women. It broke the cycle of exclusion, enabled upward mobility, and created a generation of women who are both proud of their heritage and prepared for the future. In classrooms across the country, the seeds of progress were planted and they continue to bear fruit in every field of UAE society.

Section 5: Breaking Barriers - Women in the Workforce

The entry of Emirati women into the workforce marked one of the most visible and transformative milestones in the nation's journey toward gender equality. From a time when women's roles were largely confined to the domestic sphere, to an era where they now lead ministries, direct businesses, and contribute across sectors, this transition reflects decades of determined effort, visionary policy, and cultural evolution. The workplace became not just a space of economic contribution, but a symbol of social progress and national strength.

In the 1970s and 1980s, as the UAE began rapidly modernizing its economy and institutions, there was a growing demand for skilled labour. With more women completing secondary and higher education, the government actively encouraged their participation in the public sector, which became the natural starting point for many women's careers. Education, healthcare, and administrative roles were among the first professions to welcome female employees. In many cases, the public sector offered safe, culturally respectful work environments that aligned with traditional values while still supporting economic participation.

Early female professionals were pioneers in every sense. They faced challenges ranging from conservative social attitudes to limited infrastructure that could not accommodate working mothers. Despite these obstacles, women pressed forward helped by strong government support and social initiatives led by organizations such as the General Women's Union and Emirates Business Women Council. These early trailblazers laid the foundation for wider acceptance of women in professional roles, proving that tradition and ambition could coexist.

By the 1990s, the image of the working Emirati woman had begun to shift. Women were no longer seen as exceptions in the workplace; they were increasingly viewed as essential contributors to the nation's economic growth. Private companies, financial institutions, and even media and technology firms began to hire Emirati women, recognizing their talent and potential. Corporate diversity programs and Emiratization strategies began including gender parity as a goal, creating structured opportunities for female employment and advancement.

Government policies played a vital role in reinforcing these shifts. National strategies, such as Vision 2021 and later UAE Gender Balance Council initiatives, emphasized women's participation in economic life as a national priority. These were not merely token policies, but robust frameworks supported by legislation, funding, and political will. Initiatives like flexible work hours, maternity leave policies, and childcare services in workplaces made it easier for women to balance professional and personal responsibilities.

One of the most impressive aspects of Emirati women's workforce journey is the expansion into previously male-dominated fields. Women began entering careers in law enforcement, aviation, engineering, military service, and even space science. The appointment of the first female fighter pilot, Major Mariam Al Mansouri, and the first female astronaut, Nora Al Matrooshi, sent powerful messages to the world: Emirati women were not only participating they were leading. These accomplishments were celebrated not just nationally, but globally, reinforcing the UAE's image as a progressive Arab nation.

Entrepreneurship also emerged as a powerful channel of empowerment. Many Emirati women established successful businesses in fashion, hospitality, education, and technology. Supported by government grants, mentorship programs, and access to capital, female entrepreneurs began redefining what it meant to be a businesswoman in the Arab world. Organizations like the Abu Dhabi Businesswomen Council and Dubai Business Women Council played key roles in providing resources, networking opportunities, and international exposure.

Today, Emirati women are CEOs, judges, scientists, diplomats, and ministers. They are present at boardroom tables, in courtrooms, and on construction sites. Their growing presence in the workforce is not just a reflection of changing laws or policies it is a testament to the changing mindset of a whole society. Families, once hesitant, now take pride in the achievements of their daughters and wives. Communities, once cautious, now celebrate women's successes as national achievements.

Yet the journey continues. While much progress has been made, challenges such as gender pay gaps, limited representation in top executive roles in the private sector, and work-life balance remain areas of ongoing focus. But thanks to the strong foundation built over decades, and the resilience of Emirati women themselves, these challenges are being addressed with courage, innovation, and commitment. In breaking the barriers of the past, Emirati women have not only changed their own futures they have helped shape the future of the UAE. Their stories are a powerful reminder that progress is not given; it is earned through education, perseverance, and the collective will to create a more inclusive society.

Section 6: Political Participation and Leadership Roles

The rise of Emirati women in political participation and leadership roles marks one of the most profound shifts in the nation's social and governance landscape. From being primarily behind the scenes in public affairs to becoming key decision-makers in government, diplomacy, and national institutions, Emirati women have steadily broken boundaries and redefined leadership in the Arab world. Their increasing involvement is not simply a matter of gender inclusion; it is a reflection of the UAE's commitment to modern governance, equality, and sustainable development.

The journey began with foundational support from the UAE's visionary leadership. Sheikh Zayed bin Sultan Al Nahyan and Sheikha Fatima bint Mubarak both emphasized the importance of women contributing at every level of society, including politics. While early involvement was limited to advisory roles and community councils, these positions were instrumental in preparing women for more formal political engagement. Throughout the 1980s and 1990s, women served in leadership positions within national organizations, education boards, and social committees, where they gained experience in policymaking and institutional governance.

A historic turning point came in 2006 when the UAE held its first-ever Federal National Council (FNC) elections. For the first time, women were not only allowed to vote but also to run as candidates. This milestone reflected a strategic effort by the government to integrate women into the political framework of the country. Out of the 40 seats in the FNC, nine were filled by women: eight appointed and one elected, making the UAE one of the most gender-inclusive legislative bodies in the region at the time. This move sent a powerful message that women's voices were both needed and respected in shaping the national legislation.

Since then, the role of women in politics has continued to expand. The UAE has appointed women as ministers, ambassadors, and heads of federal entities, setting a regional precedent. In 2004, Dr. Amal Al Qubaisi became the first female member of the FNC. Just over a decade later, she made history again in 2015 by becoming the first woman to lead the FNC and the first woman in the Arab world to lead a national parliamentary institution. Her appointment symbolized how far Emirati women had come in just a few decades, and how much trust the nation placed in their leadership.

Today, the UAE boasts one of the highest levels of female representation in government globally. In 2019, the UAE leadership issued a directive mandating that women must occupy 50% of the seats in the FNC. This bold move placed the UAE among the few countries in the world to achieve gender parity in a federal council. Moreover, several key ministries are led by women, including the

Ministry of Community Development, the Ministry of State for Youth Affairs, and the Ministry of State for International Cooperation. These women are not symbolic figures; they are active policymakers leading national strategies and representing the UAE on international platforms.

Diplomacy is another arena where Emirati women have made impressive strides. Female ambassadors represent the UAE in countries such as the United Nations, Finland, Denmark, and Spain. Their presence in global diplomacy not only enhances the country's image as a progressive nation but also brings diverse perspectives to international decision-making. Their contributions demonstrate the UAE's commitment to empowering women not just within its borders but on the global stage.

In addition to government and diplomacy, Emirati women are increasingly taking leadership roles in the private sector, academic institutions, think tanks, and civil society organizations. They chair companies, lead innovation hubs, and spearhead national campaigns. The government's efforts to cultivate female leadership have been supported by mentorship programs, leadership training, and academic fellowships designed to prepare women for executive and political roles.

Despite these remarkable achievements, the journey is ongoing. Challenges remain, such as addressing gender bias, ensuring equal access to leadership development opportunities in the private sector, and balancing cultural expectations. Yet the progress is undeniable. Emirati women continue to ascend into leadership with competence, vision, and a deep sense of national responsibility. The growing political participation and leadership of Emirati women are more than a social advancement; they are a strategic investment in the nation's future. Their presence in leadership ensures more inclusive decision-making, diverse perspectives, and a balanced approach to national development. The UAE's progress in this area serves as a model for the region and beyond, demonstrating that empowering women in governance is not just possible; it is essential.

Section 7: Cultural Shifts and Societal Acceptance

The empowerment of women in the United Arab Emirates has not occurred in isolation from the cultural context of the nation. Rather, it has evolved in harmony with the UAE's deeply rooted traditions, religious values, and social customs. The transformation of women's roles from caretakers confined to the private sphere to national leaders, innovators, and professionals has required a parallel shift in public perception and cultural acceptance. This change did not happen overnight. It has been a gradual, thoughtful process shaped by education, visionary leadership, and a national commitment to preserving identity while embracing progress.

Traditionally, Emirati society placed high value on family, modesty, and community responsibility principles derived from Islamic teachings and Bedouin culture. Women played vital, though often unrecognized, roles in maintaining the social fabric. Their contributions were largely within the household or extended family networks, and public visibility was limited. In earlier decades, a woman's reputation was closely tied to her behaviour, her family's honour, and her adherence to social norms. These expectations, while respected, created barriers to participation in education, work, and public life. As the UAE modernized after its formation in 1971, cultural attitudes began to shift, the nation's visionary leaders emphasized that empowering women did not mean abandoning tradition, but rather advancing within the values of the nation. This messaging was crucial in reducing resistance and building public trust. By framing women's progress as part of national pride and religious morality, leadership reassured society that cultural identity would not be lost but enriched by the inclusion of women.

As previously discussed, one of the most significant drivers of cultural change has been education. As more girls enrolled in schools and universities, families began to see the positive impact of education on their daughters and society as a whole. Educated women became teachers, doctors, engineers, and role models demonstrating that success and professionalism could coexist with cultural and religious values. With each academic achievement, with each professional milestone, Emirati women helped change the mindset of their communities, one example at a time. Another important cultural shift was the normalization of women in leadership. As women began to assume roles in the Federal National Council, ministries, judicial system, and corporate boards, the concept of female authority became more familiar and accepted. Seeing women in decision-making roles helped dismantle stereotypes and prove that leadership is based on merit, not gender. The success of these women also inspired a generational change in attitudes, especially among younger Emiratis who now grow up in a society where gender equality is visible and valued.

Media and public discourse also played a vital role in shaping societal acceptance. National media platforms began highlighting the achievements of women in business, government, science, and the arts. Campaigns celebrating Emirati Women's Day and other initiatives helped normalize the image of women as contributors to public life. Moreover, religious and community leaders were increasingly supportive of women's participation, providing endorsements that aligned cultural values with modern opportunities. This broad social validation made it easier for families to support their daughters' ambitions.

Fashion, modesty, and identity also played a unique role in balancing tradition with change. Many Emirati women chose to maintain their cultural dress such as the abaya and Shayla while excelling in modern professions. This blending of tradition and modernity allowed women to assert their national and religious identity while embracing new roles. It showed that empowerment does not require abandoning cultural values, but rather redefining how those values are expressed in a changing world.

Despite this progress, cultural transformation remains a dynamic process. Some conservative segments of society still express concerns about the speed and scope of women's involvement in public life. However, these voices are increasingly balanced by a growing societal consensus that women's empowerment benefits everyone. The government continues to address remaining gaps through national strategies, dialogue platforms, and community engagement initiatives.

Today, cultural acceptance of women's empowerment in the UAE is not only widespread but celebrated. Emirati women are no longer seen as stepping outside their role when they succeed in public life they are seen as fulfilling it. The cultural shift has been profound: from questioning a woman's right to participate, to celebrating her success as a symbol of national progress. This transformation is one of the greatest achievements of UAE's history.

Section 8: Legal Frameworks Supporting Women's Rights

The advancement of women's rights in the United Arab Emirates has been closely supported and reinforced by a comprehensive and evolving legal framework. This legal infrastructure reflects the nation's commitment to fostering gender equality while respecting cultural and religious values. Over the past five decades, the UAE has enacted laws and regulations that protect women's rights in various aspects of life, from education and employment to family law and political participation. These frameworks have played a crucial role in creating an enabling environment where women can thrive and contribute fully to society.

At the foundation of these legal reforms is the UAE Constitution, promulgated in 1971. It guarantees the equality of all citizens before the law and explicitly affirms women's rights in education, employment, and social welfare. While the Constitution respects Islamic Sharia principles as a source of legislation, it also promotes the values of justice and fairness that underpin gender equality. This dual approach allows for a progressive interpretation of women's rights within the framework of the country's cultural and religious context.

One of the earliest and most significant legal strides was made in the field of education. Laws guaranteeing free and compulsory education for all children, including girls, set the stage for women's empowerment by ensuring access to knowledge and skills. Subsequently, labour laws were introduced that provided equal employment opportunities and protections for female workers. These include regulations on maternity leave, workplace safety, and prohibition of discrimination based on gender. The government's emphasis on protecting working women through legislation has encouraged female participation in both public and private sectors.

Family law, a sensitive and complex area, has also undergone important reforms to better protect women's rights. The UAE's Personal Status Law, based on Sharia principles, governs marriage, divorce, custody, and inheritance. Over the years, amendments have enhanced women's legal standing, particularly in areas such as divorce rights, child custody, and protection from domestic violence. Several emirates have also introduced specialized family guidance centres and legal aid services to support women navigating these issues. These reforms reflect an ongoing effort to balance tradition with the need to ensure justice and protection for women and their families. Legal protections against gender-based violence and harassment have also been strengthened in recent years. New laws criminalizing domestic violence, sexual harassment, and workplace discrimination provide women with greater security and recourse. Awareness campaigns and enforcement mechanisms complement these laws, fostering a safer environment for women in all spheres of life.

The legal framework supporting women's political participation has been equally important. Laws enabling women to vote and stand for office in the Federal National Council elections represent a breakthrough in civic rights. Beyond electoral laws, governmental decrees have mandated gender balance in public institutions and advisory councils. These legal mandates have helped institutionalize women's representation in governance and policy-making, ensuring their voices are heard at the highest levels.

In addition, the UAE has ratified several international conventions that promote women's rights, including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). While certain reservations were made to respect national law and customs, these commitments demonstrate the UAE's willingness to align its legal standards with global human rights frameworks.

Overall, the UAE's legal frameworks have been instrumental in transforming the landscape for women's rights. These laws do not exist in isolation; they are supported by government institutions, civil society organizations, and community programs that ensure enforcement and public awareness. The evolution of the legal system reflects a national consensus that women's empowerment is essential for sustainable development, social cohesion, and the country's global reputation.

As the UAE moves forward, continuous legal reform remains a priority to address emerging challenges and opportunities. The dynamic interplay between law, culture, and policy ensures that women's rights will continue to be protected, expanded, and respected in the decades to come.

Section 9: Women in Innovation, STEM, and Entrepreneurship

In recent decades, Emirati women have increasingly become key drivers of innovation, science, technology, engineering, and mathematics (STEM), as well as entrepreneurship fields traditionally dominated by men but now vital to the UAE's vision of a diversified and knowledge-based economy. This shift reflects the country's strategic emphasis on empowering women to lead in sectors that are essential for the future, fostering a culture of creativity, critical thinking, and problem-solving that transcends gender boundaries.

The foundation for women's participation in STEM was laid through robust investments in education. Emirati girls have consistently outperformed their regional and global counterparts in science and mathematics, supported by state-of-the-art curriculums and access to advanced educational institutions. Universities like Khalifa University, Masdar Institute, and the Higher Colleges of Technology have created specialized programs targeting female students, offering scholarships and research opportunities in fields such as artificial intelligence, renewable energy, robotics, and biotechnology. These initiatives have cultivated a new generation of female scientists, engineers, and innovators ready to contribute to the UAE's ambitious technological goals.

Government-led innovation hubs and technology parks have also played a significant role in supporting female innovators. For example, Dubai's Technology Innovation Institute and Abu Dhabi's Hub71 provide platforms where women entrepreneurs and technologists can collaborate, access funding, and showcase their inventions. Such ecosystems foster mentorship and networking, which are critical to overcoming traditional barriers and accelerating female-led startups. The presence of role models female engineers, scientists, and tech entrepreneurs has inspired many young Emirati women to pursue careers in these sectors.

Entrepreneurship, in particular, has become a dynamic arena for women's empowerment. The UAE government has launched numerous programs aimed at nurturing female entrepreneurs, including the 'SheTrades' UAE Initiative, Dubai Business Women Council, and the 'Womenpreneur' Competition. These initiatives offer training, financial support, mentorship, and international market access, enabling women to turn innovative ideas into successful businesses. Female entrepreneurs in the UAE are making their mark in diverse industries from technology and e-commerce to fashion, media, and sustainable development. One notable success story is the rise of Emirati women leading startups that focus on smart technology, green energy, health tech, and digital transformation. These businesses not only contribute to the economy but also address social and environmental challenges, aligning with the UAE's broader vision of sustainable development and global leadership in innovation. The

government's emphasis on innovation as a national priority ensures continuous support for women-led ventures through grants, incubators, and regulatory frameworks that encourage creativity.

Cultural shifts have also facilitated this progress. While respecting local traditions, Emirati society increasingly embraces the image of women as innovators and entrepreneurs. Families and communities support young women in STEM education and business pursuits, recognizing their potential to bring pride and prosperity. Public celebrations of women's achievements in these fields further normalize and encourage female participation, breaking down stereotypes and fostering ambition.

Despite significant progress, challenges remain. Women in STEM and entrepreneurship sometimes face obstacles related to gender biases, limited networking opportunities in male-dominated sectors, and balancing family responsibilities with demanding careers. However, ongoing government policies, corporate diversity programs, and advocacy by women's organizations are actively addressing these issues. The growing visibility of female leaders in innovation is gradually reshaping workplace cultures and societal attitudes.

Looking ahead, the future of women in innovation, STEM, and entrepreneurship in the UAE is promising. The country's strategic plans, such as UAE Vision 2031 and the National Innovation Strategy, explicitly emphasize gender inclusion as a core principle. By continuing to invest in education, infrastructure, and supportive ecosystems, the UAE ensures that women remain at the forefront of its transformation into a global innovation hub.

Section 10: Case Studies of Trailblazing Emirati Women

The progress of women in the United Arab Emirates is not merely a narrative of policy and vision, it is a story brought to life by the pioneering achievements of individual Emirati women who have dared to challenge conventions, lead with courage, and redefine what is possible. These trailblazers have not only made personal breakthroughs in their respective fields but have also inspired a generation of young women to pursue their own dreams. Their stories exemplify the core of the UAE's commitment to women's empowerment: creating a society where talent and ambition are recognized regardless of gender.

One of the most prominent figures in Emirati history is Her Highness Sheikha Fatima bint Mubarak, the "Mother of the Nation." As the Chairwoman of the General Women's Union and the Supreme Council for Motherhood and Childhood, she has been the backbone of the country's women's movement. Her work has laid the institutional and social groundwork for women's advancement, particularly in education, health, legal reform, and family support. Through her leadership, women's empowerment became not just a national agenda but a cultural norm rooted in compassion and responsibility.

In the political sphere, Dr. Amal Al Qubaisi stands out as a historic figure. In 2015, she became the first woman in the Arab world to lead a national council by being elected as President of the Federal National Council (FNC). A highly educated architect and former university professor, Dr. Al Qubaisi previously served as the first female member of the FNC in 2006. Her leadership in the council marked a turning point in gender representation and demonstrated the UAE's readiness to entrust women with the highest levels of legislative authority.

In the field of science and space exploration, Nora Al Matrooshi emerged as a groundbreaking figure by becoming the UAE's first female astronaut in 2021. Her selection to the UAE Astronaut Program was not just a personal achievement but a national milestone. With a background in mechanical engineering, Nora shattered stereotypes and became a symbol of Emirati women's expanding roles in global scientific frontiers. Her training at NASA and future space missions reflects the country's forward-looking approach and its investment in female talent across all domains.

Similarly, Major Mariam Al Mansouri became the first female fighter pilot in the UAE Armed Forces. Breaking through gender barriers in a highly disciplined and traditionally male-dominated environment, Mariam became a national icon when she led air missions as part of the UAE's military operations. Her journey from a young woman with a dream to a respected military commander illustrated how determination, supported by institutional backing, could pave the way for extraordinary success.

In the business world, Dr. Raja Al Gurg is among the most respected Emirati women entrepreneurs. As the Managing Director of the Easa Saleh Al Gurg Group, she has built a reputation as one of the most influential businesswomen in the Arab world. She has also served on the boards of major banks, academic institutions, and philanthropic organizations. Her achievements demonstrate that women can not only participate in but lead in high-stakes commercial sectors, shaping the economy and mentoring future female entrepreneurs.

In education and activism, Dr. Hessa Al Otaiba, the UAE's Ambassador to the Netherlands, has been a prominent voice for cultural diplomacy and gender representation abroad. With her background in media and academic work, she has advanced both education and cross-cultural dialogue, strengthening the UAE's international presence while serving as a role model for women in diplomacy.

Each of these women represents a different facet of the UAE's transformation from the political chamber to outer space, from boardrooms to battlefields. Their achievements have been made possible not only by personal excellence but by a supportive ecosystem built on strong leadership, legal protection, and public trust in women's abilities. They are not exceptions; they are trailblazers leading the way for thousands of others.

These case studies show that the vision of women's empowerment in the UAE is not aspirational it is a lived reality. The examples of Sheikha Fatima, Dr. Amal Al Qubaisi, Nora Al Matrooshi, Major Mariam Al Mansouri, Dr. Raja Al Gurg, and Dr. Hessa Al Otaiba reflect the diverse paths that women can take when barriers are removed and support systems are in place. Their stories illuminate the path forward and provide powerful proof that when women rise, nations rise with them.

Section 11: Role of Women in the Armed Forces and Police

The involvement of Emirati women in the armed forces and police marks a significant milestone in the UAE's journey toward comprehensive gender inclusion. Traditionally seen as male-dominated sectors, defence and law enforcement have increasingly opened up to women in the Emirates not only as symbolic gestures but as essential contributions to national security and public service. Emirati women in uniform now represent strength, resilience, discipline, and national pride, helping reshape perceptions of gender roles and proving that patriotism and professionalism know no gender.

The foundation for women's participation in the UAE's military and police services was laid through the country's broader empowerment policies, which emphasized equal opportunity across all sectors. Under the leadership of the late Sheikh Zayed bin Sultan Al Nahyan and the enduring advocacy of Sheikha Fatima bint Mubarak, the UAE began integrating women into security services with full institutional support. This move was not only aligned with global progress on women in defence but also rooted in the understanding that women have a unique and valuable perspective to bring to national and community safety.

A turning point came with the establishment of Khawla bint Al Azwar Military School, the first military academy for women in the UAE and the region. The institution trains Emirati women in military science, combat strategy, physical fitness, and leadership. It has played a pivotal role in shaping a new generation of female officers, soldiers, and professionals in the armed forces. Graduates of this academy now serve in the UAE Armed Forces, Presidential Guard, and special units, many of whom have taken part in peacekeeping missions and humanitarian efforts abroad.

Women have also made strong inroads into the UAE's police forces. Female officers are now present across various branches, including criminal investigation, forensic science, community policing, cybercrime, and traffic control. In cities like Abu Dhabi and Dubai, women serve in frontline roles and leadership positions. Female cadets receive the same rigorous training as their male counterparts and are equipped to handle everything from emergency response to high-tech surveillance operations. Their presence has improved community engagement, particularly in family-related cases and sensitive investigations where female victims or suspects are involved.

One of the most impactful roles women have played in these sectors is in peacekeeping and humanitarian missions. Emirati women have been deployed abroad as part of the UAE's foreign aid and military diplomacy programs, particularly in conflict-affected regions where female officers can provide medical care, psychological support, and security for women and children. These

missions highlight the critical role women play not only in combat and security but in promoting stability and compassion in global crises.

Societal perceptions of women in uniform have also evolved. What was once met with hesitation or scepticism is now viewed with respect and pride. Media coverage, public honours, and national campaigns have helped normalize and celebrate the presence of women in these fields. Emirati families, once cautious about such career paths for daughters and sisters, increasingly support their ambitions, recognizing that serving the nation in defence and law enforcement is one of the highest forms of contribution.

The government continues to strengthen policies and infrastructure to support women in security roles. This includes creating gender-sensitive facilities, offering family support programs, and providing ongoing professional development. Importantly, the participation of women in these sectors is not just seen as part of gender equality it is considered a strategic asset for national security.

In conclusion, Emirati women in the armed forces and police are not only protecting their nation; they are transforming it. Their discipline, courage, and competence embody the spirit of the modern UAE confident, inclusive, and forward-thinking. As more women join their ranks and rise in leadership, they pave the way for future generations to serve with honour and pride, proving once again that Emirati women are vital to the nation's strength, both in peace keeping and in protection.

Section 12: Women in Media, Arts, and Culture

The role of Emirati women in media, arts, and culture has grown into a powerful expression of identity, creativity, and empowerment. In a nation where tradition and modernity are skilfully balanced, women have emerged as leading voices shaping the narrative of the UAE on both local and global platforms. From journalists and filmmakers to painters, poets, and cultural curators, Emirati women are redefining cultural production, challenging stereotypes, and preserving national heritage with a modern voice.

Historically, women's participation in the creative fields was limited due to cultural norms and a lack of public platforms. However, over the past two decades, the UAE has made significant efforts to create space for female expression through the establishment of cultural institutions, media outlets, art festivals, and film commissions. This transformation has empowered women to speak, create, and lead in areas once considered unconventional, reinforcing the idea that cultural engagement is not only permissible but essential for national development.

In media, women now hold prominent positions as news anchors, editors, producers, and media executives. Emirati women have brought a distinctive perspective to journalism, often highlighting issues such as women's rights, family, social development, and the evolving identity of Emirati society. Influential figures like Muna Al Merri, Director General of the Government of Dubai Media Office, have helped set new standards in public communication and media leadership. Their presence ensures balanced and authentic storytelling that resonates with the public and represents the voice of Emirati women in the national discourse.

In the arts, the rise of women artists has been especially significant. Emirati painters, sculptors, calligraphers, and multimedia artists are using their work to explore themes of heritage, femininity, faith, identity, and global connection. Art galleries such as Tashkeel, The Third Line, and Etihad Modern Art Gallery regularly feature exhibitions by Emirati women whose works are gaining international attention. Najat Makki, a pioneer in the contemporary Emirati art scene, has been instrumental in paving the way for younger generations, blending traditional symbols with abstract expression in her paintings.

In literature and poetry, women continue to play a central role in the UAE's cultural heritage. Poetry has long been an integral part of Emirati tradition, and women poets today maintain this legacy while pushing the boundaries of form and subject matter. Writers such as Afra Atiq, a spoken word poet and scholar, blend Arabic and English in powerful performances that address identity, loss, and resilience. Emirati women authors are also contributing to the nation's

literary identity through novels, short stories, and memoirs that reflect on contemporary life and gender roles.

Filmmaking and photography have also become powerful tools for Emirati women to share untold stories. Directors like Nayla Al Khaja, the UAE's first female film director, have broken ground in the regional cinema industry. Her films address social themes and offer a female perspective in storytelling, setting the stage for other aspiring directors and producers. Female photographers and visual storytellers are equally making their mark in documentary, fashion, and conceptual work shaping new ways of seeing the Emirati experience through the female lens.

Cultural leadership is another area where Emirati women have made an indelible impact. From directing museums to curating exhibitions and leading cultural diplomacy efforts, women are actively shaping the UAE's cultural narrative at home and abroad. The UAE's rich calendar of events such as the Sharjah Biennial, Abu Dhabi Art, and Alserkal Avenue programs often features female curators, artists, and organizers, highlighting the central role of women in cultural innovation and diplomacy.

Importantly, the growing visibility of women in these fields has influenced broader societal attitudes. Where once female artists and media professionals faced hesitation or criticism, they are now celebrated for representing the nation's values with creativity and integrity. Government support, including grants, residencies, and cultural awards, has further solidified women's role in building a vibrant cultural ecosystem.

In conclusion, Emirati women in media, arts, and culture are more than contributors they are cultural architects shaping the image and soul of the nation. Their work preserves tradition while inviting dialogue, reflection, and global exchange. As the UAE continues to evolve, women in these sectors will remain at the forefront, bridging heritage and innovation, and using their voices and visions to inspire a more inclusive, expressive society.

Section 13: The Role of NGOs and Civil Societies

The rise of non-governmental organizations (NGOs) and civil society groups has been instrumental in advancing the cause of women's empowerment in the United Arab Emirates. While government leadership and policy reforms laid the foundation for gender equality, NGOs and civil society have played a critical complementary role serving as platforms for advocacy, education, community outreach, and support services. These organizations act as catalysts for social change, helping to bridge the gap between national strategies and the everyday realities of women across the country.

The formation of civil society in the UAE was closely tied to the vision of the nation's founding leaders, who believed in the importance of strong communities built on cooperation, education, and volunteerism. Since the 1970s, women's associations began emerging across various Emirates, often under the patronage of forward-thinking leaders such as Her Highness Sheikha Fatima bint Mubarak, who established the General Women's Union (GWU) in 1975, the first umbrella organization dedicated to supporting Emirati women's development, rights, and welfare; Remaining one of the most influential organizations in the country, spearheading initiatives in education, legal awareness, economic participation, and social protection. Through its nationwide programs, it provides resources and training for women in both urban and rural areas, ensuring that empowerment reaches all corners of Emirati society. Its advocacy efforts have also contributed to major policy changes in labour rights, family law, and childcare support.

Other key organizations, such as the Dubai Foundation for Women and Children (DFWAC), provide critical services in areas like domestic violence prevention, psychological counselling, and emergency shelter for women and children in vulnerable situations. These NGOs play a vital role in addressing social challenges that cannot always be fully covered by governmental institutions. Their presence not only ensures a safety net for women in crisis but also raises public awareness about gender-based violence and the need for prevention and rehabilitation. The Emirates Red Crescent, while primarily known for its humanitarian relief work, also supports many women-centered initiatives within the UAE. These include health campaigns, educational scholarships, and skill development programs for low-income women. Similarly, organizations like the Emirates Business Women Council and Emirates Women Entrepreneurs Forum help promote female entrepreneurship by offering mentorship, networking opportunities, and access to funding. Civil society groups have also led public awareness campaigns around critical issues such as breast cancer awareness, reproductive health, mental well-being, and financial literacy. Through workshops, seminars, social media campaigns, and collaborations with schools and universities, these organizations reach thousands of women and girls each

year, equipping them with the knowledge and confidence to lead healthier, more independent lives.

Importantly, these NGOs and associations work in collaboration with federal and local governments, rather than in opposition. This collaborative model has proven effective in a country like the UAE, where public-private partnerships are often encouraged as a way to accelerate social progress. Many civil society leaders also serve as advisors or consultants to government bodies, ensuring that grassroots insights inform top-down decision-making. The participation of young Emirati women in NGO work and volunteerism has also grown substantially; driven by a strong spirit of civic engagement, students and young professionals are joining community projects, organizing social drives, and volunteering in humanitarian programs both locally and internationally. This new generation of civil society leaders is expanding the impact of NGOs and infusing them with innovative ideas and energy. Despite their successes, NGOs in the UAE face the ongoing challenge of balancing cultural sensitivity with progressive advocacy. Working within societal norms while pushing for reform requires diplomacy, patience, and trust-building. However, the continued support from the leadership, as well as increased public appreciation of civil society's role, has allowed these organizations to thrive.

The role of NGOs and civil societies in empowering women in the UAE is vital and dynamic. These organizations act as enablers, protectors, educators, and advocates, complementing the government's efforts and responding to the nuanced needs of women on the ground. Their work ensures that empowerment is not just a policy, but a lived reality accessible, inclusive, and sustainable across generations.

Section 14: Gender Equality in the UAE Constitution and Laws

The foundation of gender equality in the United Arab Emirates is enshrined in its Constitution and supported by the growing body of progressive laws that affirm the rights and status of women. The UAE has taken deliberate steps to ensure that gender equity is not merely aspirational but is rooted in legal frameworks that govern the country's institutions, civil society, and economic systems. These legal commitments have played a pivotal role in advancing equality for women and establishing the country as a regional leader in gender-inclusive policy.

The UAE Constitution, adopted in 1971, sets the tone for gender equality through key articles that guarantee equal rights for all citizens, regardless of their gender. Article 14 emphasizes equality, social justice, and equal opportunity for all citizens in education, employment, and social services. Article 25 explicitly states that all individuals are equal before the law and prohibits discrimination on the basis of race, nationality, religious belief, or social status which is often interpreted to include gender as well. These constitutional provisions serve as the backbone for legislative reforms and policies that promote women's participation across all areas of life.

One of the most significant advancements has been in labour and employment law. The UAE has enacted multiple reforms to promote workplace equality, including laws that prohibit gender-based discrimination in hiring, salaries, and promotions. In 2021, the UAE amended its labour law to ensure that women and men receive equal pay for the same work a landmark move aimed at closing the wage gap between genders. Additionally, the law provides protection against workplace harassment and includes provisions for maternity leave and childcare support, ensuring that women are not being penalized professionally for their personal and familial responsibilities.

The UAE has also prioritized women's political and civil rights. In 2019, a presidential directive mandated that women must occupy 50% of the seats in the Federal National Council (FNC), the UAE's advisory legislative body. This decision was not merely symbolic -it demonstrated the state's legal and institutional commitment to equal political representation. Women in the UAE also have full rights to vote, run for office, and participate in decision-making processes at all levels of governance.

In the field of personal status law, which governs family issues such as marriage, divorce, custody, and inheritance, the UAE has introduced substantial reforms to offer greater protection and autonomy to women. In 2020, amendments to the personal status code gave women more rights in divorce proceedings and child custody cases. Additionally, the decriminalization of certain behaviours and reforms to guardianship laws represent a move toward a more balanced approach to gender justice within the family structure.

Criminal law has also evolved to better protect women, particularly in areas of domestic violence and harassment. The UAE issued the Family Protection Policy to address domestic abuse, and new legal provisions criminalize psychological, physical, and verbal abuse within families. Specialized family courts and shelters provide support and legal aid to women facing such challenges. These legal protections are supplemented by awareness campaigns and government-backed services to help victims seek justice without stigma.

Moreover, the UAE is a signatory to several international conventions that reinforce its legal obligations toward gender equality. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which the UAE ratified in 2004. While there are cultural and legal reservations in some areas, the country has made consistent efforts to align its domestic laws with international human rights standards, particularly in terms of women's access to education, health care, and public life.

Legal reforms have also extended to economic empowerment, with laws facilitating female entrepreneurship, equal access to credit, and business ownership. Today, women in the UAE can open and manage businesses without the need for male guardianship, own property, and access government support for small and medium enterprises (SMEs). Government entities such as the Abu Dhabi Businesswomen Council and Dubai Business Women Council also work under legally mandated charters to support and advocate for female entrepreneurs.

While significant progress has been made, legal equality is an ongoing journey. The UAE continues to review, modernize, and implement laws with gender sensitivity in mind, reflecting the country's ambition to lead the Arab world in gender equity. Importantly, legal reforms are not isolated efforts they are closely tied to national strategies such as the UAE Gender Balance Council, which ensures that laws and policies translate into real, measurable outcomes for women.

The UAE's legal and constitutional frameworks have laid a solid foundation for gender equality, supporting a broader cultural and institutional transformation. From civil rights and labour law to family protection and political participation, the law now increasingly serves as both a shield and a sword protecting women's rights and enabling them to shape the nation's future. As legal awareness grows among citizens and reforms continue, the UAE is positioned to move even closer toward its vision of a fully inclusive society.

Section 15: Challenges to Empowerment: Balancing Tradition and Progress

While the United Arab Emirates has made remarkable strides in empowering women across sectors, the journey has not been without its challenges. One of the most nuanced and enduring aspects of this progress is the delicate balance between preserving cultural and religious traditions and embracing modern gender equality. The UAE's rapid development into a global hub has brought both opportunities and dilemmas, particularly when navigating the intersections of tradition, identity, and women's rights.

At the heart of this balance is the importance of tradition in Emirati society. The UAE's cultural fabric is woven from deeply rooted values, many of which stem from Islamic principles and Bedouin heritage. These traditions emphasize family unity, modesty, and respect for social roles, which have historically defined gender dynamics. As a result, many Emirati families especially in more conservative areas of the country still adhere to gender-specific expectations about a woman's role in the home versus in public life. Empowerment efforts must therefore take these sensitivities into account, ensuring that progress does not appear to threaten cultural continuity.

A significant challenge lies in perception and resistance not from official policies, which largely support gender equality, but from segments of society that may view modern empowerment initiatives as a departure from traditional norms. This generational divide often plays out within families and communities, where older members may be hesitant about women working in mixed-gender environments, traveling abroad alone, or pursuing careers in non-traditional fields like politics, aviation, or engineering. Younger Emirati women, raised in a more globalized environment, often face internal conflicts as they attempt to reconcile and balance personal ambitions with familial expectations.

Workplace dynamics also present challenges. Despite legal protections and government initiatives encouraging female employment, some women still report unequal opportunities for promotion, subtle biases, or pressure to choose between career and family. In male-dominated industries, breaking through cultural barriers can require additional effort, resilience, and support systems. Initiatives such as flexible working hours, mentorship programs, and women-led professional networks are helping to ease these tensions, but societal attitudes remain a key factor in long-term success.

In rural and remote areas, women often encounter additional barriers. Access to education, employment, and leadership opportunities can be limited by infrastructure or social norms that are slower to evolve. While government efforts to decentralize services and promote equal development across all Emirates are ongoing, ensuring that empowerment reaches every woman regardless of geography remains a work in progress.

The digital age has introduced new complexities. On one hand, social media and online platforms have given Emirati women powerful tools to express themselves, share ideas, and build businesses. On the other hand, these platforms can also expose them to scrutiny, cyberbullying, and cultural backlash. Women influencers and public figures often navigate criticism for being “too modern” or for challenging conservative norms, creating a new battleground for the negotiation of identity and progress.

Additionally, balancing personal empowerment with national identity is a subtle but significant challenge. The UAE’s leadership has repeatedly emphasized that empowerment should align with Emirati values rather than mimic Western models. This approach has led to a uniquely Emirati version of feminism one that honours tradition while encouraging agency. However, this balance is not easily maintained, especially when global pressures and comparisons with more liberal societies enter the conversation.

Religious interpretation also plays a complex role in this topic. Islam, which forms the moral foundation of Emirati law and society, advocates for the dignity and rights of women. Yet, interpretations of religious texts can vary widely, and conservative readings have been used to justify gender restrictions. To address this, the UAE has supported moderate religious scholarship and public discourse that emphasizes the alignment of Islamic values with gender justice, though this remains a sensitive and ongoing effort.

Despite these challenges, the UAE has made significant progress in addressing them through dialogue, education, and inclusive policymaking. The government’s push for gender balance, legal reform, and public engagement shows an awareness that true empowerment is not just about opportunity, but about changing mindsets. National strategies aim to not only empower women economically and politically, but also to foster a culture where women’s contributions are universally accepted and celebrated. The challenges faced by Emirati women are being met with resilience, innovation, and cultural sensitivity. As the country continues to evolve, so too will its approach to empowerment reflecting a dynamic society that honours its past and heritage while boldly stepping into the future.

Section 16: Global Influence - UAE Women on the International Stage

As the United Arab Emirates has grown into a powerful global player, so too have its women emerged as influential figures on the international stage. Emirati women are shaping national policies, economic developments and representing the UAE in diplomacy, humanitarian efforts, business, sports, science, and global leadership platforms. Their rise on the world stage is a testament to both the country's commitment to women's empowerment and the growing confidence of Emirati women to lead, innovate, and inspire far beyond their borders.

A key pillar of the UAE's global image is its active and strategic foreign diplomacy, where women now play a central role. One of the most prominent figures is Her Excellency Lana Nusseibeh, the UAE's Permanent Representative to the United Nations. She has been at the forefront of critical diplomatic negotiations and is recognized globally for her leadership on issues such as peace, climate change, and gender equality. Her success reflects the UAE's broader initiative to integrate women into high-level diplomatic roles and international forums.

Beyond diplomacy, Emirati women are making their mark in global governance and development, particularly through organizations like the UN, UNESCO, and the World Economic Forum. They are part of global think tanks, advisory boards, and international panels on sustainability, artificial intelligence, education, and humanitarian aid. Through these channels, Emirati women bring unique perspectives shaped by both regional heritage and global exposure, demonstrating how national identity can enrich global dialogue.

In the field of science and space exploration, UAE women have made headlines worldwide. Nora Al Matrooshi, the first female Emirati astronaut, symbolizes the country's bold investment in STEM and the breaking of gender stereotypes in traditionally male-dominated industries. Her role in the UAE Astronaut Program has garnered international media attention and has inspired a generation of Arab women to pursue careers in science and space. Likewise, many women have led critical missions within the UAE's space agency and the Mars Mission "Hope Probe," contributing to the global scientific community.

Entrepreneurship and business leadership are other areas where Emirati women are expanding their influence across borders. Business leaders such as Raja Easa Al Gurg and Dr. Amina Al Rustamani have become internationally recognized for their achievements in industry, construction, retail, and media. Many Emirati women have launched start-ups with global reach, participated in international trade expos, and collaborated with foreign partners to bring UAE-grown innovation to the world market. These women embody a new wave of economic diplomacy one that blends entrepreneurship with cultural representation.

While in the sports arena, Emirati women are breaking records and representing the nation in global competitions. Athletes such as Amna Al Haddad, a weightlifter and advocate for women in fitness, and Zahra Lari, the first Emirati figure skater to compete internationally in hijab, have captured international headlines. Their participation has not only elevated the profile of UAE women in sports but has also contributed to global conversations around diversity, inclusion, and the intersection of culture and athletics.

Emirati women have also earned a strong global reputation in humanitarianism. Her Highness Sheikha Fatima bint Mubarak, the "Mother of the Nation," has championed women's rights not just in the UAE but in the wider Arab and Islamic worlds. Through the Fatima bint Mubarak Volunteering Program, and initiatives by the Emirates Red Crescent, Emirati women have been involved in missions across Africa, Asia, and the Middle East, offering health care, education, and disaster relief. Their work reflects the UAE's values of tolerance and generosity while building a global humanitarian legacy.

International cultural diplomacy has also become a vital tool for showcasing Emirati women's creativity and voice. Writers, filmmakers, and artists from the UAE are now featured in global exhibitions, film festivals, and book fairs. Women such as Noura Al Kaabi, former Minister of Culture and Youth, have promoted the UAE's rich cultural heritage globally, ensuring that the Emirati narrative includes the vibrant role of women in preserving and evolving the nation's identity.

Importantly, the global visibility of Emirati women is not only a reflection of their individual achievements but also of the UAE's strategic commitment to building an inclusive image on the world stage. The government's soft power initiatives, such as the UAE Gender Balance Council and participation in global summits, ensure that gender equality is part of the UAE's international branding. Emirati women are increasingly invited to speak at world forums, lead international conferences, and collaborate on cross-border initiatives.

The influence of Emirati women is no longer confined to national borders. Through their excellence in diplomacy, science, business, humanitarianism, sports, and culture, they are reshaping global perceptions of the Arab woman. Their presence on the international stage is both a powerful symbol of the UAE's progress and a promising sign of what the future holds for women across the region. As more doors open and more voices rise, Emirati women will continue to be ambassadors not only for their country, but for the universal cause of empowerment and equality.

Section 17: Youth Engagement and Next-Gen Female Leaders

The future of women's empowerment in the United Arab Emirates is being shaped by a dynamic and ambitious new generation of young Emirati women. These next-generation female leaders are not only beneficiaries of the UAE's progressive policies but also active contributors to its ongoing transformation. With access to world-class education, technology, and government support, Emirati youth especially young women are redefining leadership and social impact in the 21st century. Their engagement is critical for sustaining momentum in gender equality and innovation, making youth leadership a central pillar in the UAE's national vision.

At the heart of this movement is education, which continues to serve as the primary driver for youth development. Emirati girls consistently outperform boys in schools and universities, with women making up over 70% of higher education graduates. Young women are increasingly entering STEM, cybersecurity, artificial intelligence, and international relations. With the rise of institutions like Khalifa University, NYU Abu Dhabi, and the Mohamed bin Zayed University for Artificial Intelligence, young Emirati women are gaining both the academic tools and global perspective needed to lead in complex, high-impact areas.

Leadership development initiatives have played a pivotal role in nurturing female youth leadership. Programs such as the Emirates Youth Leadership Initiative, Young Arab Leaders, and the UAE Youth Ambassadors Program give young women the opportunity to participate in government decision-making, policy design, and international dialogue. These platforms are often supported by ministries and national councils, such as the Ministry of Youth and the UAE Gender Balance Council, which specifically create space for young female voices to influence strategic planning and innovation across sectors.

Another area where next-gen female leaders are excelling is entrepreneurship. With access to incubators, seed funding, and tech hubs, young Emirati women are launching start-ups that span fashion, fintech, e-commerce, and sustainability. Platforms like Sheraa, Flat6Labs, and Hub71 actively encourage female founders to scale their businesses, contributing to both economic diversification and a more inclusive private sector. These young entrepreneurs are not only job creators but also changemakers, using their platforms to promote social responsibility and female empowerment in the digital age.

Youth participation in government and diplomacy has also seen a significant rise. The appointment of Shamma Al Mazrui as the UAE's Minister of Community Development at just 22 years old signalled a shift toward youth inclusion in national leadership. As the youngest government minister in the world at the time, she became a symbol of trust in youth capability and female excellence. Many young women are now entering government internships, fellowships, and

advisory councils, where they influence national strategies on education, climate change, and future technologies.

On the international stage, young Emirati women are gaining recognition through participation in forums like the World Youth Forum, UN Youth Assemblies, and Expo initiatives, where they represent the UAE in discussions on topics such as climate, peace, innovation, and gender justice. These platforms give them global visibility and the opportunity to build alliances with peers worldwide, further enhancing the UAE's soft power and global presence through its youth.

Social media and digital platforms are also important tools for youth engagement. Young female influencers, activists, and content creators are using platforms like Instagram, TikTok, YouTube, and LinkedIn to share ideas, promote initiatives, and challenge stereotypes. These digital leaders are fostering a more open, informed, and connected society where topics like mental health, gender equality, career development, and entrepreneurship are increasingly normalized and discussed openly.

Despite these successes, young female leaders face challenges, including intergenerational expectations, work-life balance concerns, and the pressure of representation where their individual success is sometimes seen as representing all Emirati women. However, mentorship programs, peer networks, and leadership circles are helping to provide guidance, emotional support, and role models that empower these young women to navigate complex social dynamics while staying true to their goals.

Importantly, youth engagement is not occurring in isolation. It is supported by institutional frameworks such as the National Youth Strategy, which integrates youth aspirations into government policy, and the Federal Youth Authority, which ensures the concerns of young citizens are reflected in national development agendas. These bodies recognize that empowering youth, especially women, is essential not only for gender equality but for the broader goal of building a resilient, inclusive, and forward-thinking nation.

The UAE's investment in its young female population is one of its most promising assets. These women are visionaries, tech pioneers, social entrepreneurs, and cultural ambassadors who are leading the country into a new era. As barriers continue to be dismantled and opportunities continue to grow, next-gen female leaders are poised to not only shape the UAE's future but to influence regional and global change. Their voice, energy, and innovation are the clearest indicators that the empowerment of Emirati women is not just a legacy it is a living, evolving force.

Section 18: Expo 2020 and Women's Global Role

Expo 2020 Dubai marked a historic moment for the United Arab Emirates and the world not just as a global gathering of innovation, sustainability, and culture, but also as a celebration of women's contributions to shaping the future. Held under the theme "Connecting Minds, Creating the Future", the Expo provided an unprecedented platform for showcasing the global role of women, with the UAE leading by example. From policymaking to entrepreneurship, arts to science, Emirati and international women were placed at the centre of the conversation, signalling a new chapter in the global movement for gender equality.

One of the most groundbreaking features of Expo 2020 was the dedicated Women's Pavilion, a collaboration between Expo 2020 and Cartier. This was the first time since the 1900s that a world expo included a standalone pavilion focused entirely on women's empowerment. The pavilion was not a space for symbolism it was a hub for action. Through interactive exhibits, global forums, and art installations, it highlighted the critical but often underrepresented and underappreciated role that women have played and continue to play in the advancement of societies. It told stories of women across continents who are changing the world in fields like education, sustainability, health, and leadership. It shifted global conversations around gender equality by framing empowerment as a global priority, not a regional ambition. The events, exhibits, and commitments made during the Expo extended beyond its physical space paving the way for long-term initiatives. Countries were encouraged to rethink their own gender policies through knowledge-sharing and the exchange of best practices. It became clear that empowering women is not a sideline issue it is central to achieving global development goals.

The UAE used the Expo as a platform to amplify its commitment to women's empowerment on a global scale. Female Emirati leaders featured prominently in panel discussions, youth dialogues, and global strategy summits. Ministries and government bodies hosted forums on topics such as gender balance in innovation, climate action led by women, and the future of education through a gender-inclusive lens. These discussions did more than inform they set new standards for how global events could prioritize inclusive leadership.

Her Excellency Reem Al Hashimy, Minister of State for International Cooperation and Director General of Expo 2020 Dubai, became a standout figure, not just for her role in organizing the mega-event, but for the way she symbolized female leadership in a project that involved 192 participating countries. Her leadership demonstrated the capacity and influence of Emirati women in delivering results on the world stage, further solidifying the UAE's image as a nation that values talent and leadership regardless of gender.

Expo 2020 also became a launchpad for cross-border women-led partnerships. Female entrepreneurs from across the world collaborated through Expo's innovation platforms such as the Global Best Practice Programme and Expo Live, which supported grassroots initiatives including many led by women aimed at solving real-world problems. These programs helped female innovators access funding, mentoring, and visibility, creating long-term ripple effects for women's economic empowerment.

Youth participation, especially among young Emirati women, was another highlight. From the Expo School Programme to the Youth Ambassadors, young women took active roles as guides, speakers, volunteers, and innovators. Their visibility throughout the six-month event served as a testament to the next generation of leadership emerging from the UAE. These young voices brought fresh ideas on sustainability, social enterprise, and peacebuilding all with a strong focus on inclusion.

Culturally, Expo 2020 offered a stage for women in the arts, media, and performance, celebrating female talent from around the world. Emirati artists and musicians shared the limelight with global icons, creating a narrative of cultural fusion where women's creative voices were not just acknowledged, but celebrated. Through film screenings, poetry slams, and design showcases, Expo allowed women's stories to be told in their own words and on their own terms.

Expo 2020 was both a culmination and a springboard. It reflected decades of investment in women's development and projected a future in which Emirati women would play an even greater role in diplomacy, global business, sustainability, and culture. It also reinforced the UAE's position as a regional leader in women's empowerment demonstrating to the Arab world and beyond that modernity and tradition can coexist when guided by vision, respect, and ambition. In this context, Expo 2020 became more than a world fair it was a milestone for women's global role. It showed what is possible when women are not only included but cantered in the dialogue on the future. With its bold programming and inclusive leadership, Expo 2020 left behind a powerful legacy one where the world witnessed what a gender-equal future could look like, and where Emirati women stood proudly among global changemakers, inspiring generations to come.

Section 19: Digital Empowerment: Tech, AI, and the Female Workforce

In the digital era, the empowerment of women has taken on new dimensions none more transformative than the rise of technology, artificial intelligence (AI), and digital innovation. The UAE, with its ambitious vision to become a global leader in technological advancement, has placed women at the heart of this transformation. Through targeted education, government-backed initiatives, and private sector collaboration, Emirati women are increasingly stepping into influential roles in the digital economy, shaping not just the local landscape but contributing to global innovation as well.

The foundation of this digital empowerment began with access to quality education in STEM. UAE's universities have seen a sharp rise in female enrolment in technical fields, with women comprising over 50% of students in many STEM programs. Institutions such as Khalifa University, the Mohammed Bin Zayed University of Artificial Intelligence (MBZUAI), and the American University of Sharjah offer programs that actively recruit and support women in tech, providing scholarships, mentorship, and research opportunities. This academic momentum has positioned Emirati women to become key players in the Fourth Industrial Revolution.

One of the most striking examples of digital empowerment is the growing presence of women in AI and data science fields historically dominated by men worldwide. The UAE's National Artificial Intelligence Strategy 2031 emphasizes inclusive innovation, and as a result, women are now leading AI projects in healthcare, education, smart city planning, and cybersecurity. Female data analysts, machine learning engineers, and AI ethicists are not only contributing to projects within the UAE but are also participating in global forums and partnerships.

Government initiatives have been essential in opening doors. Programs like the She Leads Accelerator, Women in Tech UAE, and 'TechWomen' Rising provide platforms for training, networking, and funding. These programs are often designed with an understanding of the unique barriers women may face in entering male-dominated digital industries such as lack of mentorship, limited visibility, and workplace stereotypes. By addressing these challenges head-on, the UAE ensures that the digital economy grows inclusively.

Entrepreneurship in the tech space is another area where women are making strides. Female-led startups in the UAE are now tackling sectors such as fintech, e-commerce, health tech, and green tech. Platforms like Hub71 and Dubai Future Accelerators actively promote female founders, offering seed funding, mentorship, and international exposure. Many of these women are not only creating economic value but also designing tech solutions that address societal challenges, from women's health to education accessibility.

Digital empowerment also extends to remote and freelance work, which gained traction during and after the COVID-19 pandemic. The UAE has embraced hybrid work models and digital nomad policies, allowing women greater flexibility to participate in the workforce while balancing personal responsibilities. Digital platforms like LinkedIn, Upwork, and locally developed freelance hubs have enabled women especially young mothers and those in more conservative households to build their careers without compromising their family commitments. Importantly, the narrative of digital empowerment in the UAE is inclusive of rural and underserved communities. Government outreach programs, mobile learning platforms, and digital literacy campaigns are helping women across all Emirates to access training and job opportunities. This democratization of tech skills ensures that digital empowerment is not confined to urban centres but becomes a nationwide movement.

Social media has become a powerful tool for female influence and expression. Emirati women are leveraging digital platforms to advocate for social change, share professional knowledge, and create content that educates and empowers others. Influencers, tech bloggers, and digital educators are redefining the boundaries of career success, using technology to reach audiences far beyond geographic limitations. This digital voice is an extension of female agency, reinforcing their role as leaders in shaping both opinion and policy.

Cybersecurity and online safety, however, remain important areas of focus. As women increase their digital presence, the risk of cyber harassment, privacy breaches, and misinformation targeting female users also grows. Recognizing this, the UAE has strengthened legal protections and awareness campaigns around digital ethics and online security, ensuring that empowerment in the digital realm is matched with safety and support.

Technology and AI are not just tools of innovation they are catalysts for female empowerment. By investing in education, supporting startups, and creating an inclusive digital ecosystem, the UAE has enabled its women to rise as creators, leaders, and decision-makers in the digital age. The shift is not only technological it is deeply cultural and societal. As the world becomes more digitized, Emirati women are not merely adapting to the future they are helping design it.

Section 20: Religious Perspectives and Women's Empowerment

The relationship between religion and women's empowerment in the United Arab Emirates is deeply rooted in the cultural and spiritual identity of the nation. Islam, the predominant religion of the UAE, plays a central role in shaping societal norms, values, and governance. However, contrary to common misconceptions that associate religion with restriction, the UAE presents a powerful example of how Islamic principles can coexist with and even promote women's empowerment, when interpreted through a progressive and inclusive lens.

At the heart of Islamic teachings is the concept of justice (adl), dignity (Karama), and the moral equality of all human beings. The Quran and Hadiths recognize the rights of women in various aspects of life education, ownership, business, and community involvement. The early history of Islam includes many prominent female figures such as Khadijah bint Khuwaylid, a successful businesswoman and the first wife of Prophet Muhammad (PBUH), or Aisha bint Abu Bakr, a scholar and political leader. These examples are often invoked in the UAE to demonstrate that women's leadership and participation in society are not new concepts but rooted in Islamic tradition.

The UAE leadership has long embraced this perspective. The late Sheikh Zayed bin Sultan Al Nahyan often emphasized that Islam calls for the upliftment and respect of women, and he championed the idea that empowering women does not contradict religious values. This outlook is reflected in the national vision that promotes a balanced approach: honouring Emirati heritage and Islamic beliefs while encouraging modern progress. It is this balanced interpretation that underpins the country's gender policies and social reforms.

Religious scholars and institutions in the UAE have also played a constructive role in reframing discussions around gender. The General Authority of Islamic Affairs and Endowments (GAIAE) support sermons and educational content that emphasize the religious duty of treating women with respect, supporting their education, and allowing them to contribute to society. Religious discourse increasingly focuses on concepts like mutual respect in marriage, women's right to work, and the importance of female voices in moral and ethical discussions.

Moreover, female religious leaders and scholars are emerging within the UAE's religious landscape. The Fatwa Council of the UAE and related institutions have begun training female scholars to engage in religious counselling and public outreach. These women serve as trusted sources of religious knowledge, offering guidance on family issues, ethical decisions, and community matters all within the framework of Islamic teachings. Their presence helps counter rigid interpretations and gives women a platform to influence religious narratives in a way that aligns with both faith and modern identity.

Education remains a central tenet of religious empowerment. The Quran encourages both men and women to seek knowledge, and the UAE has embodied this directive through policies that guarantee education for all. Female students often surpass male peers in academic achievement, and many pursue studies in Islamic law, theology, and Arabic literature fields that were once male-dominated. This not only empowers women intellectually but also ensures that the next generation of religious leaders will reflect a more gender-balanced perspective.

In daily life, Islamic values continue to guide women's empowerment in practical ways. Concepts such as modesty, respect, and community service are interpreted not as limitations, but as values that can coexist with professional ambition, education, and leadership. Emirati women have successfully navigated traditional expectations while embracing careers in business, diplomacy, technology, and the arts all within a culturally and religiously respectful framework.

It is also important to address that misinterpretations of religion have, at times, been used to justify inequality. However, the UAE actively combats these narratives by promoting moderate Islam through institutions such as Al Mesbar Studies and Research Centre, Hedayah, and the Forum for Promoting Peace in Muslim Societies. These bodies work to dispel extremist ideologies and highlight the compatibility between Islam and human rights, including women's rights. Interfaith dialogue and global religious conferences hosted in the UAE also play a role in shaping a broader understanding of gender and faith. These platforms allow Emirati women to engage with religious thinkers and leaders from around the world, contributing to a global discourse that is increasingly recognizing the role of women as equal partners in building peaceful, moral, and inclusive societies.

Religion in the UAE is not seen as a barrier to women's empowerment but rather as a foundation that, when interpreted progressively, supports it. By grounding its gender policies in Islamic values of dignity, justice, and knowledge, the UAE has crafted a model where women can lead and thrive without abandoning their spiritual identity. Emirati women today are walking a path where faith and empowerment are not opposing forces, but allies paving the way forward.

Section 21: Emirati Men as Allies in Gender Equality

The journey toward gender equality in the United Arab Emirates has not been one led by women alone; it has been significantly supported and sustained by Emirati men who serve as allies, advocates, and partners in this national transformation. From visionary leaders to fathers, brothers, teachers, and colleagues, men in the UAE are increasingly playing a critical role in breaking stereotypes, supporting women's advancement, and helping shape a society where both genders can thrive equally. This collaborative spirit has become one of the defining characteristics of the UAE's approach to empowerment.

The foundation of this allyship was laid early on by the country's leadership. The late Sheikh Zayed bin Sultan Al Nahyan promoted women's education and employment and publicly emphasized that a nation cannot develop if half of its population is left behind. His progressive views on the role of women were mirrored by his male successors, ministers, and policymakers who institutionalized women's empowerment through national strategies and government bodies. Today, leaders like H.H. Sheikh Mohamed bin Zayed Al Nahyan continue to champion policies that prioritize women's inclusion in all sectors, setting an example for men across the country.

Beyond leadership, Emirati men in families have been key to fostering change at the grassroots level. Fathers who encourage their daughters to pursue higher education, brothers who support their sisters' ambitions, and husbands who share domestic responsibilities are helping redefine the role of women in everyday Emirati life. The younger generation of men, in particular, raised in a society that values both tradition and progress, are more open to gender-balanced relationships. This evolving mindset is enabling women to pursue careers, leadership roles, and personal development without being limited by outdated expectations.

In the workplace, male managers, mentors, and colleagues are crucial to ensuring inclusive professional environments. Many organizations in the UAE now emphasize gender equity not just in hiring practices but in leadership development, workplace culture, and promotion policies. Men who champion female talent by nominating women for leadership opportunities, offering mentorship, or actively dismantling biases help create a culture where women are valued for their capabilities. This shift is visible across sectors such as education, government, law enforcement, tech, and business, where women are increasingly taking on senior roles with the support of their male counterparts.

Educational institutions also play a major role in shaping male perspectives. Male teachers and university professors who teach gender-sensitive curricula and model respect for female students contribute to a generation that sees women as intellectual equals. Schools and universities have become spaces where boys and

girls are encouraged to collaborate, respect each other, and work toward shared goals laying the foundation for long-term cultural change.

One of the most impactful arenas for allyship is the religious and cultural sphere. Male religious scholars and community leaders in the UAE have used their platforms to promote a balanced interpretation of Islamic teachings, which upholds the rights and dignity of women. Their voices help counteract conservative narratives that misrepresent religion as a barrier to women's progress. By emphasizing that Islam supports justice, education, and participation for all, these leaders inspire both men and women to pursue empowerment within a shared moral and cultural framework.

Media and public discourse have also witnessed a positive evolution, with more Emirati men speaking out in support of gender equality. Male influencers, journalists, authors, and public figures use social platforms to advocate for women's rights, challenge gender stereotypes, and celebrate the achievements of Emirati women. Their participation in the conversation normalizes allyship and encourages more men to reflect on their roles in supporting progress.

Despite the growing support, challenges remain. Traditional norms, societal pressures, and lingering stereotypes can still influence male attitudes in certain communities. However, the UAE addresses this by promoting awareness campaigns, workshops, and national strategies that involve both genders in the dialogue. Initiatives such as the Gender Balance Council work with men and women to implement policies and drive change collaboratively, emphasizing that gender equality is not a women's issue it's a societal one.

Emirati men have not just been passive observers of change they are active participants and essential partners in the empowerment journey. Their support, encouragement, and leadership are helping dismantle barriers and build a more inclusive, balanced society. By embracing their roles as allies, men in the UAE are demonstrating that true progress comes when both genders walk forward together rooted in mutual respect, shared responsibility, and a collective vision for the nation's future.

Section 22: Role of Families and Education in Shaping Empowered Girls

The foundation of an empowered society begins at home and in the United Arab Emirates, the role of families and education systems in shaping confident, capable, and ambitious girls cannot be overstated. As the UAE continues to evolve socially and economically, families and schools have become key pillars in nurturing young girls to believe in their potential, embrace opportunities, and take pride in both their cultural heritage and personal aspirations.

The family unit is central to a child's identity and values. Traditionally in Emirati households, families played protective roles, often adhering to conservative norms around gender. However, over the past few decades, there has been a significant shift in mindset, particularly among younger parents who see education and personal development as essential for their daughters. Encouraged by national leadership and supported by modern policies, families today are increasingly encouraging girls to pursue higher education, explore career options, and participate in public life. Fathers and mothers alike are recognizing that their daughters' success contributes to the strength and progress of the nation.

One of the most powerful tools in shaping empowered girls is access to quality education. The UAE government has prioritized education as a national strategy, resulting in near-universal enrolment rates and a substantial rise in girls attending primary, secondary, and tertiary institutions. Girls in the UAE consistently outperform boys academically and are more likely to complete university and earn their degrees. Educational institutions have also evolved to include leadership programs, innovation labs, activity clubs, debate societies, and entrepreneurship initiatives giving girls the confidence and skills to compete and lead in a globalized world. Role models in the classroom are vital to this process. Female teachers, school principals, and university professors act not only as educators but as examples of what girls can achieve. Their guidance shapes self-esteem, resilience, and ambition in young women. At the same time, male educators who promote inclusive values help normalize gender equality, reinforcing that respect and collaboration are mutual. Through mentorship and encouragement, educators help girls visualize futures beyond traditional boundaries.

Curriculum and school culture have also evolved in the UAE. Topics such as leadership, civic responsibility, gender equality, and innovation are being woven into educational content from early stages. Moral education programs, introduced in all UAE schools, focus on values such as respect, tolerance, and ambition reinforcing the idea that both boys and girls can contribute equally to society. Schools are no longer just places of academic instruction; they are environments where girls are taught to lead, speak up, and shape their communities.

Meanwhile, extracurricular activities play a critical role in holistic development. Participation in sports, science competitions, public speaking, environmental campaigns, and robotics challenges empowers girls to gain confidence, build teamwork skills, and challenge limiting stereotypes. Initiatives such as the “Emirati Women in Science” programs, Model UN conferences, and coding bootcamps specifically encourage girls to envision themselves as future scientists, diplomats, and entrepreneurs.

Families also support empowerment by maintaining cultural values alongside modern aspirations. Many Emirati families are successfully blending tradition with progress, teaching their daughters to respect their roots while aiming high in education and careers. This balance is essential to building young women who are both proud of their identity and capable of global success. Supportive parents who involve their daughters in decision-making, encourage independent thinking, and expose them to community service or volunteering play a formative role in nurturing socially responsible, forward-thinking citizens.

At the policy level, government support has reinforced the role of families and schools in empowering girls. Programs like the Emirati School Model, National Strategy for Higher Education 2030, and National Youth Agenda focus on inclusion, skill-building, and leadership development. The UAE’s commitment to building a knowledge-based economy starts with investments in its youth especially girls, who are recognized as key agents of future innovation and national progress.

These factors matter because family and education are not just influencers they are the architects of empowered futures for Emirati girls. Through encouragement at home and opportunity in schools, young women are growing up in an environment that values their voices, nurtures their talents, and prepares them to lead with confidence. As families and educational systems continue to evolve in harmony with the UAE’s vision, they will remain essential in shaping generations of women who are ready to build, serve, and inspire.

Section 23: Rural vs. Urban Empowerment Dynamics

In the United Arab Emirates, the path to women's empowerment has been shaped by a variety of social, economic, and geographic factors. One of the most notable distinctions is the contrast between rural and urban empowerment dynamics. While the UAE is known for its rapid modernization and urban development, especially in cities like Abu Dhabi, Dubai, and Sharjah, rural and remote areas reflect different patterns of progress and challenges. Understanding this urban-rural dynamic is essential for creating inclusive and balanced policies that uplift all Emirati women, regardless of their location.

Urban centres in the UAE have long been at the forefront of gender empowerment. Cities offer access to better infrastructure, higher education institutions, diversified job markets, healthcare services, and social mobility. Women in urban areas are more likely to be exposed to international influences, media, and progressive social movements, making it easier for them to break traditional gender roles. Government initiatives, corporate programs, and NGOs tend to be concentrated in cities, offering urban women a broader platform for leadership and innovation. As a result, Emirati women in urban areas are more visibly represented in sectors such as business, diplomacy, science, and media.

In contrast, rural areas while rich in tradition and cultural heritage often face unique challenges when it comes to gender empowerment and equity. Limited access to higher education, fewer job opportunities, and a slower pace of modernization can restrict the choices available to women in smaller towns or villages. In some communities, traditional gender roles remain deeply entrenched, and cultural expectations may place greater emphasis on domestic responsibilities. Even when families are supportive of their daughters' ambitions, the logistical constraints like distance from universities or lack of transport can be real barriers to empowerment dynamics.

However, the UAE government has taken proactive measures to reduce this urban-rural gap. Mobile health clinics, online education platforms, and digital services are being expanded to reach more remote regions. National strategies, such as the UAE Vision 2021 and subsequent development plans, emphasize inclusive growth, aiming to ensure that women in rural communities have the same access to services and opportunities as those in urban areas. Women's associations and community centres in rural emirates are playing a growing role in offering support, training, and outreach to local women and girls.

One of the most significant advancements has been the role of technology in bridging this divide. With high internet penetration and nationwide investment in smart governance, women in rural areas are increasingly using digital platforms to study, work, and engage with the broader world. Online entrepreneurship, e-learning programs, and remote work options have opened new doors for women

who may otherwise be confined by geography. In many ways, the digital revolution is enabling a new model of empowerment one where location no longer defines opportunity. Despite these gains, social perceptions remain a critical factor. In urban areas, changing mindsets and exposure to diverse cultures have led to faster acceptance of women in leadership and non-traditional roles. In rural settings, change tends to be more gradual, requiring culturally sensitive outreach and community-based advocacy. Empowerment in rural areas often hinges on the support of local leaders, elders, and family heads, whose influence can either foster or hinder progress. Programs that engage men and community stakeholders as allies have proven effective in navigating these complexities.

Education is the great equalizer in this dynamic. Increasing enrolment of rural girls in secondary and tertiary education is gradually closing the empowerment gap. Government scholarships, transportation support, and the presence of local campuses or satellite learning centres have made education more accessible. Many successful Emirati women today trace their roots to rural areas and credit supportive families and early educational opportunities for enabling their achievements.

It is also worth noting that rural women bring unique strengths to the empowerment landscape. Their experiences often reflect a deep connection to tradition, family values, and community service. Many rural women are involved in heritage preservation, traditional crafts, local governance, and sustainable development. When empowered, they act as vital links between the country's past and its future ensuring that progress does not come at the cost of cultural identity.

The rural-urban divide in women's empowerment in the UAE is narrowing but still present. Urban areas provide greater immediate access to empowerment tools, while rural regions require continued investment, outreach, and tailored support. The UAE's holistic and inclusive national vision recognizes these differences and seeks to uplift all women, regardless of location. By addressing structural barriers, engaging local communities, and harnessing technology, the nation is ensuring that Emirati women from desert villages to modern skyscrapers are equally equipped to lead, innovate, and shape the future.

Section 24: The Role of Social Media in Women's Voices

In the modern UAE, social media has emerged as one of the most powerful tools for women's empowerment, giving Emirati women a platform to express their voices, share their stories, advocate for causes, and build professional identities. As the country embraces digital transformation and widespread internet connectivity, platforms like Instagram, X (formerly Twitter), LinkedIn, TikTok, and YouTube have become essential arenas where women engage with the world not only as consumers but as influential creators, leaders, and changemakers.

Social media has amplified women's visibility and participation in public discourse. In a society where tradition and modesty remain core cultural values, online platforms provide a space for expression that feels both safe and far-reaching. Emirati women are increasingly using these tools to speak about important contemporary topics ranging from education, careers, mental health, and motherhood, to entrepreneurship, innovation, and environmental sustainability. These platforms offer opportunities to challenge stereotypes and promote new narratives that show Emirati women as empowered, diverse, and capable. One of the most notable impacts of social media has been the rise of female influencers and thought leaders who shape opinion, inspire youth, and represent national values. These include fashion icons, entrepreneurs, educators, tech innovators, and humanitarian advocates. By sharing their journeys, challenges, and successes, they empower other women to pursue similar paths. Social media also allows women to showcase their talents and build personal brands, which in turn opens doors for partnerships, sponsorships, and new ventures.

Government institutions and social campaigns have leveraged social media to reach women more effectively and inclusively. The UAE Gender Balance Council, Ministry of Tolerance and Coexistence, and the Ministry of Community Development regularly use social platforms to promote initiatives, host virtual discussions, and feature stories of successful Emirati women. These digital efforts create a sense of connection between women across different emirates and socioeconomic backgrounds, reinforcing the idea that empowerment is a shared national mission.

In addition to visibility, social media offers community and solidarity. Many Emirati women form or join online support groups and digital forums that discuss sensitive or underrepresented issues such as domestic challenges, career transitions, or mental health. These virtual communities foster empathy, knowledge exchange, and encouragement. For younger women and girls especially, seeing relatable role models online affirms their ambitions and gives them confidence to speak up and lead. For example, platforms like LinkedIn have revolutionized professional networking. Emirati women are using the platform to

highlight their expertise, connect with mentors, promote startups, and seek collaborations both regionally and internationally. This has been especially crucial during and after the COVID-19 pandemic, when physical events were replaced by virtual gatherings. Women-led webinars, online conferences, and digital panels have allowed female leaders to share expertise and shape global conversations without geographic limitation.

Social media has also become a tool for advocacy and civic engagement. Women have used hashtags, viral campaigns, and storytelling to raise awareness about issues affecting women and girls, such as gender equality in the workplace, digital safety, and the importance of education. Emirati women are no longer passive recipients of information they are content creators, policy influencers, and culture shapers. Their ability to participate in public debates online marks a significant shift in traditional gender dynamics.

However, the rise of social media is not without its challenges. Concerns about privacy, online harassment, cyberbullying, and cultural sensitivities remain. Some women may feel constrained by societal expectations or fear of judgment when expressing opinions online, online hate mobs, etc. This highlights the importance of digital literacy, supportive family environments, and safe platform governance. The UAE government continues to address these concerns by promoting online safety, respectful dialogue, and responsible digital citizenship through various awareness programs and legislation.

Social media has transformed the landscape of women's empowerment in the UAE. It is not just a tool for communication and a vehicle for visibility, advocacy, education, and entrepreneurship. Emirati women are using it to craft narratives, build communities, and lead conversations that once had limited reach. As digital platforms evolve, so too will the influence and voices of women who use them not just to be heard, but to shape the future of the nation and the region.

Section 25: Emirati Women in Sports and Physical Empowerment

The participation of Emirati women in sports marks one of the most dynamic and symbolic aspects of empowerment in the UAE. It is a statement of confidence, independence, discipline, and public visibility. Over the past two decades, Emirati women have increasingly taken their place in athletic arenas, challenging stereotypes, reshaping societal expectations, and proving that empowerment extends beyond boardrooms and classrooms to stadiums and sports fields.

Historically, female participation in sports faced cultural limitations, often due to concerns around modesty, exposure, and the perception of femininity. However, visionary leadership especially from members of the UAE's royal families played a transformative role in promoting sports as a vital part of women's health and national development. Today, the country has embraced a progressive vision where sports are seen as tools for well-being, unity, and personal growth for women and men alike. A critical milestone in this journey was the establishment of the Fatima Bint Mubarak Ladies Sports Academy (FBMA) in 2010. Founded under the patronage of H.H. Sheikha Fatima bint Mubarak and H.H. Sheikha Fatima bint Hazza bin Zayed Al Nahyan, the academy has become a national platform for nurturing female athletes, organizing international tournaments, and promoting community fitness among women of all ages. The FBMA's vision has helped normalize women's presence in competitive sports and physical education programs.

Today, Emirati women compete in a wide range of disciplines, including archery, fencing, jiu-jitsu, figure skating, athletics, cycling, equestrian sports, and motorsports. Female athletes such as Amna Al Haddad (weightlifting), Zahra Lari (figure skating), and Nouf Al Anzi (football) have become household names earning recognition not only for their athleticism but also for their role in opening doors for the next generation. These women have represented the UAE in global competitions, proudly wearing the national colours while also upholding cultural values, often competing in hijab and modest attire.

Grassroots sports programs and school-based physical education have also played a foundational role in introducing girls to fitness and competition. The UAE government has made efforts to integrate sports into the education system, ensuring that girls have equal access to physical training, sports clubs, and talent identification programs. Fitness has also become a growing trend among Emirati youth, with many young women actively participating in running clubs, marathons, CrossFit competitions, and yoga retreats.

Beyond competition, sports contribute significantly to health, confidence, and leadership skills. Women who engage in sports often report greater self-esteem, emotional resilience, and a sense of achievement. In a society where public visibility for women is growing, sports offer a unique arena where women are

seen not just for their appearance but for their strength, determination, and discipline. Physical empowerment supports mental empowerment fostering the belief that Emirati women can conquer any field. Public and private institutions have further boosted the movement by providing female-only gyms, training centres, and fitness studios, respecting cultural norms while promoting health. Government campaigns such as the National Sports Day and fitness challenges in cities like Dubai and Abu Dhabi encourage women to participate alongside men or in women-only formats. These inclusive approaches have allowed more women to make fitness part of their lifestyle without compromising their values.

Media representation of female athletes is also evolving. Television broadcasts, documentaries, and social media platforms are showcasing Emirati sportswomen as role models and national icons. These portrayals are powerful they not only inspire young girls to take up sports but also educate society about the importance of gender equality in all sectors, including athletics.

Despite significant progress, challenges remain, particularly in achieving equal representation in leadership roles within sports federations and ensuring consistent funding and sponsorship for women's sports. However, the commitment from both government and private sectors is evident, with more initiatives aimed at integrating women into the strategic planning and governance of the sports sector. Through sports, Emirati women making bold statements about identity, capability, and national pride. The UAE's support for women in sports ensures that future generations of girls will grow up knowing that the playing field is theirs too.

Section 26: Women in Diplomacy and International Relations

In the rapidly globalizing world of the 21st century, Emirati women have emerged as influential actors in diplomacy and international relations, representing the UAE's interests, values, and ambitions on the world stage. This participation reflects both the nation's progressive stance on gender inclusion and the strategic importance placed on diverse leadership in navigating complex global challenges.

The growing presence of women in this field marks a significant shift from traditional gender roles and highlights the UAE's commitment to empowering women as key architects of its foreign policy and global partnerships. Historically, diplomacy in the UAE was a male-dominated arena, reflecting global norms and cultural traditions. However, the country's visionary leadership recognized early on that inclusive representation is essential for effective diplomacy. Over the past two decades, Emirati women have been appointed to prominent diplomatic positions serving as ambassadors, consuls, and representatives in international organizations. These roles have allowed women to not only influence bilateral and multilateral relations but also advocate for issues such as gender equality, humanitarian aid, cultural exchange, and sustainable development. One of the most notable examples is Her Excellency Lana Nusseibeh, the UAE's Permanent Representative to the United Nations, who has been a vocal advocate for peace, women's rights, and humanitarian issues on a global platform. Her leadership exemplifies how Emirati women combine diplomatic acumen with a commitment to values that resonate internationally. Women like her have helped elevate the UAE's reputation as a forward-thinking nation that champions inclusivity and cooperation.

The Ministry of Foreign Affairs and International Cooperation (MOFAIC) has actively promoted the recruitment and development of female diplomats through policies that encourage gender balance. Training programs, leadership workshops, and international assignments are designed to prepare women for the complexities of diplomatic service. Emirati women diplomats today are not only engaging in traditional diplomacy but are also involved in emerging fields such as cyber diplomacy, climate negotiations, and global health diplomacy areas that require innovative thinking and collaborative leadership.

Moreover, women in diplomacy play a critical role in cultural diplomacy and soft power showcasing the UAE's rich heritage, fostering cross-cultural understanding, and building bridges between diverse peoples. They lead initiatives that promote the arts, education exchanges, and interfaith dialogue, all of which contribute to a more nuanced and positive global image of the UAE. Their efforts reinforce the idea that diplomacy is not only about politics but also about people-to-people connections.

International organizations and forums have increasingly recognized the value of female representation from the UAE. Emirati women participate in United Nations bodies, the Arab League, the Organisation of Islamic Cooperation, and global gender equality forums. Their involvement ensures that the UAE's voice is heard in conversations about women's empowerment, human rights, and sustainable development goals (SDGs). They serve as role models demonstrating that leadership transcends gender and that women bring unique perspectives essential to global peace and prosperity.

The UAE's emphasis on women in diplomacy also aligns with its broader vision of empowering women across sectors. As female diplomats gain prominence, they inspire younger generations of Emirati women to pursue careers in international relations, political science, and public service. Universities and institutes in the UAE now offer specialized programs and scholarships aimed at preparing women for diplomatic careers, reflecting an ecosystem that supports sustained female participation.

Challenges do exist, such as balancing the demands of diplomatic careers with family life and navigating traditionally male-dominated international environments. Yet, the UAE's progressive policies, combined with evolving social attitudes, are creating a more supportive context for women diplomats. Mentorship programs and networking platforms provide women with the resources and confidence needed to succeed and lead effectively.

In conclusion, Emirati women in diplomacy and international relations embody the UAE's commitment to a gender-inclusive future, one where women are visible agents of change on the global stage. Their achievements enhance the country's diplomatic effectiveness and contribute to reshaping international norms about women's roles in governance and leadership. As the UAE continues to expand its influence worldwide, the voices and leadership of its women diplomats will remain vital to building bridges, fostering cooperation, and promoting a vision of peace and equality.

Section 27: Marriage, Motherhood, and Career Balance

Balancing marriage, motherhood, and a professional career is a complex yet increasingly navigated reality for many Emirati women. In a society where family remains a cornerstone of life, women are embracing multiple roles juggling responsibilities at home while actively contributing to the workforce and public life. This chapter explores how Emirati women manage these overlapping demands, and how cultural values, social support, and government policies help facilitate this balance.

Traditionally, Emirati society placed a strong emphasis on family roles, with women primarily seen as caregivers and homemakers. However, with rapid social and economic development, women are increasingly pursuing education and careers without relinquishing their family commitments. Marriage and motherhood are still deeply valued, but women today are redefining what it means to successfully integrate these roles alongside their professional ambitions. Many women credit strong family networks especially supportive spouses and extended relatives for enabling them to thrive both at home and work. The role of husbands as partners who share domestic duties and encourage their wives' professional growth is growing more prominent. This shift reflects broader societal changes where men actively participate in family life, contributing to a more equitable division of responsibilities.

Government initiatives also play a vital role in supporting women's work-life balance. Policies such as flexible working hours, maternity leave, childcare facilities, and family-friendly workplace practices have been introduced across public and private sectors. These measures help alleviate pressures on working mothers, allowing them to maintain their careers while fulfilling their familial roles.

Employers increasingly recognize the value and need of retaining talented women by offering supportive environments. Women's leadership in organizations often promotes more inclusive cultures that understand and accommodate the realities of motherhood. Programs for professional development tailored to women returning to work after childbirth are becoming more common, further easing the transition between personal and professional spheres.

Despite these advancements, challenges remain. Some women still face societal expectations that prioritize family over career, or encounter difficulties in finding reliable childcare. Balancing demanding jobs with family life requires ongoing negotiation and resilience. The stigma around seeking help or admitting difficulties can also limit open conversations about these struggles.

Nevertheless, many Emirati women view their ability to balance marriage, motherhood, and career as a source of pride and empowerment. Successfully

managing these roles strengthens their confidence and leadership skills, demonstrating their capacity to contribute to society in multifaceted ways. This balance also serves as a model for younger generations, illustrating that personal fulfilment and professional success can coexist.

Section 28: Influential Laws: Maternity, Equal Pay, and Harassment

The legal landscape of the United Arab Emirates has undergone a remarkable transformation to promote and protect women's rights in the workplace. Among the most impactful legal developments are those addressing maternity protections, equal pay, and workplace harassment three pillars that have significantly enhanced the participation, safety, and equality of women in professional environments. These legislative reforms demonstrate the UAE's growing commitment to gender balance and the welfare of working women.

Maternity laws have historically played a crucial role in supporting women's ability to maintain both career and family life. The UAE's Labour Law grants female employees maternity leave of 60 days: 45 days fully paid and 15 days at half pay, with additional unpaid leave options if needed due to health reasons. Public sector employees often receive even more generous leave, depending on the emirate or organization. These regulations not only offer time for recovery and bonding with a newborn but also reflect an understanding of the importance of maternal health and child development. Paternity leave has also been introduced, signalling a broader shift toward shared parental responsibilities.

Another major legislative step has been the implementation of equal pay for equal work. The UAE introduced a law in 2020 that mandates women and men must receive the same salary if they perform the same job or work of equal value. This move aims to eliminate systemic wage gaps and reinforce women's value in the workforce. It sends a clear message to both public and private employers that gender discrimination in compensation is unacceptable. Enforcement mechanisms and audits are gradually being strengthened to ensure compliance across industries.

Workplace harassment laws have also evolved to offer women greater protection and recourse. The UAE's legal framework now includes clearer definitions and stricter penalties for sexual harassment and verbal abuse in professional settings. This includes provisions in the Federal Penal Code that criminalize acts of harassment, intimidation, and indecent behaviour, creating safer and more respectful workplaces for women. These protections empower women to report incidents without fear of retaliation and are supported by government-backed awareness campaigns to educate both employers and employees.

Additionally, government bodies such as the Ministry of Human Resources and Emiratisation (MOHRE) actively promote the enforcement of these laws through inspections, helplines, and employee rights platforms. Women can access confidential support and submit complaints through official channels, a significant step in building trust in the system and encouraging accountability. These laws don't exist in isolation they are part of a larger national strategy for gender balance, supported by entities like the Gender Balance Council. The

integration of international best practices, including those from the International Labour Organization (ILO), reflects the UAE's alignment with global standards on gender equality and women's rights at work.

Maternity protections, equal pay legislation, and anti-harassment laws have become foundational to women's empowerment in the UAE. By enacting and enforcing these policies, the government has created a more secure and equitable environment for Emirati and expatriate women alike. These legal strides ensure that women are not only encouraged to join the workforce but are also protected and valued within it laying the groundwork for a truly inclusive and thriving economy.

Section 29: Feminism in the UAE Context

Feminism in the United Arab Emirates carries a unique identity one that harmonizes with the country's cultural, religious, and national values while still advocating for the rights, dignity, and advancement of women. Unlike the often-confrontational approach associated with Western feminist movements, UAE feminism has evolved as a cooperative and state-supported effort, rooted in the vision of national progress, family cohesion, and balanced social development. It is a form of feminism that champions empowerment without seeking to dismantle tradition, instead working within the framework of Islamic values and Emirati heritage.

The feminist movement in the UAE is state-guided rather than grassroots-driven, with institutions like the General Women's Union, the UAE Gender Balance Council, and the Ministry of Community Development leading the charge. Spearheaded by figures such as Her Highness Sheikha Fatima bint Mubarak, these organizations focus on women's education, legal rights, economic participation, and leadership development. Their approach to feminism emphasizes opportunity, inclusion, and national contribution encouraging women to become vital partners in the UAE's development without alienating cultural norms.

A defining feature of feminism in the UAE context is its integration with religion and national identity. Many Emirati women view their empowerment not as a challenge to Islamic values, but as a fulfilment of them. Islam, in its essence, grants women rights to education, property, and participation in societal affairs. Emirati feminism reclaims this narrative, showing that empowerment can emerge through religious understanding rather than be in conflict with it. This has helped reduce societal resistance and encouraged broader acceptance of women's roles in public life. UAE's version of feminism is also pragmatic and results-oriented, focusing on tangible achievements like increased literacy, labour participation, political inclusion, and legal reforms. Emirati women have taken leadership roles in government, business, science, and diplomacy not through protest, but through policy, education, and institutional support. This evolution challenges the misconception that feminism must always follow a Western template and instead offers an example of how gender equality can be pursued in harmony with local values.

Public perception of feminism in the UAE has also shifted over the years. While older generations may have been sceptical of the term, younger Emiratis both women and men are increasingly comfortable identifying with feminist ideals that promote equal opportunity and respect. Social media, education, and cultural dialogue have all contributed to this evolving awareness, helping feminism take root in a way that feels both authentic and inclusive.

Nonetheless, some women still face conservative restrictions in their family or social environments. Stereotypes, misinterpretations of feminism, and unequal expectations persist in certain areas. Yet, the overall trajectory remains forward-looking, as more women assume positions of influence and more policies reflect the realities of modern Emirati life.

Feminism in the UAE is distinctively Emirati a blend of tradition, modernity, and progressive state vision. It empowers women not by discarding the past but by building upon it, ensuring that gender equality becomes a shared goal rooted in national identity and cultural respect. As the UAE continues to grow on the world stage, its model of inclusive, values-aligned feminism offers a powerful example for other nations navigating similar social landscapes.

Section 30: The Role of the Federal National Council (FNC)

The Federal National Council (FNC) plays a pivotal role in shaping the UAE's legislative and consultative landscape, and its growing inclusion of women marks a significant stride in the country's commitment to gender equality. As the parliamentary body of the United Arab Emirates, the FNC serves as a platform for citizen representation, public debate, and the review of federal laws and policies. In recent years, the participation of Emirati women in the FNC has not only symbolized empowerment but also actively contributed to the creation of inclusive and responsive governance.

Historically, the FNC was established in 1971 as part of the UAE's federal structure, comprising both elected and appointed members from each emirate. For many years, the body was male-dominated, reflecting broader regional and global trends in political representation. However, the 2006 electoral reforms introduced a system of limited elections, paving the way for broader civic participation, including that of women. This shift culminated in a landmark decision in 2019, when President Sheikh Khalifa bin Zayed Al Nahyan issued a directive requiring that women hold 50% of the FNC's seats a bold move toward legislative gender balance.

Today, Emirati women in the FNC serve as lawmakers, policy influencers, and advocates for diverse social issues, including healthcare, education, family affairs, and labour rights. Their presence ensures that laws and policies reflect the perspectives and needs of both genders, helping to close gaps that might otherwise go unaddressed. These women contribute not only to women's issues but to national debates on security, sustainability, digital transformation, and economic diversification, showcasing their expertise and leadership across sectors. The FNC also acts as a conduit between the public and the federal government, and women members are increasingly seen as accessible role models engaging in town halls, community consultations, and media discussions to bring citizen concerns to the national stage. This direct engagement boosts public confidence in women's leadership and deepens the culture of political inclusivity in the UAE.

Moreover, the FNC's support for women's representation reflects a broader state-led model of empowerment, where leadership encourages and facilitates women's involvement in governance through policy, education, and appointments. Emirati women in the FNC are often highly educated, accomplished in their fields, and selected for their expertise and national commitment, reflecting a meritocratic approach to political participation.

The work of the FNC also extends internationally, where Emirati women delegates represent the UAE in inter-parliamentary dialogues, regional assemblies, and global forums, helping to shape international perceptions of the

country as progressive and inclusive. Through these interactions, women FNC members advocate for the UAE's positions while building networks with peers from around the world.

While the FNC remains a consultative body without full legislative power, its influence in policy formation and public dialogue is significant, especially as women's voices gain strength within it. The inclusion of women is not merely symbolic it reflects an evolving political culture that sees diversity in governance as essential to national development.

The role of the Federal National Council in women's empowerment is both structural and symbolic. It provides a critical space where Emirati women shape the laws, debates, and future of their country, demonstrating that meaningful political participation is central to gender equality. As the FNC continues to evolve, its female members will remain key architects in building a more inclusive, representative, and forward-thinking UAE.

Section 31: Public Perception and Media Representation

In the UAE, public perception and media representation of women have undergone a profound transformation over the past few decades, mirroring the country's broader strides in gender empowerment. From traditional portrayals rooted in domestic roles to modern depictions of leaders, entrepreneurs, scientists, and diplomats, Emirati women are now increasingly visible in the media as empowered, influential figures contributing to every sector of national development.

Historically, media in the UAE like in many parts of the Arab world portrayed women primarily through the lens of family, modesty, and caregiving. These representations, while respectful, were often limited in scope and did not reflect the full potential of women's roles in society. As the country progressed economically and socially, so too did the narrative surround women. Today, Emirati women are celebrated in media as symbols of national pride, achievement, and progress, often featured in news articles, interviews, television programs, and documentaries that highlight their successes across all spheres.

Government and private media outlets have played an instrumental role in shaping these new perceptions. Campaigns launched by institutions such as the UAE Gender Balance Council and the National Media Council have focused on normalizing women's presence in leadership and high-profile positions. Whether it's a female pilot flying a commercial aircraft, a minister addressing global forums, or a scientist leading an AI initiative, the media consistently showcases women as agents of change.

Social media has amplified this shift even further. Platforms like Instagram, X (formerly Twitter), LinkedIn, and YouTube have become powerful tools for women to tell their own stories, build professional brands, and engage with communities both locally and globally. Influential Emirati women now command large followings, using their platforms to advocate for education, innovation, mental health, and entrepreneurship. This self-representation has democratized the media space, allowing women to define their identities beyond traditional confines.

However, while many portrayals are empowering, some commercial media content still relies on stereotypes or superficial imagery that focuses more on appearance than substance. There is also a need for more diverse representation, including stories of women from various emirates, socio-economic backgrounds, and professions outside the spotlight. These nuanced portrayals are essential to developing a well-rounded public understanding of women's roles and capabilities.

Public perception has evolved alongside these media narratives. The visibility of successful women in the public eye has shifted societal expectations, particularly among younger generations who now see career ambition, leadership, and public service as natural paths for Emirati women. Men, too, are increasingly supportive, recognizing women as equal partners in both the workplace and at home. Public opinion polls and academic studies indicate growing acceptance of women in leadership, political participation, and traditionally male-dominated sectors like law enforcement, STEM, and the military. Educational institutions, influencers, and community leaders also contribute to shaping these perceptions. Schools and universities highlight female role models and encourage open dialogue about gender equality. Public awards, such as the Emirates Women Award and the Fatima Bint Mubarak Awards for Women, further legitimize women's contributions and celebrate their impact.

While challenges remain, the trajectory is overwhelmingly positive, driven by both top-down government initiatives and grassroots female voices. As media continues to evolve, it will remain a vital space for amplifying women's achievements and redefining the social narrative around gender roles in Emirati society.

Section 32: Women in Academia and Research

Women in the United Arab Emirates have made remarkable strides in academia and research, marking a significant chapter in the country's journey toward comprehensive empowerment. As the UAE transitions into a knowledge-based economy, the presence of Emirati women in universities, scientific institutions, and research labs has become not only common but essential. These women are shaping national and regional discourse in fields ranging from education and social sciences to artificial intelligence, biotechnology, and space exploration.

Historically, access to higher education was one of the earliest avenues through which Emirati women began their journey toward empowerment. Government investment in female education, coupled with visionary leadership, ensured that universities across the country became accessible, safe, and supportive environments for women. As a result, today, Emirati women outnumber men in higher education, with enrolment rates exceeding 70% in some federal universities. This academic achievement reflects a societal shift that values women's intellectual potential and recognizes their capacity to contribute meaningfully to national development. Beyond just attending university, Emirati women are now assuming leadership roles in academia themselves. They serve as deans, professors, researchers, and even university presidents. Institutions such as Zayed University, Khalifa University, UAE University, and the Mohammed bin Rashid School of Government have seen a rising number of female faculty members who lead groundbreaking research and mentor the next generation of scholars. These women are not only experts in their disciplines but also serve as role models who challenge traditional gender expectations.

In the field of research, Emirati women are making their mark both nationally and internationally. Their work spans critical areas such as renewable energy, sustainability, health sciences, digital technology, and education reform. National research bodies, like the Emirates Scientists Council and the Advanced Technology Research Council, actively support and fund female researchers, recognizing their contributions as integral to innovation and progress. Women-led research projects have also been featured at major forums such as Expo 2020 and global academic conferences, further validating their expertise on the world stage. Notably, women have also played important roles in the UAE's space program, with scientists and engineers contributing to the Emirates Mars Mission and other space exploration initiatives. Their presence in such cutting-edge domains underscores the country's commitment to gender inclusion across the most advanced and demanding fields.

While the numbers are encouraging, women in academia still face issues like unequal recognition, limited access to leadership in certain disciplines, and societal expectations around family roles. Balancing research careers with

domestic responsibilities continues to be a struggle for many, especially in high-pressure academic environments. Despite these hurdles, Emirati women are consistently proving their resilience, driven by a deep sense of purpose and national pride. To address these gaps, the UAE government and academic institutions have implemented supportive measures such as research grants tailored for women, mentoring programs, leadership development workshops, and work-life balance policies. These efforts not only retain female talent but also create pathways for young girls to aspire to careers in academia and scientific inquiry.

Section 33: Entrepreneurship: SMEs Led by Women

In recent decades, the United Arab Emirates has witnessed a remarkable rise in women-led entrepreneurship, with Emirati women playing a transformative role in the development of small and medium-sized enterprises (SMEs). Once confined largely to traditional roles, Emirati women are now at the forefront of innovation and economic diversification, leading ventures that span across industries such as technology, fashion, healthcare, education, e-commerce, and sustainability.

The UAE's strategic vision to become a global hub for entrepreneurship has provided fertile ground for women to explore business opportunities. Through national policies and support mechanisms, the government has actively encouraged women to start and grow their own businesses. Institutions such as the Khalifa Fund for Enterprise Development, Mohammed Bin Rashid Establishment for SME Development, and the Emirates Business Women Council offer mentorship, funding, training, and networking opportunities tailored to female entrepreneurs. These initiatives have lowered the traditional barriers women once faced in entering the business world, especially regarding access to capital and markets.

One of the driving forces behind this rise is the shift in mindset within Emirati society. Entrepreneurship is no longer viewed solely as a male domain, and women are now empowered to turn their ideas into viable ventures. Female-led SMEs are increasingly visible at trade fairs, startup expos, tech incubators, and global platforms such as Expo 2020, where many showcased innovative solutions with global appeal. Moreover, digital transformation and the rise of e-commerce have allowed women to launch businesses from home or manage operations remotely, offering flexibility without compromising ambition.

Prominent Emirati women entrepreneurs have become household names, inspiring thousands through their success stories. From Sheikha Bodour Al Qasimi in publishing and intellectual property to Sara Al Madani in fashion and tech, these leaders have challenged stereotypes and opened new doors for aspiring women. Their achievements demonstrate that gender is no longer a limitation in the UAE's competitive business environment.

Importantly, women-led SMEs also contribute significantly to the national economy and job creation. Many of these businesses prioritize community impact, sustainability, and inclusive practices, aligning well with the UAE's long-term goals for responsible development. Women entrepreneurs often create environments that support flexible work arrangements and gender diversity, further reinforcing their role in shaping equitable workplaces.

Education has also played a pivotal role in this transformation. Many female entrepreneurs are highly educated, often with degrees in business administration, marketing, or technology. Business schools and entrepreneurship courses in UAE universities emphasize innovation and leadership, helping young women develop the confidence and skills to launch their own initiatives.

Despite the momentum, challenges for female-lead entrepreneurship still exist, particularly in scaling businesses and gaining representation in traditionally male-dominated sectors like construction, manufacturing, and finance. Some women also face societal pressure to balance family obligations with the demanding nature of entrepreneurship. However, mentorship networks, online platforms, and government support continue to evolve to address these issues, enabling more women to transition from small ventures to large-scale enterprise. Emirati women entrepreneurs are vital agents of change, fuelling the UAE's economic resilience and redefining the landscape of business ownership. Their leadership in SMEs is not just about financial gain it reflects a broader cultural shift towards inclusivity, innovation, and empowerment. As the nation continues to nurture a dynamic entrepreneurial ecosystem, the future of women-led SMEs looks exceptionally promising.

Section 34: Support Systems: Funds, Incubators, and Mentorship

The success of women in entrepreneurship, research, and leadership across the United Arab Emirates has not happened in isolation it is the result of a robust ecosystem of support systems designed to empower and elevate women's potential. From government-backed funding schemes and business incubators to formal and informal mentorship programs, the UAE has built an environment where female ambition can thrive and be sustainably nurtured.

One of the most crucial pillars of this support system is financial assistance and grants, particularly for female entrepreneurs. The Khalifa Fund for Enterprise Development and the Mohammed Bin Rashid Establishment for SME Development (Dubai SME) are key government initiatives that provide women with access to funding, low-interest loans, and investment capital to launch or grow their ventures. These institutions understand the unique financial challenges that women may face and have developed tailored products and services to ensure their business ideas receive the backing they deserve. Additionally, private banks and microfinance institutions are increasingly designing women-centric financial products, further enhancing access to capital.

Beyond financing, business incubators and accelerators play a vital role in shaping the entrepreneurial journey of Emirati women. Initiatives such as in5, Flat6Labs, Sharjah Business Women Council (SBWC), and Hub71 in Abu Dhabi provide more than just office space they offer networking opportunities, technical training, mentorship, and exposure to international markets. These platforms enable women to test their ideas in a low-risk environment and scale up using strategic guidance and investor connections. Many incubators also host women-focused cohorts or programs to ensure inclusivity and targeted support.

Mentorship, both formal and informal, is another critical component of this ecosystem. Experienced businesswomen, academics, and leaders from across industries often dedicate time to mentoring the next generation of female talent. Mentorship programs like the UAE Women Mentoring Program and initiatives run by the Emirates Business Women Council connect young women with accomplished professionals who can provide insight, encouragement, and practical advice. This intergenerational exchange of knowledge not only boosts confidence but also helps young women avoid common pitfalls and grow faster in their careers or business ventures.

Support for women also extends into academic institutions and government-led initiatives. Universities now offer innovation hubs and entrepreneurship centres tailored to students, especially young women interested in tech, business, and research. These platforms foster creativity, team-building, and access to competitions and grant opportunities. Meanwhile, government-backed efforts like the National Program for Coders and the Emirates Youth Council include a

strong female representation, ensuring that women are not left behind in emerging sectors such as AI, blockchain, and green technology.

The UAE's commitment to building these support structures is also reflected in its broader gender balance policies. The UAE Gender Balance Council, led by Sheikha Manal bint Mohammed bin Rashid Al Maktoum, regularly assesses and enhances policies that promote female empowerment in business and leadership. These institutional frameworks create a ripple effect, encouraging the private sector to follow suit by investing in female-led startups and leadership development initiatives.

Importantly, support systems also include emotional and community support networks. Social media groups, community centres, and online forums have become spaces where women share experiences, exchange advice, and collaborate. This peer-driven support is often overlooked but plays a crucial role in keeping women motivated and connected, especially in the early stages of their careers or entrepreneurial journeys.

The UAE's multi-layered support system comprising funding, incubators, mentorship, policy backing, and community networks has been instrumental in elevating women into key roles across business, academia, and leadership. These platforms continue to evolve, ensuring that Emirati women are not only empowered but are also equipped with the tools and networks needed to thrive in an increasingly competitive global landscape.

Section 35: Mental Health and Women's Empowerment

As the UAE continues its transformative journey toward gender equality and women's empowerment, mental health has emerged as a critical but often under-discussed dimension of this progress. Empowerment is not solely about education, employment, or leadership; it also requires emotional resilience, psychological well-being, and access to supportive mental health services. In recent years, the UAE has taken important steps to recognize and address the mental health needs of women, aligning personal well-being with national development goals.

Emirati women today are balancing a wide spectrum of responsibilities: pursuing higher education, leading businesses, maintaining family roles, and breaking into traditionally male-dominated sectors. While these advancements are commendable, they can also be emotionally taxing. Stress, anxiety, and the pressure to excel in multiple spheres can affect mental well-being. Recognizing this, policymakers and health professionals in the UAE have increasingly integrated mental health awareness into the broader women's empowerment agenda.

The Ministry of Health and Prevention (MOHAP), alongside private and public healthcare institutions, has developed mental health strategies that include tailored services for women. Hospitals and wellness centres now offer specialized counselling, psychiatric support, and wellness programs geared toward women's specific needs including postnatal depression, work-life balance, anxiety, and trauma care. These services are often available in both Arabic and English, ensuring cultural and linguistic accessibility.

A significant shift has also occurred in societal perceptions of mental health, particularly among younger generations. Where once stigma and silence prevailed, there is now an increasing openness when discussing mental health challenges. Emirati women, including public figures and influencers, have begun to share their own mental health journeys on platforms such as Instagram, YouTube, and podcasts. These honest conversations have helped normalize mental health discussions and encourage others to seek help without shame.

Educational institutions are also playing an important role in the change of how mental health is perceived and addressed. Schools and universities have introduced mental health awareness campaigns, counselling services, and peer-support networks, empowering young women to speak openly about emotional struggles. These initiatives not only improve well-being but also build leadership skills by encouraging empathy, emotional intelligence, and community support among students.

Organizations focused on women's empowerment such as the General Women's Union and Dubai Women Establishment are also beginning to incorporate mental health modules into leadership and entrepreneurship programs. These holistic approaches reflect a growing understanding that empowerment must be sustainable, and mental wellness is key to long-term success.

Workplace mental health is another emerging area of focus. With more women entering high-stress industries such as law, healthcare, finance, and technology, corporate wellness programs are being expanded. Companies in the UAE are increasingly offering employee assistance programs (EAPs), mental health days, and stress management workshops, particularly for female staff. Some progressive organizations even provide on-site counsellors or access to teletherapy as part of their employee benefits.

Cultural stigma, generational attitudes, and lack of awareness in some communities still act as barriers to seeking mental health support. Moreover, women in rural areas or lower-income brackets may have limited access to quality mental healthcare. Addressing these gaps will require continued investment in infrastructure, awareness campaigns, and digital solutions such as telemedicine to extend reach.

The country pushes forward with its vision for inclusive growth, ensuring that women are mentally resilient, emotionally supported, and psychologically safe will be vital. By prioritizing mental health, the UAE is not only empowering women to succeed but also fostering a society rooted in balance, compassion, and holistic well-being.

Section 36: UAE's Rankings in Global Gender Equality Indices

The United Arab Emirates has seen remarkable progress in international gender equality rankings, reflecting its targeted reforms and strong leadership in women's empowerment. In the World Economic Forum's Global Gender Gap Report 2025, the UAE rose from 74th to 69th place, while reaffirming its position as the top-performing country in the Middle East and North Africa region. This advancement was driven largely by an increase in women's participation in senior roles and government decision-making demonstrating the nation's commitment to closing gender gaps across sectors.

According to the UNDP's Gender Inequality Index 2024, the UAE ranks 7th globally and remains first regionally, marking a significant leap from its 49th position in 2015 and 11th in 2022. This index measures reproductive health, empowerment (including parliamentary representation and secondary education), and labour market participation areas where the UAE has delivered substantial gains in recent years.

Looking at subcategory performance, the UAE leads the MENA region in Political Empowerment, with a parity score of 37.2%, placing it 32nd globally a significant outlier in a region with average political parity below 12%. The nation also achieved complete parity at parliamentary level with women holding 50% of the Federal National Council (FNC) seats a milestone rarely seen globally. In terms of the gender pay gap, the UAE ranked 10th globally for wage equality in similar roles in 2024, the strongest performance in the MENA region. Although women now make up 34.6% of the workforce, they hold only 22% of managerial roles and around 13% of C-suite positions, indicating areas where representation still lags.

Historical context reveals a rapid transformation: the UAE climbed from 120th in the Global Gender Gap 2020 report, to 72nd in 2021, and 71st in 2023, before breaking into the top 70 in 2024 and 2025. This rapid rise signals a deliberate and multifaceted policy push encompassing education, legal frameworks, institutional inclusion, and economic reforms. The establishment of the UAE Gender Balance Council has been pivotal in supporting this trajectory. Chaired by H.H. Sheikha Manal bint Mohammed bin Rashid Al Maktoum, the Council reviews legislation, promotes gender equality across government and business, and drives initiatives to enhance the UAE's global standing in gender parity metrics.

In summary, the UAE's rising rankings in global indices reflect real progress not just in numbers, but in the quality of women's participation in political, economic, and social life. These indicators validate the country's status as a regional leader and signal its ambition to serve as a global model for inclusive development.

Section 37: Case Study: Dubai Women Establishment

Established in 2006 under Law No. 24 and directed by H.H. Sheikh Mohammed bin Rashid Al Maktoum, the Dubai Women Establishment (DWE) serves as a pivotal institution in elevating Emirati women's socio-economic status within Dubai and the UAE at large. Chaired by H.H. Sheikha Manal bint Mohammed bint Rashid Al Maktoum, who also heads the UAE Gender Balance Council, DWE is strategically aligned with broader national objectives to make Dubai a global model for women-friendly cities.

DWE's strategic plan for 2023–2027 is structured around three core pillars: creating an enabling environment for women in the labour market; developing women leaders; and enhancing women's quality of life in society. This comprehensive roadmap integrates legislative advocacy, partnerships, and high-impact initiatives aimed at increasing women's participation in governance, entrepreneurship, and decision-making roles both locally and globally.

A signature initiative under DWE's umbrella is the Women-Specific Legislations Lab, developed in collaboration with the Supreme Legislation Committee of Dubai. This lab reviews existing regulations and advocates for new laws that address women's rights, economic participation, personal status, and wellbeing ensuring legal frameworks remain responsive and forward-looking.

On the leadership front, DWE offers a suite of transformative development programs. Entrepreneur, runs in partnership with Hult Ashridge International Business School, supports Emirati female entrepreneurs with training in finance, strategy, marketing, resilience, and leadership. The 2023 edition reinforced DWE's ambition to help the UAE become a global entrepreneurial hub by 2031. Similarly, the Women on International Boards program (in collaboration with the Institute of Directors, UK) enhances governance competencies for women led to global board-level participation.

Other impactful programs include the Innovative Leaders Program, offering immersive leadership & innovation training; Tamkeen+, designed for heads of women's committees to hone strategic leadership skills; and the YES! Mentorship Program, delivered in partnership with Nordic embassies to elevate professional development and socio-economic engagement for Emirati women.

DWE's Qudwa initiative an Emirati Women's Day platform encourages accomplished women to inspire peers through mentoring and public forums. DWE also pioneered the establishment of National Child Care Centres, promoting workplace inclusion by empowering mothers to balance careers and family responsibilities.

Through these initiatives, DWE has influenced policy across public and private sectors, including advocating for maternity leave reforms and mandating

women's representation on corporate boards making the UAE one of the first countries in the region to adopt such steps.

Finally, platforms such as the Hawiya Podcast and quarterly gatherings of Emirati leaders foster knowledge sharing and the amplification of women's stories, reinforcing a culture that celebrates female achievement and leadership with authenticity and continuity.

Section 38: The Sharjah Model - Integrating Heritage and Equality

The Emirate of Sharjah stands out in the UAE as a model for how tradition and modernity can work in harmony to advance women's empowerment. Deeply rooted in cultural heritage and Islamic values, Sharjah has adopted a unique approach that prioritizes the protection of its identity while promoting gender equality in a way that aligns with societal norms. This chapter explores how Sharjah has successfully integrated heritage and equality, becoming a leading example of inclusive development within a culturally conscious framework.

Sharjah's leadership, under His Highness Dr. Sheikh Sultan bin Muhammad Al Qasimi, has consistently advocated for women's rights within the context of Emirati culture and Islamic principles. The vision emphasizes that empowering women is not in opposition to tradition, but rather a natural progression of the values of justice, respect, and education that are central to both Emirati and Islamic teachings.

A cornerstone of this vision is the Supreme Council for Family Affairs, established in 2000 to promote the welfare of women, children, and families. Through various departments, including the Sharjah Women's Sports Foundation, Sharjah Ladies Club, and the Sharjah Business Women Council (SBWC), the Council works to enhance women's participation in sports, business, and public life while maintaining a strong emphasis on cultural integrity.

The Sharjah Business Women Council, in particular, has played a transformative role in supporting female entrepreneurs. Through funding, mentorship, and networking opportunities, SBWC has helped launch hundreds of women-led enterprises. It has also partnered with international organizations to ensure that Emirati women in Sharjah are not only economically empowered but also exposed to global best practices while staying anchored in their cultural identity.

Sharjah also places a strong emphasis on education, recognizing it as essential for empowerment. Institutions such as the University of Sharjah and American University of Sharjah have seen growing female enrolment and leadership in both faculty and student bodies. Educational initiatives are often designed to cultivate both academic excellence and ethical grounding, reinforcing the values of balance, family, and national pride.

Sharjah has also made cultural empowerment a key part of its strategy. Through organizations like the Sharjah Institute for Heritage and annual events such as the Sharjah International Book Fair, the emirate promotes women's involvement in preserving and leading cultural dialogue. Women are increasingly seen as guardians and promoters of national heritage, with active participation in arts, literature, and historical research.

The Sharjah Award for Voluntary Work and other community-based programs recognize the vital role women play in social development. Such initiatives not only provide recognition but also create platforms where women can take on leadership roles in civil society while contributing to the well-being of their communities.

Sharjah's model of women's empowerment offers a harmonious balance: empowering women not by challenging cultural norms, but by expanding their roles within those norms. It proves that gender equality does not have to come at the expense of tradition. Instead, with thoughtful leadership and culturally sensitive policies, both can advance together.

Section 39: Abu Dhabi's Vision for Gender Inclusion

Abu Dhabi's approach to women's empowerment is built on a holistic strategy aimed to intertwine family wellbeing, economic inclusion, education, and global leadership. The emirate's vision emphasizes not only gender equality in principle but also its practice across public institutions, private enterprise, and international collaboration. Abu Dhabi has systematically built platforms and policies to enable women to participate fully in shaping the future of the capital and the UAE as a whole.

Central to this vision is the Abu Dhabi Family Wellbeing Strategy, introduced in early 2024. Comprising 30 initiatives, it strengthens family bonds and supports work-life balance, mental wellbeing, financial resilience, and parental empowerment all of which benefit women as pivotal members of family and society. By investing in family-centred policies, Abu Dhabi seeks to reinforce the foundation upon which women's empowerment can thrive.

On the economic front, the emirate hosted the landmark Empower Her Conference in April 2025, under the patronage of H.H. Sheikha Fatima bint Mubarak. Co-organized with UN Women, this global initiative launched efforts to accelerate women's economic inclusion in emerging markets like Africa and Latin America. Speakers emphasized women's leadership roles in AI, advanced manufacturing, and entrepreneurship, reinforcing Abu Dhabi's view of women as drivers of inclusive economic diversification.

Institutionally, Abu Dhabi has advanced gender inclusion through initiatives like the Women's Council at the Department of Culture & Tourism. Established in 2020, the Council develops strategy, ensures regulatory responsiveness to female workforce needs, and amplifies Emirati women's cultural leadership in sectors such as tourism and heritage.

Abu Dhabi also invests heavily in leadership development. The Impact Hub for Emirati Women Achievers, launched with support from startAD and H.H. Sheikha Fatima bint Mubarak, targets 300 female leaders over five years. This initiative provides mentoring, business acceleration, investor readiness training, and opportunities to lead global-facing ventures positioning women as innovation and knowledge ambassadors for the emirate.

Professional inclusion is backed by institutions such as Abu Dhabi Businesswomen Council (ADBWC), operating under the Chamber of Commerce since 2001. ADBWC offers training, consultancy, networking, and strategic support for women-led SMEs, aligning with Abu Dhabi's drive to integrate women into sustainable private sector growth.

Complementing economic strategies are initiatives focused on the broader wellbeing of women. Abu Dhabi houses Danat Al Emarat Women & Children's

Hospital, a dedicated medical centre offering comprehensive women's health services, high-risk pregnancy care, and preventive screenings tackling the specific health needs of women in the emirate.

Abu Dhabi also fosters opportunities through academic and industry forums like the Women in Engineering Forum at Abu Dhabi University, which brings together female engineers, mentors, and industry leaders to address innovation and inclusion in STEM fields.

Overall, Abu Dhabi's vision frames women's empowerment not as an isolated policy goal but as an integrated pillar of sustainable development. Through family-centric programs, leadership incubation, health services, professional councils, and international collaborations, the emirate is constructing a model of inclusion defined by strategy, scope, and cultural resonance.

Section 40: The UAE Gender Balance Council

Established in 2015 under the directives of His Highness Sheikh Mohammed bin Rashid Al Maktoum, the UAE Gender Balance Council (GBC) is a federal entity tasked with developing and implementing the country's gender balance agenda. Chaired by Her Highness Sheikha Manal bint Mohammed bin Rashid Al Maktoum, President of Dubai Women Establishment, the Council aims to reduce the gender gap across government sectors, elevate the UAE's performance in global gender equality indices, and achieve gender parity in decision-making roles.

Built around a comprehensive strategy for 2026, the Council's work rests on four pillars: economic participation and entrepreneurship, well-being, legal and social protections, and international leadership and partnerships. Its mission emphasizes closing economic gaps, improving health and workplace protections, and enhancing women's leadership packaged within a gender-mainstreaming framework that integrates gender perspectives into policy, budgeting, and programming.

Central to the Council's efforts is the development and promotion of practical tools for gender equity. Among these are The Gender Balance Guide, created in partnership with the OECD, which provides UAE government and private institutions with clear action areas such as oversight, leadership, communication, and policy integration to foster inclusive work environments. Equally significant is the annual Gender Balance Index, launched in 2016, which benchmarks federal entities on their performance in closing the gender gap. Award categories include Best Personality, Best Entity, and Best Initiative in promoting gender balance.

Through strategic partnerships, the Council champions private sector gender inclusion. Its SDG 5 Acceleration Pledge, launched in 2022, encourages companies to increase women's leadership representation to 30% by the year 2028. While in 2025, the Council signed a Memorandum of Understanding with the Posterity Institute, expanding this pledge to institutions representing 35% of their network, with joint training initiatives and coordination with the UAE National Competitiveness Council (NAFIS) to enhance senior roles for Emirati women.

The Council's influence extends globally through participation in international forums. Notably, it helped host the United Nations Secretary-General's first High-Level Panel on Women's Economic Empowerment in the MENA region, convened discussions during the World Government Summit on accelerating SDG 5, and participated in sessions at the UN Commission on the Status of Women, G20 EMPOWER Alliance, and Security Council forums. These engagements reinforce the UAE's leadership on gender equality and help drive policy exchange across borders.

Since its inception, the Council has contributed to important legislative and policy reforms. In 2016, it reviewed maternity leave provisions and recommended extending paid leave for federal employees. It also advocated for gender-responsive budgeting and contributed to laws ensuring at least one female board seat in all listed companies making the UAE among the first countries in the region to adopt such mandates.

The Council's structure reflects comprehensive institutional backing: Cabinet-approved membership includes senior representatives from ministries such as Human Resources, Economy, Community Development, and the Federal Competitiveness and Statistics Authority. Leadership and strategic decision-making involve both government executives and civil society institutions ensuring cohesion and influence across sectors.

Through its multi-faceted role, the Gender Balance Council has become the driving force behind national efforts to close gender gaps, uplift female leadership, and anchor gender equality as a core public policy priority in the UAE. Its strategic initiatives, international partnerships, and rigorous monitoring frameworks position the UAE as a model for inclusive development in the region and beyond.

Section 41: Women Empowerment in the Northern Emirates

The Northern Emirates comprising Sharjah, Ras Al Khaimah, Ajman, Umm Al Quwain, and Fujairah present a unique canvas of women's empowerment, where cultural heritage and local identity meet progressive initiatives. While often quieter than the high-energy cities of Dubai and Abu Dhabi, these emirates have nurtured notable momentum in empowering women through education, community programs, sports, and entrepreneurship carefully weaving tradition with modern aspirations.

In these emirates, education has served as a foundation for empowerment. Local government and universities have expanded access for women, ensuring girls receive quality schooling and often exceed national averages in academic performance. Female enrolments in higher education is strong, supported by a network of youth and women's centres that provide both academic guidance and career development opportunities. These institutions create supportive environments where young women in Ras Al Khaimah, Fujairah, and Umm Al Quwain are encouraged to pursue STEM fields or public service.

The General Authority of Youth and Sports Welfare (GAYSW) play a pivotal role in spreading empowerment through grassroots initiatives. It oversees women and girls' youth centres across northern emirates and organizes sports and extracurricular programs tailored to regional needs. These centres offer wellness classes, leadership activities, coding clubs, and fitness training, providing rural and semi-urban women with pathways to confidence, health, and community participation.

In Ras Al Khaimah and Fujairah, local councils and NGOs support women entrepreneurs through mentorship and trade opportunities. Although private-sector growth lags behind urban centres, women-led small businesses especially in hospitality, culture, crafts, and agribusiness are gradually becoming more visible. Organizations like the Sharjah Business Women Council and Ajman-based counterparts' partner with the General Women's Union in Sharjah and across emirates to offer training and networking platforms rooted in both tradition and innovation.

Sharjah, in particular, sets an example of integrating culture and gender parity at the local level. Its heritage institutions and women's associations ensure that programs for empowerment honour local values while expanding educational and entrepreneurial opportunities for women in more rural areas.

Sports and public visibility are also on the rise. Female participation in community sports leagues, traditional equestrian activities, archery, and running events is increasingly common. These activities foster not just physical fitness

but also social connection and leadership all within culturally appropriate frameworks.

Despite these gains, infrastructure limitations, fewer local universities or incubators, and logistical constraints can restrict choices for women, especially outside Sharjah. Social expectations around gender roles remain stronger in some communities, requiring culturally sensitive outreach to build trust in empowerment initiatives.

To address these gaps, the UAE's National Policy for Empowerment of Emirati Women 2023-2031 is being implemented uniformly across emirates. It emphasizes family cohesion, inclusion of women in emerging sectors, and life skills training tailored to local contexts. Implementation involves coordination between the General Women's Union and local executive councils, ensuring that strategies reach both urban and rural areas equally.

Section 42: Evolution of Dress Code and Cultural Expression

The evolution of women's dress codes in the UAE reflects a dynamic interplay between tradition, religion, and modernity. Emirati women's attire has historically embodied modesty, cultural pride, and identity. The traditional black abaya and hijab have long symbolized these values, offering a dignified expression of femininity aligned with Islamic and societal expectations. Yet, in recent decades, these garments have transformed in style, fabric, and function, reflecting broader shifts in women's roles and empowerment in Emirati society.

As women in the UAE gained more visibility in the public and professional spheres, fashion became a subtle but powerful tool of expression. Designers began innovating within the boundaries of modest dress, introducing colourful embroidery, flowing silhouettes, and modern fabrics to traditional garments. Young Emirati women, while still honouring their cultural attire, increasingly express individuality through the design and personalization of the abaya. The rise of homegrown fashion labels many led by Emirati women has fuelled a modest fashion movement that balances global trends with local values.

The influence of education, international travel, and media has also contributed to a more nuanced understanding of cultural dress. Emirati women today navigate global spaces from boardrooms to universities with a sense of dual identity: confidently wearing traditional attire while engaging with international fashion dialogues. This blend of cultural authenticity and modern aesthetics serves as a visual representation of women's empowerment and agency in choosing how they present themselves.

In the arts and media, traditional dress has also become a symbol of cultural storytelling and preservation. Female Emirati artists, filmmakers, and fashion entrepreneurs use the abaya and traditional fabrics not just as clothing, but as artistic statements that celebrate heritage. Events like Abu Dhabi Fashion Week, Sharjah Heritage Days, and Dubai Modest Fashion Week showcase this evolution on regional and international platforms, reinforcing that tradition and creativity can co-exist.

At the same time, societal discussions around the dress code continue to evolve. Empowerment in this context does not mean abandoning traditional attire, but giving women the choice to interpret it in ways that align with their identity, lifestyle, and professional ambitions. This shift has helped challenge stereotypes both locally and internationally that equate modesty with restriction. Instead, the Emirati model shows how dress can be a form of empowered expression, steeped in values but open to innovation.

Government initiatives have also played a role in protecting and promoting traditional dress while allowing room for creative expression. Cultural authorities

and women's councils often host exhibitions and workshops that educate younger generations about the significance of traditional garments like the burqa, kandura, and embellished dresses ensuring that modernization does not mean erasure of cultural roots.

Emirati women's dress code mirrors the UAE's broader journey toward gender inclusion respecting cultural legacy while embracing modernity. The abaya, far from being a static garment, has become a canvas for empowerment, self-expression, and pride in identity. Through it, Emirati women continue to assert their place in a changing world, confidently rooted in who they are.

Section 43: UN SDGs and the UAE's Gender Goals

The United Nations' Sustainable Development Goals (SDGs), adopted in 2015 as a global blueprint for peace, prosperity, and sustainability, have had a profound influence on the UAE's national strategies particularly concerning gender equality. Goal 5: Achieve Gender Equality and Empower All Women and Girls serve as a cornerstone in the UAE's development narrative, aligning closely with the nation's vision for inclusive growth and modernization.

The UAE has demonstrated strong political will in translating SDG 5 into actionable national frameworks. Institutions like the UAE Gender Balance Council, the General Women's Union, and the Federal Competitiveness and Statistics Centre (FCSC) have worked cohesively to mainstream gender equality across policies, collect gender-disaggregated data, and track progress toward measurable indicators aligned with the SDGs. Gender equality is not approached in isolation but is interconnected with other SDGs such as quality education (SDG 4), decent work and economic growth (SDG 8), and reduced inequalities (SDG 10).

The UAE Gender Balance Strategy 2026 serves as a key roadmap that complements the SDGs, focusing on closing gender gaps in economic participation, leadership, and legal protections. The strategy promotes equal access to employment, fosters women's representation in decision-making roles, and strengthens legal safeguards against gender-based violence and discrimination. It has also introduced gender-responsive budgeting practices to ensure fair distribution of public resources and policy attention.

UAE's commitment to gender-related SDGs is further evident in its voluntary national reviews (VNRs) submitted to the United Nations. These reports highlight progress such as high female literacy rates, significant representation of women in the Federal National Council (FNC), and the increasing percentage of Emirati women in STEM fields, entrepreneurship, and public service. Notably, the UAE has achieved parity or near-parity in education, with women making up over 70% of university graduates, and one of the highest proportions of women in parliament in the Arab world.

In support of the global SDG agenda, the UAE has also taken a leadership role in international forums. It co-hosted the UN Secretary-General's High-Level Panel on Women's Economic Empowerment in the MENA region and participates actively in the G20 Empowerment Alliance and UN Commission on the Status of Women. These engagements serve not only as a platform to showcase UAE's advancements but also allow it to shape global policy conversations around gender inclusion.

The private sector has also been engaged through national pledges tied to SDG 5. The Private Sector Pledge to Accelerate Gender Balance, launched in 2022, calls on companies to increase female representation in leadership roles by 30% by 2028. Over 50 major firms operating in the UAE have joined this initiative, further aligning corporate goals with SDG values.

Despite its achievements, the UAE recognizes ongoing challenges in addressing gender-based norms and economic disparities, particularly in some rural regions and private sectors. However, data-driven policymaking, education reform, and digital inclusion programs are being leveraged to overcome these barriers. The integration of gender goals across ministerial mandates ensures that equality remains a long-term, cross-sectoral commitment.

Section 44: Women-Led Community Projects

Women-led community projects in the UAE represent a transformative shift in how grassroots activism, civic engagement, and social development are being shaped across the country. These initiatives, often spearheaded by Emirati women, blend compassion, leadership, and cultural responsibility to address local needs ranging from education and health to environmental sustainability and social welfare. Empowered by both government support and their own increasing confidence, women are actively defining the UAE's social landscape through impactful, community-driven efforts.

The roots of these projects often lie in local associations, such as the General Women's Union (GWU), the Dubai Women's Association, and the Supreme Council for Motherhood and Childhood. These organizations have historically provided platforms for women to design and execute programs aimed at empowering other women, supporting families, and advancing children's welfare. In recent years, such platforms have evolved beyond traditional charity to include entrepreneurship development, digital literacy campaigns, and public health initiatives especially in rural and underserved communities.

Importantly, community projects are often culturally sensitive and tailored to local dynamics. Emirati women navigate these environments with a deep understanding of family structures, community norms, and religious values ensuring their projects gain acceptance and long-term sustainability. This cultural fluency enables women to become trusted change-makers within their communities.

A defining characteristic of women-led projects is their holistic and inclusive approach. Emirati women have been instrumental in launching community health drives, mental wellness campaigns, elder care programs, and youth development workshops. These projects often emphasize values such as volunteerism, intergenerational support, and cultural preservation. For instance, initiatives led by women in Sharjah and Fujairah include storytelling circles, heritage skills workshops, and programs that help older women mentor young girls in leadership and life skills. One significant example is the rise of environmental sustainability projects led by women, particularly among the youth. Female students and educators have initiated community gardens, waste-reduction programs, and awareness campaigns about climate change and water conservation. These projects align not only with the UAE's national sustainability goals but also reinforce the role of women as stewards of both social and environmental responsibility.

Digital platforms have also played a critical role in scaling the impact of women-led community projects. Through social media, online fundraising, and e-learning platforms, Emirati women have been able to launch awareness campaigns on

issues like autism, domestic violence, and financial literacy. These initiatives are often collaborative, drawing support from schools, NGOs, and local councils. In doing so, women create networks that foster collective action and peer empowerment.

The success of these projects has drawn the attention of international organizations. The UAE has received recognition from global bodies like the UN and World Bank for encouraging female civic leadership and volunteerism. Many of these women are also mentors and ambassadors for global youth programs, sharing their experiences at forums such as Expo 2020 Dubai, the Women Deliver Conference, and regional sustainability summits.

Women-led community projects in the UAE are not only solving local challenges but also reshaping the meaning of civic leadership. By blending tradition with innovation, and empathy with strategy, Emirati women are creating a legacy of empowerment that extends far beyond individual success benefiting entire communities and the nation at large.

Section 45: Impact of COVID - 19 on Women's Roles

The COVID-19 pandemic had a profound impact across the globe, and in the UAE, it significantly reshaped the roles of women in both domestically and professionally. While the country responded swiftly and effectively to the health crisis, the pandemic nonetheless brought to light critical gender-specific challenges, as well as unexpected opportunities, for Emirati women. From the frontlines of healthcare to the confines of remote work and caregiving at home, women found themselves navigating new responsibilities while also emerging as pivotal agents of resilience and recovery.

In the healthcare sector, Emirati women played a frontline role. Female doctors, nurses, lab technicians, and public health officials were at the forefront of combating the spread of the virus. Their visibility during this period highlighted the essential contribution of women in national emergencies, earning them widespread public recognition and appreciation. Government campaigns and social media tributes celebrated these women as national heroes, further reinforcing their societal importance and redefining public perceptions of women's work outside the home.

However, the pandemic also intensified domestic burdens. With schools shifting to remote learning and many workplaces adopting work-from-home arrangements, women were often expected to manage household responsibilities, childcare, and professional duties simultaneously. For working mothers especially, this dual load tested emotional resilience and time management. Despite government initiatives aimed at supporting families during lockdowns, the emotional toll on women, specifically those in households with limited domestic support, was substantial.

In response, the UAE introduced a series of flexible work policies and support mechanisms. These included at-home or hybrid working options, mental health support hotlines, and the launch of well-being initiatives tailored for women and families. Entities like the General Women's Union and the UAE Gender Balance Council monitored the gendered effects of the crisis and worked to ensure that women's concerns were integrated into the broader national response.

The pandemic also served as a catalyst for digital empowerment. Many women used the period of physical isolation to enhance their skills through online education, virtual networking, and remote entrepreneurship. A notable increase in women-led e-commerce startups was seen, particularly in fashion, health, and wellness sectors. Virtual platforms allowed women to innovate from home, reach broader audiences, and redefine their economic roles.

In the educational domain, female teachers adapted rapidly to online teaching tools, ensuring the continuity of learning for students across the Emirates. Their

adaptability highlighted women's capability in digital environments and strengthened arguments for their greater inclusion in future digital and STEM-based economies. The Ministry of Education acknowledged their efforts as vital to the nation's educational continuity.

The crisis also sparked increased community engagement by women. Across all Emirates, female volunteers organized food drives, mental health awareness webinars, and support networks for single mothers and vulnerable families. These grassroots efforts solidified the image of Emirati women as compassionate leaders and essential pillars of community strength during crises.

Yet, post-pandemic studies reveal that some women experienced professional stagnation or job loss during the crisis, particularly in private sector roles where furloughs and downsizing were prevalent. Reintegrating these women into the workforce and ensuring long-term job security remains a national priority, addressed through reskilling programs, entrepreneurship grants, and employment quotas in recovery planning.

While COVID-19 posed serious challenges to women in the UAE, it also accelerated their visibility, contribution, and recognition in both public and private roles. The crisis became a defining moment for women's empowerment in the Emirates proving their resilience, innovation, and essential leadership in building a more inclusive and prepared society for the future.

Section 46: Scholarships and International Programs for Women

Over the past two decades, the UAE has placed strong emphasis on expanding educational opportunities for women, both domestically and abroad. Scholarships and international programs have played a critical role in this transformation, empowering Emirati women to pursue advanced degrees, participate in global exchanges, and contribute to national development upon their return. These initiatives are not only a reflection of the country's commitment to gender equality in education but also a strategic investment in building a globally competitive, knowledge-based society.

The UAE government, through entities such as the Ministry of Education, Abu Dhabi Education Council, and the Mohammed bin Rashid Al Maktoum Foundation, has launched numerous scholarship programs specifically targeting women. These include full scholarships to leading universities in North America, Europe, Asia, and Australia. Female students have enrolled in fields as diverse as engineering, law, medicine, artificial intelligence, and international relations areas traditionally underrepresented by women in the region. The high rate of female participation in such programs demonstrates the nation's commitment to developing a well-rounded and inclusive talent pipeline.

One of the hallmark programs supporting international education for women is the Sheikha Fatima bint Mubarak Scholarship for Higher Education, which enables outstanding Emirati women to study abroad and pursue research at top-tier institutions. These scholarships often come with mentorship, leadership development, and internships through UAE embassies and global partners, helping women build cross-cultural networks and professional experience. Upon returning, many of these graduates assume leadership roles in government, academia, and the private sector, thereby directly contributing to national progress.

In addition to government-backed scholarships, international institutions and diplomatic missions in the UAE have also partnered with local organizations to provide fellowships and exchange opportunities. For instance, initiatives like the Fulbright Program, Chevening Scholarships, and Erasmus+ actively encourage Emirati women's participation. These platforms serve as bridges between cultures, allowing women to represent the UAE on the global stage and return with knowledge, perspectives, and solutions applicable to domestic challenges.

International conferences and programs focused on leadership, peace-building, and diplomacy increasingly feature Emirati women as participants and speakers. Programs such as the Women in Diplomacy initiative, Global Women's Leadership Forum, and UN Women partnerships have exposed Emirati women to policy discourse, international governance, and global development trends.

These experiences foster not only academic growth but also diplomatic and civic acumen.

Beyond formal higher education, vocational and technical training programs abroad have also become accessible to women, particularly in fields like aviation, cybersecurity, and digital innovation. Organizations like the UAE Space Agency and Mohammed bin Rashid Space Centre have sponsored female scholars to train internationally, resulting in a growing number of Emirati women contributing to space science and engineering fields once dominated by men. Importantly, the UAE's investment in women's international education aligns with its broader foreign policy goals, especially in showcasing the nation's progressive stance on gender rights. Women returning from international programs often become ambassadors of Emirati values, challenging stereotypes and inspiring further cross-cultural understanding.

Scholarships and international programs for Emirati women have proven to be powerful tools for empowerment, enabling women to pursue excellence, lead innovation, and contribute meaningfully to global and national progress. By investing in education beyond its borders, the UAE is shaping a future where Emirati women are not just beneficiaries of development but leaders of it.

Section 47: Technology Hubs and Female Coders

In the digital era, the UAE has emerged as a regional leader in technological innovation, and Emirati women are increasingly at the forefront of this transformation. From coding boot camps to AI labs, technology hubs across the nation are fostering the next generation of female tech professionals. These women are not only breaking stereotypes in male-dominated industries but are also redefining the narrative of empowerment through digital fluency, problem-solving, and innovation.

The development of technology hubs such as Dubai Internet City, Abu Dhabi's Hub71, and Sharjah's Research, Technology and Innovation Park have created fertile ground for young women to enter and thrive in the fields of coding, software engineering, cybersecurity, robotics, and artificial intelligence. These ecosystems offer a dynamic blend of mentorship, funding, training programs, and networking opportunities tailored to support emerging female talent. As the UAE strives to become a knowledge-based economy, the inclusion of women in digital sectors is a national priority.

One of the driving forces behind this growth is the early integration of STEM education for girls in schools and universities. Initiatives such as "One Million Arab Coders," the "She Codes" program by the Dubai Future Foundation, and competitions like the UAE AI & Robotics Award for Good have seen strong female participation. These platforms encourage young women to explore programming and digital technologies, nurturing an interest in innovation from an early age. As a result, more Emirati women are enrolling in computer science, data analytics, and IT-related university programs.

The government has played a proactive role in ensuring women are not left behind in the Fourth Industrial Revolution. The UAE Gender Balance Council, in collaboration with the Ministry of AI and other entities, supports programs that provide coding scholarships, cloud certifications, and job placements for women in tech. These efforts are aimed at closing the gender gap in high-tech industries, ensuring women are equipped with the tools to lead and not just participate in the digital economy.

Additionally, private sector partnerships with tech giants like Microsoft, Google, and Amazon Web Services have accelerated access to global resources for female developers in the UAE. Coding bootcamps, hackathons, and digital incubators now feature women-led teams and female mentors, creating a supportive environment where women can experiment, create, and lead. Many women have gone on to build startups in fintech, edtech, and healthtech, turning technical knowledge into scalable solutions.

Success stories of female coders and tech entrepreneurs are also becoming more visible in the media. Women like Reem Al Marzouqi, a pioneering engineer and inventor, and Fatma Al Kaabi, the youngest Emirati inventor, serve as role models for aspiring female innovators. Their achievements are not only a testament to their talent but also reflect the enabling ecosystem that supports women in tech in the UAE.

However, despite growing numbers, women still face barriers such as unconscious bias, limited representation in executive tech roles, and cultural expectations. Recognizing this, many tech hubs are introducing gender-inclusive policies, flexible working models, and leadership development programs to retain and advance women in technical careers.

The rise of technology hubs and female coders in the UAE is a powerful symbol of modern empowerment. As these women learn to write code, they are also rewriting the narrative of what is possible shaping industries, driving innovation, and ensuring that the future of the UAE is not only digital but also equitably inclusive.

Section 48: The Impact of Artificial Intelligence on Women's Roles

Artificial Intelligence (AI) is not only transforming industries across the globe but also reshaping societal roles and workforce dynamics particularly for women in the UAE. In this new era of automation and intelligent systems, Emirati women are emerging as both contributors and beneficiaries of AI-driven advancements. The intersection of gender and technology has opened new pathways for empowerment, economic inclusion, and leadership in high-growth sectors, while also raising questions about future gender equity in an evolving digital landscape.

The UAE has positioned itself as a global leader in AI innovation, becoming the first country to appoint a Minister of State for Artificial Intelligence in 2017. This bold move signalled the nation's commitment to harnessing emerging technologies while building an inclusive knowledge economy. Emirati women have been actively encouraged to participate in this vision. As AI transforms healthcare, education, finance, and governance, women are taking on new roles as AI researchers, data scientists, robotic engineers, and tech entrepreneurs. Institutions such as Mohammed Bin Zayed University of Artificial Intelligence (MBZUAI) and partnerships with companies like Google and IBM offer targeted training and scholarships for women. These platforms equip female students and professionals with the skills to build and manage AI systems, analyse big data, and contribute to algorithmic innovation. Through these efforts, women are being integrated into the foundation of AI development, rather than being relegated to users of these technologies.

In education, AI-powered personalized learning tools are being deployed in schools and universities, where female students benefit from customized curriculums, intelligent tutoring systems, and virtual labs. These technologies help bridge gaps in STEM education and encourage more girls to pursue technical fields. The presence of female educators trained in AI further supports this cultural shift and builds confidence among young learners.

In the workforce, AI has introduced automation and remote work capabilities that have helped women balance professional growth with personal commitments. AI-powered tools in education, healthcare, and business management have enabled flexible work environments, empowering women to launch startups, lead remote teams, and manage digital operations from home. For working mothers and those previously limited by traditional structures, this shift represents a new era of agency and accessibility.

Moreover, AI is being used to amplify women's voices and participation in civic life. Smart city technologies and digital governance platforms powered by AI allow women to engage with policy-making, access government services, and participate in public consultations with unprecedented ease. In areas like health diagnostics, predictive analytics, and digital security, female AI specialists are

not only contributing to research but also ensuring that women's health and safety issues are properly addressed through inclusive data modelling and ethical AI design.

However, the rapid adoption of AI also brings unexpected challenges. Globally, AI systems have been criticized for embedding gender biases, particularly when developed with limited female input. The UAE's proactive inclusion of women in AI research is an effort to counteract this trend and ensure that intelligent systems are developed with fairness, diversity, and equity in mind. Policies are being drafted to govern ethical AI use, including the involvement of women in AI governance councils and national think tanks.

Artificial intelligence is redefining the roles and potential of Emirati women across sectors. By equipping them with tools to lead in a data-driven world and ensuring their voices shape ethical AI practices, the UAE is paving the way for a gender-inclusive technological future. As creators, innovators, and decision-makers in the AI landscape, Emirati women are proving that the future of intelligence artificial or otherwise is also fundamentally human and equitably shared.

Section 49: Environmentalism and Women-Led Sustainability

As climate change and environmental degradation have become global priorities, the UAE has embraced sustainability as a national agenda and Emirati women have emerged as pivotal players in this green transformation. From grassroots activism to national policy-making, women in the UAE are increasingly taking the lead in promoting environmental awareness, sustainable development, and climate resilience. Their contributions reflect both a deep cultural connection to the land and a forward-looking commitment to global sustainability goals.

The UAE's Vision 2030 and various national sustainability strategies such as the UAE Green Agenda and Net Zero by 2050 Strategic Initiative have created space for women to participate in the green economy and environmental leadership. Emirati women now serve as climate researchers, environmental engineers, renewable energy entrepreneurs, conservationists, and sustainability advocates. Their involvement signals a broader societal shift: sustainability is no longer a male-dominated sector but one where women are actively shaping outcomes for future generations.

One of the most significant platforms for female leadership in this area is Masdar (Abu Dhabi Future Energy Company). With its Masdar Women in Sustainability, Environment and Renewable Energy (WiSER) initiative, the company supports the development of female talent in clean energy and environmental policy. Through mentorship, education, and international exposure, WiSER has empowered young Emirati women to take leadership roles in sustainability science and innovation. Many program alumni have gone on to lead projects in solar power, sustainable architecture, and climate diplomacy.

In addition to formal institutions, many women-led grassroots initiatives and NGOs are at the heart of local sustainability efforts. Programs like Green Youth Majlis, Eco-Club Networks in schools, and Emirates Environmental Group (EEG) regularly involve women and girls in tree planting, recycling campaigns, water conservation education, and biodiversity preservation. These community-led movements demonstrate that women are not just policy implementers but active stewards of environmental culture and behavioural change.

Emirati women have also played an important role in environmental education, developing school curricula and public campaigns that raise awareness of sustainable practices. Female educators, influencers, and media personalities have helped normalize discussions around climate action, eco-friendly living, and responsible consumption. Their voices are especially powerful in influencing the next generation to adopt a more sustainable mindset from an early age.

Entrepreneurship in eco-friendly sectors has flourished among Emirati women. Female-led startups in areas such as sustainable fashion, organic farming, waste

management, and clean tech innovation are gaining visibility. These businesses not only contribute to the UAE's sustainability goals but also reflect a new economic model that balances profitability with environmental ethics. The government has supported these ventures through funding programs, green incubators, and innovation challenges that prioritize female participation.

At the international level, Emirati women have increasingly taken part in UN climate summits (COP meetings), regional sustainability conferences, and global clean energy forums. Their presence in these arenas reinforces the UAE's dual commitment to environmental leadership and gender equality. Through diplomacy and global collaboration, they advocate for inclusive climate strategies that address the unique challenges and capacities of women in both urban and rural communities.

However, access to green technologies, underrepresentation in high-level climate policy roles, and gender gaps in environmental data remain barriers to environmentalism. To address this, the UAE is working to mainstream gender across its environmental governance structures, ensuring that policies consider women's specific roles in sustainable livelihoods, resource management, and climate resilience planning.

Women-led sustainability in the UAE reflects a holistic vision where environmental care and gender inclusion go hand in hand. Whether through policy, innovation, education, or activism, Emirati women are not only participating in the environmental movement they are leading it. As climate action becomes ever more urgent, their voices and leadership will remain crucial in shaping a green

Section 50: Looking to 2025: A Vision Realized

As the UAE steps confidently into 2025, the vision of women's empowerment that began decades ago has not only taken root but flourished into a dynamic reality. Today, Emirati women are at the centre of every national narrative leading in government, breaking ground in science and technology, preserving culture through the arts, and driving sustainable development across every emirate. The journey toward gender inclusion has matured into a powerful movement grounded in policy, driven by leadership, and embraced by society.

What sets the nation apart in modern days is not merely the visibility of women in top roles, but the normalization of their presence in spheres once considered unconventional. It is now common to see women chairing boardrooms, commanding military units, launching AI startups, and representing the UAE in international diplomacy. The days when gender posed a barrier to ambition have largely given way to an era where opportunity is based on merit, aspiration, and innovation regardless of sex.

This success is deeply rooted in progressive leadership, beginning with the foundational vision of the late Sheikh Zayed bin Sultan Al Nahyan and carried forward by a new generation of rulers and policymakers. Government initiatives like the UAE Gender Balance Council, the Federal National Council (FNC) reforms, and strategic frameworks aligned with the UN Sustainable Development Goals have created an environment where women are not only protected by law but actively enabled by it. These institutional commitments continue to serve as catalysts for enduring change.

Educational reform has also played a crucial role in reshaping societal expectations. The young women of today are growing up with access to world-class education, cutting-edge research opportunities, and scholarships that enable global academic exchange. The result is a generation that is digitally fluent, culturally grounded, and globally aware ready to lead with both intellect and empathy.

Moreover, 2025 has witnessed a greater integration of intersectional empowerment. Rural and urban gaps are being addressed through localized programs, and marginalized voices including women with disabilities or from minority communities are increasingly being included in policy dialogues and development programs. The movement has grown beyond elite circles to include women at every socio-economic level.

Equally important is the transformation in public mindset. A cultural shift has occurred where women's empowerment is no longer viewed as a novelty or exception, but as an essential pillar of national progress. Emirati men, families, and educational institutions are actively participating as allies in sustaining this

inclusive ecosystem. Media, social platforms, and public discourse consistently reinforce messages of equality, achievement, and respect for women's rights.

Looking forward, the UAE is not resting on its achievements. Plans for 2030 and beyond continue to expand women's roles in space exploration, biotech, environmental diplomacy, and creative industries. The country's strategic investments in digital literacy, AI, green technology, and human capital are being developed with gender equity as a core value not an afterthought. 2025 is not simply a checkpoint but a milestone in a living, evolving narrative. The empowerment of Emirati women has transcended symbolism and entered the realm of substance. It is a story of vision, resilience, innovation, and unity a story still being written by the countless women who continue to rise, lead, and inspire. As the UAE marches into the future, it does so with the full strength of its women by its side confident, capable, and undeniably empowered.

AFTERWORD

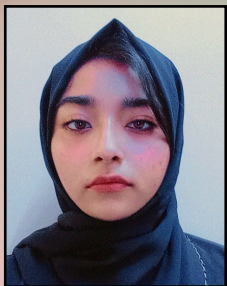
The story of Emirati women is no longer one of emergence it is one of presence, purpose, and power. As we reflect on the progress realized along the decades, it becomes clear that this is not the end of a movement but the beginning of a legacy. What was once a journey to empowerment has evolved into an era of leadership.

Women in the UAE are now innovators, ministers, entrepreneurs, educators, and guardians of culture. They are shaping laws, building technologies, leading environmental efforts, and standing on global stages with confidence. Most importantly, they are doing so not in isolation but as integral contributors to a shared national vision one that values inclusivity, innovation, and integrity.

Yet, the true success of this transformation lies not just in numbers or rankings, but in the everyday choices now available to Emirati girls and women the freedom to learn, to lead, to build, to dream. These are the empowered horizons they now navigate.

As we close this book, we acknowledge that the journey is not finished. New challenges will arise, and the pursuit of equity must be constant. But if the story so far tells us anything, it is this: when a nation invests in its women, it doesn't just uplift them it uplifts everyone.

And in the UAE, that investment is building a future as bold and boundless as the vision that started it all.



Amal Afzal is a recent graduate in Business Management, originally from Pakistan and raised in the United Arab Emirates. Her multicultural background has shaped a unique global perspective, allowing her to navigate diverse professional environments with ease and confidence.

With a strong academic foundation in organizational strategy and human resources, Amal has a proven talent for translating business theory into practical, results-driven solutions. Throughout her academic journey and professional internships in human resources, customer service, marketing, and research, she has developed a well-rounded skill set that includes recruitment, employee relations, data analysis, and stakeholder communication.

Fluent in English and naturally skilled in interpersonal communication, Amal thrives in collaborative settings and is passionate about creating meaningful, data-driven change. Her experience working across different functions has given her a deep understanding of how to align people, processes, and strategy to drive organizational success.

Amal is part of a new generation of business professionals, those who aim to bridge the gap between insight and innovation. She is driven by a desire to contribute to the evolution of modern business practices by fostering inclusive, efficient, and adaptive workplaces.

Editor of the book, **Dr. Dimithri Devinda Jayagoda** is a Sri Lankan scholar, author, keynote speaker, and lecturer, with a PhD in Asia Pacific Studies from Ritsumeikan Asia Pacific University (APU), Japan, earned in September 2014. He also holds a Master's in Development Economics and a Bachelor's in Business Administration from the same University. He was awarded the prestigious Sylff Fellowship in recognition of his research on sustainability initiatives on the island of Palawan in the Philippines. He serves as a lecturer at University of Bolton in UAE. Professionally, Dr. Jayagoda lectures in MBA programs at leading institutes in Sri Lanka that offer UK-affiliated degrees, where he brings global insights into sustainable development and business strategy. As an author and frequent keynote speaker, he contributes to academic forums and development conferences across Asia. He is also the founder of the Dimi on Education initiative, an online platform dedicated to sharing educational resources and empowering lifelong learners.



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