



# NATIONAL ACTION PLAN UNITED ARAB EMIRATES

On the Implementation of UN Security Council Resolution 1325

2021-2024









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سُحُورُ الشَّيْخَةِ فَاطِمَةَ بِنْتِ مُبَارَكٍ

H.H. SHEIKHA FATIMA BINT MUBARAK

*Mother of the Nation*







His Highness

# **Sheikh Mohammed bin Zayed Al Nahyan**

President of the United Arab Emirates  
Ruler of Abu Dhabi





His Highness

# **Sheikh Mohammed bin Rashid Al Maktoum**

Vice President and Prime Minister of the  
United Arab Emirates and Ruler of Dubai

“ The efforts of the United Arab Emirates and UN Women have joined forces to implement the Women, Peace and Security Agenda, according to an insightful and complementary vision of the wise leadership led by His Highness Sheikh Mohammed bin Zayed Al Nahyan, President of the United Arab Emirates, and his brother His Highness Sheikh Mohammed bin Rashid Al Maktoum, This comes within the context of protecting women and enhancing their roles in building security and peace in the United Arab Emirates, the Arab region and the world in an effort to achieve the four pillars of the Women, Peace and Security Agenda, namely:

- 1. Participation**
- 2. Conflict Prevention**
- 3. Protection**
- 4. Relief and Recovery**


The partnership between the government of the United Arab Emirates and UN Women resulted in a number of achievements related to women's issues. In this context, cooperation took place between UN Women, the Ministry of Defense and the General Women's Union, with more than 300 women from different countries completing the training program on peacekeeping operations. The first batch included 134 women from seven Arab countries and the training was at Khawla Bint Al-Azwar Military School for Women in Abu Dhabi. They completed three months of basic military training and two weeks in peacekeeping operations.

After that, the UAE government and UN Women agreed to expand the scope of participation to include countries from Africa and Asia, as the second group included 180 women from 11 African, Asian and Arab countries. The national plan of the UAE to implement Resolution (1325) issued by the United Nations Security Council for the period 2021-2024 is the cornerstone of cooperation. It has received official and community attention, as a large number of ministries, federal and local Governmental bodies and institutions, civil society and Private sector not , of direct relevance to the Women, Security and Peace Agenda.

The General Women's Union, as the supreme body concerned with empowering women in the country, assumed responsibility for managing communications, consultations, discussions, conversations and meetings to implement the Women, Peace and Security Agenda among the partners in cooperation with the United Nations Women's Communication Office for the Arab Gulf States in Abu Dhabi. These efforts culminated in the development of a national plan for the period 2021-2024 that creates a gender-sensitive environment and stimulates all relevant authorities to work seriously to protect women from all forms of gender-based violence or other forms of violence that women are exposed to, especially during wars and armed conflicts. Provided that this plan is consistent with the laws and regulations of the state.

Completing the process of political empowerment and decision-making centers for women and enhancing their roles in building security and peace in the United Arab Emirates as actors in peace processes will enable them to continue their active roles to ensure that women's rights are respected and to identify patterns and trends of violations experienced by women during conflicts. This also intends to meet the different needs of women during Conflict and post-conflict phase.

The concerted national and international efforts in support of the Women, Peace and Security Agenda through national and international programs is crucial, and is necessary to achieve its main pillars. This is also should be seen as a continuation of the UAE's continuous efforts to achieve political empowerment of Emirati women.

The United Arab Emirates and UN Women are Committed to continue their role in pioneering and distinguished cooperation in spreading the culture of peace, achieving security and enhancing the role of women in the peace building process. Since women are the Affected with conflict affected by conflict, their participation in implementing the Women, Peace and Security agenda means building peace in their societies and contributing to the prevention, protection, relief and recovery of all components of society, especially women, as they are the ones who know the needs of women and children. 

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*Mother of the Nation*



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United Arab Emirates

# **NATIONAL CONTEXT**

## Historical Context

The United Arab Emirates was founded on the second of December 1971 as a federation of seven emirates, including Abu Dhabi, Dubai, Sharjah, Ajman, Umm al-Quwain, Ras al-Khaimah and Fujairah. The UAE is located on the continent of Asia in the eastern part of the Arabian Peninsula. It is bordered to the north by the Arabian Gulf, to the west by the State of Qatar and the Kingdom of Saudi Arabia, to the south by the Sultanate of Oman and the Kingdom of Saudi Arabia, and to the east by the Gulf of Oman.

The Constitution of the United Arab Emirates specified the goals and elements of the federation, as it stated that the federation exercises sovereignty over all territorial lands and waters located within the international borders of the Emirates, and the seven Emirates exercise sovereignty over their lands and territorial waters in all matters that are not within the jurisdiction of the federation under the constitution, the people of the federation are considered as one nation and part of the Arab nation and Islam is the official religion of the union, and the official language of the union is the Arabic language.

The constitution stipulated the division of powers between the federal authorities and the local authorities. Article (120) of the constitution restricted the competences of the federal authorities to legislation and implementation, and Article (121) of the constitution specified the competencies that are unique to the federal authorities in terms of legislation. Except for these competencies, the member Emirates handle them.



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**Under the constitution, the federal authorities  
in the UAE consist of:**

## **Supreme Council of the Federation**

It is the highest authority in the UAE. It consists of Rulers of the seven emirates constituting the federation or their deputies in their emirates in case of Ruler's absence. Each emirate has one vote in the Council's deliberations. The Federal Supreme Council Formulates the general policy on all matters concerning the Federation under the Constitution, and considering all matters that could lead to the achievement of the objectives of the Federation and the common interests of the member emirates.

## **President and Vice President of the Federation**

The Supreme Council of the Union shall elect from among its members a President and a Vice President of the Union. According to the constitution, the President of the Union shall have a number of responsibilities and jurisdictions:

He shall be Chairman of the Supreme Council and direct its debates.

He shall sign the Union laws, decrees and decisions which the Supreme Council has ratified and shall promulgate them.

He shall appoint the Chairman of the Council of Ministers, receive his resignation and dismiss him from office with the agreement of the Supreme Council.

He shall also appoint the Deputy Chairman of the Council of Ministers and the Ministers and shall receive their resignations and dismiss them from office following a proposal from the Chairman of the Council of Ministers of the Union.

The Vice President of the Union shall exercise all the powers of the President in the event of his absence for any reason.



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**Under the constitution, the federal authorities  
in the UAE consist of:**

## **Council of Ministers**

The Council of Ministers of the Union consists of the Prime Minister, his deputy, and a number of ministers. The Council of Ministers, in its capacity as the executive body of the Union and under the supreme supervision of the President of the Union and the Supreme Council, undertakes the management of all internal and external affairs that are within the jurisdiction of the Union according to the Constitution and federal laws. In particular, it exercises a number of competencies and who the most important of which is following up the implementation of the general policy of the Union government internally and externally, proposing federal draft laws and referring them to the Federal National Council, preparing the draft federal budget and supervising the implementation of federal laws and decisions and international treaties and agreements to which the state is a party.

## **Federal National Council**

It consists of 40 members from the Emirates, members distributed as follows: Abu Dhabi 8 seats, Dubai 8 seats, Sharjah 6 seats, Ras al-Khaimah 6 seats, Ajman 4 seats, Umm al-Quwain 4 seats, Fujairah 4 seats. Federal draft laws, including financial draft laws, are presented to the Federal National Council before they are submitted to the President of the Federation for submission to the Supreme Council for ratification. The government is also responsible for informing the National Council of the international treaties and agreements it has signed with other countries and various international organizations, accompanied by an appropriate statement. The Federal National Council may discuss any of the general topics related to the affairs of the Union and express its recommendations.



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**Under the constitution, the federal authorities  
in the UAE consist of:**

## **Federal Judiciary**

Article 94 of the constitution states that justice is the foundation of kingship and affirms the independence of the judiciary. There is no power over judges except for the law and their conscience in performing their duties. The federal judicial system consists of federal courts of first instance and federal courts of appeal with varying jurisdiction over civil and commercial cases, criminal cases, administrative cases, and Sharia cases. In addition to a Federal Supreme Court consisting of a president and a number of judges appointed by a decree issued by the President of the Federation after its approval by the Supreme Council.

In addition to the federal judiciary, there is a local judiciary in the United Arab Emirates, as Article 104 of the constitution stipulates that: "The local judicial bodies in each emirate shall undertake all judicial matters that are not entrusted to the federal judiciary in accordance with the provisions of the constitution." The local judiciary applies the provisions of the constitution and federal laws. And local laws that do not conflict with the provisions of the Constitution and federal laws, and the local judiciary at 3 degrees, first instance, appeal and cassation, without prejudice to the jurisdiction of the Federal Supreme Court under the Constitution. The constitution also stipulates that the federation shall have an Attorney General who heads the Federal Public Prosecution Office, which undertakes the prosecution of crimes committed under the Federal Penal Code and the Federal Code of Criminal Procedure. The Judicial Coordination Council was also formed pursuant to Cabinet Resolution No. 377 of 2007, headed by His Excellency the Minister of Justice and with membership of heads and directors of federal and local judicial agencies, in addition to directors of judicial institutes in the country. Proposing appropriate solutions and working to unify the legal principles and rulings issued in similar cases before the judiciary.





# **WOMAN'S NATIONAL MECHANISMS**

in the United Arab of Emirates







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**General women's union**



الاتحاد النسائي العام  
GENERAL WOMEN'S UNION

The General Women's Union was established under the chairmanship of Her Highness Sheikha Fatima bint Mubarak on August 27, 1975, to serve as the national mechanism for the empowerment and entrepreneurship of women in the United Arab Emirates. It is considered the official umbrella that supports the UAE efforts towards women's issues in various local, regional and international forums.

## **Areas of Work:**

### **1. CONTRIBUTING TO WOMEN'S POLICY-MAKING**

The General Women's Union reviews women-related public policies, propose necessary amendments to empower women, set priorities, plans and initiatives and participate in drawing up comprehensive national sustainable development plans for each sector related to women's affairs.

### **2. BUILDING WOMEN'S CAPABILITIES**

Under the guidance of Her Highness Sheikha Fatima Bint Mubarak, the General Women's Union attaches great importance to developing women's capacities and skills in the United Arab Emirates in order to enable them to play their role in sustainable development, thus contributing to their integration in all fields and at all levels.



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**General women's union**

### **3. RESEARCHING WOMEN'S AFFAIRS**

Women-concerned research is the cornerstone of many activities of the General Women's Union, given the data and indicators it provides to reflect the situation of the Emirati women and their impact on women, families, societies and the preparation of strategic plans, programs, initiatives and policies that should be implemented.

### **4. REVIEWING AND PROPOSING AMENDMENTS TO WOMEN-CONCERNED LEGISLATIONS**

The General Women's Union reviews existing legislations and any other laws and regulations related to women's affairs and propose other necessary legislations according to developments in coordination and cooperation with the relevant authorities.

### **5. DRAWING UP NATIONAL WOMEN'S EMPOWERMENT STRATEGIES AND SUPERVISING THEIR IMPLEMENTATION, FOLLOW-UP AND EVALUATION**

The General Women's Union draws up the national strategies that form its platform of action and works with the relevant official and non-official institutions to integrate these strategies into their plans and programs. It then follows up with them periodically while providing the necessary technical advice and expertise, evaluating achievements and measuring progress against the indicators adopted when preparing the strategy. The union also works in a participatory manner to develop solutions to any potential difficulties faced by stakeholders.



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## **General women's union**

### **6. CONTRIBUTING TO BUILDING THE CAPACITIES OF WOMEN'S INSTITUTIONS AND WOMEN'S RIGHTS CONCERNED CIVIL SOCIETY INSTITUTIONS**

The General Women's Union works to build the capacities of women's institutions working in the field of women's empowerment and civil society institutions related to women's rights in order to enable them to carry out their tasks and implement their plans and programs up to achieving their objectives.

### **7. REPRESENTING WOMEN AND WOMEN'S INSTITUTIONS AT LOCAL, ARAB AND INTERNATIONAL LEVELS**

The General Women's Union serves as the umbrella of the UAE women's efforts, representing Emirati women in local, regional and international conferences, meetings and forums related to women's issues, actively contributes to the committees concerned with reviewing and ratifying conventions on women's rights and prepares state reports on women's rights to regional and international organizations.

### **8. BUILDING LOCAL, ARAB AND INTERNATIONAL PARTNERSHIPS**

The General Women's Union works to build effective partnerships and organized networks with official and non-official national, Arab, Islamic and international institutions and organizations concerned with women's affairs and issues. It also plays a multi-dimensional national role in working systematically and orderly to advance women, address their issues, positively change and improve their situations.



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## **General women's union**

Since its establishment, the General Women's Union has worked in partnership with the federal and local institutions and civil society institutions to integrate gender into development through two strategic plans. The first was in 2002-2014 and the second in 2015-2021. These two plans are considered one of the most important initiatives and projects launched by the General Women's Union. They managed to make a radical transformation in the issue of empowering women. The UAE is the first Gulf country to launch a national strategy for the empowerment and entrepreneurship of women in 2002, and it has updated it under the name of the National Strategy for the Empowerment and Entrepreneurship of Women for the period 2015-2021.

This strategy provides a reference framework for the federal and local government institutions, civil society institutions and the private sector in launching initiatives in support of women as a national program aimed at ensuring equal opportunities for women in state institutions and adopting appropriate policies and mechanisms to secure gains in rights and effectively integrate women's needs of development into plans and state strategies. Emirati women have deservedly won many rights and gains that made them an Arab and international role model.

Since its establishment in 1975, the General Women's Union launched a package of projects and initiatives that had a clear impact on the qualitative leap in the women's empowerment issue. This includes the National Initiatives for Gender Mainstreaming in the United Arab Emirates that was launched by the General Women's Union on March 8, 2006 in cooperation with United Nations Development Program. The efforts of the General Women's Union were reflected into the issuance of a cabinet decision to establish the UAE Gender Balance Council in 2015.



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## **UAE Gender Balance Council**

مجلس الإمارات للتوازن بين الجنسين  
UAE GENDER BALANCE COUNCIL



Established in 2015, the UAE Gender Balance Council is a federal entity responsible for developing and implementing the gender balance agenda in the United Arab Emirates. The Council's objectives are to reduce the gender gap across all government sectors, achieve gender balance in decision-making positions, and enhance the UAE's ranking in global competitiveness reports on gender equality. It also launched pioneering initiatives and projects to enhance gender balance throughout the country and contribute to achieving the Council's vision of positioning the UAE as a world model for gender balance.

One of the most important initiatives launched by the Council was the issuance of the "Gender Balance Guide: Actions for UAE Organizations" (the first-of-its-kind in the world) in 2017.

As a reference tool for gender balance in the region, the guide encompasses five key action areas, including commitment and oversight; integrating gender into policies and programs; promoting gender sensitive engagement of personnel; improving gender balance in leadership and gender sensitive communication.





# **Emirate Women**







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## Emirate Women

H.H Sheikha Fatima bint Mubarak, President of the General Women's Union, launched the Emirati Women's Day in the United Arab Emirates, which is celebrated every year **on August 28**, as an affirmation of the role of women in society and their great role in shaping the identity of the UAE society and their ability to overcome all obstacles to achieve gains that exceeded expectations.

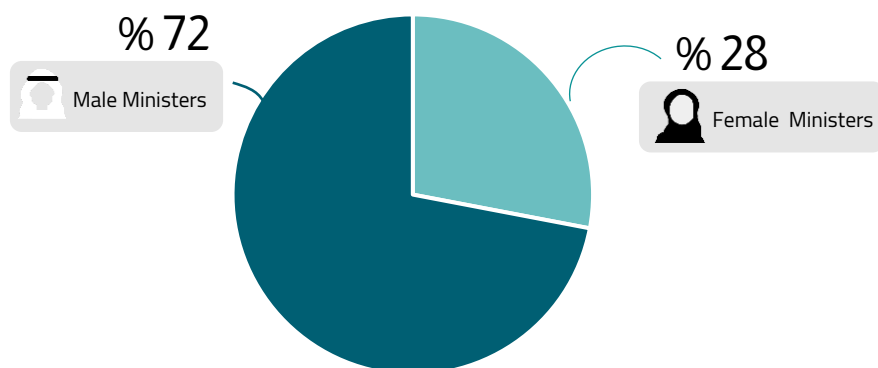
As a matter of fact, Emirati Women's Day is an important national occasion to celebrate the achievements of Emirati women. She was able to excel in its advanced performance in all sectors, which was monitored by the first strategic plan for the period 2002-2014 and through involvement with the second plan. The Emirati women became the distinguished icon of the UAE society, as women achieved many gains and achievements worthy and capable in all sectors, fields and various levels, and the diversity of their performance over the years through the following:



## Competitiveness

According to the standards set by the United Nations, the United Arab Emirates ranks first in the Arab world in the Gender Equality Index for the year 2022, and the country's performance in the report rose to 68th in the world in the general index of this global report, jumping 4 places in one year, when it was ranked 72 globally during 2021, and it ranked first in the world in 5 sub-indicators within the gender gap report, which are the girls' enrollment rate in primary education, the girls' enrollment rate in secondary education, the girls' enrollment rate in university education, and the gender ratio at birth, and the UAE topped the Arab countries in the percentage of seats held by women in national parliaments.

The state also ranked first in property rights between genders, according to the Prosperity Index report, and the percentage of women in the Council of Ministers has been raised, so that the Council includes among its members 9 female ministers, or 28% of the number of ministers, as well as an improvement in the representation of women in other leadership positions. Emirati women represent a large percentage of the labor market, specialized jobs, and future jobs, and ranked second in the world in the index of equal wages between genders in the same work.





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## Emirate Women

### Women and Decision-Making Centers

In the recent ministerial change that the UAE witnessed in the year 2020, this empowerment appeared in the increase in the number of women who held ministerial positions, as their number increased to 9, constituting approximately 28 percent, managing important and updated files. A woman assumed the presidency of the Federal National Council during the previous years, which is a step that, if anything, indicates the extent of commitment and attention that the political leadership attaches to the empowerment of women. Emirati women hold diplomatic positions in the Ministry of Foreign Affairs and International Cooperation. Until 2022, when the number of female ambassadors abroad reached 8, and the number of Emirati women working in the Ministry of Foreign Affairs and International Cooperation reached 488, while the number of Emirati women in the country's representative missions abroad reached 79 women. Females make up 45% of the total number of employees of the Ministry of Foreign Affairs and International Cooperation, and the percentage of females in diplomatic representation is 39%.

### Women and the space sector

The participation rate of Emirati women in The Emirates Mars Mission from the leadership team reached 50%, female engineers from the specialized scientists and workers on the Hope probe constituted 34%, and the participation rate of Emirati women from the scientific team of the probe reached 80%, while the participation rate of women in the Sheikh Mohammed bin Rashid Space Agency 39%, and 43% of workers in the engineering sector.



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## Emirate Women

### Women and the aircraft industry

According to the official data of the Strata Aircraft Manufacturing Company, Emirati citizens (male and female) constitute more than half of the workers in "Strata Manufacturing", a company specialized in manufacturing aircraft parts from composite materials, which is wholly owned by Mubadala Investment Company, which includes 489 employees, while the percentage of female citizens is about 87% of the total national cadres in the company, and the percentage of team leaders is female nationals in the production area reached 58%, who are responsible for leading the various production teams to ensure the production and delivery of airframe parts according to the delivery schedules agreed upon with major international aviation industry companies such as Airbus and Boeing. While the percentage of female supervisors Female citizens in the company is 63%.

### Women and education

Emirati women obtained unprecedented educational gains and rights, as the UAE ranked first in the index of the absence of a gender gap in enrollment in secondary education under the age of 15, and ranked first in the index of literacy, and ranked first in the world in the index of closing the illiteracy gap between women and men. The number of educational institutions reached 2,670 schools during the academic year 2019-2020, and the number of students enrolled in all educational stages increased to 1,353,501 million students, with the percentage of females reaching 50% of the total number of students, while the total number of qualified and trained teachers reached 108,020 teachers. The percentage of females is 75% of the total faculty. On the other hand, the total number of students in higher education reached 295,957 students during the academic year 2019-2020, the percentage of females was 45% of the total number of students, while the number of new graduates in higher education reached 52,320 students, the percentage of females was 47%, and the number of staff reached 16,4421 male and female teachers, of whom the percentage of females was 37%. Compared to the academic year 2020-2021 of the total staff, while the percentage of working females within the academic staff increased to 38% during the academic year 2021-2022



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## Emirate Women

### Women and Parliament

The General Women's Union is in building capacities in federal and local institutions to adopt a gender perspective in their strategies, policies, and budgets. The GWU launched a project to strengthen the role of women parliamentarians, back in 2004, is considered one of the most important initiatives of the General Women's Union in the field of women's political empowerment. It contributed to spreading awareness of the importance of women's political participation, in addition to qualifying a group of leading female figures and refining their leadership skills as a step towards preparing them to enter the political world.

During the reign of His Highness Sheikh Khalifa bin Zayed Al Nahyan, "peace be upon him", the parliament work received the care, attention, and direction of the political program announced by His Highness in 2005 to empower women in the Federal National Council, which included a number of pillars, including: Constitutional Amendment No. 1 For the year 2009, enhancing the participation of women as members and voters, and organizing the council membership elections that took place during the years 2006, 2011, 2015 and 2019, during which the number of electoral bodies was increased from nearly seven thousand in 2006 in the first electoral experience, to 337 thousand and 738 members in 2019 to witness an increase of 50.58%.

The decision of late Sheikh Khalifa bin Zayed Al Nahyan, "peace be upon him", also included raising the percentage of women's representation in the Council to 50 percent in the seventeenth legislative term. In a step that strengthened the position of the UAE in the ranks of developed countries in supporting women's participation in political life and parliamentary work, the Decree of Sheikh Khalifa bin Zayed Al Nahyan, "peace be upon him" No. 6 of 2007 included the formation of the Federal National Council in the fourth legislative term Ten, the appointment of eight women. One female candidate was elected in the 2006 elections for the membership of the Council in the first electoral experience that the state witnessed, to reach 22.2%.



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## **Emirate Women**

The formation of the Council in its fifteenth legislative term, which began on November 15, 2011, included seven female members, one of whom won the elections, and the woman obtained the position of first deputy speaker of the Council. One of the women won the election, and the woman got the position of president of the council.

The decree forming the Council in the seventeenth legislative term included 20 women, of whom seven women won in the elections that took place in October 2019, and in this chapter the woman won the position of second deputy speaker of the Council. Since holding its first session on February 12, 1972, the Federal National Council has contributed to approving legislation, raising various issues, and adopting recommendations that empower women to play their role in community service, guarantee their constitutional rights, and allow them the opportunity to participate in legislative and executive institutions and decision-making positions, which qualifies them To fulfill its responsibilities alongside men in the various fields of national action, within the framework of preserving the identity of the Islamic Emirates community and its authentic Arab traditions.

### **Women and economic participation**

The United Arab Emirates has provided many initiatives to support women in the economic field, by building the capabilities of national female cadres and qualifying them to activate their contribution in supporting the economic process. According to statistics data issued by the Ministry of Economy, there are about 25,000,00 businesswomen managing investments worth more than 60 billion dirhams inside the state. The share of working women in leadership and supervisory positions was 46%, education 69%, health 72%, 46% administrative jobs, 30% the diplomatic corps, 34% professional and specialized professions, and 37.5% in the banking sector. Women occupy 66% of the staff in government agencies, 30% of whom occupy leadership positions, and 15% in specialized and academic positions. In addition, women occupy about 75% of positions in the education and health sectors.



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## **Gender and Security**

### **Gender and Security**

Empowering women and girls are one of the three priority of the UAE's foreign aid policy for the period 2017-2021, and it is one of the strategic areas of the Ministry of Foreign Affairs and International Cooperation in the UAE. The government of the UAE believes women and girls – as powerful agents of change – have the power to transform societies, and as such is committed to advancing the role of all women across decision-making.

As a founding member of the UN National Focal Points Network on WPS, co-sponsor of UN SCR 2242, and international investor of over \$2 Billion to 113 countries on programming related to the protection and empowerment of women and girls, the UAE supports women's roles in peacebuilding as leaders and decision-makers within formal and informal processes.

The UAE's foreign aid strategy is committed to supporting the empowerment of women and girls at the global level through a policy of empowerment and protection of women. Accordingly, the UAE is committed to increasing the percentage of foreign aid allocated to empowering and protecting women and girls to high percentages of the total funds allocated by 2021. The UAE trusts that through this goal, which includes equality, empowerment and protection for women and girls, a goal that coincides with the United Nations Declaration on the 2030 Agenda for Sustainable Development.



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## **Gender and Security**

### **Participation**

The UAE is moving steadfast in achieving gender parity within its diplomatic core. Today 49.5% of Ministry of Foreign Affairs staff are women, and 60% of Anwar Gargash Diplomatic Academy graduates are women.

Internationally the UAE has funded various projects targeted at increasing women's participation in decision-making. In the Thousand Leaders program, the UAE provided training and empowerment opportunities for women to sharpen their leadership skills and advance within their sector of work. The UAE has also invested over \$41 Million the Government Support Program of the Emirates Technical Assistance program. The program increases government competence for women through training programs, capacity building workshops, creation of government services centers, development of government services, and more. The program benefited 743,534 women from Jordan, Egypt and Uzbekistan.

### **Prevention**

Between 2013-2019, the UAE provided nearly \$ 55 million to implement projects aimed at strengthening the women, security and peace agenda , and these programs included the Women's peace and security training Program, which was launched in 2019 as a first phase to build the capabilities of Arab women in the sector

The training was conducted at Khawla Bint Al-Azwar Military School with the participation of 137 women from 7 Arab countries: the Kingdom of Bahrain, the Kingdom of Saudi Arabia, the Arab Republic of Egypt, the Democratic Republic of Sudan, the Hashemite Kingdom of Jordan, the Yemen Arab Republic, in addition to the United Arab Emirates

The program contributed to preparing female officers to participate in United Nations peacekeeping operations, increasing the number of women qualified to work in the army, and establishing support networks for women interested in military work and peacekeeping. The second round of the "Women, Peace and Security" program has started with participation from 11 African, Asian and Arab countries; Included: The Hashemite Kingdom of Jordan; The Republic of Yemen; The Republic of Bangladesh; The Islamic Republic of Pakistan; The Islamic Republic of Afghanistan; The Gambia; And Ghana; And Chad; And Senegal; And the Republic of Mauritania, along with the United Arab Emirates.





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## Gender and Security

### Protection

Between 2016-2019 the UAE provided \$2.1 Billion on program related protection of women, including:

\$1.5 Billion for the implementation of more than 4,000 projects focused on gender, with 113 different countries receiving funds. The projects included programming in the areas of education, health, nutrition, direct humanitarian aid, government effectiveness, economic empowerment, vocational trainings, combating sexual violence, and advancing the women, peace, and security agenda.

\$9.2 Million on projects combating human trafficking in India, Iraq, Pakistan, Bangladesh, Ethiopia, Morocco, Indonesia, Vietnam, and Nepal. The projects included funds for accommodations of victims, social and legal services, recreational activities, vocational training for victims, and material support for women.

\$10 Million aimed at ending sexual violence against women in conflict.

Yemen is the largest beneficiary of funds distributed through a gender focus, receiving 28% of these funds, including \$500 Million for the Imdad initiative which provides food for 10-12 million Yemenis.

The UAE also partnered with the UN population fund to implement \$30.5M of projects on protecting women and girls, supporting reproductive health and health consultations, healthcare and field obstetrics, primary healthcare in healthcare centers and facilities, providing protecting, and spreading awareness among men about violence against women.

The government of the United Arab Emirates has continued its financial support to the UN Women Liaison Office for GCC since its establishment in 2010, and contributed five million dollars in 2018 not allocated to a specific sector, but urged UN Women to use part of this aid to ensure the implementation of the agenda of women, peace, and security in the world.



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## Gender and Security

### Post-Conflict Recovery

In 2018 the UAE committed \$500 Million to international rebuilding efforts for Iraq focused on the areas most affected by ISIS extremism. These funds included addressing the needs of women and girls in the area and reconstruction efforts.

In 2020 the UAE partnered with the French agency ACTED to deliver \$2 million of humanitarian and relief aid. The agreement allowed for the distribution of tents and shelter materials to newly displaced families, in addition to maintenance work in refugee camps.

To better support people in need during humanitarian crises and to better meet the unique needs of women and girls, the UAE has committed to:

Increase up to 15 percent of its aid for humanitarian crises, including doubling unearmarked funding by 2020 and multi-year financing for long-term crises

Increase its support for women and girls in humanitarian response situations and support local and women's organizations in emergencies

Rehabilitation of women to take their role in post crisis recovery

Strengthen strategies for preventing and responding to sexual and gender-based violence in humanitarian settings

Commitment to allocate part of the humanitarian aid funding to provide psychosocial support to those in need

Building the capacity of humanitarian actors to prevent and deal with sexual violence against women

Protect women and children from human trafficking crimes



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## Global Participation

### Global Participation

In 2017, the UAE Gender Balance Council hosted the first United Nations Secretary General's High-Level Panel (HLP) meeting on Women's Economic Empowerment to take place in the Middle East and North Africa (MENA) region.

During the 2017 World Government Summit in Dubai, the UAE Gender Balance Council hosted a three-day workshop to accelerate the implementation of the United Nations' Sustainable Development Goal (SDG) 5 – 'achieve gender equality and empower all women and girls', as part of 'SDGs in Action @ WGS'.

The UAE Gender Balance Council participated in the sixty-first session of the 'Commission on the Status of Women' (CSW61) in New York, which brought together 45 delegations from across the world, including representatives of UN Member States, UN entities and non-governmental organisations (NGOs), focused on shaping global standards of gender equality and the empowerment of women.

A delegation from the UAE Gender Balance Council participated in the 9th edition of The Gender Summit, which was held at the European Union's (EU) headquarters in Brussels. The event highlighted the most successful policies and initiatives established to support gender equality, particularly in the fields of technology, science, research and innovation.



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## **Global Participation**

In 2004, the UAE became a signatory to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The UAE regularly participates in and hosts international conferences on women's issues and has signed all international treaties on protecting the rights of women. Among these are the Child Protection Convention (1997), the Convention on the Elimination of All Forms of Discrimination against Women, CEDAW, (2004), the Hours of Work (Industry) Convention (1982), the Equal Remuneration Convention (1996), the Convention concerning Night Work of Women Employed in Industry (1982) and the Convention on Minimum Age (1996).

The UAE has strengthened its partnership with the Georgetown Institute for Women Peace and Security (GIWPS) over the years, and participated in many conversations regarding WPS and UNSCR1325 and subsequent resolutions on WPS. This provided a forum to pursue both persisting and emerging challenges to women's roles in the post-conflict window, to generate a discussion on how to best advance their inclusion, and to sharpen our focus on what remains an understudied aspect of the peace-security timeline in a community emerging from conflict. As a result of these conversations, the Permanent Mission of the United Arab Emirates to the United Nations commissioned a joint report and UN Action Plan to advance women's participation in post-conflict reconstruction.



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## Preventing and Combating Violent Extremism

### Preventing and Combating Violent Extremism

The UAE government recognizes violent extremism as a security challenge that transcends borders, cultures, religions, and a threat that requires an international response to successfully address. In addition to a military response, terrorism is a multifaceted phenomenon that requires specialized approaches to combat it.

Nationally the UAE has criminalized activities associated with terrorism, including in areas related to cybersecurity, money laundering, and financing of terrorism. Religious discourse is also moderated across institutions to prevent radicalization, including within religious and media platforms. Religious education curriculum has been carefully developed for use by all levels, including Islamic education classes in the formal school system and standardized curricula in the Qur'an memorization centers managed by the General Authority of Islamic Affairs and Endowments.

The UAE works with international partners to monitor and disrupt terrorist financing networks by cooperating with other Financial Intelligence Units and international organizations, such as the Middle East and North Africa Financial Action Task Force.

A Minister of Tolerance was first appointed in 2016 to spread the values of tolerance and peaceful coexistence in the UAE and abroad. The International Institute for Tolerance in Dubai was founded in order to instill a spirit of tolerance throughout the country and solidify a culture of openness and civilized dialogue in firm opposition to intolerance, extremism, closed-mindedness, and discrimination.

2019 was declared the "Year of Tolerance" by the UAE, organizing public events domestically and internationally to promote values of tolerance among people of all religions.





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## Preventing and Combating Violent Extremism

At the UN level, as a co-sponsor of Resolution 2242, the UAE affirmed that gender quality and women's empowerment are critical to conflict prevention and broader efforts to maintain international peace and security. Through the support of this resolution, the UAE encouraged the global community to integrate their agendas on women, peace, and security, counterterrorism, and countering-violent extremism. Including:

"Noting the changing global context of peace and security, in particular relating to rising violent extremism...[member states should] increase attention to women, peace, and security as a cross-cutting subject in all relevant thematic areas of work on its agenda"

"Recognizing the differential impact on the human rights of women and girls of terrorism and violent extremism, including in the context of their health, education, and participation in public life"

Recognize that women are "often directly targeted by terrorist groups [and recognition that] acts of sexual and gender-based violence are known to be part of the strategic objectives and ideology of certain terrorist groups, used as a tactic of terrorism"

Ensuring "the participation and leadership of women and women's organizations in developing strategies to counter terrorism and violent extremism";

Address, "including by the empowerment of women, youth, religious and cultural leaders, the conditions conducive to the spread of terrorism and violent extremism";



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## **Preventing and Combating Violent Extremism**

### **The Hedayah Center**

In 2012, the UAE established the Hedayah Center in partnership with the Global Counter-Terrorism Forum. Hedayah is an international center for training, dialogue, research, and cooperation in the fight against violent extremism, and the UAE is a founding member of the Global Counterterrorism Forum and was the co-chair of the Forum's Task Force against Violent Extremism alongside the UK from 2011 to 2017.

### **The Sawab Center**

In 2015 the UAE established the Sawab Center, in partnership with the US, with a focus on combating extremism on social media. The center housed an interactive online messaging initiative aimed at supporting the efforts of the Global Coalition against extremism and terrorism. The Center has based its strength in the voices of the Muslims and non-Muslims around the world who reject terrorism and the false and misleading ideas promoted by terrorist organizations. The Center works to harness the power of social media and online communications to identify and correct religious misunderstandings.







Objectives

# **UAE NAP**



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## UAE NAP Objectives

### UAE NAP Objectives

#### **1 Women needs are integrated into foreign policy priorities, including humanitarian aid for women and girls.**

- 1.1** Gender equality in humanitarian assistance is promoted.
- 1.2** Support the women, peace, and security agenda through national and international programs.
- 1.3** Women's political participation in UAE is strengthened.

#### **2 Women's meaningful participation in promotion of conflict prevention and participation in peacebuilding activities is increased.**

- 2.1** An analysis based on women needs within international peace efforts is integrated
- 2.2** Enhance the role of decision-makers in the Arab Gulf region and the international community to build their capacities in the field of supporting women's contributions to the peace building process.

#### **3 Women's meaningful participation in peacekeeping forces and within the security sector is strengthened, and peacekeeping troops deployed have a strengthened capacity to protect women from sexual exploitation and abuse during deployment.**

- 3.1** Women are included in peacekeeping missions according to the nature of the mission.
- 3.2** Relevant stakeholders are responsive to the security needs and priorities of women and are understanding of women's contributions to the field.
- 3.3** Women peacekeeping and military officers receive professional development training.



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## **UAE NAP Objectives**

### **4 Women's meaningful participation in preventing violent extremism and other emerging women, peace, and security challenges is strengthened.**

- 4.1** A gender perspective is integrated in efforts on prevention of and countering violent extremism.
- 4.2** A gender perspective integrated into emergency response and crisis management planning and implementation





Resolutions

# **UN Security Council**

on Women, Peace, and Security





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## UN Security Council Resolutions on Women, Peace, and Security

# UN Security Council Resolutions on Women, Peace, and Security

Since 1325, the UN Security Council has adopted ten additional resolutions on WPS. Together, these resolutions inform the WPS agenda globally.

<b>1325</b> (2000)	First UNSCR to recognize “the impact of armed conflict on women and girls” and calls for their “protection and full participation in the peace processes, [which] can significantly contribute to the maintenance and promotion of international peace and security”
<b>1820</b> (2008)	Recognizes sexual violence as a tactic of war, and a direct challenge to international peace and security. Calls for training of peacekeeping troops and security forces on preventing and responding to sexual violence
<b>1888</b> (2009)	Establishes a Special Representative of the Secretary General, and a team of experts, on rule of law and sexual violence in conflict, and calls for improved monitoring and coordination in implementing WPS resolutions
<b>1889</b> (2010)	Calls for the strengthening of the implementation of 1325, and advances monitoring and reporting potential
<b>1960</b> (2010)	Strengthens monitoring and reporting mechanisms for sexual violence in conflict
<b>2106</b> (2013)	Operationalizes current obligations in combating sexual violence in conflict
<b>2122</b> (2013)	Reaffirms gender equality as critical to international peace and security, acknowledges deficits in implementing the WPS agenda, and recognizes the unique vulnerabilities of women in armed conflict
<b>2242</b> (2015)	Addresses financial and institutional reforms needed for full implementation of 1325, calls for greater integration of WPS agenda across issues, highlighting counterterrorism and Combating Violent Extremism
<b>2467</b> (2019)	Encourages a survivor-centered approach in preventing and responding to sexual violence in conflict and post-conflict
<b>2493</b> (2019)	Calls for continued and full implementation of WPS agenda, recognizes importance of inclusion in legislative and political environments, and encourages country-specific approaches for women’s participation in peace and security
<b>2538</b> (2020)	Calls for strengthening collective efforts to promote the full, effective, and meaningful participation of uniformed and civilian women in peacekeeping operations at all levels and in all positions, including senior leadership positions







Threats

# **Emerging Security & Security Agenda**

Women, Peace, and Security



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**UNSCR**  
the Women, Peace, and Security

## Emerging Security Threats and the Women, Peace, and Security Agenda

The experience of people with the COVID-19 pandemic has made the re-examination of security beyond referring only to armed conflict more urgent. The scope of what constitutes security has expanded to include threats to human security.

Women are often uniquely positioned to assume leadership roles, set priorities and influence more effective humanitarian responses. When women and girls are included in planning and implementing humanitarian responses, it improves overall humanitarian outcomes.

When humanitarian crises strike, women and girls suffer the burden of care on families and society as a whole. Women and girls are also more at risk of abuse, exploitation and violence - including sexual violence - with little protection and limited legal recourse.

Since the passing of 1325 in 2000, the space of international peace and security has expanded beyond the traditional interpretations of insecurity and instability. The WPS agenda has also extended accordingly, analyzing the role of women in emerging issues previously not considered part of the security field. These include efforts to address violent extremism and terrorism, the climate crisis, and global health security, and other emerging issues increasingly integrated into international security policy.



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**UNSCR**  
the Women, Peace, and Security

UNSCR 2242, adopted in 2015, outlines the expanded approach to the WPS agenda:

“Noting the changing global context of peace and security, in particular relating to rising violent extremism, which can be conducive to terrorism, the increased numbers of refugees and internally displaced persons, the impacts of climate change and the global nature of health pandemics, and in this regard reiterating its intention to increase attention to women, peace and security as a cross-cutting subject in all relevant thematic areas of work on its agenda, including threats to international peace and security caused by terrorist acts”

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) – in addition to maintaining important obligations relating to the protection of women’s rights and gender equality often aligned with the WPS UNSCRs – has also updated its requirements to addressing emerging issues in the field, including challenges such as the trafficking of women and girls, and addressing displaced people and refugees.



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## **The Women, Peace, and Security Agenda**

Twenty-five years ago, the Beijing Declaration and Platform for Action (1995), considered the most progressive blueprint for advancing gender equality and women's empowerment, listed "Women and Armed Conflict" as one of the twelve critical areas of concern. It described the impact on women of war and violence. Five years after Beijing Declaration, the UN Security Council Resolution passed the groundbreaking Resolution 1325 on Women, Peace and Security. It reiterated the impact of violent conflict on women and girls but added the right and capacity of women to play a significant role in conflict prevention, conflict resolution, peacemaking and peacebuilding. These two documents made the case that violence and war impacted women and men differently.

The Women, Peace, and Security (WPS) agenda aims to increase the role of women before, during and after conflict, positioning women as agents of change rather than victims. In doing so, the WPS agenda shifts traditional security approaches into broader, more inclusive definitions of security and peace. The UN Security Council Resolution 1325 stated that violence and war impact on men and women differently, emphasizing the need for a gendered approach to peace and security. This means examining the notions of masculinities and femininities that lead to the devaluing of women at home, in the workplace, and in various other spaces in society, including the public space. The Resolution promotes the role of women as the change agents for peaceful and just society as well as prioritizes 'protection' of women's human rights in conflicts and post conflicts, particularly to address sexual violence. The Resolution mandates women's participation in peace and development.

Globally some progress has been made in advancing women, peace and security – but it was not fast enough. Since 1995, 17 landmark frameworks, including 11 UN Security Council resolutions have emphasized that women are key to conflict prevention and peacebuilding. And yet, Women made up just 3% of mediators and 13% of negotiators in official peace talks between 1992 and 2018. Social exclusion, discrimination and marginalization provide fertile ground for radicalization and extremism, including violent mobilization. Conflict can, in turn, amplify further marginalization and exclusion as many people are displaced or made more vulnerable by violence.



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## **The Women, Peace, and Security Agenda**

Several studies have analyzed factors that predict stability and the results suggest that gender equality is a better indicator of a state's peacefulness than other factors like gross domestic product, democracy, or religion. Where women are more empowered, the state is less likely to experience civil conflict or go to war with its neighbors. According to the Uppsala Conflict Data Program/International Peace Research Institute (UCDP/PRI) Armed Conflict Dataset at Uppsala University, "In 2014, the OECD ranked 17 countries as having "very high" levels of discrimination in their social institutions, including discriminatory family codes, restricted civil liberties, and restricted access to resources." Gender equality is a predictor of peace: 14 of the 17 countries at the bottom of the OECD's index also experienced conflict in the last two decades.

Increasing women's participation and representation in leadership and decision-making positions leads to higher levels of peacefulness and better development outcomes for society. Women's political leadership correlates with decreasing conflict. Higher levels of female participation is proven to reduce the risk of civil war, and as the percentage of women in parliament increase by 5%, a state is five times less likely to use violence when faced with an international crisis. In fact, the higher the proportion of women in parliament, the lower the likelihood that the state carried out human rights abuses.

In recent year, even though we have seen increasing active role of women in perpetrating violent extremism, women have also acted as the powerful agents for peace. Many more women have been leading community-based solutions and supporting their families and communities in emergency response and crisis, identify early warning signs of radicalization and extremism, engage young people and build social cohesion.



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## **The Women, Peace, and Security Agenda**

Across the world women are often the first to stand up against terrorism, since they are among the first targets of fundamentalism, which restricts their rights and frequently leads to increase in domestic violence before it translated into armed conflict. Women's participation has its greatest impact in the long term: an agreement is 35% more likely to last at least 15 years if women participate in its creation. Similarly, women promote dialogue and build trust. Often perceived as honest brokers in process processes, women have access to conflict parties often denied to male leaders.

Evidence shows that inclusive processes better address underlying dynamics and conflict drivers and help build and identify resilience capacities required for the consolidation and continuity of a peaceful state. A study of 58 conflict-affected states between 1980 and 2003 found that when no women are represented in the legislature, the risk of relapse increases over time, but "when 35% of the legislature is female, this relationship virtually disappears, and the risk of relapse is near zero". For countries engaged in peace processes and transitions, women's participation helps reach and sustain peace agreements.



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## **Resolution 1325**

In response to decades of pressure from civil society and women's grassroots organizations, in 2000 the UN Security Council adopted Resolution 1325. UN SCR 1325 was the first international policy to recognize the impact of conflict on women and girls and calls for their protection and full participation in the peace processes, which can significantly contribute to the maintenance and promotion of international peace and security.

UNSCR 1325 frames the need for women's inclusion as a security issue rather than a rights-based issue. The Resolution acknowledges the need for inclusive approaches to peace processes. It suggests involving women in conflict resolution as an effective way to achieve sustainable peace, and it endorses inclusion of civil society groups in peace processes and the implementation of peace agreements.

UNSCR 1325 was built on a number of international conventions, policy documents, and conferences, including the Geneva Conventions, the UN Convention Relating to the Status of Refugees, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the UN Convention on the Rights of the Child.

Additionally, the Resolution is inextricably linked to the Rome Statute of the International Criminal Court, the Charter of the United Nations, and countless other UN documents discussing peace building and conflict management. CEDAW Recommendation #30 is focused on peace and security and mandates the States parties are to provide information on the implementation of the Security Council agenda on women, peace and security, including by specifically reporting on compliance with any agreed United Nations benchmarks or indicators developed as part of that agenda (para 83).



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## **Resolution 1325**

Resolution 1325 identifies the following four basic pillars of the women, peace and security agenda:

### **Participation**

Calls for increased participation of women at all levels of decision-making, including in national, regional, and international institutions; in mechanisms for the prevention, management and resolution of conflict; in peace negotiations; in peace operations, as soldiers, police, and civilians; and as Special Representatives of the U.N. Secretary-General. .

### **Protection**

Calls specifically for the protection of women and girls from sexual and gender-based violence, including in emergency and humanitarian situations, such as in refugee camps.

### **Prevention**

Calls for improving intervention strategies in the prevention of violence against women, including by prosecuting those responsible for violations of international law; strengthening women's rights under national law; and supporting local women's peace initiatives and conflict resolution processes.

### **Relief and recovery**

Calls for advancement of relief and recovery measures to address international crises through a gendered lens, including by respecting the civilian and humanitarian nature of refugee camps, and considering the needs of women and girls in the design of refugee camps and settlements..





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## **Resolution 1325**

The UN SCR 1325 was a watershed resolution in so many ways, including a broader recognition of actors other than just governments and nation states in terms of modern conflicts. The resolution in its four pillars offer a wide-ranging set of policy options that require women's inclusion in and the gendered perspectives in these deliberations. It was probably the stronger recognition at the time of the power of civil society, especially women's groups, to shape conflict prevention, resolution and post violence reconstruction.





# **ANNEX**



## ANNEX 1: LOGICAL FRAMEWORK – HIGH LEVEL

### LTO 1

Women needs are integrated into foreign policy priorities, including humanitarian aid for women and girls.

#### MTO 1.1

Gender equality in humanitarian assistance is promoted .

#### MTO 1.2

Support the women, peace, and security agenda through national and international programs

#### MTO 1.3

Women's political participation in UAE is strengthened

### LTO 2

Women's meaningful participation in promotion of conflict prevention and participation in peacebuilding activities is increased

#### MTO 2.1

An analysis based on women needs within international peace efforts is integrated

#### MTO 2.2

Enhance the role of decision-makers in the Arab Gulf region and the international community to build their capacities in the field of supporting women's contributions to the peace building process

### LTO 3

Women's meaningful participation in peacekeeping forces and within the security sector is strengthened, and peacekeeping troops deployed have a strengthened capacity to protect women from sexual exploitation and abuse during deployment

#### MTO 3.1

Women are included in peacekeeping missions according to the nature of the mission

#### MTO 3.2

Relevant stakeholders are responsive to the security needs and priorities of women, and are understanding of women's contributions to the field

#### MTO 3.3

Women peacekeeping and military officers receive professional development training

### LTO 4

Women's meaningful participation in preventing violent extremism and other emerging women, peace, and security challenges is strengthened

#### MTO 4.1

A gender perspective is integrated in efforts on prevention of and countering violent extremism

#### MTO 4.2

A gender perspective integrated into emergency response and crisis management planning and implementation

## ANNEX 2: LOGICAL FRAMEWORK – ACTIVITY LEVEL

### LTO 1

Women needs are integrated into foreign policy priorities, including humanitarian aid for women and girls.

### MTO 1.1

Gender equality in humanitarian assistance is promoted.

#### Output 1.1.A

UAE's commitment of integrating gender perspective in bilateral and multilateral foreign assistance is to be achieved

#### Output 1.1.B

UAE strengthens international coordination on gender equality issues and in dealing with humanitarian crisis

#### Activities:

Establish a system of trained gender focal points across all relevant departments  
Specialized stakeholders Implements a new funding model requiring a gender analysis demonstrating how women and girls will benefit from all humanitarian aid distributed by UAE  
Ensure that UAE's bilateral and multilateral foreign assistance to be gender sensitive , ensures all foreign aid meets gender balance requirement  
Publicly supporting the implementation of relevant Women, Peace, and Security UN Security Council Resolutions and support for new resolutions on the subject  
Publicly supporting the advancement of the Women, Peace, and Security agenda through speaking engagements and on the record statements  
Hosting of convenings, at the UN level or within the UAE on the subject of Women, Peace, and Security  
Strengthen partnerships with WPS-related organizations as an engaged actor on communication campaigns, advocacy issues, research opportunities, etc.

#### Relevant Ministries:

- Ministry of Foreign Affairs and International Cooperation
- Ministry of Defense
- General Women's Union
- All relevant authorities (federal, local, and civil society institutions).

### **LTO 1**

Women needs are integrated into foreign policy priorities, including humanitarian aid for women and girls.

### **MTO 1.2**

Support the women, peace, and security agenda through national and international programs

#### **Output 1.2.A**

Gender analysis in UAE's Foreign Aid Policy is expanded to include all four pillars of UNSCR 1325

#### **Output 1.2.B**

WPS and UNSCR 1325 curriculum is created and implemented into the educational curricula and military and security institutes in the country

#### **Output 1.2.C**

Participation of women staff in programs not directly related to WPS agenda is increased

#### **Output 1.2.D**

Ensure that the National Strategy for Empowerment of Emirati Women includes the four pillars of UNSCR 1325 of Participation, Prevention, Protection, and Post-Conflict Recovery

#### **Activities:**

- Strengthen gender mainstreaming among current commitments relating to women and girls
- Create gender equality program within the Foreign Aid Policy beyond providing direct humanitarian services to women and girls
- Implement UAE's Foreign Aid Policy in partnership with relevant stakeholders
- Build the capacities of the staff in ministries and other Governmental entities in federal and local government agencies and civil society in the area related to the women, peace, and security agenda.
- Support and encourage women to serve in decision-making positions across all foreign-service related programming, including those not relating to Women, Peace, and Security directly

#### **Relevant Ministries:**

- Ministry of Foreign Affairs and International Cooperation
- The Ministry of Education
- Ministry of Defense
- Ministry of Interior
- Institutions of higher education
- General Women's Union
- All relevant authorities (federal, local, and civil society institutions)

### **LTO 1**

Women needs are integrated into foreign policy priorities, including humanitarian aid for women and girls.

### **MTO 1.3**

Women's political participation in UAE is strengthened

#### **Output 1.3.A**

Gender parity within the Ministry of Foreign Affairs and International Cooperation, and other relevant entities is strengthened

#### **Output 1.3.B**

Percentage of women at senior-level positions within Ministry of Foreign Affairs and International Cooperation, and other relevant entities is increased

#### **Activities:**

Conduct targeted training to enhance women's leadership and governance skills broadly in UAE  
Conduct meetings with senior-level staff on the importance of women's inclusion within decision-making

Create peer-to-peer and mentorship relationships between women within the Ministry and other relevant Ministries and Governmental entities.

- Create messaging campaigns targeted at women to raise awareness on the importance of women's participation in decision-making
- Inform young women and early career professionals of the opportunities available as part of the Diplomatic Core
- Set annual targets for total number of women in senior-level positions at Ministry of Foreign Affairs and other relevant Governmental entities , and to ensure a gender balance

#### **Relevant Ministries:**

- Ministry of Foreign Affairs and International Cooperation
- Ministry of Defense
- Ministry of Interior
- Ministry of Culture and Youth
- Federal Competitiveness and Statistics Authority
- All relevant authorities (federal, local, and civil society institutions).



## **LTO 2**

Women's meaningful participation in promotion of conflict prevention and participation in peacebuilding activities is increased

### **MTO 2.1**

An analysis based on women needs within international peace efforts is integrated

#### **Output 2.1.A**

Obstacles to women's meaningful participation in mediation, peace negotiations, and transition processes are recognized and understood

#### **Output 2.1.B**

Expand women's meaningful participation in mediation, peace negotiations and transitions processes

#### **Output 2.1C**

The UAE works to promote the development and implementation of National Action Plans

#### **Activities:**

The UAE commits to the principle of gender equality within international peacebuilding and peacekeeping efforts, including:

- Raising awareness at international and regional forums on women's participation in mediation, peace, and transition processes at all levels
- Participating in the efforts of UN specialized agencies to further strengthen operating policies and strategies within international peacekeeping forces relating to gender equality.
- Ensuring women are increasingly present at the post-agreement implementation and monitoring phases in which the UAE is involved
- Providing relevant actors with trainings on the inclusion of gender perspective at various stages of the peace process
- Promoting high-level knowledge sharing and learning among the WPS focal points network
- Adopt national policies and programs that integrate gender prepective in various fields and circumstances.
- Strengthen the institutional capacity of institutions specialized in protecting women from violence and providing comprehensive health, social and legal services to cover these needs

#### **Relevant Ministries:**

- Ministry of Foreign Affairs and International Cooperation
- Ministry of Defense
- Ministry of Interior
- Ministry of Health
- General Women's Union
- All relevant authorities (federal, local, and civil society institutions).

## **LTO 2**

Women's meaningful participation in promotion of conflict prevention and participation in peacebuilding activities is increased

## **MTO 2.2**

Enhance the role of decision-makers in the Arab Gulf region and the international community to build their capacities in the field of supporting women's contributions to the peace building process

### **Output 2.2.A**

UAE representatives involved in developing and implementing peacebuilding policy - including current peacebuilding engagements - receive capacity building training on integrating women's contribution into peacebuilding efforts

### **Output 2.2.B**

Capacity building for middle and upper-level functional levels of the relevant authorities is conducted and deals with women's contributions to peace building processes

### **Activities:**

- Conduct advanced trainings and technical workshops on women's contributions to targeted peacebuilding
- Relevant authorities in UAE participate in mediations and peacebuilding processes at all levels
- Relevant UAE officers responsible for mediation and peacebuilding policy development at all levels
- Reinforce UAE's commitment to integrate women's contributions to peacebuilding efforts into the national Foreign Aid Policy
- Convene training workshops for policy makers involved in developing and implementing peacebuilding policy, including UAE representatives to increase capacities on how to mainstream gender in line with international standards and WPS agenda requirements
- Promote cross-country and regional collaboration; and exchange best practices

### **Relevant Ministries:**

- Ministry of Foreign Affairs and International Cooperation
- Ministry of Defense
- Ministry of Interior
- General Women's Union
- All relevant authorities (federal, local, and civil society institutions).

### **LTO 3**

Women's meaningful participation in peacekeeping forces and within the security sector is strengthened, and peacekeeping troops deployed have a strengthened capacity to protect women from sexual exploitation and abuse during deployment

### **MTO 3.1**

Women are included in peacekeeping missions according to the nature of the mission

#### **Output 3.1.A**

The relevant authorities to set goals including women in peacekeeping missions

#### **Output 3.1.B**

The relative authorities open recruitment for women to participate in peacekeeping missions

#### **Activities:**

- Conduct advanced trainings and technical workshops on women's contributions to peacekeeping targeted at: staff at all levels responsible for hiring and training of peacekeeping officers and security sector officials.
- Reinforce women's participation across peace and security decision-making into the national Foreign Aid Policy
- Relevant authorities to conduct a nationwide advocacy campaign to raise awareness on the benefits and importance of women's participation in peacekeeping and within the security sector
- Conduct communication campaigns informing the public of opportunities available to women in the security sector

#### **Relevant Ministries:**

- Ministry of Defense
- Ministry of Interior
- Ministry of Foreign Affairs and International Cooperation
- General Women's Union
- UN Women Liaison Office for GCC

### **LTO 3**

Women's meaningful participation in peacekeeping forces and within the security sector is strengthened, and peacekeeping troops deployed have a strengthened capacity to protect women from sexual exploitation and abuse during deployment

### **MTO 3.2**

Relevant stakeholders are responsive to the security needs and priorities of women, and are understanding of women's contributions to the field

#### **Output 3.2.A**

Relevant staff in the Ministry of Defense and Armed Forces and the security sector have an increased awareness of the importance of women's participation in the security sector

#### **Output 3.2.B**

Relevant staff in the Ministry of Defense and Armed Forces and the security sector are -aware of issues related to integrate women needs and are capable of responding to harassment and all types of violence

#### **Output 3.2.C**

Integrate women needs and its analysis in the training of senior leadership and experts

#### **Activities:**

Across peacekeeping and security sector staff of all levels, receive trainings on:  
UNSCR 1325, subsequent resolutions on Women, Peace, and Security Agenda  
relevant UAE commitments to address all types of violence  
How to effectively promote zero-tolerance of gender-based discrimination, sexual exploitation, and abuse

Convene regional and/or international workshops for policy makers involved in developing and implementing peacekeeping policy, including UAE representatives

#### **Relevant Ministries:**

- Ministry of Defense
- Ministry of Interior
- Ministry of Foreign Affairs and International Cooperation
- General Women's Union

### **LTO 3**

Women's meaningful participation in peacekeeping forces and within the security sector is strengthened, and peacekeeping troops deployed have a strengthened capacity to protect women from sexual exploitation and abuse during deployment

### **MTO 3.3**

Women peacekeeping and military officers receive professional development training

### **Output 3.3.A**

Women peacekeeping and military officers strengthen their skills to succeed in their fields through professional development and technical trainings

#### **Activities:**

- Conduct trainings to facilitate women's deployment on international missions and to pass pre-deployment exams for peacekeeping operations
- Continue UAE's Sheikha Fatima bint Mubarak training for women peacekeeping and military officers
- Build the capacities of women to consider potential career prospects in national military and peacekeeping operations

#### **Relevant Ministries:**

- Ministry of Defense
- Ministry of interior
- Ministry of Foreign Affairs and International Cooperation
- General Women's Union

#### **LTO 4**

Women's meaningful participation in preventing violent extremism and other emerging women, peace, and security challenges is strengthened

#### **MTO 4.1**

A gender perspective is integrated into work on prevention of and countering violent extremism

##### **Output 4.1.A**

Senior management incorporates a gender perspective into prevention of and countering violent extremism policy planning

##### **Output 4.1.B**

Key government institutions understand the role women play in preventing and countering violence extremism

##### **Output 4.1.C**

Women's capacity for leadership is enhanced regarding prevention and countering of violent extremism at national and international levels

#### **Activities:**

Promote tolerance regarding counter-messaging related to integrate gender perspective. identifying and addressing early signs of radicalization and gendered strategies to deal with extremism within communities

Support women's leadership in PVE/CVE field through their inclusion as decision-makers within relevant ministries, and by providing relevant training

#### **Relevant Ministries:**

- Ministry of Tolerance
- Ministry of Defense
- Ministry of Interior
- General Women's Union
- All relevant authorities (federal, local, and civil society institutions).

#### LTO 4

Women's meaningful participation in preventing violent extremism and other emerging women, peace, and security challenges is strengthened

#### MTO 4.2

A gender perspective is integrated into emergency response and crisis management planning and implementation

##### Output 4.2.A

Key agencies involved in crisis management are enhanced and supported to be more gender responsive including having capacity to all type of violence

##### Output 4.2.B

Number of women serving in civilian and military crisis management tasks are increased, and women are ensured equal career opportunities

##### Output 4.2.C

Gender is integrated into crisis management training and exercises, including pandemic response

#### Activities:

Relevant ministries to emergency response and crisis management planning (including pandemic response) will establish a women, peace, and security coordination mechanisms.

Encourages senior staff and focal points concerned with women, peace and security to incorporate gender-based analysis in the planning of crisis management operations and missions in international forums.

Build the capacity of relevant ministry personnel and disaster management personnel to

Improve gender responsive achievements, and

Better understand the needs and priorities of women and girls in emergency and humanitarian contexts

Apply zero tolerance to sexual exploitation and abuse

Conduct capacity and learning assessment to develop a targeted training or service package for first responders on gender in disaster and humanitarian action, including how to respond to all types of violence in emergencies and humanitarian settings.

Ensure the gender perspective is successfully integrated into implementation of operation mandates across all levels (strategic, operation, and tactical).

Recruit and train more women at all levels to serve as first responders, and provide training to women to respond to disaster and humanitarian action.

Ensure equal career opportunities.

#### Relevant Ministries:

Ministry of Health

The National Emergency Crisis and Disaster Management Authority.

All relevant authorities (federal, local, and civil society institutions).

## **ANNEX 3: COMMUNICATION PLAN**

### **1 Purpose of this Communication Plan**

The UAE NAP Communication Plan outlines the communications strategy and approach used to build awareness and support of the UAE National Action Plan on the implementation of UN Security Council Resolution 1325.

This document aims to ensure consistency of the messaging and communication objectives throughout the implementation of the UAE NAP, and should be referenced and acted on in an equal collaborative manner by key actors of the UAE NAP implementation as a key tool for the strategic success of the UAE NAP.

Included in this document are various messaging tools, such as principal communication objectives, audience analysis, and engagement approaches to be considered during the implementation stage of the UAE NAP.

### **2 Introduction**

The government of the UAE believes women and girls – as powerful agents of change – have the power to transform societies, and as such is committed to advancing the role of all women across decision-making.

Through the adoption of the National Action Plan on the Implementation of UN Security Resolution 1325 on the advancement of the Women, Peace, and Security agenda, the UAE commits to the following government-wide objectives:

- Women's needs are integrated into foreign policy priorities, including humanitarian aid for women and girls.
- Women's meaningful participation in promotion of conflict prevention and participation in peacebuilding activities is increased.
- Women's meaningful participation in peacekeeping forces and within the security sector is strengthened, and peacekeeping troops deployed have a strengthened capacity to protect women from sexual exploitation and abuse during deployment.
- Women's meaningful participation in preventing violent extremism and other emerging women, peace, and security challenges is strengthened.



The UAE NAP requires a strategic communication plan to ensure the success of the activities and initiatives included within the plan's design.

Messaging materials are needed to inform and build capacity of government officials on the WPS agenda. Women UAE government employees will also require specific communication campaigns to learn about professional development and recruitment commitments aimed at ensuring equal representation and insights from women across decision-making.

The UAE will continue supporting the WPS agenda through its statements at international forums and encouraging other countries to develop their own NAPs on Women, Peace, and Security. Through multilateral partnerships at a diplomatic level, as well as regionally with security partners, various messaging campaigns will need to be developed and implemented to encourage support of the UAE NAP objectives and achieve tactical capacity building objectives.

### **3 Communication Objectives**

This document outlines three key communication objectives in ensuring the successful implementation of the UAE NAP.

- The UAE government is equipped to inform society broadly on the principles of the WPS Agenda, and on how the NAP addresses the UAE's commitments to the issue.
- UAE government officers understand the principles of the WPS Agenda, and those involved in the NAP implementation have the necessary level of capacity awareness on their roles.
- Key audiences in society and within government understand and support the UAE NAP.

### **4 Target Audience Analysis**

While the primary beneficiaries of the UAE NAP are women, many actors will be part of and be recipients of messaging campaigns. These actors include international agencies and other international partner organizations, as well as national institutions and communities including the UAE government itself, community leaders and businesses, and UAE citizens.

Each of these audiences will require unique messaging strategies based on their prior awareness of the WPS agenda and involvement in the design of the UAE NAP.

To ensure a successful outreach strategy for each of these audiences, it is important to explore their background and existing awareness of the WPS agenda and UAE NAP in determining the best communication tactics throughout the implementation of the NAP.



## International

Primarily the United Nations, UN Women, and other international-level multilateral institutions, these actors are likely to have a foundational understanding of the WPS agenda and NAPs. Messaging campaigns and communication tactics for these actors may include technical, policy-level information on the UAE NAP. Additionally, it may be of interest to align UAE messaging on their NAP with international standards used by other WPS stakeholders. As a vocal champion of the WPS agenda at the international level, the UAE has a unique opportunity to continue to advance the issue broadly, explore how the WPS can be integrated further into security issues – including the PVE/CVE focus in the UAE NAP – and lead on unique WPS insights within the Arab region.

## **UAE Government**

The UAE Government includes multiple sub-groups that will require unique communication tactics. Part of the UAE government involved in the design of the UAE NAP may understand the WPS agenda and how their ministries are involved in the implementation of the plan, but not all ministries or government officers will have this prior awareness. As the UAE government moves through the implementation of the plan, various activities listed in the NAP will require this awareness as messaging is designed. These communication objectives outlined in the UAE NAP activities include:

- Communicating principles of WPS agenda and commitments as part of the UAE NAP to the government as a whole.
- Conducting technical trainings to officers and parts of governments listed in the NAP on various WPS-related subjects.
- Recruitment and professional development messaging targeting women to increase their participation across decision-making within government and advancing their role in peace and security issues.

## **UAE Society**

Communicating the UAE NAP objectives to society broadly, but with a continued focus on women, should include campaigns that increase outreach and awareness about the NAP adoption. While some activities may require technical messaging, such as recruitment campaigns for women not already in government, messaging should avoid policy-level details and instead highlight big picture commitments that can be understood by an audience with no background in the WPS agenda.

## **Key Messaging**

The UAE NAP communications strategy will require many campaigns and engagements throughout its implementation. Below are two levels of content that can be referenced to form the necessary messaging tools.

The first level focuses on an audience who may not have a background on the issues related to the NAP, and uses language to introduce and ground them in the basic principles of the work. This content is targeted at general audiences and those not usually involved in policy conversations.

The second level focuses on an audience who may be familiar with policy environments, but not informed on what a NAP is or how it affects government decisions. This content is targeted at an informed community or government officials.

### **LEVEL 1: What is the UAE NAP and what does it do?**

(low- level information audience)

Through the adoption and implementation of the UAE National Action Plan (NAP) on UN Security Council Resolution 1325, the UAE government is formalizing its commitment to advancing the role of women across decision-making.

UN Security Council Resolution 1325 recognizes that women's inclusion in decision-making helps create and sustain peace and stability for all, and asks member states to ensure the participation of women in decision-making, prevention of all forms of violence against women, protection of women at all levels, and efforts for recovery and reconstruction in conflict settings are recognized by their government.

National Action Plans on UN Security Resolution 1325 articulates a government's commitment and priorities regarding women, peace, and security. NAPs outline specific activities that ministries, agencies, and institutions contribute to achieve change, and offer tools for successful implementation such as operation plans.

The UAE NAP was designed through input across government, and involves various parts of government including the Ministry of Foreign Affairs and International Cooperation, Ministry of Defense, General Women's Union, Ministry of Education, Ministry of the Interior, Ministry of Culture and Youth, Ministry of Health, National Media Council, and others.

## **LEVEL 2: What commitments does the UAE make in its NAP?**

(mid-level information audience)

The UAE NAP includes multiple long-term and mid-term objectives targeted at advancing the role of women across decision-making.

Within the Ministry of Foreign Affairs and International Cooperation, the UAE advances its foreign aid commitments to strengthen how needs are met for humanitarian aid targeted at women and girls. This is achieved through increased awareness of women, peace, and security principles across diplomatic-related parts of government, and increased participation by women across government and in decision-making positions.

Within the Ministry of Defense, the UAE recognizes women's meaningful participation across conflict resolution, peacebuilding, and peacekeeping objectives. This is achieved by integrating women, peace, security principles across relevant parts of the government, building capacity on the meaningful role of women within security sector officers and relevant stakeholders, continuing to lead in the Arab gulf region technical training for security sector officers, and increasing women's participation in the field.

The UAE NAP is among the first to focus on women's meaningful participation in preventing violent extremism and other emerging women, peace, and security challenges. The NAP integrates women's needs into the policy planning of preventing and countering violent extremism, and extends this approach into emergency response and crisis management planning. As COVID-19 responses evolve to meet the complicated nature of this security threat, the UAE NAP lays the groundwork to ensure women's needs are being met across planning.

## Communication Approaches and Campaigns

A successful communication strategy throughout the implementation of the UAE NAP will require various approaches and campaigns, each uniquely tailored for content and audience outreach.

The communication approaches below propose frequently used messaging tools and how they may be adapted into the UAE context:

- **Women, Peace, and Security Briefing Documents:** Officials across the UAE government will require a foundational training on the WPS agenda, and the policy elements included in the UAE NAP. While officials directly involved in the implementation of the NAP will receive technical trainings and capacity building workshops, the whole of government should have a tool to reference on the basic principles of the issue.

These documents should answer questions like, What is the WPS agenda? What are UAE's current commitments to the WPS agenda? What does integrating women's needs into UAE government policy look like, and why is it important?

- **Capacity Training Curriculum for Government Officials:** Focused primarily within the Ministry of Foreign Affairs and International Cooperation, The Ministry of Defense, and the National Emergency Crisis and Disaster Management Authority, a series of capacity building workshops and curriculum development on WPS principles are embedded into the UAE NAP. This will require curriculum development, teaching materials including presentations, worksheets, forms, etc.
- **Internal Professional Development Messaging for Women Government Officials:** Embedded in the UAE are various opportunities for women government officers across ministry receive professional development opportunities to advance their career and increase their decision making. These campaigns may require various materials such as language explaining the government commitments to their development, presentations, and other visual campaigns, as well as email lists, mailings, or newsletter options, etc.
- **Public Service Campaigns on importance of women in decision-making:** In accordance with the communication objective to build wide support for the UAE NAP throughout society, there are various approaches to share the principles of the UAE with society at large. This can include radio campaigns, social media campaigns from government agencies, and issue-specific campaigns from the MoFA and MoD.
  - ***Public Service Campaigns on women being recruited into security sector:*** One of the most public and external messaging campaigns embedded in the UAE NAP is the recruitment of women into the security sector at all levels. Some of this work will focus on elevating existing women security officers into higher roles, as well as bringing in early career women into the field.

