

The UAE Contribution to A/RES/74/235 towards the World Survey on the role of Women in Development to be presented in the UNGA 79th Session.

2. Increasing investments in and implementation of gender-responsive policies and programmes for full and productive employment and decent work for all women, including their participation in and access to labour markets, and addressing women's disproportionate job losses during the COVID-19 Crisis (paragraphs 31 and 32)

The UAE has adopted a policy of women empowerment that considers the full, equal and meaningful participation of women in decision making, the labour market and society.

In this regard, the UAE has established the Gender Balance Council aiming to eliminate barriers for women empowerment, allocating a 5 million AED annual budget, and has dedicated efforts to established institutions such as the Women Union created in 1975 under Federal Law No (6) of 1974 to ensure that women are active decision makers and participants in all policies and initiatives that promote their inclusion, participation and empowerment.

To ensure women's participation in economic and industrial sectors, the UAE created institutions at Federal and Emirate level, such as the Emirates Business Women Council, the Abu Dhabi Business Women Council (ADBWC), the Dubai Business Women Council (DBWC) the Dubai Women Establishment (DWE) and similar entities in the other Emirates. The UAE has pledged the allocation of 50 million AED to the Women Entrepreneurs Finance Initiative Fund. In addition the Government of Abu Dhabi's established the Khalifa Fund, which launched the 'Khalifa Fund for Enterprise Development' that established a section for female enterprises, to achieve the rate of 48 percent of Small and Medium Enterprises run by women. The Fund also launched an initiative with Facebook to train women entrepreneurs in the UAE to build successful businesses. The training programme also offers guidance on effective use of the social media to market products and services globally. This initiative is open for women of any nationality and background.

In order to increase the number of women members of boards of directors of public and private companies, the Dubai Financial Market Authority adopted "Decision of the Chairman of the Authority's Board of Directors No. (7/RM) of 2016" regarding standards of institutional discipline and governance of public joint stock companies. The decision includes provisions that encourage greater participation of women. It encourages the private sector to increase women's participation in leadership positions in the boards of directors and in decision-making, aiming to achieve at least 30% of presence of women in the private sector by 2025.

3. Promoting the transition of women from informal employment to formal employment, including access to decent work, improved wages, social protection and quality childcare (paragraph 11)

The UAE has intensively worked on enacting legislation and creating the conditions to facilitate the participation of women in the public and private sector. The UAE has adopted Federal Supreme Council Resolution No. (1) of 2019 amending the Federal Supreme Council Resolution No. (4) of 2006 Art. 1 amended in which raised the percentage of women in parliament to 50%. Since 2012, the UAE Cabinet has sought to the to increase the number of women representation in the Judicial sector and to peace and security field operations.

As part of the efforts to support dignified work conditions for public and private employees, the relevant UAE laws¹ ensure that the minimum wage is set by the UAE Cabinet. Since 2008 the Government facilitates child care units at government offices and provides financial support for Emirati families to allocate for child care.

4. Prohibiting all forms of discrimination against women, including in the world of work, including against women facing multiple and intersecting forms of discrimination, such as migrant women and women with disabilities (paragraph 16, 43, 44, 47)

Consistent with General Assembly resolution 74/233 (2020), the UAE's **legislative framework** prohibits all forms of discrimination. Relevant laws include Federal Law No. 2 of 2015 On Combatting Discrimination and Hatred, specifically Article 6, which prohibits "all forms of discrimination in any form of expression or means". Further,, Decree Law No. 33 of 2021 on Labour Relations and Federal Decree Law No. 47 of 2021 Concerning General Rules of work in the UAE, which entered into force on 2 February 2022, clearly state that "*the principle of equality and non-discrimination on the grounds of race, color, religion, disability and social origin, prohibit any form of abuse and violence by superiors and colleagues*".

Particular groups, such as immigrant women and women with disabilities who could face multiple and intersecting forms of discrimination, (such as the risk of being subjects of trafficking in persons or exploitation for having a disability) are protected through UAE legislation : in addition to Federal Law No. 10 of 2017 – the Domestic Worker Law, and Federal Law No. 29 of 2006 Concerning the Rights of Handicapped guarantees the equal treatment and prevent discrimination on ground of disabilities, and Federal Law No. 51 of 2006 on Combatting Human Trafficking Crimes, as amended under Federal Law No. (1) of 2015, provides the possibility to claim compensation for damage suffered as a result of exploitation in a human trafficking crime.

The Institutional Mechanisms

The UAE Ministry of Human Resources and Emiratization regulates and inspects work facilities to ensure they are inclusive to all. The Ministry of Community Development, responsible among other aspects, provides rehabilitation to persons with disabilities, and creates necessary conditions for the full development, inclusion and capacities of persons with disabilities in the labour field.

The UAE established the National Committee to Combat Human Trafficking, which formed part of the UAE Cabinet federal committees and which has the mandate to coordinate with the relevant and competent authorities to protect, care and rehabilitate victims of human trafficking.

The UAE established the Human Trafficking support fund under resolution No. 7/32 of 2014 allocating in 2020 a total of \$300,000 USD and promoted in the shelters responsible of rehabilitation for victims of this international crime, a program that considers the acquisition of new labour skills for victims of human trafficking.

¹ Federal Decree Law No. 11 on the Human Resources in the Federal Government and Decree Law No. 33 of 2021 on Labour Relations and Federal Decree Law No. 47 of 2021 Concerning General Rules of work in the UAE that enter into force on 2 February 2022.

10. Promoting and protecting women's and girls right to education and ensuring their safe and equal access to and participation in education throughout the life cycle and at all levels, given the prolonged suspension of educational activities during the COVID 19 pandemic and redressing the attrition of women and girl students. (Paragraph 24)

Since the establishment of the state in 1971, laws and legislation have been enacted to support the equal right to education within the principles of justice, equality and equity for both boys and girls. Education is compulsory and free in public schools and educational institutions. The UAE Ministry of Education provides various non-formal education programs (compensatory education) available to all regardless of gender, age and nationality.

Articles 17 and 18 of the UAE Constitution protect the right to education. Children's rights are also protected in UAE laws, including Law No. 11 of 1972 Concerning compulsory education and Federal Law No. 3 of 2016 on Child Rights (Wadeema's Law). Moreover, the state allocates an important budget for education, which constitutes approximately 16% of the general budget. The state has achieved very advanced levels in indicators of enrollment and participation in education at all levels, enrollment rates in education at the pre-school stage and the school attendance is approximately 96%, primary education is 100%, and secondary education is 98%. The participation rate in higher education is about 52%, and the drop-out rates are very low, and they are slightly higher among males than females. In regard to gender parity in education, there is a higher rate of women than men.

The UAE, during the early stages of response to the pandemic took many concrete measures to adapt swiftly and ensure the protection of the right of education. Our priority has been to guarantee fair, equal and quality access to education to all students.

To prepare a pilot stage initiative for distance learning, the UAE scheduled spring break earlier than usual to adopt the necessary mechanisms for 1362,359 students. The UAE delivered technical training to 25,000 professors and technical staff and opened a permanent hotline to assist professors, in case of the need for technical support. The UAE also collaborated with the private sector to facilitate WIFI and e-learning tools to children in need.

The UAE's public education is regulated by the Ministry of Education, while private schools are regulated by the Knowledge and Human Development Authority (KDHA). KDHA launched an initiative, "We are in this together", in which private schools exchange information on technologies available for distance learning and challenges faced in their use.

The UAE enhanced access to remote evaluation for persons with disabilities, or "people of determination" in the UAE, to ensure the continuity of registration procedures for new students for the academic year 2020-2021². The remote evaluation identifies the level of cognitive, physical, linguistic, and other abilities, in order to provide space for the evaluator to observe children's behavior in their natural environment.

² <https://www.mocd.gov.ae/en/media-centre/news/6/5/2020/ministry-of-community-development-approves-remote-evaluation-for-new-students-of-determination.aspx>

The UAE moved the academic school year on-line in March 2020 and switched back to in person gradually from January to April 2022³ across the different Emirates and school programs.

Concrete measures were taken to respond to the challenges and barriers faced by children in the school system, such as a mechanism for early detection of signs of deterioration of mental health, which identified changes in behavior and signs of exhaustion. It aimed to strengthen and support physical activity, close communication and interaction with children and their families, in order to prevent dropout from school.

³ [Sharjah private schools announce full return to in-person classes \(thenationalnews.com\)](https://www.thenationalnews.com/uae/education/2022/04/04/sharjah-private-schools-announce-full-return-to-in-person-classes/)