



AIWF NEWS

Arab International Women's Forum

المنتدى العربي الدولي للمرأة

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CHAIRMAN'S MESSAGE

2015 is a year of new partnerships and new initiatives for the Arab International Women's Forum as it reaffirms its commitment to ***Building Bridges, Building Business***, continuing to act as an agent of change for women in the Arab region, encouraging them to greater leadership roles and to higher levels of responsibility in all sectors of business and the professions and public life, thereby enhancing and enriching their lasting contributions to their economies and their communities.

We acknowledge that AIWF could not have made the impact it has over the last 14 years without the support of its Global Benefactor Partner, PepsiCo, and of all of its Global Partners, every one of whom is committed to strong inclusiveness and diversity policies and developing and training women. I am therefore now pleased and proud to welcome the Dubai Land Department/Dubai Government as a new Global Platinum Partner to AIWF following my visit to Dubai in March when I had the pleasure of meeting HE Majida Ali Rashid, Assistant Director General, Land Department/Government of Dubai. The vision and mission of the Dubai Land Department focuses on making Dubai a global real estate leader in attracting investments. Its operations and activities are aimed at providing the best real estate environment in line with the highest international real estate standards, in order to ensure the rights of all parties in the market and contributing to the sustainable development of the various segments of society. The Dubai Land Department/Dubai Government has a workforce of 400, half of whom are women and many of whom are heads of departments. We look forward to a long and successful relationship with the Dubai Land Department/Dubai Government founded on the common objective of sustainable development; enhancing the role of women in urban design and development and seeking to provide greater opportunity for women to share in the future economic prosperity and progress of the Arab region.

As part of AIWF's continued mission to connect and empower women in the Arab world in all sectors, we are proud and pleased to partner with the International Bar Association/Legal Practice Division and the Arab Women's Legal Network in hosting a joint Conference ***Jordanian Women in Legal Professions: Challenges and Opportunities*** in Amman, Jordan on 7 September 2015 which will take forward the empowerment of women in

DATES FOR YOUR DIARY

AIWF Get-Together Reception

Hosted with the Kempinsky Hotel
Amman, Jordan

6 September 2015, 6.30 – 8.30pm

AIWF Conference in Partnership

with the
International Bar Association/Legal Practice Division
&

The Arab Women's Legal Network
***Jordanian Women in Legal Professions:
Challenges and Opportunities***

7 September 2015
at the Kempinski Hotel
Amman, Jordan

The 7th AIWF Conference

'Young Arab Women Leaders: The Voice of the Future'

In partnership with the
Qatar Business Incubation Center
and with the valued support of
the Qatar Business Women Council
at the Qatar Chamber of Commerce & Industry
and AIWF Global Partner PwC
28 October, 2015

Venue: Qatar Business Incubation Center, Doha, Qatar

AIWF Conference in Partnership

with the
International Bar Association/Legal Practice Division
&

The Arab Women's Legal Network
***Lebanese Women in Legal Professions:
Challenges and Opportunities***

December 2015
Beirut, Lebanon
(Date and Venue to be confirmed)

commercial law throughout the Arab region by increasing their knowledge of international standards and practice. This partnership and collaboration involving AIWF, the IBA/LPD and the Arab Women's Legal Network is the first of its kind and represents an important new focus on women in the law for AIWF.

Continued

CHAIRMAN'S MESSAGE (CONTINUED)

A further conference is scheduled to be held in Beirut, Lebanon in early December 2015.

In March, I had the pleasure of visiting Doha, Qatar. I accepted an invitation to attend the *Art for Tomorrow* Conference organised by the International New York Times in Doha, under the Patronage of HH Sheikha Mayassa. Two hundred invited guests representing the arts, public and private sectors, tourism, planning and business development discussed the changing dynamics of art and architecture and their potential to transform people and places.

During this visit, as Founder Chairman of AIWF, I attended a number of highly significant meetings kindly arranged by valued AIWF Qatari Board Member, Mrs Ibtehaj Al-Ahmadani in her roles as Board Member of the Qatar Chamber and Chair of the Qatar Business Women Forum. All of these meetings had positive outcomes, the most significant being an AIWF Young Arab Women Leaders Conference to be held on 28 October 2015 to be hosted by the Qatar Business Incubation Center, details of which appear in this Newsletter. Other meetings were arranged with the Silatech team to explore the potential for collaboration and there will be future cooperation with all of the valued Qatari Institutions that I had the pleasure to visit.

I am pleased to share with you details of other recent and forthcoming activities in our efforts to foster the mission of AIWF:

In April, as AIWF Chairman I attended the inaugural Pearl Initiative and United Nations Global Compact Forum for the Gulf Region held under the patronage of His Highness Sheikh Hamdan Bin Mohammed Bin Rashid Al Maktoum, Crown Prince of Dubai at the Dubai World Trade Centre. The theme of this Forum was *Corporate Accountability Matters: Business Integrity and Value Creation Beyond 2015* which provided a platform for businesses, public sector institutions, UN organisations, civil society and other stakeholders to share experiences and explore effective ways of embracing corporate accountability and integrity to drive sustainable economic growth and spur job creation across the region.

On this occasion, I was truly honoured to receive, as Founder Chairman of The Arab International Women's Forum, *The Pearl Initiative Recognition for a Career Focused on Arab Women in Leadership*. The Recognition was presented by the Pearl Initiative Honorary Chairman HE Sheikh Nahayan Mubarak Al Nahayan, Minister of Culture, Youth and Social Development in the United Arab Emirates at the Pearl Initiative & United Nations Global Compact Forum Gala Dinner held in Dubai on 16 April 2015.

While in the United Arab Emirates, and with the valued support AIWF Board Member Dr Sheikha Al Maskari, I was delighted to meet with HE Maryam M Al-Rumaithi, newly appointed Executive Board Chairperson of the Abu Dhabi Businesswomen Council at the Abu Dhabi Chamber of Commerce which resulted in the Abu Dhabi Businesswomen Council joining AIWF as an Association Member and an

invitation being extended to host the AIWF Young Arab Women Leaders Conference in Abu Dhabi in February 2016.

During my trip to Amman, Jordan in April, I had the pleasure of visiting the King's Academy which is an independent, co-educational boarding and day high school in Madaba that provides an exceptional educational experience for outstanding young men and women from Jordan, the Middle East and internationally.

I was also delighted to pay a visit to the *Jordan River Foundation* which was founded in 1995 as a non-profit organisation to empower society, especially women and children, and, in turn, improve the quality of life to secure a better future for all Jordanians. Of particular interest was my visit to one of the community based projects at the Al Karman Centre and to the impressive Jordan River Showroom. The foundation was established by Queen Nour Al Hussein and is now chaired by Queen Rania Al-Abdullah.

Back in the UK, as Chairman of AIWF, I accepted an invitation in early May to visit the Oxford Centre of Islamic Studies and meet with Dr Farhan Nizami, Director, The Prince of Wales Fellow, Magdalen College, Oxford and his esteemed colleagues. The Oxford Centre for Islamic Studies, a recognised independent centre of the University of Oxford, provides a meeting point between the Islamic and Western worlds of learning. Through good scholarship it promotes a more informed understanding of Islam - its culture and civilisation. The Centre is committed to the advancement of academic excellence in teaching, research and publication. Its outreach activities sustain dialogue and promote mutual understanding at national and international levels.

On the occasion of the meeting of the AIWF Board in London early June, it was a great pleasure to welcome close to 120 guests, representing AIWF Global Partners, Board Members, UK Chapter Members and Friends to a highly successful Get-Together Reception kindly hosted by the Jumeirah Carlton Tower in London. The Jumeirah Carlton Tower Hotel forms part of the Jumeirah Group, AIWF Global Diamond Partner. This splendid occasion provided opportunities for networking, exchange of news and views and for presenting details of AIWF's 2015 programme and forward projections for 2016.

The Arab International Women's Forum continues to build on the commitment made at the end of its first decade to work towards sustainable empowerment for women and youth and to champion a concerted drive at the highest levels to advance gender equality in the Arab world.

I look forward to your active participation in the AIWF 2015-2016 Programme and to receiving your valued support of our mission.



Haifa Fahoum Al Kaylani
Chairman

Arab International Women's Forum

AIWF WELCOMES UK MEMBERS AND PARTNERS TO GET-TOGETHER RECEPTION HOSTED BY JUMEIRAH CARLTON TOWER HOTEL ON 4 JUNE 2015

The Chairman and Board of the Arab International Women's Forum were delighted to welcome AIWF Partners, Board Members, UK Chapter members and guests to a Get-Together and Reception kindly hosted by the Jumeirah Carlton Tower Hotel in London on 4 June. The Jumeirah Group is an AIWF Global Diamond Partner.



From left to right: Lady Nadia Plumbly; Mrs Alia Al-Homoud, wife of HE Mazen Kemal Al-Homoud, Ambassador, Embassy of Jordan, UK; Dr Lamia Eltohamy, The Knightsbridge Clinic; Ms Hania Al-Muhaisen Rahman, Chairman, Foundation for International Education; Mr Peter Alvey, AIWF Member; HE Mr Mazen Kemal Al-Homoud, Ambassador, Embassy of Jordan, UK and guests

This special occasion brought together close to 120 guests representing government, business, academia, international organisations and civil society to network, exchange news and views and to be presented with AIWF's 2015/2016 Programme. Guests were warmly received by Mrs Haifa Fahoum Al Kaylani, Founder Chairman of AIWF and by Ms Katie Benson, General Manager, Jumeirah Carlton Tower Hotel.



Mrs Haifa Al Kaylani, AIWF Chairman addressing guests at the AIWF Get-Together Reception and Ms Katie Benson, General Manager of The Jumeirah Carlton Tower Hotel



In her welcome address, Mrs Al Kaylani, Founder Chairman AIWF, thanked the Jumeirah Carlton Tower Hotel for their kind hospitality, and, in particular, she expressed her warm appreciation to Ms Katie Benson, General Manager for her warm welcome and role in organising and co-hosting such a splendid occasion. She went on to express her appreciation to The Jumeirah Group for its valued support of AIWF since its inception.

AIWF Chairman Mrs Al Kaylani went on to present the AIWF Programme for 2015 and into 2016 which built upon the success of the 2014 AIWF City of London events. She announced that major events would be held in the second half of 2015, beginning with the Conference in Amman, Jordan to be hosted by AIWF in partnership with the International Bar Association Legal Practice Division and the Arab Women's Legal Network, representing a new area of focus for AIWF in enhancing the role of women commercial lawyers; a further

event under this initiative being planned for early December in Beirut.

Mrs Al Kaylani expressed AIWF's pleasure at continuing its endorsement of the *Young Arab Women Leaders – The Voice of the Future* initiative by hosting the seventh Conference of the series in Doha this year and the eighth in February 2016 in Abu Dhabi, with further initiatives and programmes to be announced in the New Year.



Ms Ibtihaj Al Ahmadani, AIWF Board Member, Executive Board Member Qatar Chamber of Commerce & Industry and Mr David Arkless, AIWF Board Member, Founder Chairman ArkLight Consulting, London

In concluding her address, Mrs Haifa Al Kaylani said, 'Girls and women must be at the heart of sustainable development and when we prioritise their health, rights, and wellbeing everybody stands to win. Improving their lives is the foundation for building vibrant, healthy and prosperous families, economies, and societies. AIWF is committed to working with all our partners and with you all to ensure that girls and women remain at the centre of development efforts in the Arab world and globally.'



From left to right: Ms Moudhi Al Jamea, PhD Candidate in Computing Information Security, Kings College, University of London; Ms Soundous Boualam, Student at Cambridge University and HE Najla Al Ansari, First Vice Chairperson, Sharjah Business Women Council



From left to right: Ms Elizabeth Fillippouli, Founder CEO Global Thinkers Forum; HE Najla Al Ansari, First Vice Chairperson, Sharjah Business Women Council; Ms Mais Haddadin, Accelerate Jordan Programme Director & Head of International Business and Ms Nouzha Lahrizi, Director at Crowd Bank

AIWF WELCOMES NEW GLOBAL PLATINUM PARTNER: THE DUBAI LAND DEPARTMENT/DUBAI GOVERNMENT

Following Mrs Al Kaylani's visit to Dubai and meeting with HE Mahida Ali Rashid, Assistant Director General, Land Department/Dubai Government to discuss matters of mutual interest, the Chairman and Board of the Arab International Women's Forum are pleased and proud to welcome the Dubai Land Department/Dubai Government as a new Global Platinum Partner to AIWF.

AIWF Chairman Haifa Al Kaylani was particularly impressed to learn that, of a workforce of 400 personnel, approximately half are women, many of whom are heads of departments.

Dubai Land Department (DLD) provides outstanding services to all its customers. DLD is active in the development of the necessary legislation to propel the real estate sector in Dubai, along with organising and promoting real estate investment, and the distribution of knowledge. DLD elevates the sector with aid from active departments that include Real Estate Regulatory Agency, the regulatory arm, Real Estate Investment Management & Promotion Center, the investment arm, Dubai Real Estate Institute, the educational arm. The department was mainly responsible for launching the *Investment Map* and the *E-mart*, the smart property market place. DLD was ranked the Fourth in the World and First in the Arab World for property registration by World Bank's Doing Business Index for the past few years.

Dubai Land Department (DLD) was established in 1960 by an order from HH Sheikh Rashid bin Saeed Al Maktoum, the late ruler of Dubai, in order to safeguard the property rights of Dubai. Falling under the umbrella of the Dubai Executive Council, DLD continued to strive to provide a comprehensive range of real estate services, most notably responsibility of overlooking sales transactions, regulations and registration of all transactions.

With the establishment of the Land Department, the subsequent growth of one of the most important real estate hubs in the Middle East and the world emerged, giving birth to a brilliant boom in the sector.

Dubai Land Department seeks to become a beacon for real estate in the region and the world, with developments that will elevate the sector with aid from active departments that include Real Estate Regulation, the regulatory arm, Real Estate Investment Management & Promotion Center, the investment arm and Dubai Real Estate Institute, the educational arm.

In 2013, His Highness Sheikh Mohammed bin Rashid Al Maktoum issued Law No. (7) for 2013 defining the Dubai Land Department's objectives as the government entity responsible for registration and organisation and promotion of real-estate investment in Dubai. The Law aims to provide an attractive environment for investment by implementing international standards. Additionally, the Law describes the Department's specialisations, tasks and competencies to support the sector's development efforts.

Pursuant to Law No (7) for 2013, the Dubai Land Department works to achieve the objectives of the Dubai Government's strategy in the real-estate sector and keep pace with the latest international systems and practices in the real-

estate registration within the framework of strategic objectives which include planning and developing an integrated strategy to enhance real-estate industry in Dubai, boost control and monitoring competency, overseeing and developing the real-estate rental sector, developing registration systems and encouraging investments by establishing appropriate environments to promote the role of real-estate in the Dubai's comprehensive development plan.

Vision & Mission:

Dubai Land Department's vision focuses on making Dubai a global real estate leader in attracting investments. From this ambitious vision, DLD's operations and activities focus on providing the best real estate environment in line with the highest international real estate standards, in order to ensure the rights of all parties in the market and contributing to the sustainable development of the various segments of society. During the course of their work over the past fifty years, DLD succeeded in achieving a lot of concrete accomplishments on the ground, referring to the formulation and issuing of clear and transparent laws and regulations, in addition to providing premium real estate services to attract investments using modern technologies.

Vision: To be a global real estate leader in attracting investments

Mission: To create a real estate environment that applies best international practices to guarantee the rights of all stakeholders, and to contribute to the development of society by:

- Developing and applying clear and transparent real estate regulations
- Providing distinctive and efficient real estate services that help attract investment
- Increasing real estate knowledge



Majida Ali Rashid

Assistant Director General and Head of Real Estate Investment Management and Promotion Centre – the investment arm of the Government of Dubai Land Department (DLD), HE Majida Ali Rashid

HE Majida Ali Rashid began her career at the Ministry of Public Works in Dubai, moving on to work for the LD

starting in 2007 to this day. She serves as Senior Manager of planning and organisational development, and acts as a strategic advisor.

She holds a BA in Business Administration from the Ajman University of Science and Technology with Honours, and a Master's Degree in the same field from the University of Hull, UK with Honours.

In 2010, Majida Ali Rashid took on the role of Head of The Real Estate Investment and Promotion Center to encourage and manage real estate investment through the investment arm of the DLD, which initiated a plan of action in order to encourage investment through the provision of advisory services and diversity.

In 2015, Majida Ali Rashid was voted number 24 on the list of the World's 100 Most Powerful Arab Women in the annual rating from an Arabian Business publication. In 2014, Majida was selected as **Female CEO of the Year** at this year's *CEO Middle East Awards*; Majida also received the **Emirates Women Award** (EWA), she collected her award under the scheme's *Strategic & Financial Planning* category.

We look forward to a long and successful collaboration with the Dubai Land Department/Dubai Government founded on the common objective of sustainable development and encouraging more women to become stake-holders in the design and development of their urban environments and thereby share in the progress and future economic prosperity of the Arab region.

**AIWF TO CO-HOST CONFERENCE
WOMEN IN LEGAL PROFESSIONS:
CHALLENGES AND OPPORTUNITIES
IN AMMAN
JORDAN, ON 7 SEPTEMBER 2015**

The Arab International Women's forum is pleased and proud to partner with the International Bar Association Legal Practice Division (IBA LPD) Women Business Lawyers Initiative and the Arab Women's Legal Network to co-host the Conference *Women in Legal Professions: Challenges and Opportunities* to be held at the Kempinski Hotel in Amman, Jordan on 7 September 2015.

The initiative is designed to take forward the empowerment of women commercial lawyers throughout the Arab region by assisting them to increase their knowledge of standards and trends in the practice of law and methods and strategies to develop an international legal practice.

The aim of this Conference is to bring together eminent guest speakers and Arab and international women business lawyers to help inform and advise Arab women business lawyers on key topics such as deciding on a career

path and a specialism, how to access leadership positions, how to network effectively, successful marketing, business development and law firm management strategies and issues of anti-corruption and corporate governance in the region.

The event will be co-chaired by **Ms Esther De Raymaecker**, Senior Legal Advisor, International Bar Association (IBA), London, **Mrs Haifa Al Kaylani**, Founder and Chairman, Arab International Women's Forum (AIWF), London and **Judge Suhair Tobasi**, Arab Women's Legal Network (AWLN), Amman.

The Programme will include keynote addresses by **HE Maha Al Ali**, newly appointed Minister of Industry, Trade and Supply, Amman; **HE Reem Abu Hassan**, Minister of Social Development, Amman, and **HE Sharif Zubi**, ZU'BI Advocates & Legal Consultants, Former Minister of Justice, Amman.

In addition to the distinguished speakers mentioned above, other eminent guest speakers who have been invited include: **Suha D. Abdelhadi**, Emirates Future, Dubai; **Hon Ihssan Barakat**, Amman; **Nancy Dababneh**, International Business Legal Associates, Amman; **Diana Hamade Al Ghurair**, International Advocate Legal Services, Dubai; **Rand Hannun**, Nabulsi & Associates, Amman; **Dr Omar Al Jazy**, Aljazy & Co, Amman; **HE Nael Al Kabarati**, Jordan Chamber of Commerce and Industry, Amman; **Ala' Khalifeh**, Khalifeh & Partners, Amman; **Shahira Khaled**, Al Kamel Law Firm, Cairo; **Hermann Knott**, Luther Law Firm, Cologne; **Laurie McNabb**, UNRWA, Amman; **Zeina Al Nabih**, Al Tamimi, Amman; **Farah Al-Nabulsi**, Sanad Law Group in association with Eversheds, Amman; **Judge Mayssam Noueiri**, Director General of the Ministry of Justice, Beirut; **Olufunmi Oluyede** TRLPLAW, Lagos; **Rania Rizk**, PepsiCo, Dubai; **Suaad A Salman Allami**, UNDP- Iraq, Women for Progress Center, Private Office, Baghdad; **Khaled Saqqaf**, Al Tamimi, Amman; **Sofia Sattarova**, Baker Botts, Dubai; **Meg Strickler**, Conaway & Strickler, PC, New York and Atlanta; **Judge Suhair Tobasi**; **Dr Maria Wolleh**, Mannheimer Swartling, Berlin; **Dr Hiba A Zarour**, Hikma Pharmaceuticals, Amman. This list is still being added to.

AIWF's collaboration with the International Bar Association, Legal Practice Division (IBA LPD) Initiative for Women Business Lawyers and the Arab Women's Legal Network on this key initiative is the first of its kind and represents an important new focus on women in the law for AIWF.

AIWF, the International Bar Association Legal Practice Division and the Arab Women's Legal Network very much look forward to welcoming participants to this ground-breaking event in Amman, Jordan.

AIWF TO HOST ITS FIRST EVENT IN DOHA, QATAR



AIWF Chairman Mrs Haifa Al Kaylani with AIWF Board Member Mrs Ibtehaj Al Ahmadani and other members of the Qatar Businesswomen Forum at the Qatar Chamber of Commerce & Industry during her visit in April

The seventh *Young Arab Women Leaders – The Voice of the Future* Conference to be held on 28 October 2015 will be held in partnership with the Qatar Business Incubation Center, hosts of the Conference, and with the valued support of the Qatar Businesswomen Forum at the Qatar Chamber of Commerce and AIWF Global Partner PwC.

Following on from the success of our inaugural events in the **Young Arab Women Leaders – The Voice of the Future** series in Amman, Beirut and Dubai in 2012, Palestine in 2013, and London 2011 and 2014, and with the support of our Global Partners PwC, the Arab International Women's Forum is proud and delighted to be hosting its seventh groundbreaking conference of the series in Doha, Qatar on 28 October in full partnership with the Qatar Business Incubation Centre, hosts of the Conference and with the valued support of the Qatar Businesswomen Forum at the Qatar Chamber of Commerce.

Through the Young Arab Women Leaders initiative, AIWF, PwC and all our global partners are committed to empowering women entrepreneurs by providing the training and networking they need to realise their aspirations to sustainable self-employment. We look forward to working with key institutional partners throughout the international community and the Arab States to help women create new, sustainable jobs and improve their communities and futures through entrepreneurship.

There are significant challenges faced by women entrepreneurs in the MENA region, some are unique to the region but most are universal, the same barriers experienced by women in business all over the world, and they can be overcome by working together with partners in the international community to identify common interests, and seize the opportunities that present themselves.

Qatar not only has some of the region's most prominent female leaders, such as HH Sheikha Mozah bint Nasser Al Missned, HH Sheikha Hanadi Bint Nasser Bin Khaled Al Thani, and Sheikha bint Yusuf al Jufairi, but it also has a higher percentage of women in the formal workforce

(40.6%, according to the ILO) than the regional average (one of the lowest in the world at just 26%). Qatar's gender employment gap is also lower than most Arab countries, according to a recent World Bank study.

The Qatar International Business Women Forum has launched a number of important initiatives to empower professional Qatari women to contribute effectively to the national economy and it has played a significant role in enhancing and promoting women's contributions in business in accordance with the vision of the Qatari government. It seeks to promote Arab women as change makers by examining issues of the economic and social roles of women and how they will be impacted by ongoing developments in the region, building and promoting networks between Qatari and international women entrepreneurs to pave the way for new investment opportunities and collaboration between women. The Qatar International Business Women Forum is based at and supported by the Qatar Chamber of Commerce.

The Qatar Chamber of Commerce, one of the oldest Chambers of Commerce in the GCC, provides support to women-owned businesses and unparalleled opportunities to not only network amongst each other locally but to link with other businesses and industries in the international marketplace. AIWF is very proud to be working with the Chamber on this important event alongside our Host Partners the **Qatar Business Incubation Center**, which aims to bridge the gap between entrepreneurs, business knowledge and startup resources through a pioneering business incubation programme with a team of experienced business advisers on hand to coach new business owners and innovators towards achieving their goals.

AIWF will be advocating to policy-makers, entrepreneurs, academics and media in Qatar and the wider region to help create an environment where entrepreneurship can expand in Qatar and throughout the region by developing policies to promote attitude changes in society about women in business; by coming together to train, support and nurture women entrepreneurs; and by creating special programmes to leverage the experiences of established business owners in mentoring young entrepreneurs.

For Qatari women entrepreneurs to succeed, the involvement of the government is critical to improving access to small business grants that can cover startup costs, and to provide free information resources, entrepreneurship exchange programmes and management skills development. This is where public-private partnerships can prove most effective, with governments and the private sector working together to create female-friendly working environments and a stable environment for entrepreneurship, setting up programmes, initiatives and projects to help build women's skills.

This conference, the seventh in the Young Arab Women Leaders series of conferences hosted by the Arab International Women's Forum aims to recognise and celebrate the contribution of business women in Qatar and to inspire

the next generation of young Qatari women leaders to realise their full potential and make a significant contribution to the development of the Qatari economy and to MENA economic growth overall. It will address how the government, civil society, the media and the academic sector can help young people in business achieve their potential by launching and growing scalable, profitable businesses that will create jobs and expand Qatar's economy.

The agenda of the seminars in this series has been carefully developed with the involvement of a number of young women leaders in the region, and we are also very fortunate to welcome prominent speakers and guests who will share their own personal success stories, experiences and expertise.

AIWF UPDATE ON WOMEN IN PARLIAMENTS GLOBAL FORUM: CALL FOR ACTION TO STEP IT UP FOR GENDER EQUALITY

Women in Parliaments Global Forum (WIP), featured in the March Issue of this Newsletter, is an independent, international and not-for-profit organisation specifically committed to forging links between women parliamentarians, irrespective of their political affiliation, from national parliaments across the world, including the European Parliament.

At the high-level event on *Women in power and decision-making: Building a different world*, held in Santiago, Chile in February 2015, leaders of the world joined the Call for Action to step it up for gender equality. The Call to Action, initiated by UN Women and the Chilean Government, under the auspices of Michelle Bachelet, declares 2015 a momentous year for gender equality and women's empowerment.

On 24 March, female Parliamentarians from all around the world supported the call for action to speed up the changes to achieve full equality, by signing the Call for Action during the morning session of the WIP Summit 2015 entitled *New Leadership for Global Challenges*. The President of Chile, Michelle Bachelet, contributed to the WIP Summit 2015 with a video message addressed to female Parliamentarians from all over the world.

The Call to Action focuses on three specific actions:

- renewed political commitment to close remaining gaps and fully implement the 12 critical areas of the Beijing Platform for Action by 2020
- the empowerment of women, the realisation of human rights of women and girls, and the expiry of gender inequality by 2030
- an end to the funding gap on gender equality, and the matching of commitments with the means of implementation

Aretha Francis
Communications Manager
Women in Parliaments (WIP) Global Forum

AIWF WELCOMES NEW BOARD MEMBER MR HANI ASHKAR, MIDDLE EAST TERRITORY SENIOR PARTNER, PWC



Mr Hani Ashkar, PwC, AIWF Global Diamond Partner

As Chairman of the Arab International Women's Forum and on behalf of the Board, I am honoured and delighted to welcome Mr Hani Ashkar of PwC, AIWF Global Diamond Partner, as a valued Board Member.

Mr Hani Ashkar is the Territory Senior Partner for the Middle East region of PwC, which comprises the GCC, Levant and North Africa. He joined PwC in 1994 and was admitted as a partner in 2004. As part of his leadership role, Mr Ashkar represents the Middle East on PwC's global Strategy Council as well as the Central Cluster Leadership Team.

A US Certified Public Accountant and a Chartered Financial Analyst, Mr Ashkar is a graduate of McGill University in Canada and a fluent Arabic and English speaker.

The AIWF Board believes that Hani Ashkar's wide knowledge and experience and wise counsel will enhance the Board profile and his presence will be a significant asset to the strategic management of AIWF.

HOW TO JOIN AIWF

For further information on AIWF kindly contact:

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AIWF CHAIRMAN, HAIFA AL KAYLANI, ATTENDS WOMEN'S LEADERSHIP BOARD, HARVARD KENNEDY SCHOOL STUDY TRIP TO DENMARK IN JUNE, 2015

It has been a great privilege, for me personally and as Founder Chairman of AIWF, to have been a Board Member of the Women's Leadership Board since 2003. During this period I was pleased to arrange a study trip to Jordan and to host WLB Members at AIWF conferences in London, Dubai, Sharjah, Paris, Washington DC and Damascus.

Comprised of leaders from the most senior levels of government, business, academia, and the non-profit sector, members of the Women's Leadership Board (WLB) serve as key supporters and ambassadors to Women and Public Policy Program (WAPPP), a research centre of Harvard Kennedy School that specialises in gender research, teaching, training, and outreach. WAPPP focuses on rigorous, high-impact research that furthers our shared mission of closing gender gaps in the areas of economic opportunity, political participation, health, and education.

Our Study Trip was led by Mrs Francine LeFrak, President of the WLB and brought together close to 20 Board Members.

At the beginning of the Study Trip, special guest **Mette Norgaard**, spoke about the world-famous Danish Writer Hans Christian Andersen. Mette is the author of two bestselling books: **TouchPoints**, co-authored with Doug Conant, President and CEO of Campbell's; and **The Ugly Duckling Goes to Work**, which has been published in multiple languages.

Throughout the week, a number of visits took place in order to view Denmark from the following perspectives: gender equality and diversity, the Danish economy and financial structure, innovation in health care, philanthropy and Danish arts and culture.

I am pleased to share a few highlights of an exceptionally full and enriching programme:

The group paid a visit to **Dignity**, the Danish Institute against torture, which, as a self-governing independent institute and a national centre specialising in the treatment of severely traumatised refugees, has, since 1982, worked for a world free from torture and organised violence.

Copenhagen is ranked as the fourth largest fashion city. Our visit to **By Malene Birger**, an international designer brand revealed that Danish royalty - Princess Mary, considered to be one of the best-dressed royals on the world, in particular - is known for supporting the Danish scene, wearing labels like **Sand** and **By Malene Birger**.

At **Kvinfo**, the Danish Centre for Gender Equality and Diversity, delegates were informed about the history of equality in Denmark and how Danish women got the vote, the status of women in business and how Denmark is contributing to gender equality and women's rights through its development cooperation, the last of these themes being the subject of a talk by Executive Thea Lund Christiansen of the Ministry of Foreign Affairs in Denmark. **The Women Deliver 2016 Conference** in Denmark – the fourth triennial



Mrs Haifa Al Kaylani and other members of the WLB Study Group in Copenhagen, Denmark in June

global meeting – will be the largest gathering on girls' and women's health and rights in this decade.

At a meeting with **Jim Hagemann Snabe**, World Economic Forum, Member of Foundation Board and Chair of the Forum's Centre for Global Industries, former co-CEO of SAP AG, present member of the supervisory board at SAP SE, Siemens AG, Allianz SE, board member of Danske Bank and Vice Chairman of the board of directors at Bang & Olufsen A/S, delegates heard about his work and the Global Agenda for the World Economic Forum.

We were privileged also to meet with **Margrethe Vestager**, European Commissioner for Competition. Prior to her appointment to the EU, Margrethe Vestager was Deputy Prime Minister and Minister for Economic and Interior Affairs in Denmark. Group members selected topics for discussion at this meeting.

Delegates visited **Novo Nordisk**, the most valuable company in northern Europe. Novo Nordisk is a global healthcare company with 90 years of experience in innovation and leadership in diabetes care. Headquartered in Denmark, Novo Nordisk employs approximately 41,500 employees in 75 countries, and markets its products in more than 180 countries. **Annelise Goldstein**, Vice President and **Lars Rebién Sørensen**, CEO, who recently was pronounced one of the world's best CEO's (Harvard Business Review), spoke to the group about diversity and inclusion and talent management. The company has 3 women on its board and now the executive management team (6 men) has developed its own strategy for working with gender and women in Novo Nordisk.

Freedom of Speech was the subject of a talk by **Steffen Kretz**, a senior international editor and news presenter with the Danish Broadcasting Corporation. He hosts DR-TV's legendary foreign affairs programme Horisont (Horizon). Over the past 20 years Steffen Kretz has reported from wars and conflicts in Africa and the Middle East.

CEO of SOS Villages, **Paula Guillet De Monthoux**, gave a presentation of one of the largest NGOs in Denmark and initiated a discussion about women, charity, fundraising and philanthropy.

It was a great privilege for me to meet such outstanding leaders, both men and women, in the many fields which make up Danish society. There were numerous opportunities for networking provided by this study trip which assist both the Women's Leadership Board and the Arab International Women's Forum in pursuing our shared mission of empowering women globally in all sectors of business and the professions and in civil society.

Haifa Fahoum Al Kaylani

*Founder Chairman AIWF & Board Member
Women's Leadership Board, Harvard Kennedy School*

AIWF MEETS WITH SILATECH IN QATAR

During her recent visit to Qatar, AIWF Chairman Haifa Al Kaylani met with Silatech leaders to explore the possibility of future cooperation. Silatech is a regional social initiative that works to create job and expand economic opportunities for young Arabs and as such organised a Conference on Youth Unemployment in April this year.

With unemployment among Arab youth the highest of any in the world—climbing above 29 percent in 2014, over 350 leaders and practitioners from civil society, government, and the private sector gathered in Amman from April 28-30 to share innovative and effective approaches to addressing the region's youth employment challenge.

Organised by Silatech and hosted by the International Youth Foundation (IYF), the three-day conference on *Arab Youth Employment: Promoting Innovative Solutions to Longstanding Challenges* focused on the process of developing successful youth employment policies and initiatives, and creating opportunities for practitioners to replicate and grow effective programmes throughout the region.

Silatech is a regional social initiative that works to create jobs and expand economic opportunities for young Arabs. The organisation promotes large-scale job creation, entrepreneurship, access to capital and markets, and the participation and engagement of young people in economic and social development. Silatech prepares young job seekers for the world of work through career guidance, skills development and training, and links them directly with employment opportunities. The organisation also supports the start-up and growth of sustainable, job-creating youth enterprises by unlocking new sources of financing, by business development training and mentoring, and by opening access to new markets.

Since being founded in 2008 by Her Highness Sheikha Moza bint Nasser, Silatech has financed/supported over 90,000 youth-owned businesses, created or sustained over 144,000 jobs, and trained over 3800 youth-focused NGO staff. Silatech currently has programmes in 14 Arab countries, including Algeria, Egypt, Iraq, Jordan, Lebanon, Morocco, Palestine, Qatar, Saudi Arabia, Somalia, Sudan, Syria, Tunisia and Yemen. For more information, please visit www.silatech.com.

Stephen Brannon

Director of Communications, Silatech

AIWF CHAIRMAN VISITS QATAR BUSINESS INCUBATION CENTER, HOSTS OF AIWF'S FIRST CONFERENCE IN DOHA, QATAR

The Qatar Business Incubation Center (QBIC) will host the forthcoming *Young Arab Women Leaders – The Voice of the Future Conference* in Doha, Qatar on 28 October following Mrs Al Kaylani's visit, accompanied by Qatari Board Member Mrs Ibtehaj Al-Ahmadani in her roles as Board Member of the Qatar Chamber and Chair of the Qatar Business Women Forum.

The Qatar Business Incubation Center (QBIC) is the largest specialised mixed-use business incubator in the MENA region. QBIC was founded by two leading entrepreneurship institutes in Qatar: the Qatar Development Bank, and the Social Development Center, with the mission to develop the next QAR 100 million companies in Qatar.

At QBIC, women entrepreneurs are empowered with the opportunity and services they need to start and grow their own companies. We have a team devoted to supporting local entrepreneurs through our range of globally benchmarked services, including our flagship LeanStartup and LeanScaleup Programmes.

The programmes are designed to assist entrepreneurs in validating their business concepts, and help existing scalable start-ups to grow. Successful entrepreneurs, who pitch their business ideas at the end of the programmes are incubated, and have access to all services at QBIC. These services include coaching and mentoring support, office or workshop space, and smart financing.

The biggest advantage offered at QBIC is that applicants don't need a complicated business plan or a feasibility study to apply; they just need a strong business idea.

Over 30% of QBIC applicants are women, who are looking to turn their business ideas into start-up realities. The one thing all our women entrepreneurs share is that they have had to overcome challenges in their journey towards starting their own businesses. Running your own business also means working at your own hours and in your office of choice. This makes it a lot easier for women who also have a family to take care of and a house to run.

One of QBIC's most successful graduates to date is a company established by Sheikha, an entrepreneur who started the first local perfumery company, S'IShira. Her company launched during the Doha Jewelry and Watch Exhibition this year, and received tremendous attention by the media. During the launch, Her Highness Sheikha Moza bint Nasser visited the booth, and that of course made it an ultimate hit among Qatari women.

QBIC recently graduated its third wave participants of the LeanStartup Programme, and is accepting applications for the Programme's fourth wave.

Doaa Saber

*Marketing and PR Manager
Qatar Business Incubation Center (QBI)*

AIWF WOULD LIKE TO ACKNOWLEDGE WITH APPRECIATION
THE VALUED SUPPORT OF AIWF GLOBAL ANNUAL PARTNERS

AIWF Global Corporate Benefactor Partner



AIWF Global Platinum Partners



AIWF Global Diamond Partners



AIWF Institutional Partners



AIWF Global Communications Partner



AIWF CHAIRMAN ATTENDS INAUGURAL PEARL INITIATIVE AND UNITED NATIONS GLOBAL COMPACT FORUM FOR THE GULF REGION



AIWF Chairman, Haifa Al Kaylani, at the Pearl Initiative & UN Global Compact Forum held in Dubai in April.

In April, AIWF Chairman, Haifa Al Kaylani, attended the inaugural Pearl Initiative and United Nations Global Compact Forum for the Gulf Region held under the patronage of His Highness Sheikh Hamdan Bin Mohammed Bin Rashid Al Maktoum, Crown Prince of Dubai at the Dubai World Trade Centre. ***Corporate Accountability Matters: Business Integrity and Value Creation Beyond 2015*** was the theme of this Forum which supplied a platform for businesses, public sector institutions, UN organisations, civil society and other stakeholders to share experiences and explore effective ways of embracing corporate accountability and integrity to drive sustainable economic growth and spur job creation across the region.

FORUM OUTCOMES

The Pearl Initiative and United Nations Global Compact Forum provided a platform for business and other stakeholders to share lessons learned and explore effective ways to engage in activities and partnerships that advance critical sustainable business development priorities across the Gulf Region.

As a result of the Forum, the Pearl Initiative, with the engagement of the United Nations Global Compact and its other Programme Partners, commits to the following actions to help make progress in the Gulf Region towards higher standards in corporate accountability, transparency and governance:

- Support the formation and building of UN Global Compact Local Networks in countries within the Gulf Region, to facilitate the progress of companies engaged in the Global Compact with respect to implementation of the ten principles.
- Leverage the Forum launch of the Report “Women’s Career Paths in the GCC: The CEO Agenda” to run a series of Roundtables across the Gulf Region on gender diversity in leadership and the UN Women’s Empowerment Principles.
- Develop a succinct toolkit on corporate anti-bribery and corruption good practices, with specific relevance to the Gulf Region.
- Identify and disseminate good practice examples of experiences and learning within companies implementing

corporate accountability, transparency and governance practices within the Gulf Region.

- Expand Pearl Initiative Programmes that directly impact the thinking and behaviour of students at universities across the Gulf Region, so that they can enter the workforce with personal integrity and accountability at the heart of their business education.

AIWF GLOBAL PARTNER MCM EXPANDS IN THE MIDDLE EAST

Mrs Sung-Joo Kim, Chairperson & CEO, MCM Holding AG / Sungjoo Group, whose Sungjoo Foundation is an AIWF Global Diamond Partner, has been a supporter of AIWF since inception and a Board Member for many years. An outstanding global leader and entrepreneur, Mrs Sung-Joo Kim is extending the operations of MCM in the Middle East.

Founded in 1976 at the height of Munich’s cultural renaissance, the German luxury purveyor MCM (Modern Creation Munich) embraces both tradition and the future. For the rising generation of digital natives and millennial dreamers, MCM empowers a modern lifestyle that is genderless and ageless, without rules or boundaries.

In 2005, MCM was acquired by Mrs Sung-Joo Kim, proprietor and Chief Visionary Officer of the Sung-Joo Group. Internationally known and respected for her achievements in business, Ms Sung-Joo Kim has not only been involved in the fashion industry for more than 20 years, but has also received worldwide recognition as the President of the Korean Red Cross. With her philosophy of transparent management and giving faith, hope and love back to society, the Korean entrepreneur has built MCM into a prominent global enterprise. MCM’s ability to connect and deeply resonate with younger consumers through innovative designs and digital initiatives is key to its success.

Always with an eye towards the bold, the surprising and the new, the brand defines New School Luxury with progressive, creative and iconic styles – styles which also reflect the brand’s innovative store concepts and premium locations. Therefore it seems only natural that MCM is pushing toward its Middle East expansion to reach farther across the globe. After the huge success of MCM’s store openings at the *Dubai Mall* in Dubai, the *Centria Mall* in Riyadh and the *Red Sea Mall* in Jeddah, the brand is eager to announce further openings.

At the end of June, MCM will open yet another door at the *Moda Mall* in Bahrain. The store will cover 120 square meters of sales area and will be located in the luxury section beside other prestigious brands. Emphasising the Middle Eastern environment and lifestyle; the Bahrain store will feature a dynamic architectural setting using authentic and high-class interiors.

A similar store concept will be rendered at the Dubai Mall, which will relocate in September and offer its customers a new shopping experience. Further stores are awaiting their opening in UAE, Kuwait and Qatar.

Currently, MCM stores are located in over 35 countries with 365 retail operations worldwide, in cities such as Berlin, Dusseldorf, Munich, London, New York, Athens, Zurich, Dubai, Paris, Florence, Hong Kong, Tokyo, Beijing, Shanghai and Seoul.

Silvia Urban

Marketing & PR Director EMEA
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NEWS OF AIWF BOARD MEMBERS AND FRIENDS

**AIWF CONGRATULATES BOARD
MEMBER MRS SUNG-JOO KIM WHO
HAS BEEN APPOINTED AN HONORARY
OFFICER OF THE ORDER OF THE
BRITISH EMPIRE (OBE)**



Mrs Sung-Joo Kim being presented with OBE at the British Ambassador's Residence on 10 June 2015

In recognition of CVO Mrs Kim's contribution to strengthening the relationship between the UK and the Republic of Korea, Her Majesty Queen Elizabeth II has chosen to formally recognise Mrs Sung-Joo Kim by making her an Honorary Officer of the Order of the British Empire (OBE). Mrs Sung-Joo Kim is the first female Korean to receive the OBE. The award was presented at a ceremony at the British Ambassador's residence in Seoul, Korea on 10 June.

**AIWF CONGRATULATES
NUHA MA'AYTA, PRESIDENT OF
THE GENERAL FEDERATION FOR
JORDANIAN WOMEN, AMMAN,
FOR RECEIVING
THE AL HUSSEIN DECORATION FOR
OUTSTANDING CONTRIBUTION**

At a ceremony in Ragdan Palace witnessed by approximately 1000 attendees representing Parliament, the Upper House and Heads of Diplomatic Missions, the Judiciary, the Army and the Police Force to mark Jordan's Independence Day on 25 May 2015, His Majesty King Abdullah II presented Nuya Ma'ayta, President of the General Federation for Jordanian Women with the **Al Hussein Decoration for Outstanding Contribution** in acknowledgement of her voluntary work towards the empowerment of women.

AIWF INTRODUCED TO AN ORGANISATION ADVOCATING FOR THE HUMAN RIGHTS OF WOMEN AND GIRLS - *EQUALITY NOW*

AIWF Chairman, Mrs Haifa Al Kaylani, was introduced to Equality Now by new Partner, the International Bar Association Legal Practice Division, and has met with their Director of Programs, Allison Burden, to discuss matters of mutual interest and to explore the potential for future collaboration.

Founded in 1992, Equality Now is an organisation that advocates for the human rights of women and girls around the world by raising international visibility of individual cases of abuse, mobilising public support through our global membership, and wielding strategic political pressure to ensure that governments enact or enforce laws and policies that uphold the rights of women and girls.

Our areas of focus include Discrimination in Law, Sexual Violence and Trafficking. Combining grassroots activism with international, regional and national legal advocacy, we envision a world in which women and men have equal rights under the law and full enjoyment of those rights.

We work with partners across the world and we have offices in New York, Nairobi and London. Our work in the Middle East and North Africa has developed over the past 7 years through working closely with local women's rights organisations in the region. Building on this experience and existing relationships, this year Equality Now will lay the groundwork for, and then open a physical office in Amman in order to increase our capacity to respond to women and girls rights violations in the region; to increase our support to women's rights organisations and strengthen their voice internationally.

If you would like to find out more about Equality Now or take action on the issues we are passionate about, visit our website at www.equalitynow.org.

Allison Burden
Director of Programs
Equality Now

THE COMMISSION ON GLOBAL JUSTICE, SECURITY & GOVERNANCE CONCLUDES IN ITS REPORT ISSUED ON 16 JUNE 2015 THAT A KEY CHALLENGE FOR GLOBAL GOVERNANCE IS GENDER INEQUALITY

AIWF Chairman, Haifa Al Kaylani was appointed to the Commission when it was formed in November 2014 and strongly values its objectives which are very much shared by AIWF.

There are still formidable political, cultural and economic obstacles to the full participation of women in peacebuilding, either as peacemakers or citizens, according to the Commission on Global Justice, Security & Governance, which is co-chaired by former US Secretary of State Madeleine Albright and former Nigerian Foreign Minister and UN Under-Secretary-General for Political Affairs Ibrahim Gambari and includes AIWF Founding Chairman Haifa Al Kaylani as one of its fourteen members.

In its report *Confronting the Crisis of Global Governance*, the Commission concludes that a key challenge for global governance is gender inequality, especially in fragile states and conflict-affected environments, where women are more likely to suffer disproportionate harm. Furthermore, despite 2015 marking 15 years of UN Security Council Resolution 1325, which sets forth a comprehensive international agenda on Women, Peace and Security, women remain acutely under-represented in UN-brokered peace talks and peace implementation processes.

With state fragility appearing to be a growing trend, the voice and leadership of women is more important than ever for the creation of more peaceful societies, and is vital for responding effectively to the most significant global governance challenges today. These include climate change and managing a hyper-connected global economy, according to the Commission. The Commission's proposed solution is twofold:

First, women's role in peacebuilding needs to be strengthened. Global and regional institutions must appoint women to prominent international peacemaking positions. Supporters must press for women's inclusion in peace processes, and multinational institutions should launch a wider campaign on equality and gender mainstreaming.

Second, closer coordination between a state's National Action Plan (NAP) for 1325 and the foreign policy it pursues can give the Plan the political will and resources it needs to succeed. Cooperation with key domestic stakeholders, such as civil society organisations, helps extend the reach of the NAP too.

However, greater inclusion in political processes addresses only one part of a multi-faceted problem. If the position of women in societies across the world is to be improved, tackling the underlying socio-economic factors that disadvantage them is critical. The report recognises several such factors, including access to education and reproductive health services, and decent work in the formal economy.

The report identifies empowering women to become national and world leaders as a major UN goal. But too often

in conflict and post-conflict settings women struggle to gain or maintain economic livelihoods, have limited or no access to crucial services and suffer physical and mental harms – a triple threat that devastates their lives and undermines their ability to contribute to society. For women to play their part in solving the most pressing challenges of global governance solutions must be found to these obstacles –and fast.

The Commission on Global Security, Justice & Governance is a flagship project undertaken jointly by The Hague Institute for Global Justice and the Stimson Center. To upload the full Commission Report, launched on June 16, 2015 from the Peace Palace in The Hague, please visit: <http://www.globalsecurityjusticegovernance.org/>

Alex Paul

Summer Fellow

The Hague Institute for Global Justice

AIWF CHAIRMAN CONGRATULATES PROFESSOR LOUISE RICHARDSON ON HER APPOINTMENT AS OXFORD UNIVERSITY'S FIRST WOMAN VICE-CHANCELLOR

Mrs Haifa Al Kaylani has congratulated Professor Louise Richardson, currently the Principal and Vice-Chancellor of the University of St Andrews, on her nomination as the next Vice-Chancellor of the University of Oxford, the first woman to hold this post which was created 800 years ago.

Professor Richardson and AIWF Chairman Mrs Haifa Al Kaylani are fellow Board Members of the EastWest Institute which seeks to make the world a safer place by addressing the seemingly intractable problems that threaten regional and global security.

Professor Richardson has led St Andrews for more than six years, combining strong institutional advancement with a distinguished academic career in the study of terrorism and security issues.

Prior to joining St Andrews in 2009, Professor Richardson lived and worked in the United States where she was Executive Dean of the Radcliffe Institute for Advanced Study at Harvard University.

Subject to the approval of Congregation, the University's parliament, Professor Richardson will succeed the current Vice-Chancellor, Professor Andrew Hamilton, on 1 January 2016.

Professor Richardson is an internationally renowned scholar of terrorism and security studies, on which she has advised policy makers and others internationally. Her publications include the ground-breaking study: *What Terrorists Want: Understanding the Enemy Containing the Threat*.

Whilst at Harvard she received several honours for the quality of her teaching, including the Joseph R Levenson Memorial Teaching Prize, bestowed by Harvard's undergraduate body in recognition of exceptional teaching.

Born in the Republic of Ireland, Professor Richardson holds a BA in History from Trinity College, Dublin, an MA in Political Science from the University of California, Los Angeles (UCLA) and an MA and PhD in Government from Harvard University.

AIWF CHAIRMAN NOMINATES AWARDEES FOR THE INTERNATIONAL ALLIANCE FOR WOMEN WORLD OF DIFFERENCE 100 AWARDS

Through its Chairman, Mrs Haifa Al Kaylani, AIWF has enjoyed a long-standing relationship with The International Alliance for Women. Mrs Al Kaylani, as AIWF Chairman, was presented with the TIAW World of Difference Lifetime Achievement Award at a ceremony in Toronto, Canada on 10 November 2008, since which time she has nominated many outstanding women for TIAW Awards.

The International Alliance for Women (TIAW) is a global organisation dedicated to the economic empowerment and advancement of women all over the globe. Their commitment is to the “she-conomy” - uniting, supporting and promoting women and their chosen networks across six continents, which in turn supports and strengthens the global economic fabric.

TIAW spans a multitude of countries on six continents. Member associations yield a combined reach of more than 35,000 women. Individual members are executives, business owners and professional women from both the developed and developing worlds. From supporting micro-credit in the developing world to advocating for more women in top global boardrooms, TIAW’s work is based on the knowledge that when women and girls are economically empowered, whole families, communities and societies benefit in equal measure. TIAW is proud to announce the recipients of this year’s TIAW World of Difference 100 Awards. This year nominations were received from 54 different countries and provided a vivid look at the inspiring work that women – and men – around the world are doing to support the economic empowerment of women. The recipients cover a wide range of activities on six continents and TIAW is proud to be able to recognise the vital work that they do, often with few resources and many obstacles.

TIAW will be presenting the awards on October 22, in Washington, DC at a special gala dinner during the TIAW Annual Global Forum.

AIWF is pleased to congratulate the following AIWF nominees who will be honoured with the **TIAW World of Difference 100 Award**:

Mrs Nadereh Chamlou (Corporate) - *AIWF Board Member & Former Senior Advisor to the Chief Economist for the MENA Region, The World Bank*

Ms Ida Beerhalter (Corporate) - *Co-Head of IOME Family Office, Saudi Arabia, a Multi Single Family office and Private Investment Partnership formed by women principals from the Gulf region; also serves as Board Member, Trustee, Strategic Advisor & Expert to various for-profit and not-for-profit organisations globally*

Ms Ameera Bin Karam (Non-Profit/NGO) - *Chairperson, Sharjah Business Women Council (SBWC is AIWF Global Platinum Partner)*



Ms Ibtihaj Al Ahmadani, AIWF Board Member, Executive Board Member Qatar Chamber of Commerce & Industry, Doha and Ms Ameera Binkaram, Chairperson, Executive Committee Sharjah Business Women Council at AIWF Get-Together Reception on 4 June 2015

AIWF CHAIRMAN VISITS OXFORD CENTRE FOR ISLAMIC STUDIES

Mrs Haifa Al Kaylani visited the Oxford Centre for Islamic Studies in early May as the guest of Dr Farhan Nizami CBE, the Founding Director and the Prince of Wales Fellow in the Study of the Islamic World at Magdalen College.

Established in 1985, the Oxford Centre for Islamic Studies is a Recognised Independent Centre of the University of Oxford to encourage the scholarly study of Islam and the Islamic World. HRH The Prince of Wales is its Patron and it is governed by a Board of Trustees consisting of scholars and statesmen from different parts of the world, alongside representatives of the University of Oxford.

The Centre provides a meeting point for the Western and Islamic worlds of learning. At Oxford it contributes to the multi-disciplinary and cross-disciplinary study of the Islamic world. Beyond Oxford, its role is strengthened by a developing international network of academic contacts. The Centre is committed to the advancement of academic excellence in teaching,

research and publication. Its outreach activities sustain dialogue and promote mutual understanding at national and international levels.

Mrs Al Kaylani was given a tour of the Centre’s new building which is situated next to Magdalen College and within easy access of the principal libraries, academic departments and colleges. The building blends the architectural features of the traditional Oxford colleges with the forms and styles of the classical period of Islam. The result is a unique symbol of the harmony between two ancient traditions of scholarship brought together for the pursuit of knowledge. It will provide a focal point for international collaboration, and will accommodate those academic, social and residential facilities essential for the collegiate life of a community of scholars.

Dr Farhan Nizami CBE and Mrs Haifa Al Kaylani were joined for lunch by Trustees, Fellows, Visiting Fellows and support staff.

AIWF INSTITUTIONAL PARTNER, THE PEARL INITIATIVE, RELEASES NEW FINDINGS FROM RESEARCH PROGRAMME

AIWF signed an MOU in 2014 with its Institutional Partner, the Pearl Initiative, the GCC-based, private sector-led, not-for-profit organisation developed to promote best business practices in the Gulf Region for the purpose of supporting its research programme entitled *Women's Careers in the GCC: The CEO Agenda* to analyse company best practices and encourage the progression of women into Executive and Board roles. A report has now been compiled of the findings of this research programme, the key findings of which are as follows:

The Pearl Initiative Report *Women's Careers in the GCC: The CEO Agenda* was officially launched at the Pearl Initiative & United Nations Global Compact Forum, held in Dubai on 16 April, 2015. The Report makes recommendations to CEOs in the Gulf Region on achieving better gender diversity at senior levels, based on the findings of an extensive survey and focus groups of over 600 women in managerial and senior leadership roles across the Gulf Region.

Significant progress has been made in the GCC in recent years, in terms of the number of women participating in tertiary education and in the workforce, but the number of women in senior management and Board roles is still very low. In the GCC, female enrolment in tertiary education is on average 68% (UAE 76%) but the female workforce participation ranges from 20% in Saudi Arabia to 34% in the UAE. Moreover, less than 2% of listed Board positions in the GCC are held by women.

Some Key Findings of the Research:

There are a number of factors causing the female talent gap through to senior levels in the GCC.

- It is not lack of ambition. Women in the GCC are ambitious and over half of the survey respondents see themselves taking senior roles; they are driven more by personal growth and recognition rather than pay or power.
- But only 45% find it feasible to achieve a positive work/life balance, and combine a high-power career with a family.
- Even though three quarters of respondents feel that their families are supportive of their education and career, they are still hampered by traditional role models, and there is little evidence to suggest social attitudes are changing.
- 76% of respondents believe that within the workplace the most important direct influence on women's careers is their line manager.

- Nearly 80% of the respondents feel that simply being a woman puts them at a disadvantage at work. This creates a glass ceiling in the workplace, with a number of companies in the region still showing conscious or unconscious bias which impede women's career progression.
- The research showed that only 35% believe that men are open to having a female boss.
- And only 27% of respondents believe that their company leadership is committed to having women in senior roles.
- As a result, around half of the women opt out by taking career breaks, while others opt out by starting their own businesses or becoming self-employed, where they can have more control about how and when they work. But many – too many – opt out by leaving the workforce entirely, also referred to as the phenomenon of the 'leaking pipeline'. Women represent an enormous untapped resource for organisations in the GCC but there are significant barriers hindering the full utilisation of this talent pool. In order to open up a significant new source of skills, energy and commitment for the future and thereby build success, profitability and competitive advantage at the company and country level, companies need to support and nurture their high-potential women and create a more equal and positive working culture.

Based on the above Findings, the Report sets out five Recommendations for CEOs:

1. Improve Work/Life Balance using flexible working
2. Create a Balanced Corporate Culture - by visibly supporting women at work
3. Invest in Building Career Paths - by including more diversity training for men
4. Adopt HR Policies on recruitment, pay and promotion that ensure equality - and targets for numbers of women at each managerial level
5. Be an Advocate in the Wider Community - by helping to promote positive female role models

The Pearl Initiative Research Programme was supported by the United Nations Global Compact, Sharjah Business Women Council, PwC, Tamer Group and Al Waleed bin Talal Foundations. AIWF was a collaborating Partner on the Programme.

AIWF CHAIRMAN RECEIVES PEARL INITIATIVE RECOGNITION FOR A CAREER FOCUSED ON ARAB WOMEN IN LEADERSHIP



Haifa Fahoum Al Kaylani, AIWF Chairman receiving Pearl Initiative Recognition from the Pearl Initiative Honorary Chairman HE Sheikh Nahayan Mabarak Al Nahayan, Minister of Culture, Youth & Social Development in the United Arab Emirates

Mrs Haifa Al Kaylani, as AIWF Chairman, attended the inaugural Pearl Initiative and United Nations Global Compact Forum for the Gulf Region held on 16 April under the patronage of His Highness Sheikh Hamdan Bin Mohammed Bin Rashid Al Maktoum, Crown Prince of Dubai at the Dubai World Trade Centre

The theme of this Forum was ***Corporate Accountability Matters: Business Integrity and Value Creation Beyond 2015*** which provided a platform for businesses, public sector institutions, UN organisations, civil society and other stakeholders to share experiences and explore effective ways of embracing corporate accountability and integrity to drive sustainable economic growth and spur job creation across the region.

At a gala dinner held at the conclusion of the Pearl Initiative and United Nations Global Compact Forum held in Dubai, AIWF Founder Chairman Haifa Fahoum Al Kaylani was one of three distinguished business leaders to be honoured and recognised for their services to

promoting a culture of corporate responsibility, fighting corruption and the advancement of Arab women in leadership in the Gulf region. Mrs Al Kaylani was recognised for a career dedicated to the advancement of Arab women in leadership. HE Sheikh Nahayan Mabarak Al Nahayan, UAE Minister of Culture, Youth and Community Development, and Honorary Chairman of the Pearl Initiative was joined on stage by Pearl Initiative Board Members as he presented the Pearl Initiative Recognitions to the honorees.

Mrs Al Kaylani said she was truly honoured to receive from AIWF'S Institutional Partner *The Pearl Initiative Recognition for a Career Focused on Arab Women in Leadership*, acknowledging her work in advancing women's empowerment and, as a result of this recognition which highlighted the common values of the two organisations, felt inspired to continue to foster AIWF's mission of promoting an enhanced role for Arab women in their economies and their communities by working to create an appropriate legislative framework.