

◀ Regional Meeting to Strengthen the Sub-Committee's Capacity  
on Gender Equality

"Women's Economic Empowerment and Access to Decent Work"

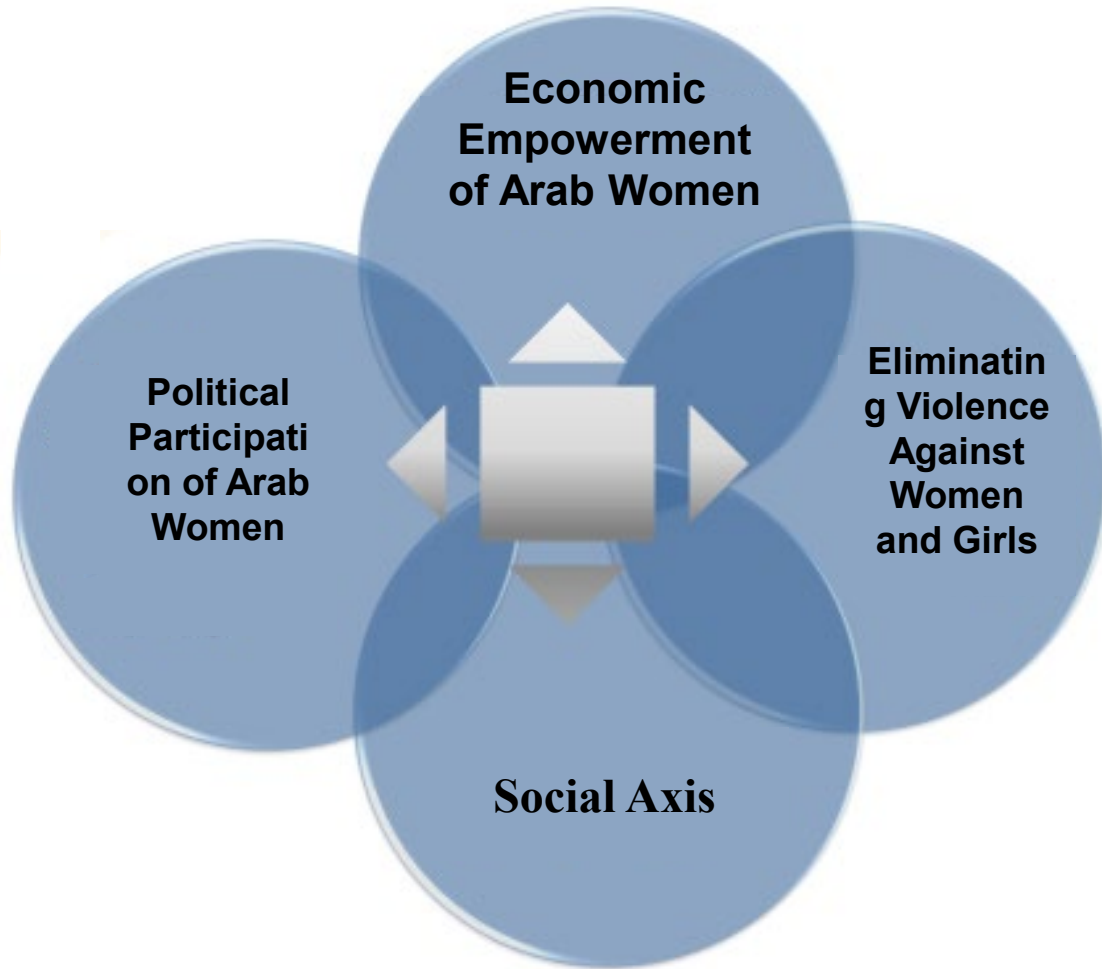
**Results of the First Regional Review of the Arab Women's Development Agenda 2030:  
Progress Achieved in the Economic Pathway in Several Country-Specific Files of Arab States**

◀ **UN-House, Beirut on 09 – 10 July 2024**

# The Timeline Leading to the First Regional Review (+5)



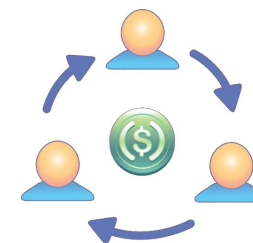
2017



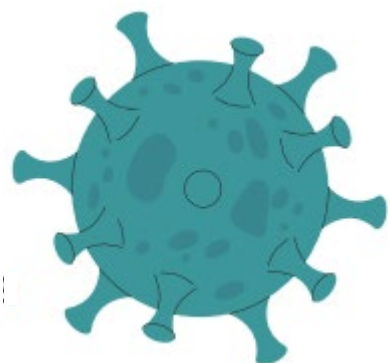


**Climate change and environmental adaptation issues**

**Emergence of New Issues, Emerging Challenges, and Developments at the International and Regional Levels, Intersecting with the Goal of Achieving Gender Equality and Implementing the Sustainable Development Goals.**

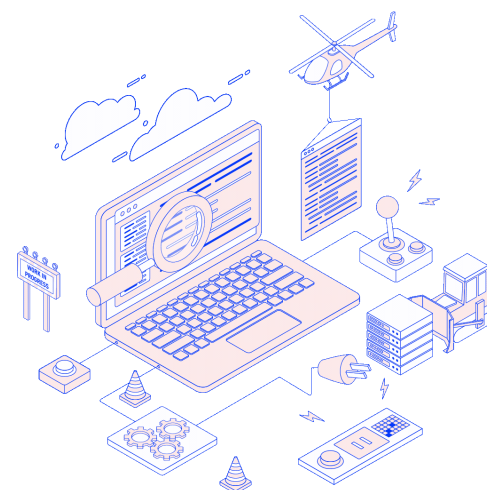


**Transition to a green economy**

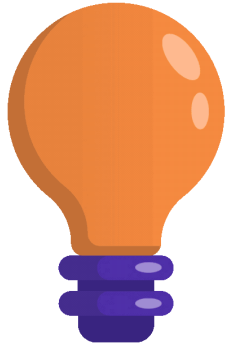


**Covid -19**

**Challenges arising from rapid technological advancements and the global digital agreement**



**Updating the Peace and Security Agenda**



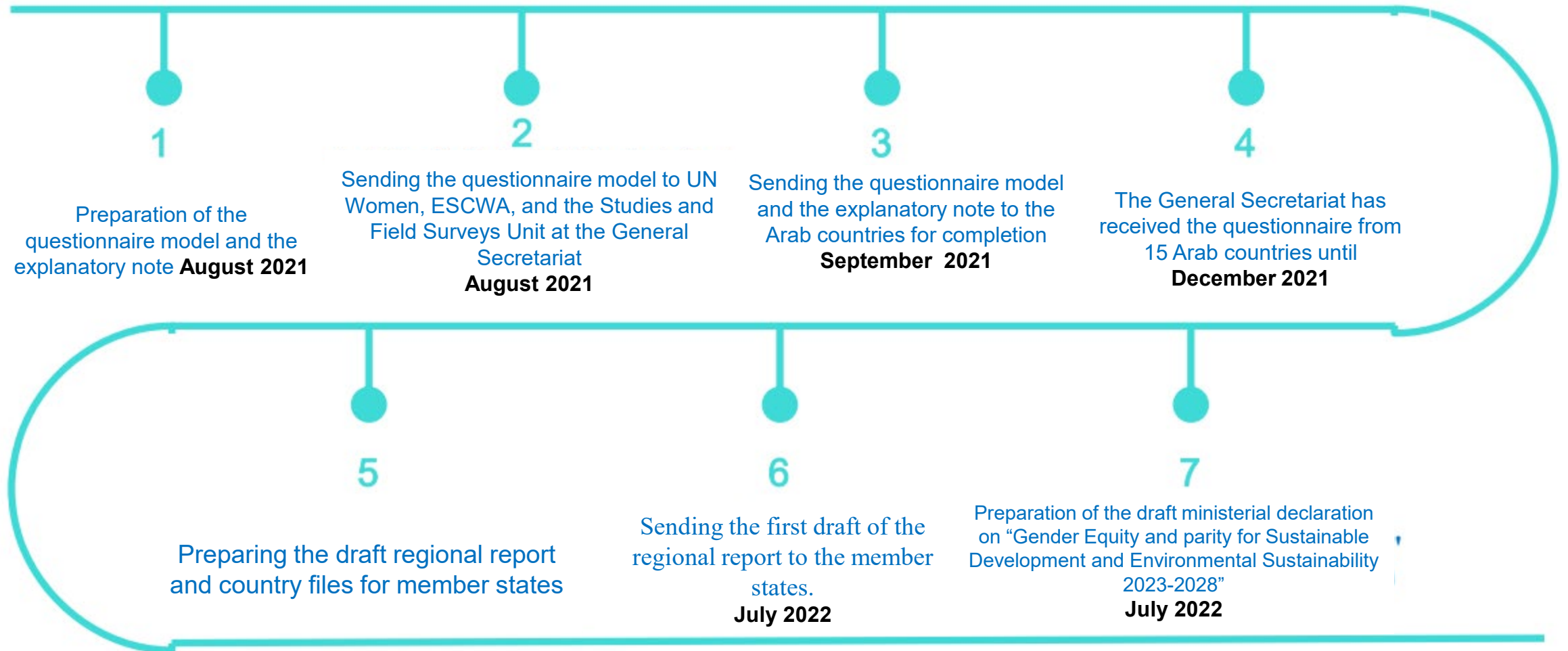
## Gender and the Environment

1- A new axis has been introduced, focusing on gender, the environment, and related indicators at the national level of the member states.

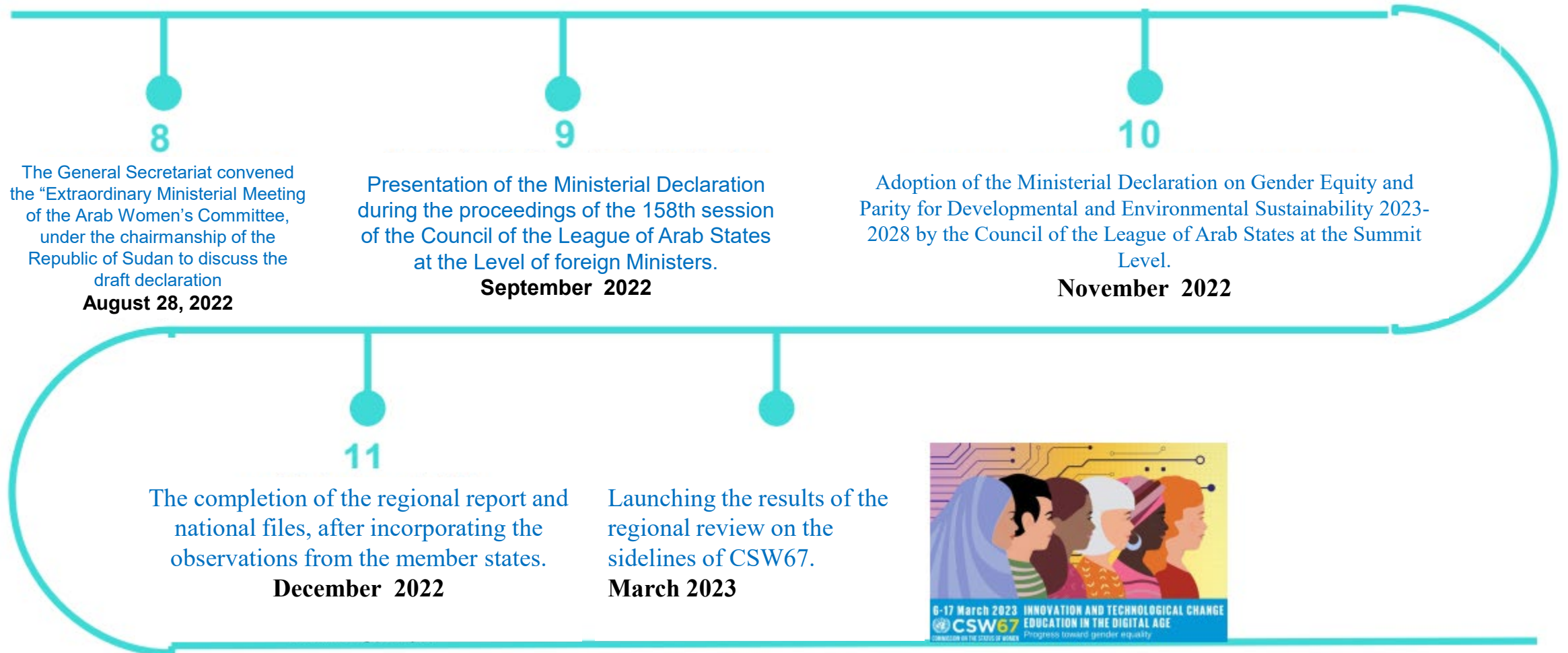
2- New indicators have been incorporated to track developments and emerging issues and their intersection with achieving gender equality across various fields.



# The Steps Taken in Preparing the First Regional Review: +5 Key Stages



# The Methodology Followed in Preparing the First Regional Review: 5+





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**“The Women's Development Agenda in the Arab Region 2030”**

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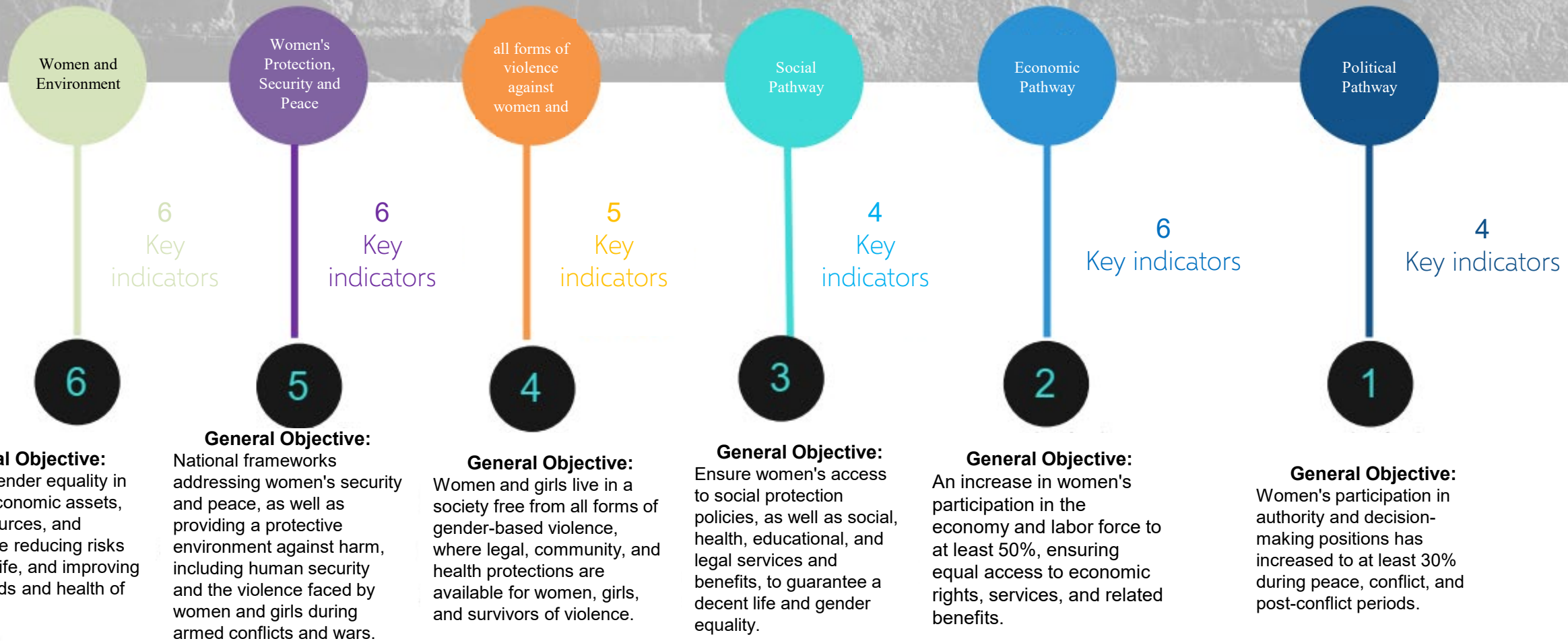
**First Regional Review  
(2022-2017)**

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- **Questionnaire Form**



# The primary pathways on which the Questionnaire Model was Designed, Encompassing Fundamental and Sub-Objectives as well as Indicators, are as Follows:



<b>Hashemite Kingdom of Jordan</b>		<b>Sultanate of Oman</b>	
<b>United Arab Emirates</b>		<b>State of Palestine</b>	
<b>Kingdom of Bahrain</b>		<b>The State of Qatar</b>	
<b>Republic of Tunisia</b>		<b>Lebanese Republic</b>	
<b>People's Democratic Republic of Algeria</b>		<b>Arab Republic of Egypt</b>	
<b>Kingdom of Saudi Arabia</b>		<b>Kingdom of Morocco</b>	
<b>Republic of Sudan</b>		<b>Republic of Yemen.</b>	
<b>Republic of Iraq</b>		<p style="text-align: right;"><b>15</b> <b>Questionnaire</b></p> 	

# The regional review resulted in three main documents:

- A. Regional report entitled “First Regional Review of the 2030 Agenda for Women’s Development in the Arab Region after Five Years”
- B. The Ministerial Declaration on Gender Equity and Parity for Developmental and Environmental Sustainability, Arab Women’s Development Agenda (2023-2028).
- C. Country reports of the Member States that participated in the regional review.





هيئة الأمم المتحدة للمرأة

جمهورية العراق



التقرير الوطني

المراجعة الإقليمية الأولي

حول تنفيذ أجندة تنمية المرأة في المنطقة العربية 2030

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مارس 2023

**15** National files for Arab countries that submitted their national reports, which were then translated into English.

# Examples of Country Reports in the Area of Women's Economic Empowerment:

## **The Right to Work**



## The Hashemite Kingdom of Jordan

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The Hashemite Kingdom of Jordan, on May 16, 2019, published amendments to the Labor Law through the Official Gazette, including Article No. 2, which defines flexible work; Articles No. 53 and No. 54, which address wage equality; Article No. 2, which defines wage discrimination; Article No. 66, related to paternity leave; and Article No. 72, concerning nurseries for the care of children of male and female workers.

**On February 1, 2021, several instructions were issued regarding alternatives to institutional nurseries for the year 2021, which stated the following:**

- a. The employer contracts with one or more nurseries in various geographical areas, and the employee has the right to choose the nursery that best suits their needs from the ones contracted by the employer.**
- b. The employee may contract with a nursery of their choice, with the employer contributing to covering the financial cost.**



# The Hashemite Kingdom of Jordan

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A decision regarding wage protection was officially issued.

Additionally, the Regulation of Agricultural Workers for the year 2021 was implemented.

As for the social security for workers, the Social Protection System related to maternity insurance was announced on October 20, 2020.

The Ministry of Social Development also issued Nursery Regulation No. (77) of 2018, whereby, in exceptional cases and upon the request of the child's guardian, the Ministry allowed nurseries to provide care for the child up to four years and eight months of age.

Some amendments were also made to national legislation concerning the work environment, in accordance with the Appointment to Leadership Positions System No. (34) of 2021.



# The United Arab Emirates

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The United Arab Emirates issued the Labor Relations Law in 1980, with amendments made in 2021. The law mandates **equal wages for men and women** in the private sector. It also grants both **male and female workers in the private sector “paid parental leave”** for childcare. Additionally, the law prohibits employers from terminating employment due to pregnancy or during maternity leave.

## **Federal Labor Law:**

This new law, which came into effect on February 2, 2022, replaced Federal Law No. 8 of 1980 and its amendments. The law includes provisions covering labor issues such as employees' rights, labor contracts, labor dispute resolution, working hours, overtime, official holidays and vacations, employment of minors, employee records, safety standards, work injuries, minimum wages, termination of service, and end-of-service gratuity, among others. The law introduces several new work models, including full-time, part-time, temporary, and flexible work arrangements.

The law also grants new types of leave and addresses issues related to harassment, verbal and physical violence, and psychological abuse of employees. It prohibits forced labor and discrimination against employees based on gender, race, color, religion, national or social origin, or disability. It also outlines the obligations of employers towards their employees.





# Kingdom of Bahrain

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The Cabinet Resolution No. (6 - 2531) of 2019 stipulates that the Ministry of Finance and National Economy, in coordination with the Supreme Council for Women, shall integrate women's needs and promote gender balance when determining the structure and allocations of the budget.

Based on a recommendation from the Supreme Council for Women, to grant spouses of female employees working on the front lines **in confronting the (Covid-19) virus priority to work from home**, to support the families of working women.

Minister of Labor and Social Development Resolution No. (52) of 2020 prohibits wage discrimination between male and female workers. The first article of this resolution stipulates that 'discrimination in wages between workers performing the same job under equivalent working conditions is prohibited.

Decree-Law No. (16) of 2021 amends certain provisions of the Private Sector Labor Law, as established by Law No. (36) of 2012, by adding a second paragraph to Article (39). This amendment prohibits wage discrimination between male and female workers performing work of equal value. Additionally, it repeals Articles (30) and (31), which previously regulated the types of work in which women could be employed, and granted the Minister of Labor the authority to prohibit the employment of women at night.



# The State of Qatar

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In March 2021, the Government of Qatar approved a minimum wage of 1,000 Qatari Riyals per month for all employees, ensuring no gender-based discrimination across all sectors, including domestic workers. Employers are also required to provide either a housing allowance of 500 Qatari Riyals and a food allowance of 300 Qatari Riyals per month or suitable accommodation and adequate meals.

Law No. 15 of 2017, concerning domestic workers, governs the relationship between employers and domestic workers. This law defines the conditions to be included in employment contracts and outlines mechanisms to ensure justice in cases of violations, in alignment with International Labor Organization (ILO) Convention No. 189 on decent work for domestic workers. Furthermore, Minister of interior's resolution No. 95 of 2019 permits domestic workers to leave the country without prior approval from their employer.

In October 2018, His Highness the Emir issued Law No.17 of 2018, establishing a Workers' Support and Insurance Fund.



# The Arab Republic of Egypt

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The Arab Republic of Egypt enacted a new Investment Law No. 71 of 2017 (Article 2) to ensure equal investment opportunities for both men and women. In 2019, the Financial Regulatory Authority issued Decision Nos. 123 and 124, which mandate that at least one woman be represented on the boards of directors of financial companies.

In addition, two decisions were issued by the Minister of Manpower, Decision Nos. 42 and 44 of 2021, to lift restrictions on women's ability to work at night and on their employment in certain industries or professions, while ensuring the provision of protection and safety measures for women.

The presence of legislation that guarantees the protection of women in the workplace and ensures a suitable and safe work environment is essential. Most of these laws define harassment and include amendments to the Penal Code concerning workplace harassment.

During the post-2015 period, five of the surveyed Arab countries (the Hashemite Kingdom of Jordan, the Kingdom of Bahrain, the People's Democratic Republic of Algeria, the Lebanese Republic, and the Kingdom of Morocco) introduced several amendments to legal texts that guarantee women's right to own land, inherit property, and manage their assets.

After 2015, the percentage of women as entrepreneurs, business owners, or project managers in most surveyed Arab countries ranged from 1% to 43%.

Several capacity-building and vocational training programs for women were developed, disaggregated by age, and both rural and urban areas.



## Republic of Lebanon

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The Development Projects Department at the Ministry of Agriculture in the Lebanese Republic implemented approximately 32 training programs in 2021, targeting individuals aged 16 to 65. In urban areas, a project aimed at promoting gender integration in sustainable rural development and food security measures was carried out, with about 72% of participants being female employees aged 20 to 60. Additionally, a training program titled *Rural Pioneers* was launched, targeting approximately 1,000 employees of the Ministry of Agriculture. According to data from the questionnaire, in rural areas, women accounted for 10-25% of participants in training programs.



## The Sultanate of Oman

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The Sultanate of Oman has allocated a significant budget for the economic and social support of women. Several institutions have been established to provide technical and financial support to women entrepreneurs, including the Ministry of Agriculture, Fisheries, and Water Resources, the Oman Development Bank, and the Small and Medium Enterprises Development Authority.

# Acceding to Relevant International Agreements

	<b>Name of the Agreement</b>	<b>Arab Countries that Signed the Agreement</b>
1	<b>International Labor Organization (ILO) Social Security Convention</b>	<b>Hashemite Kingdom of Jordan, People's Democratic Republic of Algeria, Arab Republic of Egypt, Republic of Yemen.</b>
2	<b>ILO Equal Remuneration Convention</b>	<b>Hashemite Kingdom of Jordan, United Arab Emirates, Kingdom of Bahrain, People's Democratic Republic of Algeria, Kingdom of Saudi Arabia, Republic of Sudan, Lebanese Republic, Arab Republic of Egypt, Republic of Yemen.</b>
3	<b>ILO Maternity Protection Convention</b>	<b>People's Democratic Republic of Algeria, Arab Republic of Egypt, Kingdom of Morocco, Republic of Yemen.</b>

# Acceding to Relevant International Agreements

7	ILO Domestic Workers Convention	Republic of Yemen
8	ILO Migration for Employment Convention	People's Democratic Republic of Algeria, Republic of Yemen.
9	The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICMW)	Arab Republic of Egypt, Kingdom of Morocco, Republic of Yemen.



	<b>Name of the Agreement</b>	<b>Arab Countries that Signed the Agreement</b>
11	<b>International Convention for the Protection of All Persons from Enforced Disappearance (ICPPED)</b>	<b>Republic of Tunisia, Republic of Algeria, Republic of Sudan, Republic of Iraq, Sultanate of Oman, State of Palestine, Arab Republic of Egypt, Kingdom of Morocco, Republic of Yemen</b>
12	<b>ILO Convention No. 189 on Decent Work Conditions for Domestic Workers. (DWDW)</b>	<b>Kingdom of Morocco, Republic of Yemen</b>
13	<b>ILO Convention No. 190 on Violence and Harassment in the World of Work.</b>	<b>Republic of Yemen</b>
14	<b>Other agreements include: the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and ILO Convention No. 105 of 1957 concerning the Abolition of Forced or Compulsory Labor.</b>	<b>The Hashemite Kingdom of Jordan, Kingdom of Bahrain</b>
15	<b>ILO No. 29 of 1930 concerning Forced and Compulsory Labor.</b>	<b>The Hashemite Kingdom of Jordan</b>
16	<b>ILO Convention No. 111 on Discrimination (Employment and Occupation), and ILO Convention No. 89 on Night Work (for Women).</b>	<b>Kingdom of Bahrain</b>

**A number of countries have taken measures to reduce poverty among women.**



## **Measures to Reduce Poverty among Women.**

Improving access for economically disadvantaged women to decent work through active labor market policies, including vocational training, employment subsidies, and providing microloans, among other measures.

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Facilitating women's access to technology services.

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Ensuring that women of retirement age receive an equal pension with men

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providing affordable legal services to women living in poverty.

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Facilitating procedures for credit applications.

## Recommendations of the Regional Report on the Economic Development Pathway:

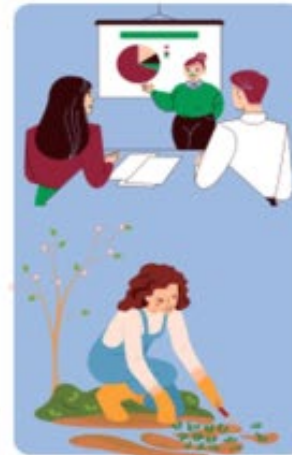
- Advocating for the signing of additional international labor agreements, including the International Labor Organization (ILO) Convention on Migrant Workers, The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, ILO Convention No. 189 concerning Decent Work for Domestic Workers, and ILO Convention No. 190 on the Elimination of Violence and Harassment in the Workplace.
- Increasing the representation of women as business leaders, owners, and project managers by offering economic facilities and financial support to female entrepreneurs, particularly those in remote and marginalized areas, to establish small- and medium-sized enterprises.
- Encouraging women to establish small- and medium-sized enterprises in both the green and blue economy sectors.

The main outcome of the regional review and the updated agenda for women's development in the Arab region over the next five years.

**Adopted at the Arab Summit level by Resolution No. (S) S. 808 D. (p) 31, dated 2-3 November 2022.**



**The Ministerial Declaration  
Arab Women's Development Agenda (2023-2028)  
Gender Equity and Parity for Development and  
Environmental Sustainability**



**Axis 1: Enhancing women's Entrepreneurial Capacities and Providing Access to Information to Facilitate their Entry into New Markets.**

**Axis 2: Financial policies, legislation, and labor laws that support women's participation in the economy.**

**Axis 3: Expanding women's economic opportunities in the green and circular economy sectors.**

**Axis 1: Enhancing the education system and technical and vocational training for women, aligning it with future job requirements in the labor market and emerging markets.**

**Axis 2: changing stereotypical perceptions of women and their societal roles, while encouraging the active participation of men and youth in family responsibilities. This includes fostering and reinforcing concepts of societal and family roles within the framework of gender equality.**

**Axis 3: Improving care economies and establishing supportive services to empower women's participation in the labor force.**



Regional Review +5

**Thank you**

