

الجامعة
البريطانية في
دبي



The
British University
in Dubai



The Participation of Women in Dubai's Knowledge Economy

Dr Kasim Randeree

kasim.randeree@buid.ac.ae

Zayed University Women as Global Leaders Conference

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Women and the Phases of Gulf Arab History

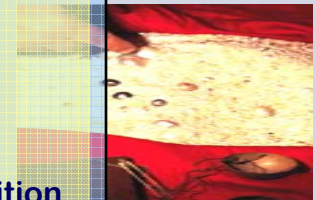
PHASE ONE **Pre-Islamic - 1900**

Tribal disputes
Appropriation of water wells / grazing land
Herding camels
Clearly favoured male physical abilities



PHASE TWO **1500-1940**

Expansion of trade with Europe and Asia
Seafaring, fishing, pearl diving
Movement to coastal inhabitation
Activities incompatible with women's nature and Islamic tradition



PHASE THREE **1940 -**

Oil
Development of affluent society
Beginning of women's education
1937 Kuwait, 1956 Qatar



PHASE FOUR **1990-**

Knowledge economy
Well educated women, reduced illiteracy rate
Non-hierarchical organisational structure
Women in leadership positions



Source: "Attitudes towards women in the Arabian Gulf region", Ikhlas Abdalla, Women in Management Review, 1996

Knowledge Economy: Dubai's Achievements and the Four Pillars

INFRASTRUCTURE

Information society infrastructure

INCENTIVES

Economic and institutional framework

INNOVATION

Innovation systems

INTELLIGENCE

Education systems

CONTINUOUS IMPROVEMENT



Dubai Demographic World Records

<i>Parameter</i>	<i>Ratio / %</i>	<i>World Rank</i>
Male to Female Ratio	2.62 male to 1 female	Highest
Workforce to population ratio	68.33%	Highest
Expats as % of population	82.00%	Highest
Population growth	7.00%	Highest
Population over 65 years old	0.65%	Lowest

Source: "Dubai Knowledge Economy 2003-2008" Vol. 2, Madar Research Group, P.8

Employment in Dubai by Gender

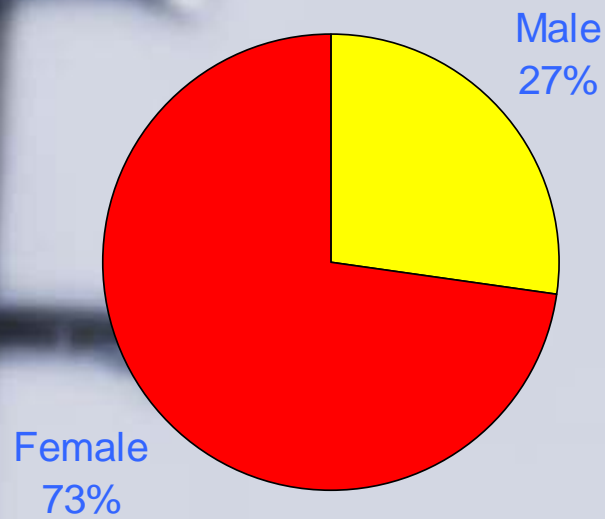
(2002-2003)

Male employees	504,511	89%
Female employees*	61,515	11%

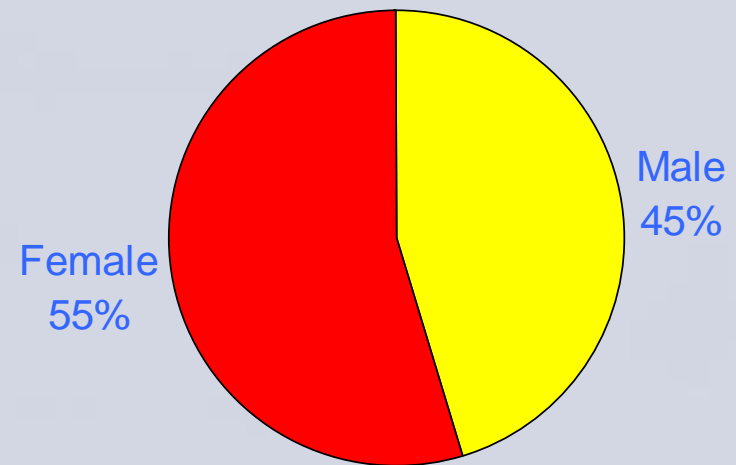
*45% of workforce of western Europe and North America are women

Source: Dubai Municipality

Female Employment Statistics



Employment in Teaching
(KG, Primary, Preparatory, Secondary)



Employment in Healthcare & Medical
Services

Source: Ministry of Education & Youth and Dubai Municipality

10 Driving forces for change

Islam

National Leadership

Education

Emiratisation

Women's Federation

Economy

Women's Leadership

Favourable Labour Laws

Family Support / Childcare

Changing Women's Attitudes

- Historical overview
- Cultural practices
- Islamic view on education of women
- Islamic view on women in business and management



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Late HH Sheikh Zayed bin Sultan Al-Nahyan.

“The means to develop a country and modernise its infrastructures is a magnificent burden that should not be taken up by men only. The loss would be huge, for women will be paralysed without any participation and productivity. It would lead to an unbalanced rhythm of life. Hence, women's participation in public life is required and we must be prepared for it.”

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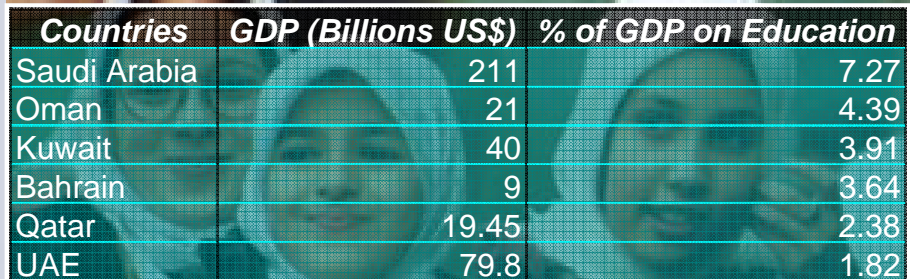
Family Support / Childcare

Changing Women's Attitudes

88% of Emirati girls complete secondary education

69% of Emirati graduates are women

Public Expenditure on Education in the GCC



Countries	GDP (Billions US\$)	% of GDP on Education
Saudi Arabia	211	7.27
Oman	21	4.39
Kuwait	40	3.91
Bahrain	9	3.64
Qatar	19.45	2.38
UAE	79.8	1.82

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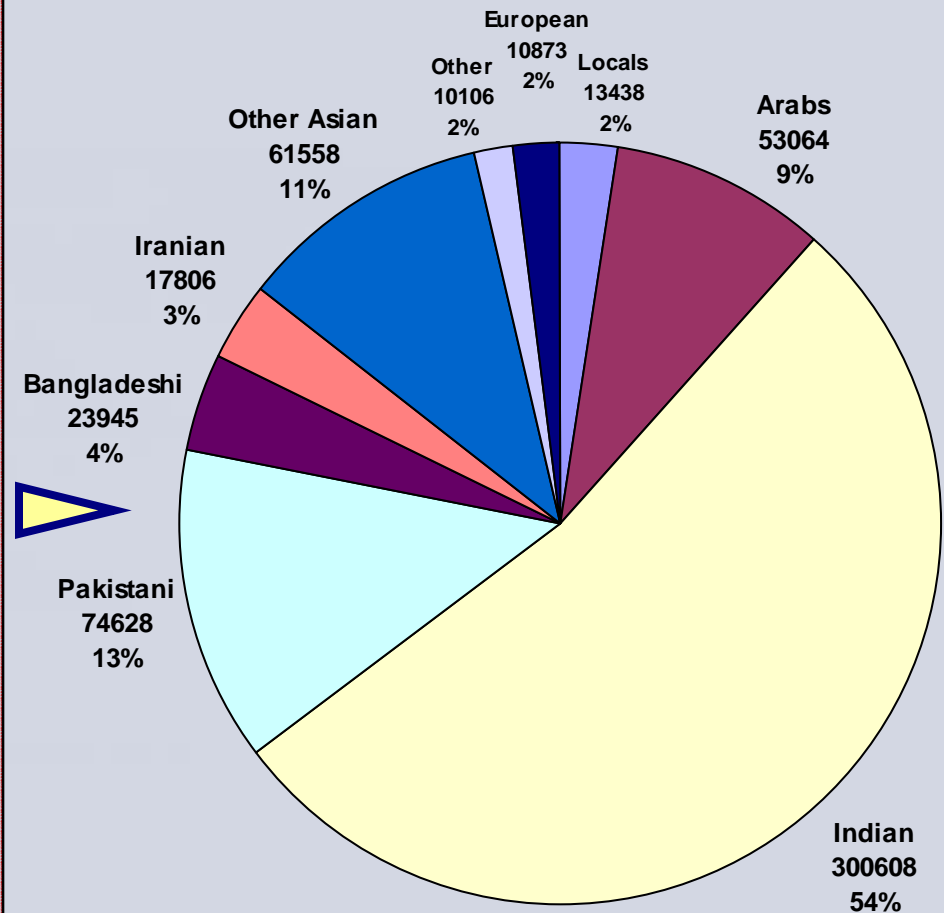
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Total Workforce of Dubai by Nationality/Ethnicity

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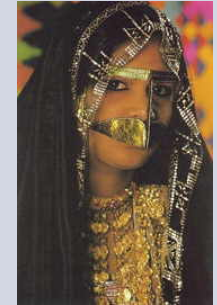
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Health education

Traditional Gulf crafts and national heritage

Library lending of books

Adult education

Lectures on cultural, health and religious topics

Support for expatriate women associations in the UAE

Nurseries and kindergartens

Special schools for the disabled and the mentally and physically handicapped

UNDP and UNICEF activities

Illiteracy eradication programmes

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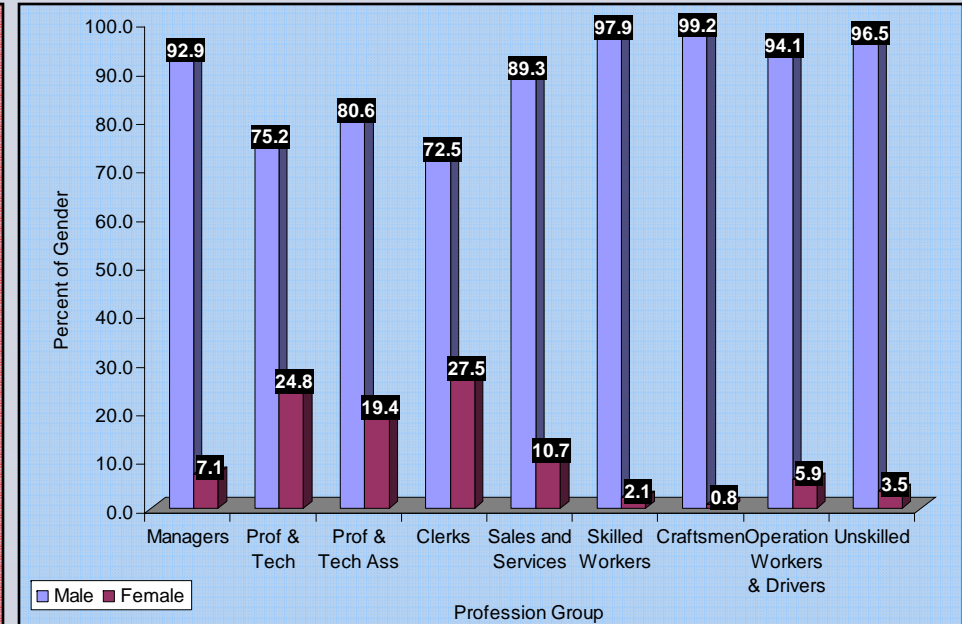
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"I hope my inclusion on the 'Women to Watch' list provides encouragement and inspiration for women across the UAE who are considering a professional career."

Shaikha Lubna Al Qasimi
UAE's Minister of Economy and Planning

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UAE Labour Law

Federal Law No. 8, 1980

Article 32

“A woman's remuneration shall be equal to that of a man if she performs the same work.”

Article 30

45 days maternity leave with full pay.

Article 31

Two breaks of 30 minutes each for breastfeeding, or leave work one hour early, for 18 months.



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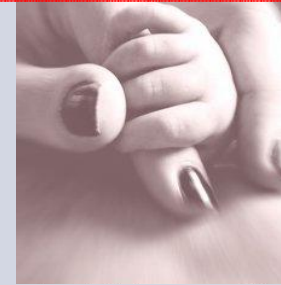
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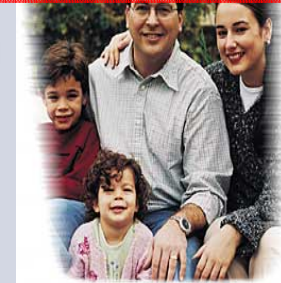
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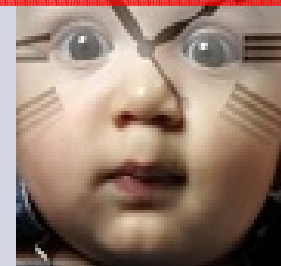
Strong family ties



Centralised families



Growth in day care provision



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Nariman Al-Rostamani

TV Presenter



Fatima Al Khumairi

First UAE national woman to specialise in forensic medicine



Fatima Al-Attar

CEO, Interior Dot Com



Fatma Mohamed Al-Haj

Radiographer



Resisting forces to change

Women are naturally too emotional for business decision making

Women's role is as mothers and housewives
Therefore, why be concerned with getting an education?

Women lack potential for professional careers
Inferior to men
Man is the "breadwinner"
Work should be a last resort for a woman

Generic stereotyping (by men!!)

Negative male (and female) attitudes

Silent policy of discrimination

"Glass Ceiling" preventing access to top management

Absence of professional women's network

No professional management training programmes for women

Lack of affirmative action

BUID's Commitment to Women in Education and Management



BUID's aims and objectives

- Promoting women's education and research at postgraduate level
- Working with organisations in transferring knowledge into practice



Research activities

- Publication of research findings on best practices in gender and management in the region
- Producing “how to...” guides for regional businesses to deal appropriately with gender and management issues
- Practical workshops as future managers