



ملتقى السيدات  
للاستدامة والبيئة  
والطاقة المتجددة  
WOMEN IN SUSTAINABILITY,  
ENVIRONMENT AND RENEWABLE  
ENERGY FORUM



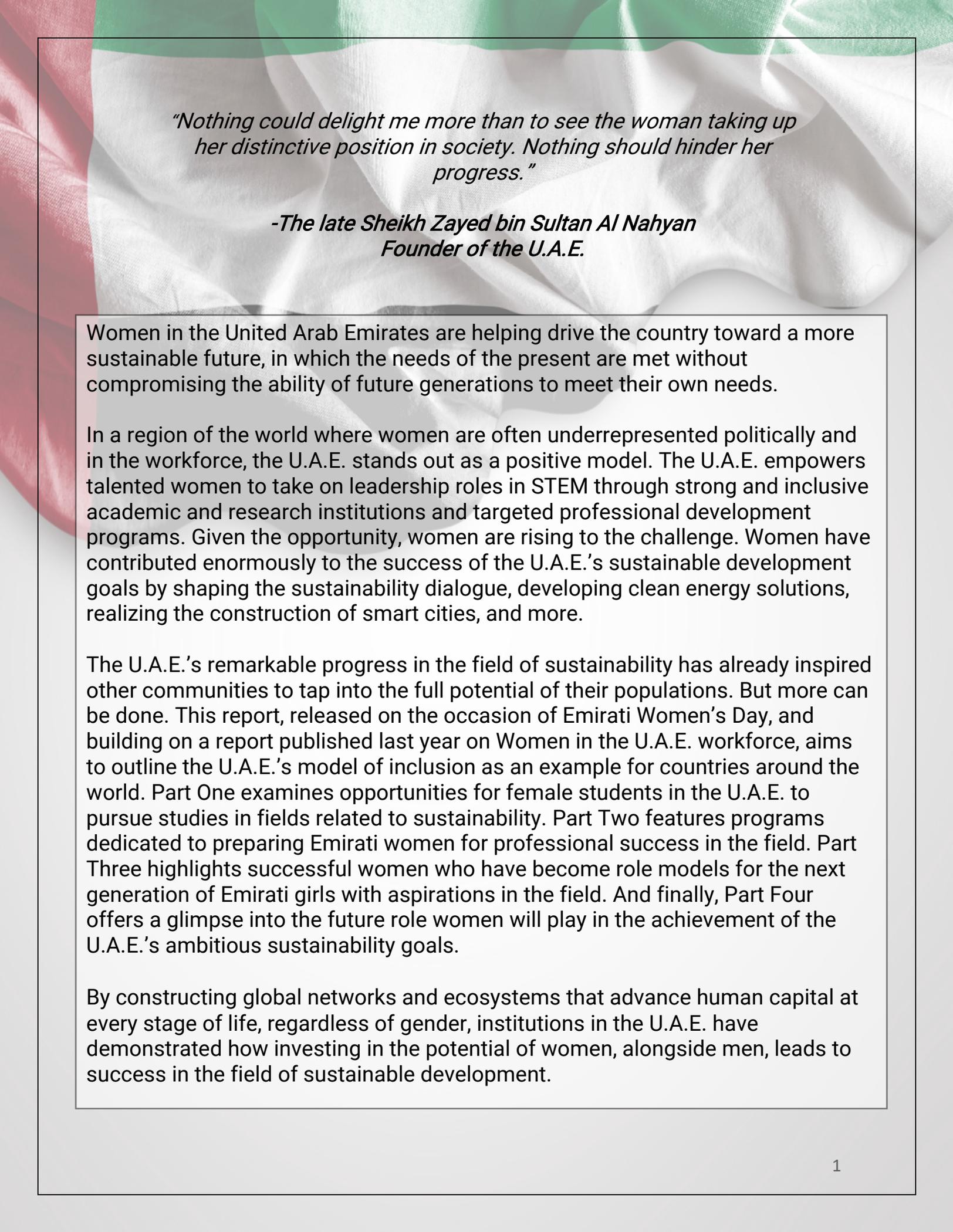
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# Women in Sustainability:

How Women in the U.A.E. Are Shaping a More Sustainable Future

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*“Nothing could delight me more than to see the woman taking up her distinctive position in society. Nothing should hinder her progress.”*

*-The late Sheikh Zayed bin Sultan Al Nahyan  
Founder of the U.A.E.*

Women in the United Arab Emirates are helping drive the country toward a more sustainable future, in which the needs of the present are met without compromising the ability of future generations to meet their own needs.

In a region of the world where women are often underrepresented politically and in the workforce, the U.A.E. stands out as a positive model. The U.A.E. empowers talented women to take on leadership roles in STEM through strong and inclusive academic and research institutions and targeted professional development programs. Given the opportunity, women are rising to the challenge. Women have contributed enormously to the success of the U.A.E.’s sustainable development goals by shaping the sustainability dialogue, developing clean energy solutions, realizing the construction of smart cities, and more.

The U.A.E.’s remarkable progress in the field of sustainability has already inspired other communities to tap into the full potential of their populations. But more can be done. This report, released on the occasion of Emirati Women’s Day, and building on a report published last year on Women in the U.A.E. workforce, aims to outline the U.A.E.’s model of inclusion as an example for countries around the world. Part One examines opportunities for female students in the U.A.E. to pursue studies in fields related to sustainability. Part Two features programs dedicated to preparing Emirati women for professional success in the field. Part Three highlights successful women who have become role models for the next generation of Emirati girls with aspirations in the field. And finally, Part Four offers a glimpse into the future role women will play in the achievement of the U.A.E.’s ambitious sustainability goals.

By constructing global networks and ecosystems that advance human capital at every stage of life, regardless of gender, institutions in the U.A.E. have demonstrated how investing in the potential of women, alongside men, leads to success in the field of sustainable development.

## ***PART ONE***

### **CULTIVATING TALENT: Educating Women in STEM**

The late Sheikh Zayed bin Sultan Al Nahyan, Founder of the U.A.E., once said, “The woman is half of the society, and any country which pursues development should not leave her in poverty or illiteracy. I am on the woman’s side; I always say this in order to uphold her right to work and participate in the building process of her country.”

Since its founding in 1971, the U.A.E. has committed to the education of girls alongside boys. Recognizing the importance of education for all in the development of a knowledge-based economy, the U.A.E.’s founder mandated equal rights to education for men and women in the Constitution. A vast amount of resources has consequently been devoted to building high-quality primary and secondary learning environments for all students. Investing in high-quality education for all is paying off. According to the U.A.E. Embassy in Washington D.C., the literacy rate of both women and men in the U.A.E. is 95%, and women make up 70% of all university graduates in the U.A.E.

Female graduates are particularly present in STEM fields. A 2018 report by Times Higher Education found that 77 % of students taking computer science classes in the U.A.E. were female. Female participation in engineering was also high relative to other countries in the world, with 44.5 % of engineering students in the U.A.E. being female.

Women are playing critical roles in the U.A.E.’s Mars mission as well, as exemplified by Her Excellency Sarah Al Amiri, who served as Deputy Project Manager of the mission and who was subsequently appointed President of the U.A.E. Space Agency. In all, the mission team is 34% female, and women comprise 80% of its science team, according to *Nature*.

As outlined in this section, several university programs and initiatives have contributed to developing female potential in STEM fields. At Khalifa University of Science and Technology, female students benefit from a legacy of inclusion and strong role models. And, at American University of Sharjah, female engineering students gain real world exposure and insight.

#### **Khalifa University of Science and Technology**

Khalifa University of Science and Technology is built on a foundation of inclusion, encouraging female graduates to make their mark in the field. The product of a merger of Masdar Institute of Science and Technology, the Petroleum Institute, and the Khalifa University of Science, Technology, and Research (Kustar), Khalifa University continues to draw on the various programs established by all three institutions at their outsets to inspire and empower women in STEM. Today, armed with skills and experience in

science, technology, engineering, and math, female graduates are well-positioned to contribute to the U.A.E.'s sustainability initiatives.

### *Women in Science and Engineering (WiSE) Program Leaves a Legacy*

In 2006, the Petroleum Institute in Abu Dhabi, as it was originally known, introduced the Women in Science and Engineering (WiSE) program to advance the strategic directives of Abu Dhabi Economic Vision 2030. Initially established to train female engineers and scientists for roles in the oil and gas industry of Abu Dhabi, the program later expanded its focus to train women for all STEM professions.

The program's efforts were threefold: to reshape the image of STEM professions, challenge stereotypes, and build working and learning environments conducive to the wellbeing of women. WiSE also set in place an ambassador program, in which women researching and working in STEM fields presented their work to others with aspirations in the field.

Today, the legacy of the program lives on as more and more women take an interest in and contribute to STEM fields.

### *Female Mentorship Takes Root at Masdar*

Founded back in 2007 in collaboration with the Massachusetts Institute of Technology (MIT), the Masdar City campus of Khalifa University set out to develop human capital through high-quality academics and research in advanced energy and sustainable solutions. Inclusion stood at the forefront of its founder's vision. Khalifa University's Masdar City campus was a pioneer in fostering the development of female leadership in sustainability.

Women found success with the mentorship and guidance of the university's highly-skilled faculty members. One such professor, Dr. Hanifa Taher Al Blooshi, Assistant Professor of Chemical and Environmental Engineering, won the 2016 L'Oreal-UNESCO For Women in Science Middle East Fellowship Award for her research in designing a novel system for enzymatic biodiesel production.

Dr. Al Blooshi credits Masdar Institute, now part of Khalifa University, with supporting her research and promoting the work of all female scientists.

## American University of Sharjah

### *Association of Women Engineers at American University of Sharjah (AUS) Empowers Future Leaders*

Established in partnership with the Society of Women Engineers (SWE) and the Women in Engineering (WIE) branch of the Institute of Electrical and Electronics Engineers (IEEE), the Association of Women Engineers was founded to enhance the diversity of the AUS engineering community, provide career and academic development opportunities for collegiate members, and promote industry exposure and collaboration for female engineers.

The association plays a major role in encouraging female students to pursue careers in STEM and produces graduates capable of contributing to the sustainability goals of the U.A.E.



*American University of Sharjah*

## ***PART TWO***

### **HARNESSING POTENTIAL: Professional Development for Women in STEM**

The U.A.E. is fulfilling Sheikh Zayed's promise to women not only through education, but also through initiatives, strategies, and legislation that support the professional development of women. These include the country's national strategy for the empowerment of Emirati women, forums for women in sustainability, gender advancement platforms, and programs designed specifically for female entrepreneurs.

#### *National Strategy for Empowerment of Emirati Women Sets the Stage for Success*

In 2015, Her Highness Sheikha Fatima Bint Mubarak, Chairwoman of the General Women's Union, Supreme Chairwoman of the Family Development Foundation and President of the Supreme Council for Motherhood and Childhood, launched the National Strategy for Empowerment of Emirati Women in the U.A.E. 2015-2021. This strategy provided a guiding framework and reference for all federal and local governmental institutions and civil society organizations in developing plans and work programs to empower women in all areas, including sustainability.

"My ambitions of more gains for women in all fields are without limits. Emirati women should become real partners, not just active participants in the completion of programs and plans for sustainable development and the achievement of progress and prosperity for the nation." – **Her Highness Sheikha Fatima bint Mubarak, early advocate for women's empowerment**

#### *WiSER Ensures Women's Voices are Heard*

The Women in Sustainability, Environment and Renewable Energy (WiSER) platform was launched in 2015, on the sidelines of the 70<sup>th</sup> United Nations General Assembly.

A Masdar-led, impact-focused strategic and outreach platform, WiSER is dedicated to inspiring women and girls to play an active role in addressing global sustainability challenges.

Built on the three core pillars of education, engagement, and empowerment, WiSER strives to position women and girls of all nationalities as drivers of change and innovation, while ensuring that their voices are heard across the sustainability debate – whether on issues of policy, technology, or business.

Every year, the Annual WiSER Forum, held at Abu Dhabi Sustainability Week (ADSW), invites decision makers, experts, opinion-formers, and youth role models from across the sustainability sector to promote new thinking, viable solutions, and lasting collaboration to empower present and future generations of female sustainability leaders. This year, the forum explored the theme of “Digitalization, artificial intelligence and the new digital economy: opportunities and challenges in promoting female inclusion.”



*Scenes from the 2020 WiSER Forum*

Based on the discussions at the forum, a white paper, “[Artificial Intelligence + Gender Parity: A WiSER Perspective](#)” was published.

WiSER also recognizes the importance of youth in carrying forward the sustainability agenda, running the year-long Pioneers Program, a structured training scheme for young women aged 20 to 30. Throughout the year, program participants have access to bespoke educational workshops, global networking events, and highly sought-after professional internships.



“WiSER is a global platform focused on inspiring women to play an active role in addressing global sustainability challenges. We recognize the importance of ensuring that all women not only have a voice, but the support they need to succeed. By equipping women with the right skills and opportunities, we are empowering them to effectively lead a more gender equal, resilient and sustainable future.”

– Dr. Lamya Nawaf Fawwaz, Executive Director, Brand & Strategic Initiatives, *Masdar*



*Female Leaders Gather at the WiSER Pioneers Program 2020 Orientation*

*Women in Innovation at Sharjah Research, Technology and Innovation Park (SRTI) Supports Female Entrepreneurs*

As part of GITEX Technology Week, Sharjah Research, Technology and Innovation Park (SRTI Park) announced the launch of “Women In Innovation.” The initiative, designed in cooperation with the Sharjah Business Women Council (SBWC), supports female entrepreneurs and researchers by providing facilities for innovation, networking opportunities, and company registration.

His Excellency Hussain Al Mahmoudi, CEO Of SRTI Park, expressed his enthusiasm at the launch of the “Women In Innovation” initiative stating, “This program is a clear translation of our commitment to encourage women to engage in various fields of technology.” The program is creating “opportunities that benefit them greatly and change the traditional investment outlook, keeping pace with everything that is new, better and convenient for a woman to achieve her ambition in entrepreneurship.”

## VOICES OF FUTURE LEADERS IN SUSTAINABILITY

**Amna Al Zaabi, Analyst, Design Management, Masdar**



Since a young age, Amna has been interested in contributing to the U.A.E.'s urban landscape, creating buildings and public spaces that bring people together. In her current role, Amna works on designing structures for Masdar City that are both sustainable, and innovative. She is able to use her formal education in engineering, her knowledge of urban planning, and her passion for sustainability on a day-to-day basis to bring her visions to life.

"I grew up in the U.S., where I experienced active and vibrant public realms. Bringing this vision to the U.A.E. is what inspired me to study engineering and urban design. Working at Masdar enables me to contribute to the urban fabric of the U.A.E., creating sustainably designed spaces, and rethinking how we design and build."

"Buildings consume so much energy. At Masdar, we focus on designing high performance buildings that are smarter and consume less energy. With good design, it is possible to build more sustainably, which we are proving here at Masdar City in Abu Dhabi."

Amna enjoys using her role and knowledge to help spread the sustainability message throughout the U.A.E., as well as empower more young women to join the industry.

"Engineering has always been a very male-dominated industry. It makes me proud as a young woman to play a key role in changing the industry and setting an example for other young girls to follow."

In 2019, Amna spoke and served as a judge at Mubadala's Make It competition, an initiative aimed at giving youth an idea about the manufacturing industry. There, she also met with students to discuss sustainability and inspire them to join the movement.

"I believe that the U.A.E. empowers its youth and women in so many ways, with women in particular having a strong presence across a number of industries. My ultimate goal is to become a Sustainability Ambassador for the U.A.E., as well as an influential sustainability voice demonstrating that it is simple and achievable to create smarter designs."

*About: Amna Al Zaabi, an analyst in the Design Management department at Masdar, is working to help shape the design of Masdar City while coming up with sustainable solutions that can be applied throughout the U.A.E. After completing her Bachelor's Degree in Civil Engineering from the American University of Sharjah, Amna received her Master's Degree in Urban Planning. She joined Masdar in May 2018 as part of the Emerging Leaders Programme – a structured two-year course providing a link between formal education and the beginning of the professional journey.*

## ***PART THREE***

### **LEADING POSITIVE CHANGE: Women Role Models**

Presented with opportunities to succeed, a generation of exceptional women have risen to leadership positions in the field of sustainability. There, they continue to make lasting positive impacts in the U.A.E. and world at large. At the same time, these women have become role models, inspiring a new generation of ambitious girls and women to pursue advancement in sustainability initiatives.

#### **H.E. MARIAM BINT MOHAMMED AL MHEIRI**

MINISTER OF STATE FOR FOOD AND WATER SECURITY

“My advice to young women is not to be afraid of any challenge and not to let their gender hold them back.”

Her Excellency Mariam Al Mheiri was appointed Minister of State for Food Security in 2017, and was renamed Minister of State for Food and Water Security in a 2020 cabinet reshuffle. She works to develop the necessary infrastructure to ensure the country’s food security objectives, in line with the U.A.E. Centennial 2071 Plan. Her Excellency’s commitment to safeguarding the environment is evident in her work to enhance sustainable technology-enabled domestic food supply and reduce food and water waste.



#### **H.E. REEM AL HASHIMY**

MINISTER OF STATE FOR INTERNATIONAL COOPERATION  
AND DIRECTOR GENERAL OF EXPO 2020 DUBAI

“The Emirati woman is capable, and now she has the freedom of choosing whatever field she wants to be a pioneer at. With our leadership’s support, she will surely reach new heights in the future.”

In her role as Minister of State for International Cooperation, Her Excellency Reem Al Hashimy works to bring renewable energy to developing countries. The Caribbean Renewable Energy Fund, unrolled in 2017, represents one of the largest single investments in clean energy in the region. As Director General of Expo 2020, H.E. Al Hashimy has emphasized sustainability by making it a key theme of the entire Expo.

## **H.E. SARAH BINT YOUSEF AL AMIRI**

**MINISTER OF STATE FOR ADVANCED TECHNOLOGY & PRESIDENT, U.A.E. SPACE AGENCY**

“Today, 56% of the U.A.E.’s graduates in STEM are females, one of the highest rates in the world. Women are at the forefront of realizing the U.A.E.’s vision to be a leader in scientific and technological advancement.”



Her Excellency Sarah Al Amiri uses science and technology through research to shape sustainable development in the U.A.E. In her previous role as Minister of State for Advanced Sciences, Her Excellency developed ecosystems and promoted entrepreneurship in pursuit of U.A.E. sustainability goals related to energy, industry, and the optimization of natural resources. Furthermore, she has been instrumental in leading the U.A.E.’s Mars Mission and will continue to support the U.A.E.’s long-term goals in space exploration.



## **H.E. AMBASSADOR LANA NUSSEIBEH**

**PERMANENT REPRESENTATIVE OF THE UNITED ARAB EMIRATES TO THE UNITED NATIONS IN NEW YORK**

“The U.A.E. will continue to be a champion for women’s empowerment and gender equality because of the importance of women’s contributions to the growth of our own vibrant domestic economy and modern, tolerant society.”

Her Excellency Lana Nusseibeh was appointed to represent the U.A.E. at the United Nations in 2013. In 2017, she served as President of the UN Women Executive Board. In these roles, Her Excellency has championed the important contributions of women to sustainable development and used her platform to promote the inclusion of women everywhere. Moreover, she has played a central role in implementing the UN Sustainable Development Goals (SDGs), which aim to tackle climate change, environmental degradation, and inequality, among other global issues.

## H.E. DR. NAWAL AL HOSANY

PERMANENT REPRESENTATIVE OF THE  
U.A.E. TO THE INTERNATIONAL RENEWABLE  
ENERGY AGENCY (IRENA)

“Against the recent backdrop of devastating natural disasters across the world, there is a greater understanding than ever that we need to adopt sustainable solutions to global challenges. Renewable energy plays a critical role in addressing such challenges.”



In her role as Permanent Representative of the U.A.E. to IRENA, Her Excellency Dr. Nawal Al Hosany is committed to advancing carbon neutrality, supporting developed countries in energy transition efforts, and galvanizing multilateral collaboration among IRENA members at its Abu Dhabi headquarters. She has demonstrated leadership in the field of sustainability in her current position, and as Director of Sustainability at Masdar.

## H.E. DR. AISHA BIN BISHR



DIRECTOR GENERAL, SMART DUBAI

“We must acknowledge the progress and momentum the nation has achieved on female empowerment and recognize the trailblazers – particularly, our progressive leadership – who are paving the way for more women to make their mark in the professional world.”

Her Excellency Dr. Aisha Bin Bishr is in charge of overseeing Dubai’s citywide smart transformation. She engages with leadership in the public and private sectors to make Dubai a benchmark smart city. Smart Dubai’s roadmap includes building resource and infrastructure resilience through the optimized use of resources.

## VOICES OF INDUSTRY LEADERS

### **Aseya Mohammed Al Haddabi, Asset Strategy and Investment Division Manager, Abu Dhabi Distribution Company (ADDC)**

Aseya Mohammed Al Haddabi is no stranger to breaking glass ceilings. As the Asset Strategy and Investment Division Manager at Abu Dhabi Distribution Company (ADDC) – a subsidiary of Abu Dhabi National Energy Company (TAQA)– she continues to prove that gender barriers are no match for tenacity and resilience.

In her current role, Aseya oversees the development of reliable and sustainable electricity systems to deliver better outcomes for energy consumers in Abu Dhabi. In addition, she is focused on inspiring the next generation of engineers and bringing women to the forefront of innovation in the U.A.E.

Aseya attributes much of her success to her family and her unwavering passion for engineering. “Coming from a family of engineers, I was encouraged and enabled to pursue my ambitions. I have also been blessed throughout my career with support from mentors who are heavily invested in my career development and success. They have really shaped how I mentor others,” she said.

Through her role with ADDC and as a female professional in a technical field, Aseya aims to drive awareness of gender-balance issues, accelerate female advancement in the industry and work collaboratively to find the actions required to address potential barriers.

“The U.A.E. leadership recognizes the importance of providing equal opportunities to both men and women. As a result, we have observed a steady increase in the number of women in the workforce. It gives me tremendous satisfaction to support this vision by helping others to pursue their ideas and see them come to fruition,” she said.

Aseya believes that families and organizations must work together to erase gender-based prejudices, encouraging more women to aspire for a career in STEM fields. She envisions a workforce with gender balance that is more creative, more productive and more willing to share knowledge.

Her advice to young students interested in engineering as a career: “It is up to you to test your limits to find out what you are truly capable of accomplishing. Follow your passion and face challenges with determination and persistence.”

*About Abu Dhabi Distribution Company (ADDC): Abu Dhabi Distribution Company (ADDC) plans, operates, maintains and owns network distribution assets and directly interfaces with water and electricity customers in Abu Dhabi’s central and Al Dhafra regions, leveraging technical expertise and best-practice customer-care solutions. Through innovation and continuous enhancements, ADDC ensures water and electricity flow to more than 600,000 service points through a smart, robust, efficient and sustainable distribution network. ADDC is a subsidiary of Abu Dhabi National Energy Company (TAQA). For more information please visit: [www.addc.ae](http://www.addc.ae).*

## ***PART FOUR***

### **ALL HANDS ON DECK: Looking Ahead**

The many benefits of a female workforce are well documented. Studies prove that gender equality boosts economic growth and diversification, spurs innovation, and improves organizational performance. The U.A.E., drawing on these benefits, is better positioned to adapt to a changing world.

Nowhere is this more true than in the field of sustainability, especially given the extent of the U.A.E.'s commitments. To achieve its ambitious goals, the U.A.E. relies on a skilled and experienced workforce composed of both men and women. Drawing on the talents of all its people, the U.A.E. is pursuing several ambitious sustainability goals aimed at reducing reliance on oil and transitioning to renewable energy sources.

- **Dubai Integrated Energy Strategy 2030:** Dubai aims to raise the share of renewable energy in the total energy mix to 15% by 2030. An initiative rolled out in later years sets out the goal of producing 75% of Dubai's energy from clean sources by 2050.
- **U.A.E. Energy Strategy 2050:** Considered the first unified energy strategy in the country based on supply and demand, U.A.E. Energy Strategy 2050 aims to increase the contribution of clean energy in the total energy mix from 25% to 50% by 2050, while reducing the carbon footprint of power generation by 70%. In the last 10 years,, the U.A.E. has already increased its renewable energy portfolio by over 400%, according to Dr. Sultan Ahmed Al Jaber, U.A.E. Minister of State and CEO of Abu Dhabi National Oil Company (ADNOC).
- **UN Sustainable Development Goals (SDGs):** The U.A.E. has rolled out several initiatives in line with the UN Sustainable Development Goals. Among these are the U.A.E. Sustainable Wildlife Initiative, which is tasked with preserving biodiversity; the Rehabilitation of Coastal and Marine Habitat Initiative, which aims to rehabilitate degraded areas, restore coral reefs, and provide a community structure of marine organisms; and the Air Quality Index Initiative, which uses AI to predict air quality and help policy-makers reduce air pollution.
- **U.A.E. National Food Security Strategy 2051:** The U.A.E.'s strategy to ensure zero hunger and access to safe food specifically aims to implement resilient agricultural practices that increase productivity and production while maintaining ecosystems. In line with these goals, the U.A.E. is increasingly turning to high-tech sustainable solutions to maximize the use of water, a precious natural resource. Other initiatives in the strategy outline plans to reduce food and water waste.

### *Masdar's Work in the U.S. Paves the Way for a More Sustainable Future*

Masdar, one of the world's leading clean energy developers and a subsidiary of Mubadala Investment Company, is dedicated to advancing the commercialization and deployment of renewable energy, sustainable urban development and clean technologies to address global sustainability challenges.

Committed to helping maintain the U.A.E.'s leadership in the global energy sector, Masdar is supporting the diversification of both its economy and energy sources for the benefit of future generations.

As the second largest renewable energy producer in the world in terms of installed power capacity, the United States offers considerable scope for further growth and diversification of Masdar's renewable energy portfolio, which currently spans over 30 countries.

Masdar's footprint in the country continues to grow, with the recent announcement of its second strategic investment in the U.S. in a deal with EDF Renewables North America.

The agreement will see it acquire a 50 percent stake in a 1.6-gigawatt (GW) clean-energy portfolio, comprising eight renewable energy projects. These include three utility-scale wind farms in Nebraska and Texas totaling 815 megawatts (MW), and five photovoltaic (PV) solar projects in California – two of which include battery energy storage systems – totaling 689 MW of solar and 75 MW of lithium-ion battery energy storage.

In 2019, Masdar acquired a stake in two wind farms in the U.S., marking its first entry into the country.

### *Conclusion*

As the U.A.E. pursues its ambitious goals in the sustainability sector, the development of female leadership and cultivation of female talent will play a transformative role. Women in the U.A.E. are poised to shape the next decade of innovation in sustainability.

## EXEMPLIFYING GENDER EQUALITY IN THE U.A.E. WORKPLACE: ADGM

The U.A.E. government's Vision 2021, in line with UN Sustainable Development Goals (SDGs), outlines goals to enhance gender equality across the workplace. Promoting the involvement of women and girls as a necessary foundation for a peaceful, prosperous, and sustainable world. In line with this important initiative, the U.A.E.'s award-winning International Financial Centre, Abu Dhabi Global Market (ADGM) launched its own Gender Equality Initiative in October 2019.

ADGM's Gender Equality Initiative identifies clear objectives to reduce unconscious gender bias in the hiring process, promotes the UN Women's Empowerment Principles (WEPs), and encourages registered entities to enhance gender equality in the workplace. To carry out its goals, ADGM has partnered with the 30% Club, WiSER, the CFA Institute, Hub71, the U.S. Embassy in the U.A.E., UN Women, the French Business Group, Aurora50, and the U.A.E. Federal Statistics and Competitiveness Group.

Moreover, ADGM is working to build an entrepreneurship ecosystem in Abu Dhabi that supports female talent. In November 2019, the U.S. Embassy in the U.A.E. and ADGM brought together over 50 entrepreneurs, investors, government, corporations, not-for-profit organizations and accelerators. Discussion focused on access to capital, markets and talent in entrepreneurship, and highlighted how improved coordination of existing initiatives could further advance gender equality in entrepreneurship. The outcomes of the roundtable resulted in a white paper entitled, "Gender Equality and Entrepreneurship," which examines the key challenges facing entrepreneurs within the U.A.E.'s entrepreneurial ecosystem while suggesting possible future actions.

ADGM believes that a diversified workforce is vital to the sustainable growth and development of any society. In this regard, ADGM continues to work with partners and key stakeholders to promote diversity of talent in the workforce by supporting gender equality initiatives, championing female entrepreneurs, and advocating for gender-balance.

H.E. Ahmed Ali Al Sayegh, Minister of State (U.A.E.) and Chairman of ADGM, commented: "Gender equality is the basis of a strong and progressive society. We believe that providing a more balanced, skilled, and diversified workforce is essential for the growth of an organization and society at large."

*About Abu Dhabi Global Market: Abu Dhabi Global Market is a broad-based international financial center for local, regional and international institutions. ADGM's three independent authorities – the Registration Authority, the Financial Services Regulatory Authority (FSRA) and ADGM Courts – ensure that its business-friendly environment operates in line with international best practices that are recognized by major financial centers across the world. In collaboration with other International Financial Centers, global institutions and regulators, Abu Dhabi Global Market develops and supports member institutions with the regulatory framework, legal jurisdiction and attractive business environment they need for sustainable business growth.*