



ARAB INTERNATIONAL
WOMEN'S FORUM

المنتدى العربي الدولي للمرأة

COMMUNICATION ON ENGAGEMENT – PROGRESS REPORT (2016-2018)
GLOBAL NGO MEMBER OF THE UN GLOBAL COMPACT

Arab International Women's Forum NGO Member of the UN Global Compact 2018 Communication on Engagement



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1 Chairman's Message



Haifa Fahoum Al Kaylani
Founder & Chairman
AIWF

On behalf of the Board of the Arab International Women's Forum, I am proud to present this progress report bringing AIWF's key programmes, initiatives and events from 2016 – 2018 together in one comprehensive communication and sharing the commitment of AIWF to the UN Global Compact values and vision as well as to the Sustainable Development Goals (SDGs), especially in the areas of women's and youth empowerment, economic opportunity for all, and addressing some of the Arab world's most critical development challenges, including water scarcity, food insecurity and youth unemployment.

AIWF was founded in London in 2001 as a development organisation with the clear aim of supporting and enhancing the role of women in the social and economic development of their countries and across the Middle East region. Working across the board with civil society, the private sector, academia and governments, AIWF's key priorities have always been education, job creation, entrepreneurship and public life – always working at the heart of the Arab world and internationally, bringing partners in all spheres together to build bridges and build business, effect progress, correct negative stereotyping and build the capacity of Arab women at every level and in every sector.

AIWF programmes have been tremendously successful not only in forging lucrative business links and relationships between women entrepreneurs and innovators, but also in developing concrete skills, capacity and confidence of Arab women entrepreneurs and women in public life. With individual and corporate members serving in senior positions in government, business, academia and the non-profit sector from more than 45 countries, AIWF members enjoy unparalleled opportunities to network and develop global partnerships at our conferences, roundtables and seminars held in international business and financial hubs around the world. Each of our members brings unique experiences and perspectives to the work of AIWF, and all are committed to advancing the potential of women in their



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communities and countries, in a truly international context.

In just 17 years, AIWF has achieved unparalleled recognition in the Arab world and internationally as a powerful advocate for the advancement of women. The work of AIWF to reform restrictive legal and regulatory frameworks in the region towards gender neutrality and inclusivity has been distinguished by collaborations with, among others, the League of Arab States, the European Commission and European Parliament, United Nations organisations and agencies, the World Bank, the MENA-OECD Investment Programme, the Center for Mediterranean Integration, women's business councils in the Arab States, the UK Foreign and Commonwealth Office, International Chambers of Commerce and many globally recognised institutes of higher and further education.

AIWF's growing role to promote and advance economic rights for Arab women has also been distinguished by our significant co-operation with leading Arab and international organisations, among them, the City of London Corporation, the Greater Paris Investment Authority, the Dubai International Financial Centre, the EastWest Institute, the Women's Leadership Board at Harvard, the UN agencies, NGOs, academic, economic and trade institutions. AIWF also works closely with Chambers of Commerce, UK, US and Arab business networks, entrepreneurs, SME owners and some of the region's largest multinationals and corporations to promote initiatives and build the relationships that will help create the private sector jobs that are so desperately needed in the region.

All of our Global Partners are deeply engaged in the region and are committed to recruiting, training and retaining the best Arab talent, to facilitate links and engagement between young professionals in the region and the Arab private sector. AIWF could not have made the impact it has over the last decade and a half without the support of AIWF Global Benefactor Partner PepsiCo; AIWF Global Platinum Partners Pfizer, Shell and NAMA; AIWF Global Diamond Partners PwC, Northern Trust, Vistra, Jumeirah and Boodle Hatfield, all of whom are committed to strong diversity policies and developing, training and progressing young professional women in the region.

Of great importance to the work of AIWF are the MoU partnerships with the Arab-British Chamber of Commerce, the Hawkamah Institute for Corporate Governance, the Mudara Institute of Directors, the Pearl Initiative, the Dubai Business Women Council and Memac Ogilvy. With Hawkamah and the Mudara Institute of Directors, both headquartered at the Dubai International Financial Centre, AIWF shares the mutual objective of strengthening corporate governance standards to encourage professional directorship and to support a bigger role for women on Arab boards. With the Arab-British



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Chamber of Commerce, AIWF has created a powerful coalition to jointly promote trade and enhance business co-operation between women business owners in the Arab world and their counterparts in the United Kingdom.

AIWF has also collaborated with some of the world's leading universities and regional institutes of learning, including the London Middle East Institute at The School of Oriental and African Studies at London University; the Institute for Women's Studies in the Arab World at the Lebanese American University in Beirut; the Harvard Women's Leadership Board at Harvard University in Boston; and the Royal Academy of Engineering in London, to give just four examples. All AIWF academic partners promote the empowerment of women as an economic imperative and are advocates for entrepreneurship training to become a core part of the business and management syllabus in the region. AIWF is very proud to offer internships to talented female students, routinely assists universities with research projects and always invites students to attend conferences and participate in its initiatives.

We are proud to present this report, which features a full and detailed summary of many of our initiatives and engagements in the reporting period of 2016 – 2018 that are aligned with our commitment to the UN Global Compact Principles and the Sustainable Development Goals (SDGs), as well as a concise summary of all AIWF programmes and activities from 2001 – 2018. We look forward to advancing our call for women and youth to be real drivers of change in the Arab region. Through public-private partnerships and international co-operation, seeking improvements in institutional support and legal frameworks to provide increased opportunities for women and youth in business and in economic and political life, we can meet the challenges of the Arab region head on.

Haifa AlKaylani

Haifa Fahoum Al Kaylani

Founder & Chairman

Arab International Women's Forum



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2 Statement of Continued Support

27 September 2018

To our stakeholders:

I am pleased to confirm that the Arab International Women's Forum reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organisation has taken to support the UN Global Compact and its Principles. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Haifa Fahoum Al Kaylani
Founder & Chairman
Arab International Women's Forum



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3 Description of Activities: Key Events in Reporting Period to Support UN Global Compact Principles

Period of activity covered by this Communication on Engagement:

From: October 2016
To: September 2018

This summary of AIWF activities, engagements and initiatives is by no means comprehensive but serves as a description of actions that AIWF has undertaken in this reporting period under its core mission and commitment to support and enhance the role of women in the MENA region and beyond. Each action is linked with the corresponding Principles to which the action is most closely aligned.

Principles most closely aligned with the work of AIWF in this reporting period:

Principle 1 ('Businesses should support and respect the protection of internationally proclaimed human rights');

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Principle 7 ('Businesses should support a precautionary approach to environmental challenges');

Principle 8 ('Businesses should undertake initiatives to promote greater environmental responsibility');

Principle 9 ('Businesses should encourage the development and diffusion of environmentally friendly technologies'); and

Principle 10 ('Businesses should work against corruption in all its forms, including extortion and bribery')



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26-27 September 2018: AIWF / CMI Women, Water & Youth Conference held in Amman, Jordan in partnership with the CMI, PepsiCo, PwC and the Union of Arab Chambers, examining critical intersectional development challenges of water scarcity and food security, women's economic participation and youth unemployment

Women, Water & Youth took a unique intersectional approach in that it explored how economic losses arising from water scarcity and food insecurity are further compounded by two other critical development challenges that the MENA region faces - the first of these is the extraordinarily low rate of female participation in the Arab labour force overall, and the second is the high rate of youth unemployment in the Arab world.

The programme directly addressed the role of women in water governance in the region, examines the potential of entrepreneurship, social enterprise, 'smart' technology and 'edtech' innovation in building youth capacity in the Arab water sector, as well as the critical challenge of refugee empowerment in the context of water scarcity and food insecurity in the region. The conference ultimately delivered actionable solutions to mitigate all identified challenges through multi-level engagement, dialogue, innovation and collaboration.

Women, Water & Youth is a milestone in AIWF's 17-year advocacy for sustainable empowerment, economic opportunity, education, mobility and prosperity for women and young people in the Arab world. Addressing key development challenges as well as opportunities for economic growth and progress benefitting women and young people in the Arab world, the conference objectives and programme were designed in collaboration with world leading subject matter specialists at the CMI who have extensive and unparalleled expertise in the MENA region and beyond, in helping countries achieve transformative reforms, advancing refugee inclusion, promoting labour mobility, building economic and social cohesion, cross-border trade, investment, and scientific and cultural exchange to enhance Mediterranean integration.



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On this occasion, AIWF was exceptionally proud to bring government representatives, the private sector, civil society, women and youth together to innovate new solutions for the food and water crises in the MENA and better understand how these challenges impact the lives of women and young people.

The conference programme for 'Women, Water & Youth' was carefully designed to align closely with the core priority policy areas of AIWF and the CMI, and included sessions on:

Women and water governance in the MENA

Gender equity in sustainable agriculture and food production

Building youth capacity to address water scarcity challenges in the Arab water sector through entrepreneurship and social enterprise

Building capacity for women and youth in the Arab water sector through 'smart' technology and edtech innovation

Impact of water scarcity in the MENA refugee and internal displacement crisis

Reflections of women leaders and young innovators addressing water scarcity, sustainability, environmental and development challenges in the MENA region

AIWF Global Partners on this initiative, **PepsiCo** and **PwC**, are **Company** participants of the UN Global Compact.

UN Global Compact Principles Supported Through 'Women, Water & Youth: Perspectives from the MENA Region' included:

Principle 1 ('Businesses should support and respect the protection of internationally proclaimed human rights');



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Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

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Principle 8 ('Businesses should undertake initiatives to promote greater environmental responsibility');

Principle 9 ('Businesses should encourage the development and diffusion of environmentally friendly technologies').

10 July 2018: AIWF Special Reception held in Beirut, Lebanon in honour of Saroj Kumar Jha, Regional Director of the Mashreq at the World Bank, highlighting key World Bank investment initiatives for Lebanon as announced at the CEDRE Conference in Paris in April 2018

AIWF was proud to welcome senior members, partners, guests and high-level Lebanese and MENA business leaders and civil society to the Special Reception held in Beirut in July 2018, during which Mr Jha delivered a special address as the evening's Guest of Honour Keynote Speaker, sharing timely and valuable insight into the World Bank's much-needed initiatives and projects to revitalise Lebanon's infrastructure and development.

The focus of the evening's programme was on enhancing economic growth and opportunities for young people in Lebanon, highlighting the World Bank's lead role in implementing critical economic reform and investment programmes as announced at the Cedar (CEDRE) Conference for international donors and investors supporting Lebanon's economy, held in Paris on April 6, 2018.

At the CEDRE Conference, 50 countries and organisations including the World Bank and the IMF convened and pledged over \$11 billion to an investment programme to reform the Lebanese



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economy, overhaul infrastructure and boost economic growth. This figure includes over \$4 billion in loans from the World Bank and \$1.1 billion from the European Bank for Reconstruction and Development, and signals the start of a new drive to modernize the Lebanese economy and enhance the potential of the private sector. Crucially, this investment is expected to provide tens of thousands of job opportunities for Lebanese youth, with investments supporting over 250 projects in sectors including transport, water and irrigation, sewage, electricity, communications and tourism.

Since its inception in 2001, AIWF has received the World Bank's continued and much valued support and cooperation in its mission to support a greater role for women in the Arab region. Guests in attendance at the AIWF Special Reception in Beirut represented a diverse range of private sector, governmental and non-profit organisations including Ministry of Finance; American University of Beirut; Credit Libanais; Berytech; Lebanese Council for Women Affairs; World Bank Lebanon; PwC Lebanon; Global Compact Network Lebanon; The Peace and Prosperity Trust; US Embassy Beirut; Ministry of Justice Lebanon; International Labour Organization; BBC; Institute for Women's Studies in the Arab World (IWSAW); Union of Arab Chambers; Institute for Human Rights of the Beirut Bar Association; and Unilever Levant, among many others.

UN Global Compact Principles Supported Through the AIWF Special Reception in Beirut

Principle 1 ('Businesses should support and respect the protection of internationally proclaimed human rights');

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

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11 December 2017: 10th Young Arab Women Leaders Conference on Women-Led Innovation in STEM held in London at the Royal Academy of Engineering in continued partnership with PwC, with the Royal Academy as Host Partner, and with the valued partnership of the World Bank, PepsiCo and Shell

The AIWF conference on 'Women Led Innovation in STEM' was designed to promote the development of leadership skills and confidence in the next generation of young women leaders in STEM, and welcomed members, guests and delegates from the US, UK, the EU and the Arab States. For this edition of the *Young Arab Women Leaders* conference series, AIWF, PwC and the Royal Academy of Engineering enjoyed the partnership and support of the **World Bank**, building on past collaborations between AIWF and the World Bank to bring into focus challenges and opportunities for STEM women leaders in the MENA region, the UK, EU and internationally. AIWF Benefactor Partner **PepsiCo** and AIWF Global Partner **Shell** also lent valued support to 'Women Led Innovation in STEM' as Conference Networking Partners.

All conference programme sessions were aligned with the core priority policy areas of AIWF, the Royal Academy of Engineering, PwC, and the World Bank, and included:

Educating and empowering the next generation of STEM women leaders

Women-led innovation and new solutions to the global energy, food, water, and climate change crises

Women-led innovation in medical technologies and healthcare AI

Supporting diversity, inclusion and innovation in energy, engineering, and infrastructure

Advancing gender diversity in tech entrepreneurship and the digital economy

AIWF Global Partners on this initiative, **PepsiCo**, **Shell** and **PwC**, are **Company** participants of the



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UN Global Compact.

UN Global Compact Principles Supported Through 'Women-Led Innovation in STEM':

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Principle 7 ('Businesses should support a precautionary approach to environmental challenges');

Principle 8 ('Businesses should undertake initiatives to promote greater environmental responsibility');

Principle 9 ('Businesses should encourage the development and diffusion of environmentally friendly technologies')

19 September 2017: IBA / AIWF Women Business Lawyers Initiative, a third and highly successful joint one-day seminar by the IBA and AIWF on 'Advancing gender diversity in law and the professions', held in partnership with AIWF Global Partner Boodle Hatfield

Deeply committed to its joint mission of advancing the role of women in the legal profession, AIWF and the International Bar Association (IBA) hosted a third successful seminar as part of the Women Business Lawyers Initiative on 19 September 2017 at the Bankside offices of AIWF Global Partner Boodle Hatfield. The focus of this initiative is to empower Arab women lawyers around the world, build skills and awareness of global standards and encourage young Arab women to aspire to positions of leadership in legal practice both in the MENA region and in international commercial practice.



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The London event highlighted AIWF's unique ability to bring together aspiring and established women leaders, to network, learn from each other, consider new perspectives, and make valuable new business contacts. AIWF and the IBA brought senior Arab women lawyers and General Counsels for leading multinational inhouse teams across the MENA region, together with some of the UK's most distinguished women in law. The discussions that took place at the IBA / AIWF seminar were powerful, insightful and encouraged women lawyers at all levels, in practice and inhouse, as well as law students and PhD students, to drive change forward through an exchange of strategies, initiatives, advice and reflections, to help advance gender diversity, inclusion and a level playing field in law and the professions for the benefit of society.

Panels included:

Breaking down barriers to entry and career progression for women in law and the professions

Creating women- and family-friendly working cultures in law and the professions

Bringing gender diversity into the business and human rights agenda

Reflections and advice for aspiring women lawyers and professionals

The event was attended by senior representatives of the UN Global Compact in London, and AIWF's partner on the IBA / AIWF Initiative for Women Business Lawyers in the Middle East, the **International Bar Association**, is a **Business Association Global** participant of the UN Global Compact.

UN Global Compact Principles Supported through 'Advancing Gender Diversity in Law and the Professions':

Principle 1 ('Businesses should support and respect the protection of internationally proclaimed human rights');

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');



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Principle 8 ('Businesses should undertake initiatives to promote greater environmental responsibility').

18 April 2017: 9th Young Arab Women Leaders Conference held in Morocco on 'Women in Sustainable Agriculture', with the valued support of PepsiCo and in continued partnership with PwC Middle East, examining opportunities for Moroccan women's leadership in agribusiness, digital entrepreneurship and public life

AIWF was proud to host the ninth conference of the Young Arab Women Leaders series in Fez, Morocco on 18 April 2017 on 'Women in Sustainable Agriculture', in partnership with **PepsiCo** and **PwC**. Delegates from the Arab world and internationally attended AIWF's first ever event in Morocco and the 9th event in this series designed by AIWF in partnership with PwC to nurture the next generation of young women entrepreneurs, helping to empower them as they aspire to leadership roles in business and in public life.

The programme brought Moroccan, MENA and international speakers from government, business and civil society together with talented, driven young women aspiring to community, business and political leadership, to engage in dialogue and debate on challenges and opportunities for women leaders on corporate boards, in social enterprise and tech innovation, and in the energy, finance, law and STEM sectors. Panels included:

Exploring innovative models for education, skills development and leadership training

Empowering young Arab women leaders in law, STEM and sustainability



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Diversity in business leadership: Empowering women executives in Morocco, the MENA and internationally

Reflections of Women Leaders on Sustainable Agriculture

AIWF Global Partners on this initiative, **PepsiCo** and **PwC**, are **Company** participants of the UN Global Compact.

UN Global Compact Principles Supported through 'Young Arab Women Leaders: Women in Sustainable Agriculture':

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Principle 7 ('Businesses should support a precautionary approach to environmental challenges');

Principle 8 ('Businesses should undertake initiatives to promote greater environmental responsibility');

Principle 9 ('Businesses should encourage the development and diffusion of environmentally friendly technologies').



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4 AIWF Global Partnerships & Outcomes

The Principles most frequently supported by AIWF's actions and initiatives in this reporting period were:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

In this reporting period (2016 – 2018), AIWF worked closely with Global Partners on a number of joint initiatives, conferences and events, laying the foundation for more specialised and microtargeted initiatives to be launched in 2019 and beyond:

- A landmark AIWF initiative, **Young Arab Women Leaders (YAWL)**, gathered considerable momentum in support of Principles 6, 7, 8 and 9
- The ongoing partnership between AIWF and the International Bar Association, the **IBA / AIWF Initiative for Women Business Lawyers in the Middle East**, supported Principles 1, 6 & 10 through a key London event in September 2017 on *Advancing gender diversity in law and the professions*, attended by members of the UN Global Compact team in London.



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- AIWF further developed its commitment to Principles 7, 8, and 9 through its organisation of two key events – the **Women-Led Innovation in STEM** conference held as part of the Young Arab Women Leaders programme at the Royal Academy of Engineering; and
- The **Women, Water & Youth** joint conference held in partnership with the World Bank, Center for Mediterranean Integration, and with the valued support of the Union of Arab Chambers, PepsiCo, PwC and CIHEAM-Bari.

AIWF shares its strategies and works in close collaboration with both private sector and government contacts and with its corporate and institutional partners, to promote sustainable empowerment for women in the Arab world and to help women leaders advance viable solutions to the region's most critical development challenges. By partnering with some of the world's largest companies, and working closely with governments, AIWF seeks to promote investment in youth through education, training and the development of leadership skills, building new levels of competency and confidence in young Arab women leaders. We do this by connecting key change agents from across the Arab world with their international counterparts, always addressing how governments and the private sector can work together to ensure that skills education and workforce development becomes a permanent priority on the Arab economic agenda.

AIWF Global Partners in 2018 are **AIWF Global Benefactor Partner** PepsiCo; **AIWF Global Platinum Partners** Pfizer, Shell and NAMA; **AIWF Global Diamond Partners** PwC, Northern Trust, Vistra, Jumeirah and Boodle Hatfield; **AIWF Institutional Partners** the Arab-British Chamber of Commerce, Hawkamah, the Pearl Initiative and Mudara Institute of Directors; and **AIWF Global Communications Partner** Mamac Ogilvy

This section documents measurable outcomes of our Global Partnerships as well as the key *Young Arab Women Leaders*, *IBA / AIWF Women Business Lawyers in the Middle East*, and the *Women, Water & Youth* initiatives, all of which AIWF plans to develop considerably through investment of significant resources and commitment in 2019 and by further integrating the themes and activities of these programmes with the UN Global Compact Principles and the SDGs.



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PEPSICO



PepsiCo

AIWF Exclusive Global Benefactor Partner

PepsiCo became the first and only AIWF partner with Global Benefactor status in January 2010 with the signing of a Memorandum of Understanding (MOU) by Mrs Haifa Al Kaylani, Founder Chairman, Arab International Women's Forum and the late Mr Saad Abdul Latif, former CEO, Asia, Middle East and Africa Division (AMEA), PepsiCo. This MOU underscores the long-standing relationship between AIWF and PepsiCo, which began in 2002, as well as PepsiCo's unwavering commitment to the region. AIWF and PepsiCo share a common, long-standing determination to break stereotypical views of women and facilitate cross-border networking and experience exchange whilst promoting a greater public awareness of women's achievements and greater potential. We are proud to work with PepsiCo to promote stronger diversity policies and good governance in the region. AIWF Exclusive Benefactor Partner, **PepsiCo**, is a **Company** participant of the UN Global Compact.

UN Global Compact Principles Supported in this Partnership

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Principle 7 ('Businesses should support a precautionary approach to environmental challenges');



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Principle 8 ('Businesses should undertake initiatives to promote greater environmental responsibility');

Principle 9 ('Businesses should encourage the development and diffusion of environmentally friendly technologies'); and

Principle 10 ('Businesses should work against corruption in all its forms, including extortion and bribery').

Partnership Outcomes

PepsiCo is AIWF's longest standing supporter and our exclusive Benefactor. It is with PepsiCo's generous support that AIWF is able to carry out its mission and vision of *Building Bridges, Building Business*. PepsiCo has made a series of commitments with a focus on human, talent and environmental sustainability, all of which are underpinned by the company's Performance with Purpose strategy. In PepsiCo's Asia, Middle East and Africa (AMEA) sector, the company is scaling sustainability efforts to impact key markets across the region.

AIWF and PepsiCo have collaborated closely on the development of key themes and objectives for each Annual Programme in this reporting period. PepsiCo, as Benefactor Partner, is a key partner in the *Young Arab Women Leaders* initiative together with PwC as our Global Conference Partner, and was a key conference supporting partner for the AIWF / CMI *Women, Water & Youth* joint conference held in September 2018 in Amman.

AIWF and PepsiCo share a common determination to break stereotypical views of women and create greater public awareness of their capabilities and potential internationally. We come together as a major force in upholding strong diversity policies, assisting and encouraging the region's emerging female business talent to participate and make a difference in all aspects of economic life, public service and sustainable development in the Arab world.



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Pfizer

AIWF Global Platinum Partner

Pfizer became a Platinum Global Annual Partner of AIWF in 2010, formalising joint efforts to work towards economic opportunities for women to progress in the STEM sectors in the region. **Pfizer** is a **Company** participant of the UN Global Compact.

UN Global Compact Principles Supported in this Partnership

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Principle 7 ('Businesses should support a precautionary approach to environmental challenges');

Principle 8 ('Businesses should undertake initiatives to promote greater environmental responsibility');

Principle 9 ('Businesses should encourage the development and diffusion of environmentally friendly technologies'); and



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Partnership Outcomes

As a company that is committed to sustaining and expanding a culture of Diversity and Inclusion, Pfizer supports AIWF in its advocacy and development of key programmes to advance the prospects of women in small business, as entrepreneurs and in the healthcare, technology and biopharmaceutical sectors in the region. Pfizer is a leading partner of AIWF in its mission to encourage more women into the STEM sectors in the Arab world, and AIWF looks forward to continuing its work with Pfizer to organise highly specialised initiatives in the region and internationally to address challenges and opportunities for women in medicine, technology and science, with a planned initiative for 2019 focussing on Arab women and health.



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Shell

AIWF Global Platinum Partner

A Global Platinum Partner of AIWF, Shell actively works with AIWF to address key development challenges of human capacity building in the region. Shell and AIWF share the belief that a diverse staff and inclusive work environment is vital to increasing women's leadership in the oil and gas sector in the Gulf and broader MENA. **Shell** is a **Company** participant of the UN Global Compact.

UN Global Compact Principles Supported in this Partnership

Principle 1 ('Businesses should support and respect the protection of internationally proclaimed human rights');

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Principle 7 ('Businesses should support a precautionary approach to environmental challenges');

Principle 8 ('Businesses should undertake initiatives to promote greater environmental responsibility');

Principle 9 ('Businesses should encourage the development and diffusion of environmentally friendly technologies').



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Partnership Outcomes

AIWF and our members have benefited from Shell's input, support and representation on all AIWF initiatives, conferences and programmes. Shell has been a key supporter of the *Young Arab Women Leaders* initiative, most recently for the 10th edition of this conference series held on *Women-Led Innovation in STEM* at the Royal Academy of Engineering, and Shell continues to generously support AIWF initiatives and programmes in the region with a view to collaborating on energy-specific initiatives in the near future to encourage more young Arab women in the region into the oil and gas sector.



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مؤسسة نساء للارتقاء بالمرأة
NAMA WOMEN ADVANCEMENT ESTABLISHMENT

NAMA Women Advancement Establishment

AIWF Global Platinum Partner

AIWF and the NAMA Women Advancement Establishment are highly committed to developing the future generation of young women entrepreneurs and empowering them to break new grounds in entrepreneurship as well as in public life. Joint initiatives, such as the Seminar on *Partnership for Innovation in Entrepreneurship* held in London (July 2016), aim to enhance the ability of Emirati women to provide and pioneer new business ideas and solutions in a gender-neutral environment.

UN Global Compact Principles Supported in this Partnership

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Partnership Outcomes

Through this partnership, AIWF and NAMA work closely together to highlight education, leadership training, capacity building and self-development for young women entrepreneurs, and encourage them to be more innovative and adaptive to the changing business environment.



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PwC

AIWF Global Diamond Partner

AIWF and PwC are committed to nurturing the next generation of young women entrepreneurs, helping to empower them as they break new ground in business and in public life. PwC has supported AIWF in the *Young Arab Women Leaders* initiative since it was launched in 2011, as well as on a number of other initiatives including, most recently, the AIWF Special Reception held in Beirut which elaborated on key World Bank initiatives for Lebanese economic reform and infrastructure investment, with a focus on ensuring equal opportunities for prosperity for Lebanese women and young people. **PwC** is a **Company** participant of the UN Global Compact.

UN Global Compact Principles Supported in this Partnership

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Principle 7 ('Businesses should support a precautionary approach to environmental challenges');

Principle 8 ('Businesses should undertake initiatives to promote greater environmental responsibility');



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Principle 10 ('Businesses should work against corruption in all its forms, including extortion and bribery').

Partnership Outcomes

The joint initiative of AIWF and PwC launched in 2011, *Young Arab Women Leaders*, achieved significant momentum in this reporting period through the successful organisation of the 9th *Young Arab Women Leaders* event on women in sustainable agriculture held in Morocco (April 2017) and the 10th *Young Arab Women Leaders* conference held on women-led innovation in STEM, held at the Royal Academy of Engineering in London (December 2017). AIWF is proud to be organising the 11th *Young Arab Women Leaders* conference to be held in Cairo in September 2019 in partnership with the American University in Cairo (AUC), and looks forward to continuing its close and longstanding cooperation with PwC to leverage the momentum of the *Young Arab Women Leaders* initiative to benefit women in public service, entrepreneurship, academia and those who aspire to greater leadership roles within their communities and organisations.



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NORTHERN
TRUST

Northern Trust

AIWF Global Diamond Partner

AIWF and Northern Trust are committed to nurturing the next generation of women leaders in finance around the MENA region and internationally. Northern Trust, as an AIWF Global Partner and a leading financial services provider, has a keen interest in promoting gender diversity within the financial and other professional sectors in the Kingdom of Saudi Arabia and the broader MENA region through its collaborations with AIWF and other AIWF Global Partners.

UN Global Compact Principles Supported in this Partnership

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Partnership Outcomes

Northern Trust, which has a significant presence in the Kingdom of Saudi Arabia and the Arab world, has supported AIWF's outreach in all its initiatives since it became a partner of AIWF in early 2017, and shares AIWF's commitment to promoting gender diverse and inclusive recruitment, training and talent development practices in the Arab world. AIWF and Northern Trust look forward to examining opportunities for women in finance in the Arab world more closely in 2019 and beyond.



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Vistra

AIWF Global Diamond Partner

Vistra became an AIWF Global Partner in late 2016 and is committed to promoting a greater role for women and young professionals in the Arab world and internationally. Vistra, headquartered in Geneva, prioritises the development of its female executive leadership and works closely with AIWF to promote best practice in recruiting, training and nurturing young women leaders in the professions.

UN Global Compact Principles Supported in this Partnership

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Partnership Outcomes

AIWF works closely with Vistra's talented senior team in both the UK and the Arab world to promote a greater role for professional and entrepreneurial women in economic development in the MENA region and internationally. Vistra has supported all AIWF initiatives since it became a Global Partner in 2016, and shares AIWF's commitment to recognising women of achievement who are trailblazers in the financial services and other professional sectors.



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Boodle Hatfield.

Boodle Hatfield

AIWF Global Diamond Partner

Boodle Hatfield became an AIWF Global Partner in early 2017 to promote women's leadership in law and the professions. Boodle Hatfield is committed to nurturing the next generation of young women lawyers and professionals, and was a supporting partner and host for the highly successful IBA / AIWF *Women Business Lawyers Initiative* seminar held in London in September 2017 on *Advancing gender diversity in law and the professions*.

UN Global Compact Principles Supported in this Partnership

Principle 6 ('Businesses should uphold the elimination of discrimination in respect of employment and occupation');

Partnership Outcomes

The third seminar of the IBA / AIWF *Women Business Lawyers in the Middle East* initiative was held at the London Bankside offices of Boodle Hatfield in September 2017. The programme included a landmark session on advancing gender diversity in the business and human rights agenda, confirming AIWF's ongoing support not only for the principles of the UN Global Compact but also for the UN Guiding Principles on Business and Human Rights.



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**Institutional Partnerships: Arab British Chamber of Commerce,
Hawkamah Institute for Corporate Governance, Mudara Institute of
Directors & The Pearl Initiative**

AIWF Institutional Partners

AIWF has signed a landmark agreement with the **Arab-British Chamber of Commerce**, a Memorandum of Understanding creating a powerful coalition to jointly promote trade and intercultural exchange within UK and the Arab world with a special emphasis on fostering women's entrepreneurship.

AIWF has a very special cooperation with two much respected MENA-based institutes with which we carry out programmes of training and skills building in the region and the Mudara Institute for Directors. In March 2013, AIWF was pleased to confirm that the active cooperation in a close working relationship that AIWF has enjoyed with the **Dubai Business Women Council (DBWC)** over a number of years has now been recognised by both organisations as a formal Institutional Partnership.

AIWF Institutional Partner **Pearl Initiative** is a **NGO Local** participant of the UN Global Compact. The Pearl Initiative, developed in cooperation with the United Nations Office for Partnerships and in programme collaboration with the United Nations Global Compact, is a growing network of business leaders committed to driving joint action, exhibiting positive leadership and sharing knowledge and experience in order to positively influence the entire regional business and business student community. Since mid-2011, the Pearl Initiative has been leading programmes and producing regional insight in areas such as anti-corruption, corporate governance, family governance, gender diversity in leadership, integrated reporting and responsible business practices.

Institutional Partnership Outcomes

Both the AIWF and the **Arab-British Chamber of Commerce** and their Global Partners are able to benefit from the MOU through fostering new opportunities for trade and expanding our outreach and partnership with key players and stakeholders with special emphasis on women-led businesses as



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key to social and economic development. Key initiatives involving membership and partners of both organisations and high-profile individuals and organisations in the City are arranged.

AIWF's partnership with the **Hawkamah Institute for Corporate Governance** serves to advocate corporate sector reform and strengthen corporate governance for women entrepreneurs with business and investment in the MENA region. The partnership of cooperation with **Mudara, Institute of Directors** is vested in encouraging professional directorship, the training capacity of institutions, good corporate governance regimes and communication strategies. The joint efforts of AIWF and the **Dubai Business Women Council** in their alliance create greater awareness of the strategic issues and challenges that affect women and business in the Arab world.

AIWF looks forward to working with its key institutional partners in the MENA region and to broadening and enhancing its network of institutional partners throughout both the international community and the Arab States to help women create new, sustainable jobs and improve their communities and futures through entrepreneurship.



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5 AIWF Programmes, Conferences & Initiatives 2001 – To Date

The following is a summary of AIWF's Programmes and Initiatives from our founding in London in 2001 to September 2018.

26-27 September 2018: AIWF / CMI Women, Water & Youth Conference held in Amman, Jordan in partnership with the CMI, PepsiCo, PwC and the Union of Arab Chambers, examining critical intersectional development challenges of water scarcity and food security, women's economic participation and youth unemployment.

10 July 2018: AIWF Special Reception held in Beirut, Lebanon in honour of Saroj Kumar Jha, Regional Director of the Mashreq at the World Bank, highlighting key World Bank investment initiatives for Lebanon as announced at the CEDRE Conference in Paris in April 2018.

11 December 2017: 10th Young Arab Women Leaders Conference on Women-Led Innovation in STEM held in London at the Royal Academy of Engineering in continued partnership with PwC, with the Royal Academy as Host Partner, and with the valued partnership of the World Bank, PepsiCo and Shell.

19 September 2017: IBA / AIWF Women Business Lawyers Initiative, a third and highly successful joint one-day seminar by the IBA and AIWF on 'Advancing gender equality in law and the professions', held at AIWF Global Partner Boodle Hatfield's London Bankside offices.

24 August 2017: Haifa Al Kaylani appointed a Commissioner of the ILO Global Commission on the Future of Work and the only Arab Commissioner to contribute to this valuable ILO Centenary Initiative.

July-August 2017: AIWF Lead Sponsor of the 'I AM' art exhibition, a contemporary East-West art exhibition celebrating the role of Middle Eastern women as dynamic individuals and guardians of peace, following its successful premiere at the National Gallery of Fine Arts in Amman, Jordan.



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18 April 2017: 9th Young Arab Women Leaders Conference held in Morocco with the valued support of PepsiCo and in continued partnership with PwC Middle East, examining opportunities for Moroccan women in agribusiness, digital entrepreneurship and public life.

16 – 21 April 2017: AIWF Special Visit to Morocco provided a unique 5-day networking and business exchange opportunity, bringing business women leaders from the UK, Europe and the MENA region together with women leaders in Morocco.

15 January 2017: Haifa Fahoum Al Kaylani becomes a Fellow of the Harvard Advanced Leadership Initiative for 2017, joining 45 global leaders on an intensive, multidisciplinary, yearlong Fellowship at Harvard University to research and address significant societal problems.

19-20 October 2016: 8th Young Arab Women Leaders: The Voice of the Future Conference in Kuwait was held on 20 October 2016 with the valued support of the Kuwait Ministry of State for Youth Affairs and in continued partnership with PwC Middle East.

27 July 2016: AIWF hosts Special Luncheon in Honour of Her Highness Sheikha Jawaher bint Mohammed Al Qasimi, Wife of His Highness the Ruler of Sharjah, UAE, Chairperson of Nama Women Advancement Establishment and Founder & Patron of Sharjah Business Women Council, on her visit to London.

27 July 2016: AIWF / Sharjah Business Women Council (SBWC) Seminar Under the patronage of Her Highness Sheikha Jawaher Bint Mohammed Al Qasimi, AIWF and SBWC hosted a seminar at London's Royal Automobile Club, *Partnership for Innovation in Entrepreneurship*.

2 June 2016: AIWF 15th Anniversary Get Together Reception, held at the Jumeirah Carlton Tower Hotel in London, provided AIWF with an opportunity to welcome members, Global Partners, guests and friends to commemorate the 15th Anniversary of AIWF, to network and receive an introduction to the 2016 Annual Programme.

26 April 2016: AIWF 15th Anniversary Celebration and Gala Concert, held in April 2016 in London, featured an evening gala recital held at Kensington Palace under the theme, *Building Bridges through Culture*, highlighting the role of the AIWF leadership in the Middle East and internationally over the



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last fifteen years.

22 March 2016: AIWF Special Visit to Italy and High-Level Seminar on Women's Talent for Innovation brought together 50 Arab and European business leaders for high-level business visits and a one-day seminar on *Women's Talent for Innovation*, exploring collaboration between AIWF Members and European businesswomen.

03 March 2016: AIWF / IBA Women Business Lawyers Initiative Conference in Beirut, Lebanon held at La Maison de l'Avocat in partnership with the Beirut Bar Association. The conference, *Women in Commercial Law in Lebanon*, brought together women lawyers to discuss standards and trends in international practice.

12 November 2015: AIWF / Arab British Chamber of Commerce (ABCC) Get Together Reception held at the ABCC's Headquarters for 120 guests warmly received by AIWF Chairman Mrs Haifa Fahoum Al Kaylani, and Dr Afnan Al-Shuaiby, Secretary General / CEO of ABCC and AIWF Board Member.

28 October 2015: 7th AIWF Young Arab Women Leaders: The Voice of the Future Conference Doha, Qatar was held at the Qatar Business Incubation Center in Doha, Qatar in partnership with the Qatar Chamber of Commerce, Qatar Businesswomen Forum at the Qatar Chamber of Commerce, PwC and the Qatar Business Incubation Center.

7 September 2015: AIWF / International Bar Association Legal Practice Division Women Business Lawyers Initiative – Amman, Jordan, *Jordanian women in legal professions: challenges and opportunities* Conference held in partnership with The Arab International Women's Forum and The Arab Women's Legal Network.

6 September 2015: AIWF Get Together Reception - Jordan Chapter held at the Kempinski Hotel, Amman.

4 June 2015: AIWF Get Together Reception – UK Chapter held at the Jumeirah Carlton Tower, London, UK.



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24 October 2014: *Connecting the Next Generation of Young Arab Women Leaders* – London, UK with host partner PwC.

23 October 2014: AIWF Official Gala Dinner *Building Bridges Building Business between the City of London, the Arab World & the International Community*, held at Mansion House, London, UK.

22 October 2014: AIWF Annual Conference *From Partnership to Prosperity: Women in the Arab World, the United Kingdom & the International Community* hosted by Willis International at its headquarters in the City of London, UK.

24 September 2014: AIWF First Get-Together and Reception hosted by Fattal Group in cooperation with PwC - Beirut, Lebanon.

8 June 2014: Signing of Memorandum of Understanding between AIWF & the Pearl Initiative to promote women in the GCC through the senior ranks.

20 May 2014: AIWF Get-Together and Reception hosted by Coutts – London, UK.

23 October 2013: First Arab-German Women's Forum, *From Partnership to Prosperity: Women in the Arab World, Germany & the International Community*.

10 December 2012: *Young Arab Women Leaders: The Voice of the Future* Conference – Dubai, UAE.

20 September 2012: 2nd *Young Arab Women Leaders: The Voice of the Future* - Beirut, Lebanon.

26 June 2012: *Young Arab Women Leaders: The Voice of the Future* Conference - Amman, Jordan.

15 – 17 May 2012: AIWF Annual Conference held 15-17 May at American University of Sharjah. AIWF was in partnership with the Financial Times in the publication of their Special Report on The Arab Awakening.

21 March 2012: Arab international Women's Forum & the Arab-British Chamber of Commerce Joint Roundtable Dinner under the theme *Common Vision for Sustainable Growth*.



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20 March 2012: Arab International Women's Forum & the Arab-British Chamber of Commerce Joint Reception held at the ABCC's London Headquarters.

May 2011: AIWF 10th Anniversary Programme *Building Bridges, Building Business: Emerging Economies, Emerging Leaderships* held in London to mark AIWF's 10th Anniversary, comprising an Anniversary Dinner at Mansion House, Conference at Lancaster House, and AIWF / PwC seminar *Emerging Arab Women Leaders*.

14 – 17 May 2010: AIWF First Conference in Damascus, Syria: Prosperity through Partnership: Women Leaders in Modern Syria, the Arab World & the International Community.

22 February 2010: AIWF / ABCC Panel Discussion & Networking Reception at the Arab British Chamber of Commerce, London.

28 January 2010: AIWF New Year Reception at The Connaught Hotel, London & launch of 2010 Programme, *Prosperity through Partnership*.

4 January 2010: AIWF-PepsiCo Signing Ceremony, Dubai of Memorandum of Understanding to make PepsiCo AIWF's first and only partner with Benefactor status. October 2009: Seminar on *Directorship, Development and Diversity: Challenges for Women in Governance* in Amman, Jordan.

July 2009: Signing of the Memorandum of Cooperation and Understanding between AIWF & Arab British Chamber of Commerce in London, UK.

March 2009: AIWF Paris Conference, *From Partnership to Prosperity: Women in the Arab World, France and the International Community* – Paris, France.

December 2008: AIWF Book Launch *Domains of Influence* at the ABCC in London, UK.

June 2008: Conference at The World Bank - Washington DC, USA, *Partners for Change: Realizing the Potential of Arab Women in the Private and Public Sectors*.

February 2008: 10 Downing Street Reception in honour of AIWF in London, UK.



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December 2007: *Powering the Future: Arab Business Women in a Modern Economy* at The Dubai International Financial Centre – Dubai, UAE.

March 2007: *Globalisation, Trade and Entrepreneurship: Enhancing Business Opportunities between the City of London, the Arab World & the International Community* at Mansion House - London UK.

January 2007: *Women as Engines of Economic Growth: Moving Forward* at The Foreign & Commonwealth Office, London UK.

April 2006: *Building Bridges, Building Business between the City of London, the Arab World and the International Community* - Dinner at The Mansion House - London, UK.

September 2005: *Report & Recommendations – Women as Engines of Economic Growth in the Arab World* at The Foreign and Commonwealth Office - London UK.

June 2005: *Ten Years after Barcelona: Women and Integrated Rural Development* at the League of Arab States – Cairo, Egypt.

April 2005: *Ten Years after Barcelona: Empowering Women as Catalysts for Economic Development* at the European Parliament in Brussels.

June 2004: *Women in the Arab World, Partners in the Community and on the World Stage* at The League of Arab States - Cairo, Egypt.

October 2003: *Women in the Arab World: Windows of Opportunity Opening Wider in Business & Public Life* - London, UK.

July 2003: *Arab Women in the 21st Century* - AIWF Conference - Madrid, Spain.

April 2002: *Women in the New Economic Order: The Increasing Role of Arab Women in Business and Society* - London, UK.



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6. About AIWF, a development organisation for women and youth in the MENA region and internationally

The Arab International Women's Forum (AIWF) is a non-profit development organisation that has members and contacts in more than 45 countries and links Arab business and thought leaders with each other and their counterparts in the international community to exchange knowledge, experience and develop their business potential.

Founded in London in 2001, AIWF is today recognised in the international development community as a powerful advocate for women in business, entrepreneurship, academia and public service. AIWF's growing role to promote and advance legislative rights for the participation of Arab women has been distinguished by collaboration with, among others, the League of Arab States, the European Commission and European Parliament, UN organisations and agencies, the MENA-OECD Investment Programme, women's business councils in the Arab States, the UK Foreign and Commonwealth Office, International Chambers of Commerce and globally recognised institutes of higher and further education.

International conferences have been held in London, Paris, Dubai, Doha, Damascus, Washington DC, Madrid, Brussels, Sharjah, Cairo, Amman, Beirut, Palestine, Kuwait and Morocco, examining strategies for job creation, inclusive sustainable growth, economic competitiveness, development of human capital, increased innovation and collaboration through public-private partnership and multi-stakeholder engagement and dialogue. AIWF's keystone initiative, the *Young Arab Women Leaders* Conference Series launched in 2011 by AIWF in partnership with Global Partner PwC, provides a platform for young aspiring Arab women to support, engage and network with mentors in political, economic and social leadership roles in the Arab world. AIWF is also pleased to partner with the International Bar Association Legal Practice Division (IBA/LPD) Initiative for Women Business Lawyers to develop and support women in commercial law in the Arab region and advance gender diversity in law and the professions.

Supported fully by a global network of partners, the Arab International Women's Forum continues to build on its core mission and momentum to achieve sustainable empowerment for women and youth, and to champion a concerted drive at the highest levels to advance gender equality in the Arab world.