

Report

Regional Capacity Development Workshop on the Women, Peace, and Security Index Online Meeting, 19 and 26 January 2021

Summary

The Economic and Social Commission for Western Asia (ESCWA) held the “Regional Capacity Development Workshop on the Women, Peace, and Security Index” in partnership with the Arab Institute for Women at the Lebanese American University, Georgetown Institute for Women Peace and Security (GIWPS), and Peace Research Institute Oslo (PRIO). The online workshop took place on 19 and 26 January 2021.

The workshop aimed at introducing the Women’s Peace and Security (WPS) Index as a measurement tool to enable decision-makers to adopt evidence-based measures that contribute to women’s autonomy and empowerment in the community and in society. This workshop intended to shed light on the parameters of the WPS agenda given its wide-encompassing role, and numerous thematic priorities which can vary significantly depending on context, stakeholder, and timeframe. Although there has been progress in the implementation of the WPS agenda, this progress remains slow and uneven.

During the workshop, experts discussed through four sessions, the importance of the WPS Index in general and its advancement in the MENA region specifically. Country-specific presentations also highlighted the WPS Index across the different countries in the region at the national and governorate levels.

Introduction

1. The workshop was held in response to several requests from member states representatives who expressed interest in learning more about the Women, Peace, and Security Index after being introduced to it, by Ms. Jeni Klugman from the Georgetown Institute for Women, Peace and Security, during the “High-Level Conference on SCR1325@20: Gauging Progress and Addressing the Gaps”, was held in Amman in November 2019.
2. The workshop briefly presented the four pillars of the agenda, and considered them in light of the WPS Index and how it could be used as a proxy to measure states’ achievements in advancing women’s status in areas related to gender equality, peace and security. Presentations from four gender experts made up the first day of the workshop. The second day of the workshop was devoted to presentations of findings by countries.

I. TOOLS IN MEASUREMENT OF PROGRESS OF THE WPS INDEX, THE AFRICAN UNION CONTINENTAL RESULTS FRAMEWORK, WPS SCORECARDS, AND UN-SPECIFIC INSTRUMENTS

3. Ms. Nada Darwazeh, Chief of Gender Equality Section, Gender Justice, Population and Inclusive Development Cluster - ESCWA, presented the WPS Index on the international level, the regional level, and the national level. She noted that at the international level, the WPS Index includes: The global UN indicators regarding the WPS (26 indicators based on the action plan of the UN agencies on the WPS); the reports of the UN General Secretary that include: Presentation and evaluation of the four pillars of the 1325 resolution: prevention, protection, participation, and relief and recovery; presentation of the accomplishments, gaps, and challenges that face the implementation of the UNSCR; recommendations directed to the Security Council, UN agencies, and governments and normative indicator for the WPS.
4. While at the regional level, the WPS Index includes: regional protection strategy of the Arab woman: peace and security (2013); National Action Plan (NAP) of the WPS in the Arab region (2015); Collective reports that are implemented by the League of Arab States; Indicators of the African Union on the implementation of the WPS agenda by the countries (41 indicators on the national level and 13 on the African Union level). And at the national level, the WPS Index includes: NAPs to implement the UNSCR 1325 and the WPS agenda; Special periodical reports related to the implementation of the CEDAW; General Recommendation 19; General Recommendation 30 and Special periodical reports pertaining to the declaration and the implementation of the Beijing Declaration and Platform for Action.
5. Ms. Darwazeh, built on the African Union tool, concluded by giving an overview of the countries that have incorporated the indicators of the four pillars within their WPS NAPs (when and which indicators).

II. WPS INDEX AIMS, METHOD AND GLOBAL FINDINGS

6. Ms. Jeni Klugman, the Managing Director of the Institute for Women, Peace and Security at Georgetown University, presented the second session that tackled the need for, role, and objectives of the WPS Index. Ms. Klugman started her presentation by showing the importance of the new WPS Index and its advantages, namely, providing a simple number for country rankings, offering

country-wide coverage (around 168 states included); bringing to the forefront women, development, and security; highlighting gains and gaps, demonstrating the feasibility of progress; as well as informing and inspiring action. Ms. Klugman further emphasized that the WPS Index captures three dimensions of women's well-being and empowerment by singling out 11 indicators: Inclusion (economic, social, political); Justice (formal laws and informal discrimination); and Security (at the individual, community, and societal levels).

7. Ms. Klugman then highlighted some of the key findings from the 2019 report, where Norway ranked at the top of the WPS Index, whereas Yemen and Afghanistan ranked at the bottom, emphasizing the fact that countries that are classified as most fragile and affected by conflict are the ones that scored worst as performers. Another interesting factor which was raised was that within each region some countries performed much better while others fared much worse than their regional and country group average on the WPS Index. In fact, within the MENA region, the UAE scored much better than the regional average, whereas Yemen was ranked as the worst performer. Moreover, some countries ranked much worse on the WPS Index than their level of income would predict (e.g. Saudi Arabia), whereas some countries ranked much higher relative to their income ranking (e.g. Rwanda).
8. Some interesting facts were stated when observing trends over time, between 2017 and 2019: almost 60 countries (although only 2 in MENA) across all regions recorded major progress in women's financial inclusion (remains low in conflict-affected countries), access to justice, and security; the number of battle deaths have declined globally since the 2015 peak; women's employment was stagnant; women's parliamentary representation stalled far below parity (only 2 countries reached 50% representation), with MENA scoring below the global average; around 10 MENA countries scored below global average in terms of gender gap in paid employment; the worst rates of current (past 12 months) intimate partner violence were similar across several developing regions (mainly highest in Iraq, South Sudan, and Afghanistan).
9. Ms. Klugman further iterated how the WPS Index intersects with broader aspects of the Sustainable Development Goals (mainly 3, 5, 8, 16). As for how the Index spurs action, she elaborated on the role of media outlets (which are mostly western and American) in highlighting gaps as well as strengths. She concluded by hoping that the WPS Index becomes a tool for accelerating gender equality.
10. Following the informative session, participants inquired about the use of the Index where it was apparent that it is up to each individual/country to decide on how to use it, whether in highlighting gaps, flagging differences with neighbouring countries, looking at differences within the country in comparison with national average, etc. Participants also raised questions about the linkage of the Index to the SDGs. Ms. Klugman clarified that the Index can be linked to all the SDGs, however, only few goals were selected.

III. WPS INDEX IN THE MIDDLE EAST

11. Ms. Marianne Dahl, senior researcher at PRIO, tackled the WPS Index in the Middle East. Ms. Dahl began her presentation by noting that this WPS Index is the most comprehensive Index to date. She highlighted statistical evidence from the MENA region that revealed that no MENA countries improved their ranks between 2017 and 2019. In fact, she affirmed that the MENA region was faring the worst on the WPS Index. However, she noted that the UAE and Bahrain outperformed the global average, where the MENA region showed the biggest discrepancy in scores within the region. In addition, the MENA region performed poorly on legal discrimination (divorce, inheritance, contracts, etc) and discriminatory norms (men do not feel it is acceptable for women to work), nevertheless, it outperformed the global average on cell phone use and community safety. Several MENA countries scored higher than the global average in organized violence and intimate partner violence, however, MENA was close to the global average when it comes to education. She ended

on an optimistic note, asserting “if growth continues the same way, Lebanon will outperform Norway (at the top of the Index) in 2029”.

12. Several interesting questions were raised during the discussion that followed the presentation. Participants inquired about the methodology used. Ms. Klugman responded that: “the Index is a summary of the scores across all of the different indicators that were discussed. The three dimensions as well as the indicators within these dimensions were both equally weighted. If anyone is particularly concerned about a certain dimension, they can give it more weight. Hence, the weighting is a judgement and it can be constructed in different ways”. She explained that the methodology was replicated from what worked well with the Human Development Index keeping it as simple and transparent as possible. She added that “it clearly is not perfect and there are a number of data constraints, but it gives us a good picture”.
13. Participants also inquired on the reason why the health aspect was not included. Ms. Dahl explained that there were discussions about including the health indicator given that it is closely correlated with other indicators included. However, due to the fact that the experts did not want to have too many indicators, it was left out. In this regard, maternal mortality was included in the US Index because there are enormous variations in death rates of women from childbirth. Ms. Klugman then advised the participants to include maternal mortality in their upcoming assignment if data was readily available in their respective countries.
14. Participants also asked whether the use of biannual and annual reports on the situation of women provide enough data and information. Ms. Klugman stressed that such reports can give a partial picture and should be complimented by country level investigation. Furthermore, these reports should be adopted as far as they are useful, but certainly they are not substitutes for deeper investigations. Moreover, in response to a question regarding the approach to missing data, Ms. Klugman explained that if data was not available for a specific indicator but the country had data for at least 8 of the 11 indicators, then for the remaining 3 indicators experts would just impute the regional average. The ultimate aim is to include as many countries as possible, hence, when data related to most indicators is available and only few is missing, experts use an estimate based on the regional performance, thus enabling them to include the country.
15. In response to a query regarding whether coordination with countries took place, Ms. Klugman clarified that the research team was extremely small, so they had to make do with a desk exercise. Drawing on recognized international data sources was the norm adopted, given that the research team were unable to engage in bilateral discussions, although they were interested in doing so. As for the question related to the basis of indicator selection, Ms. Klugman noted that in addition to global relevance, actionability, and data validity, it’s also a question of judgement (room for discussion). To that effect, the exercise that the participants will be doing during this workshop will allow them to think of the pros and cons of each indicator. She further reiterated the importance of transparency throughout the decision-making process. Hence, she concluded that it’s an art more than a science. Finally, in response to the question related to how governments can provide security and safety to women, Ms. Klugman answered that this can be seen at two levels: safety at home through legislation, i.e. laws against domestic violence and the recourse available to survivors of violence (protection orders, financial assistance, support), and safety at work (protection from harassment in the workplace).

IV. DATA SOURCES AND TOOLS

16. Ms. Klugman presented the fourth session that revolved around data sources and tools that are used to inform the WPS Index. She discussed the principles that guided the indicator selection, which entailed two steps. The first step included, global relevance (SDGS), actionability (policy action), and data availability. While the second step included data quality, transparency, and statistical

comparability, adequacy, and timeliness. Ms. Klugman further outlined the data sources for each indicator, which mainly include: UNESCO (Education), World Bank (Financial Inclusion & Legal Discrimination), ILO (Employment), UN Women and Uppsala Conflict Data Program (Intimate Partner Violence & Organized Violence), in addition to Gallup World Poll, Inter-parliamentary Union (Parliamentary Representation), and UNDESA. She discussed in detail each of the indicators under the three dimensions, their definition, and rationale.

17. Ms. Klugman argued that inclusion of security is a major innovation of the WPS Index and this is measured at three levels: family (domestic violence especially against women, typically gets worse in conflict settings, both in frequency and severity), community (safety in neighbourhood), and safety (globally, 2 out of 3 adults feel safe walking alone at night, with Afghanistan scoring the lowest on this). Furthermore, women who feel unsafe in their community are more likely to be unsafe at home.
18. Ms. Klugman then moved to explore different ways to analyse Index results, namely, compare to neighbours and regional averages; estimate gender gaps where relevant; investigate how results are correlated with other outcomes of interest, such as per capita income, unpaid work burden on women (not included because there's not enough data), political violence, school enrolment, pandemic response, and adolescent fertility rates. She then proceeded to provide insightful correlations: Gender gaps in education, financial inclusion, and employment are significantly correlated with violent conflict. Low Index scores are correlated with sexual violence during and after armed conflict, as well as political violence targeting women. She also added that countries that have a more equitable distribution of unpaid work between men and women tend to rank high on the WPS Index and vice versa, and countries that do better on the WPS Index have a lower risk of humanitarian crisis and disaster.
19. At the conclusion of the first day of the workshop, an exercise was presented to participants. The objective of the exercise was to use the WPS Index structure and similar indicators to reveal subnational differences in achievement. The method entailed compiling relevant data for as many localities as possible.

V. COUNTRIES PRESENTATION OF FINDINGS FROM ASSIGNMENT

20. During this session, participants presented the WPS Index on the local level, sources of data, statistical data by year. Presenting countries included: Egypt, Jordan, Kuwait, Morocco, Oman, Palestine, Tunisia, UAE and Yemen. Data by each presenting country was compiled into a table taking into account the below indicators and answering of four main questions.
21. Missing data in some of the countries (on the national and the governorate levels), was either due to lack of available information, difficulty finding the information, subjection of data to personal information protection law, the short period of time, or the indicator being not applicable. Moreover, with respect to recent data, surveys are not currently being undertaken in most of the countries due to the present situation amidst the global pandemic. Interestingly, some countries were able to find comparative data between the different governorates.

	Indicators
1	<i>Education</i> – e.g. girls' secondary school completion rates
2	<i>Employment</i> - percentage of women who are in paid work
3	<i>Cell phone</i> - women who report having a mobile phone that they use to make and receive personal calls, or own a sim card
4	<i>Financial inclusion</i> - women who report having a financial account institution or who report using a mobile money service in the past year

5	<i>Political</i> - percentage of seats held by women in local assembly
6	<i>Gender norms</i> - for example, share of men who think it is okay to beat your wife or attitudes to women's work outside the home if she wants one
7	<i>Son bias</i> - ratio of number of boys born to number of girls born – this is compared to the natural demographic rate of 1.05
8	<i>Legal discrimination</i> - local laws and regulations that limit women's ability to participate in society and the economy or that differentiate between men and women
9	<i>Conflict</i> - measures of local conflict - deaths or injury
10	<i>Safety</i> - percentage of women ages 15 years and older who report that they feel safe walking alone at night in the city or area where you live
11	<i>Domestic violence</i> - percentage of women who experienced physical or sexual violence committed by their intimate partner in the previous 12 months

22. The Follow up discussion question were:

- How to use the WPS Index at the local level?
- Do you have access to detailed statistical information according to governorate level for your country?
- In your opinion, what creates the differences between governorates?
- How could we use the results be used to enhance the living conditions at the local level for women and girls? Does this provide you with adequate information on areas that needs to work on and develop?

23. The presentation of Yemen showed that according to statistics from 2013, 15% of women had completed their education, 10% of women were engaged in paid employment, and 1% of women were represented in the parliament (1 out of 301). In general, men condoned physical violence against women, and by virtue of family law, women should obey their husbands. Moreover, there is no law that criminalizes domestic violence and marital rape is not acknowledged. The presentation highlighted differences in findings between rural and urban governorates where governorates that are governed by local authorities fair better and are more progressive than those governed by norms and tribes.

24. As for the use of such data to improve the situation, the participant from Yemen representing the Ministry of Social Affairs (MOSA), emphasized the importance of coordination especially between the concerned stakeholders mainly between the statistical office and the local authority. She explained that MOSA are partners with the organization that work on countering GBV, which is the entity from which they are able to get useful data. Moreover, the MOSA has a national action plan regarding the WPS agenda, and they are seeking funds to put this plan into action. Upon the implementation of the plan, they will be able to witness developments and a decrease in discrepancies.

25. Ms. Klugman noted that it would be useful if particular indicators could be tracked under the national action plan to help monitor progress in the period ahead.

26. In her presentation, the participant from Kuwait noted that In 2019, 99.4% of females on the national level were engaged in paid employment. In 2018, 6.25% in municipal and local councils were females, and 12.9% of females held leadership positions. As for legal discrimination, mainly 2 articles (7&29) in the Constitution ensure equality of rights and obligations between men and women. The presentation did not reveal any significant differences among the 7 governorates given that Kuwait is a small country.

27. The presentation of Oman showed that there were no differences among governorates in terms of the indicators. The participant from Oman gave a national overview on all the indicators which showed that Oman was doing fairly well on most of the indicators. She recommended that the Index

include statistical data on the following: health condition and health services available for women, crimes committed, social protection that includes social security for individuals, and healthcare system. She inquired about the use of alternative indicators, Ms. Klugman advised that there is some flexibility, whereby if alternative indicators are available, they may be used at the national level whenever they are better ones or when relevant data is available. Ms. Klugman concluded by saying that no country is going to have perfect data.

28. The presentation of Morocco highlighted that statistical data showed huge disparities among governorates (12) in most of the indicators due to the following reasons: urban and rural differences, economic and security factors, and the decentralized system in the country. According to 2018 statistics, more than 50% of those who completed secondary education were females, 92.5% of women had mobile phones in comparison to 92.3% for men. In 2019, 18.6% of labour force were females. Violence in general was prevalent among the governorates, highest rate being in Casablanca (71.1%), and in 2019, domestic violence was also the highest in Casablanca (24.6%). On another note, 21% of women and 25% of men believe that the husband has the right to beat his wife if she leaves the house without his permission. It was also noted that national action plans and programs are being undertaken to reduce the significant difference among the governorates. Ms. Klugman strongly supported the use of alternative sources of data and indicators.
29. The participant from UAE stated that UAE was ranked the first in the Arab region and twentieth universally, in terms of education system. In 2020, 52.48% of women were engaged in paid employment, as to ratio of female to male labour force participation, it was 56.07%. Women's political participation reached 50% (highest among the Arab countries). The Constitution guarantees equality of rights and obligations between men and women. In this regard, it has further devised policies, laws, and initiatives for the protection of women. The UAE was ranked first in the world in terms of safety (95.5% in 2019). The presenter outlined that there are seven emirates and different services are distributed equally among them, hence no significant variations were noted among them. Ms. Klugman noted that although the UAE is a small country, nevertheless, it would be interesting to identify whether there are any variations in any of the indicators below the national average. She further encouraged the participant from UAE to look beyond the formal laws to see whether there could be measures that would catch informal discrimination given that discrimination, even if not apparent, can still take place in practice.
30. The presentation of Jordan showed that in 2018, 10.8% of women completed their education, 19.6% of women owned bank accounts, and 14% of women were engaged in paid employment. Ms. Klugman underlined that it would be interesting to check data for all the 12 governorates to look for patterns.
31. During the presentation of Tunisia, the participant stated that according to 2019 statistics, 72% of women held diplomas, 26.47% of women were engaged in paid employment, 36.1% of women were represented in parliaments, and 19.5% of women were represented in municipal councils. Moreover, 76% of women reported being subjected to physical violence by the partner during the past 12 months. The reasons behind the differences between the 24 governorates could mainly go back to their geographical locations, nevertheless, work is being done to include all governorates within the 5-year development plan of the country.
32. The presentation of Egypt noted that there are four main regions under which 27 governorates fall, where significant differences were apparent especially between urban and rural regions. In 2017, on the national level, 6.8% of women completed their education, 27% of women owned bank accounts. In 2018, women's labour force was at 20.9%, in terms of political representation, it witnessed historical representation of women in parliament on the national level (27%). In terms of domestic violence perceptions, more than half of surveyed males believed that women deserved to be beaten, and 90% asserted that women should accept such treatment in order to preserve family. According to 2016 statistics, 7.9 million women and girls were subjected to different forms of violence. In terms of legal discrimination, although Egypt has legislations which prohibit discrimination, however,

some legislations (like the Penal Code) discriminate against women. Regarding community safety, in 2019, Egypt has been ranked as safest in Africa, 8th safest internationally, and 2nd in the Middle East. Ms. Klugman outlined that it would be interesting to see whether or not alternative indicators might be available whenever there is missing data to examine other areas that are of relevance to the WPS Index.

33. In the presentation of Palestine, it was noted that the country has 16 governorates with differences in statistical data among them, but these were not provided.
34. During the discussion that followed the presentations, participants inquired about the selection of “son bias” indicator. Ms. Klugman reiterated that this indicator indeed reflects serious discrimination against girls and women. It is particularly serious in some countries whereby it might not be relevant in some others. So, there might be better indicators that are more relevant to the presenters’ countries. Hence, for the national level work, presenters have flexibility because what they need are the indicators that are comparable across the country.
35. Ms. Klugman presented the case of USA and outlined the 12 indicators chosen for each of the 3 dimensions: Inclusion (employment, quality of work, representation of women in State legislatures, women who completed university), Justice (access to reproductive health services, measure of legal protection, discriminatory norms, maternal mortality), and Security (intimate partner violence, gun deaths, access to health, community safety). Although the indicators are different from the global index, yet they reflect the reality in USA. Data from 50 States was used to conduct the study which revealed vast disparities across states. The study was also complemented by a special qualitative survey to get information about attitudes (e.g. democrats and black Americans think that more work needs to be done to achieve full equality in the States).
36. Ms. Klugman further added that analysis was conducted to see which states tend to perform better or worse, and this revealed clear regional patterns in performance, where states that performed better (almost 4 times higher) were more urban (e.g. Massachusetts), their governments were controlled by the democratic party for more years, they were richer, and less racially diverse. She further highlighted that even states at the top didn’t do well on all indicators, and states at the bottom (Louisiana) did relatively better on some indicators, noting that such States might be geographically located next to each other. In terms of legal protection, federal law does not cover important aspects of legal guarantees and protection (paid time off for caregiving, protection from abusive partner, filing a sexual harassment claim, ...). In this regard, there were enormous gaps across the States. Reproductive healthcare and access to services was a major challenge in the USA. As for political representation, the best States for women’s representation in the State legislature were Nevada and Colorado and the worst States were Mississippi and West Virginia. In maternal mortality, there tends to be major differences among States (Louisiana in last place), and rates were much higher for black women (New Jersey).
37. She concluded by stating that the policy conclusion included: tackling overlapping disadvantages particularly facing women of colour which were amplified amidst COVID-19, closing gaps in legal protection, ensuring access to reproductive health services, boosting women’s political voices, and finally improving weak or incomplete data (data on intimate partner violence was 10 years old, data on financial inclusion was missing, and some data was not racially disaggregated).

VI. ORGANIZATION OF WORK

A. DATE AND VENUE

38. The Regional Capacity Development Workshop on the Women, Peace, and Security Index was held online on 19 and 26 January 2021, in partnership with the Arab Institute for Women at the Lebanese

American University, Georgetown Institute for Women Peace and Security (GIWPS), and Peace Research Institute Oslo (PRIO).

B. OPENING

39. Ms. Mehrinaz El Awady, Director - Cluster Leader, Gender Justice, Population and Inclusive Development at ESCWA, gave a welcome word where she voiced her interest in holding such a timely and valuable workshop, in collaboration with active partners in the field, hoping that the workshop will be a fruitful one and will achieve its objectives. She concluded her talk by urging countries to make efforts towards advancing the peace and security in the region through advancing gender equality.

C. ATTENDANCE

40. The workshop brought together representatives of sixteen ESCWA member countries nominated from national women machineries and national statistical bureaus. (Annex 1 – List of participants).

Annex I
List of Participants

A- Member Countries

Algeria

Ms. Samira Bahloul
Statistical Department

Mr. Mahrez Dghim

Ms. Sarah Namouchi

Bahrain

Mr. Mohamed Alfaris
International Relations Adviser
Supreme Council for Women

Ms. Maha Abdallah Sabt
Director of Women Information Center
Supreme Council for Women

Ms. Zein Alkhalifa
International Relations Specialist
Supreme Council for Women

Egypt

Ms. Mona Omar
National Council for Women

Ms. Samira Rashwan
Women, Peace and Security Specialist
National Council for Women

Ms. Sara El Sayyed
Statistician
Central Agency for Public Mobilization and
Statistics

Ms. Hanan Hussein
Statistical Researcher
Central Agency for Public Mobilization and
Statistics

Iraq

Ms. Diyar Mohamed
Head of Women's Rights Department
General Secretariat of the Council of Ministers

Jordan

Mr. Mohamed Mayas
Monitoring and Evaluation Specialist
Jordanian National Commission for Women

Ms. Lama Metwali
Department of Statistics

Kuwait

Mr. Nouf Al Muthen
Member of the Sustainable Development Team

Ms. Latifa Abdel Imam
Member of the Sustainable Development Team

Libya

Ms. Naima Al Rayani

Morocco

Ms. Fatima Barkan
Head of Women Department

Ms. Aicha Achbahar
Women Department

Mr. Abdellah Hmidouche
Head of Women Empowerment Unit

Ms. Bahija Myreim
Haut Commissariat au Plan

Ms. Alkbira Soufri
Haut Commissariat au Plan

Oman

Ms. Jamila Jadad
Assistant Director-General for Family Development
Ministry of Social Development

Ms. Amal Aljuhuria
Member of the Omani Women Organization

Ms. Aida Al Sababiya
Assistant Director at the Women Department
Ministry of Social Development

Oman (continued)

Ms. Zouyon Al Jabiriya
Coordination Specialist at the Women
Department
Ministry of Social Development

Ms. Raja Al Mukhayniya
Head of the Social Indicator Department
Ministry of Social Development

Mr. Taleb Rajhi
Head of Social Statistics Department
National Center for Statistics and Information

Palestine

Mr. Amin Assi
Director of Planning and Policies

Mr. Achraf Hamdan
Director of Training

Ms. Muhira Qundah
Central Bureau of Statistics

Ms. Lara Amro
Central Bureau of Statistic

Qatar

Ms. Sheikha Almuhandi
Statistical Researcher
Planning and Statistical Agency

Saudi Arabia

Ms. Munira Alkhalel
Ministry of Human Resource and Social
Development

B- Organizers

ESCWA

Ms. Mehrinaz El Awady
Director- Cluster Leader
Gender Justice, Gender Justice, Population and
Inclusive Development Cluster

Ms. Nada Darwazeh
Gender Justice, Gender Justice, Population and
Inclusive Development Cluster

Syria

Ms. Amina Miro
Directorate of Population Statistics

Tunisia

Ms. Dejla Kettari
Women, Peace and Security Portfolio
Women Issues Department

Ms. Hanen Al Benzarti
Head of Department
Ministry of Women, Family Youth and Elderly

United Arab Emirates

Ms. Mariam Almentheri
Head of Research and Studies Unit
General Women Union

Ms. Maryam Al Shamsi
Head of Gender Database Unit
General Women Union

Ms. Asma AlShehhi
Head of Social Statistics Department
Federal Competitiveness and Statistics Centre

Maryam AlOlam
Statistician
Federal Competitiveness and Statistics Centre

Yemen

Ms. Fayza Mohamed
Director of Women and Child Department

Ms. Arwa Almajali
Women and Child Department

Ms. Carla Moussa
Gender Justice, Gender Justice, Population and
Inclusive Development Cluster

Georgetown Institute for Women, Peace and Security

Ms. Jeni Klugman
Managing Director of the Institute for Women,
Peace and Security at Georgetown University

Peace Research Institute Oslo (PRIO)

Ms. Marianne Dahl
Senior Researcher

Ms. Siri Aas Rustad
Research Professor

Director- Cluster Leader
Gender Justice, Gender Justice, Population and
Inclusive Development Cluster

**Arab Institute for Women at the Lebanese
American University**

Ms. Lina Abirafeh
Executive Director

Ms Myriam Sfeir
Director

Ms. Carole Khater
Senior Gender Development Projects Coordinator

