



Al Ain University

5.3 > SDG5 - 5.3.4

Al Ain University's Initiatives to Encourage Women in Underrepresented Fields

Al Ain University (AAU) actively encourages women to apply for and succeed in subjects where they have been underrepresented. The university pursues this goal through dedicated **outreach programs** and strategic **collaborations** with community groups, government bodies, and NGOs. These efforts align with AAU's commitment to gender equality (SDG 5) and broader national strategies to empower women. As a result, AAU helps **improve women's education** at both the university and national level, **empowers women** in traditionally male-dominated fields, **creates new opportunities** for women in the labor market, and **develops women's skills** for fields critical to Vision 2030.

University Outreach and Support Programs

AAU has implemented *various programs to encourage female students* to pursue careers in fields such as science, technology, engineering, and mathematics (STEM) – areas where women have been historically underrepresented aau.ac.ae. The university fosters an inclusive academic environment that **supports women's education and advancement** in all disciplines aau.ac.ae. In practice, **AAU encourages women's participation across all academic fields**, actively working to break down barriers in traditionally male-dominated majors like engineering and IT aau.ac.ae.

Al Ain University in the UAE actively **promotes gender equality in education and supports female students' enrollment, particularly in fields where they are traditionally underrepresented.**

Recognized globally for its efforts, Al Ain University is committed to advancing gender equity under Sustainable Development Goal 5 (SDG 5). The university provides support systems, including **mentorship programs, to encourage female graduates entering various career paths.** These initiatives reflect Al Ain's dedication to fostering an inclusive academic environment and promoting women's participation across all disciplines.

Women's empowerment and their role in political participation

<https://aau.ac.ae/ar/photos/view/1684>

AAU Participates in "Empowerment March" Symposium

<https://aau.ac.ae/en/news/2014/aau-participates-in-empowerment-marchsymposium>

In cooperation with the Deanship of Student Affairs at Al Ain University, a delegation of faculty members participated in the Women and the National Federal Council Symposium: "Empowerment March" held under the patronage of Her Highness Sheikha Fatima Bint Mubarak, Supreme Chairwoman of the Family Development Foundation, President of the General Women's Union and Chairwoman of Motherhood and Childhood Supreme Council, and organized by the Ministry of State for Federal National Council Affairs, in collaboration with the General Women's Union in Abu Dhabi.

The symposium aimed to promote women's participation in decision-making and participation in political life as one of the cornerstones to supporting citizens' participation in the path to the nation's progress.

To support female students who enroll in these programs, AAU provides additional resources and guidance. For example, the university has **support systems and mentorship programs** to help women succeed in their studies and transition into careers. These mentorship initiatives encourage female students and graduates as they enter various career paths, building confidence and skills for the workforce aau.ac.ae. The College of Business at AAU even launched a dedicated **Women Leadership Forum (WLF)** to empower women with leadership skills, career development opportunities, and industry exposure business.aau.ac.ae. Such outreach and support not only prepare AAU's female students to excel academically, but also **improve women's education outcomes** by giving them the tools and encouragement to thrive in fields they might not have considered before.

Women Leadership Forum

Introducing Women Leadership Forum (WLF)

The College of Business, through its Women's Leadership Forum, aims to empower and support women to become influential leaders and entrepreneurs. This dedicated space serves

as a resource hub for female students, professionals, and aspiring leaders, nurturing the next generation of empowered women across our Abu Dhabi and Al Ain campuses.

Mission

Our mission is to empower and inspire women leaders by cultivating an inclusive environment that promotes growth and success.

Values

Empower. Cultivate. Inspire

- Empower women with leadership skills, career development opportunities, and industry exposure.
- Cultivate an inclusive environment that promotes diversity, mentorship, and networking for women in leadership.
- Inspire women to take on impactful leadership roles.

Scope of Activities

Empowerment through Skill Development:

Offering workshops, seminars, and training sessions on leadership, negotiation, and career growth, ensuring women are well-equipped to excel in business and leadership roles.

Mentorship:

Establishing mentorship programs that connect students with successful women leaders from various sectors, providing guidance and real-world insights.

Application form-Mentor Application form-Mentee

Community Building:

Creating a strong community where women leaders can network, share experiences, and offer mutual support as they grow in their careers.

Collective Leadership

The Women Leadership Forum at Al Ain University embodies a collective leadership model,

emphasizing shared purpose, distributed responsibilities, and inclusive decision-making. This approach recognizes leadership as a dynamic, collaborative process rather than a top-down structure, aligning with our mission to empower women as change makers across sectors.

Key Components of the Collective Leadership Structure:

Collaboration

The forum collaborates with successful entrepreneurs, industry leaders, and organizations dedicated to empowering women.

Collaboration in National and Community Campaigns

Al Ain University extends its impact beyond campus by **collaborating with government and community initiatives** that promote women's empowerment. The university actively partners with national organizations and participates in regional campaigns to encourage women's involvement in key sectors. For instance, AAU's Deanship of Student Affairs worked *in cooperation with the UAE General Women's Union* to host a seminar titled "Women Empowerment and Their Role in Decision Making," focusing on leadership and participation of women aau.ac.ae. This collaboration with the General Women's Union – a major government-supported body for women's advancement – underscores AAU's role in national efforts to boost women's presence in education and decision-making spheres.

Women Empowerment and Decision-Making Seminar at AAU

<https://aau.ac.ae/en/news/2014/women-empowerment-and-decision-making-seminar-at-aau>

The Deanship of Student Affairs at Al Ain University campus in Abu Dhabi, in cooperation with the UAE General Women's Union, held a seminar entitled "Women Empowerment and Their Role in Decision Making". The seminar was organized in coordination with Dr. Najwa Abu Heiba, associate professor at the AAU College of law.

Ms. Ahlam Al Lamki, Director of Research and Development at the General Women's Union

(GWU), explained the role of the GWU and reiterated that it works in accordance with a national strategy aimed at activating the role of women through its various programs, in cooperation with relevant institutions in order to overcome the obstacles that hinder women's active participation in all fields of public life.

She added that the percentage of females currently enrolled in higher education programs is 71.6% of the total students in public universities and 50.1% percent of students in private universities and institutes. In addition, the percentage of women has reached 60 percent in technical jobs, which include medicine, teaching, pharmacy, and nursing as well as women's involvement in the armed forces, police, and customs.

The university also engages with international and community groups. In a recent initiative, AAU highlighted **strategic partnerships with the Jordanian-Emirati Women Business Council (JEWBC) and the Arab International Women's Forum (AIWF)** to foster women's entrepreneurship and innovation aau.ac.ae. Through such partnerships, AAU helps create networking and career opportunities for female students and entrepreneurs, opening *new pathways in the labor market* for women. AAU additionally takes part in national celebrations like **Emirati Women's Day**, where it showcases the achievements of Emirati women in education, employment, and leadership aau.ac.ae. By participating in community outreach and public campaigns, the university contributes to broader societal efforts to normalize women's presence in all fields and to inspire young women to pursue ambitious careers.

Empowering Women, Building Futures

The College of Business at Al Ain University, in cooperation with the Innovation & Entrepreneurship Center, successfully organized a community focused forum titled "She Leads, We Collaborate: Women Entrepreneurs & Partnerships" at the Abu Dhabi Campus.

The event celebrated women's leadership, innovation, and entrepreneurship, and highlighted strategic partnerships with the Jordanian-Emirati Women Business Council (JEWBC) and the Arab International Women's Forum (AIWF), marking a key milestone in fostering impactful regional and international collaboration.

The forum commenced with welcoming remarks by Dr. Amer Qasim, Vice President of Al Ain University, followed by opening words from Dr. Iffat Sabir, who expressed appreciation to distinguished guests and emphasized the university's commitment to advancing women's participation in business and leadership.

The event was graced by the presence of Her Excellency Dr. Amal Abdullah Al Hadabi, Chairperson of JEWBC, accompanied by Board Members and leading women entrepreneurs, along with Dr. Haifa Al Kaylani, OBE, President and Founder of AIWF. Both leaders shared

inspiring insights from their leadership journeys, underscoring the vital role of innovation, partnerships, and collaboration in driving sustainable development and empowering women across various sectors.

A Memorandum of Understanding (MoU) was later signed with both JEWBC and AIWF, reinforcing a shared mission to support women's leadership growth and entrepreneurial excellence. The signing ceremony was followed by a presentation of commemorative shields by Dr. Amer Qasim and Certificates of Appreciation recognizing outstanding women entrepreneurs from the community.

The forum concluded with a visit to the AAU Student Bazaar, where attendees explored creative business projects by women entrepreneurs and Al Ain University students. The bazaar served as an inspiring platform for networking, collaboration, and celebrating the innovation, resilience, and entrepreneurial spirit of emerging female leaders.

Al Ain University Participates in Emirati Women's Day Celebrations

Al Ain University celebrated Emirati Women's Day under the theme "Partner in Leadership and Achievement" through a series of remarkable activities held at its Abu Dhabi and Al Ain campuses, in recognition of the pioneering role of Emirati women across various fields and their status as key partners in nation-building and shaping the country's future.

Abu Dhabi Campus Activities

At the Abu Dhabi campus, the Deanship of Student Affairs organized a special event featuring informative booths prepared by female students that highlighted the achievements of Emirati women in education, healthcare, and leadership. The venue was decorated with educational materials and displays documenting the journey and excellence of Emirati women across different sectors, along with the distribution of symbolic gifts and themed decorations. The event witnessed wide attendance and strong engagement from students, faculty, and staff, creating a patriotic atmosphere filled with pride in the accomplishments of Emirati women.

Also, a university delegation participated in a celebration organized by the General Women's Union, which brought together a distinguished group of prominent Emirati women. The gathering highlighted the achievements of Emirati women in education, employment, and leadership positions, and presented inspiring success stories of pioneering women who have actively contributed to the UAE's sustainable development.

Al Ain Campus Activities

At the Al Ain campus, the National Identity Club, in collaboration with the Tolerance Club, organized a panel discussion hosting distinguished Emirati women Noura Al Ameri (Legal Expert) and Reem Al Obeidi (Legal Consultant and Lawyer). The session was held in appreciation of the accomplishments of successful Emirati women, during which the speakers shared their achievements in the legal field and presented inspiring success stories that reflect their effective contributions to sustainable development.

The event also included the distribution of symbolic gifts and decorations inspired by the authentic Emirati woman, creating a national atmosphere of pride and celebration. The session witnessed broad participation and strong interaction from students, faculty, and administrative staff, reflecting the university community's awareness of the importance of supporting women's advancement and leadership.

A delegation from the Deanship of Student Affairs also participated in an event organized by Al Ain Sports Club at Hazza Bin Zayed Stadium, which featured motivational speeches by Amani Al Housani, Vice President of Simulation at the Emirates Nuclear Energy Corporation, and Dr. Raya Al Mahrazi, Chair of the Family Council. Both speakers shared their professional journeys and accomplishments in leadership and decision-making, emphasizing the pivotal role of Emirati women in supporting the nation's development.

University's Commitment to Women's Empowerment

Al Ain University affirmed that its participation and organization of these activities stems from its strong commitment to supporting national initiatives that celebrate the achievements of Emirati women and highlight their exceptional contributions to the nation and society. The university also praised the visionary leadership's efforts to empower women and enhance their presence in various fields, stressing its dedication to fostering a culture of women's empowerment within and beyond the university through innovative initiatives and impactful activities that embody the spirit of leadership and achievement.

These collaborative efforts directly support the UAE's and the region's long-term visions for development. The UAE's leadership – through bodies like the Gender Balance Council and General Women's Union – has prioritized increasing women's representation in STEM and other growth sectors adhrb.org. Across the region, countries are similarly emphasizing women's role in future economies; for example, **Saudi Arabia's Vision 2030 places a high priority on encouraging women to pursue STEM careers as a way to narrow the gender gap** and build a diversified, knowledge-based economy educationmiddleeast.com. Al Ain

University's initiatives align with these goals by developing women's skills and capabilities in critical fields (such as technology, science, and engineering) that are key to national "Vision 2030" agendas. In doing so, AAU is not only empowering its female students but also preparing a new generation of women leaders to participate in and drive the country's vision for 2030 and beyond.

Impact on Women's Empowerment and Vision 2030 Goals

Through its outreach and partnerships, Al Ain University is achieving tangible impacts in gender equality and women's empowerment:

- **Improving Women's Education:**

AAU provides an inclusive learning environment and targeted programs for women, which strengthens women's education both within the university and across the UAE aau.ac.ae. Notably, women now account for a majority of tertiary STEM students in the UAE (around 61% of STEM graduates) – a sign of progress that AAU continues to build upon realstaffing.com.

AAU raise the slogan “Let's Dream Again” on the occasion of the Women's Day

<https://aau.ac.ae/en/news/2021/aau-raise-the-slogan-%E2%80%9Clet%E2%80%99s-dream-again%E2%80%9D-on-the-occasion-of-the-women%E2%80%99s-day>

On the occasion of the International Women's Day, The Human Resources Unit at Al Ain University organized a virtual Women's Day special interactive workshop entitled; “Did Covid-19 halt your dreams? Let's Dream Again”, was presented by Ms. Jasmine Navarro, Certified Co-Active Family Coach, and moderated by Mrs. Sidra Shaheen, AAU HR Manager.

Ms. Jasmine introduced the concept of coaching and future visualization. Stressing on the importance to continue to perform self-assessment and do not forget to dream big and visualize your future goals.

The HR Manager Emphasized women's accomplishments in general and during pandemics in specific for their multitasking, resilience, and strength. Additionally, she expressed her gratitude to all the women, as after every challenge they become a better version of themselves.

The event was attended by Prof. Ibtehal Aburezeq, Vice President of Development and Follow Up and the Dean of Student Affairs, and female academic and administrative staff, where they interact positively with multiple interactive activities.

- **Empowering Women in Underrepresented Fields:**

By encouraging women to enter underrepresented fields like IT and engineering, AAU helps break stereotypes and balance gender representation in these disciplines aau.ac.ae. Female students are given mentorship and support to excel in male-dominated programs, ensuring they feel empowered to pursue and persist in such careers aau.ac.ae.

Women's empowerment and their role in political participation

<https://aau.ac.ae/ar/photos/view/1684>

The UAE's first female music composer hosted by AAU

<https://aau.ac.ae/en/news/2019/the-uae%E2%80%99s-first-female-music-composer-hosted-by-aau>

Al Ain University was honored to host Mrs. Iman Al Hashemi, the UAE's first female music composer, as a part of the keenness of Al Ain University in supporting innovation and to empower women in all fields.

Eman reviewed her story with music, how she discovered her talent and was interested in her development until she became a fan of piano, melody, play and express her feelings and opinions in the language of melodies. The show featured a pianist and a heart-to-heart dialogue in which Iman exchanged thoughts and feelings about music.

The event was attended by Dr. Amer Qasem, AAU Vice President, Deputy Deans, Academic Staff and University students. The effectiveness of the event was to make the audience happy. The event also encouraged the creative students to practice piano.

It is worth mentioning that Iman al-Hashimi is an Emirati writer and poet. She is the first singer of the UAE orchestra, the State Triangle abroad, to play the piano in Italy, "Milan Expo".

AAU Supports Women in Business at 10th Anniversary Celebration

<https://aau.ac.ae/en/news/2011/aau-supports-women-in-business-at-10th-anniversary-celebration>

Under the patronage of H.H. Sheikh Tahnoon Bin Mohammed Al Nahyan, the Ruler's Representative in the Eastern Region, the Abu Dhabi Business Women's Council, supported by Abu Dhabi Chamber of Commerce and Industry, celebrated their 10th anniversary with the launch of a Cultural Heritage Village at Al Ain Amateurs Club.

Sheikh Hazza Bin Tahnoon Al Nahyan, Undersecretary, Dewan of the Ruler's Representative in the Eastern Region, accompanied by Engineer Fatima Al Jaber, Chairperson of the Executive Board of the ADBWC, inaugurated the event.

The delegation visited various stands including the AAU pavilion and those of UAE businesswomen who hold a Mubdi'a license. Mubdi'a, which means 'female innovators' in Arabic, is a business initiative started by the Abu Dhabi Business Women's Council to encourage Emirati women to run businesses from home.

Sheikh Hazza' praised AAU's participation in the event which included two poems and an interactive video show by the students that was very well received by audience members. He also commended the effort that AAU makes to motivate the students to take part in these events and increase their awareness of the social issues.

Other events at the Cultural Heritage Village include a classic cars' exhibition, traditional Yola dance performances, poetry recitals and an Arabian horses' display. The Village is open from the 10th to the 15th of December.

- **Creating New Opportunities in the Labor Market:**

AAU's collaboration with women's business councils, government unions, and NGOs creates new opportunities for its female graduates. Networking events, entrepreneurship forums, and career seminars connect AAU's women students with industry leaders and role models aau.ac.ae aau.ac.ae. These connections help female graduates secure jobs, start businesses, and take on leadership roles in the workforce.

Empowering Women, Building Futures

The College of Business at Al Ain University, in cooperation with the Innovation & Entrepreneurship Center, successfully organized a community focused forum titled "She Leads, We Collaborate: Women Entrepreneurs & Partnerships" at the Abu Dhabi Campus.

The event celebrated women's leadership, innovation, and entrepreneurship, and highlighted strategic partnerships with the Jordanian-Emirati Women Business Council (JEWBC) and the

Arab International Women's Forum (AIWF), marking a key milestone in fostering impactful regional and international collaboration.

The forum commenced with welcoming remarks by Dr. Amer Qasim, Vice President of Al Ain University, followed by opening words from Dr. Iffat Sabir, who expressed appreciation to distinguished guests and emphasized the university's commitment to advancing women's participation in business and leadership.

The event was graced by the presence of Her Excellency Dr. Amal Abdullah Al Hadabi, Chairperson of JEWBC, accompanied by Board Members and leading women entrepreneurs, along with Dr. Haifa Al Kaylani, OBE, President and Founder of AIWF. Both leaders shared inspiring insights from their leadership journeys, underscoring the vital role of innovation, partnerships, and collaboration in driving sustainable development and empowering women across various sectors.

A Memorandum of Understanding (MoU) was later signed with both JEWBC and AIWF, reinforcing a shared mission to support women's leadership growth and entrepreneurial excellence. The signing ceremony was followed by a presentation of commemorative shields by Dr. Amer Qasim and Certificates of Appreciation recognizing outstanding women entrepreneurs from the community.

The forum concluded with a visit to the AAU Student Bazaar, where attendees explored creative business projects by women entrepreneurs and Al Ain University students. The bazaar served as an inspiring platform for networking, collaboration, and celebrating the innovation, resilience, and entrepreneurial spirit of emerging female leaders.

A student visit to the General Women's Union

The Deanship of Student Affairs at Al Ain University (Abu Dhabi Campus) organized a student visit to the General Women's Union. The visit included a tour introducing the establishment of the General Women's Union, its areas of work, and its significant achievements in empowering women.

These achievements include providing supportive legislative frameworks for women, various initiatives, and the role of the General Women's Union in preserving the cultural heritage in the country across generations.

Following the introductory tour, students were acquainted with the projects of productive families by visiting centers specializing in handicrafts and handmade industries. They learned about

various projects such as handicrafts, embroidery, sewing, and artistic creations, through which the General Women's Union supports the role of productive women.

Varieties of handmade products crafted by women involved in these projects were showcased, allowing students to explore their diverse contributions in various festivals and community events.

It is worth mentioning that the interaction of the students during the visit to the General Women's Union was remarkable. They expressed their happiness and admiration for the crafts and handmade industries produced by the women of productive families, reflecting the spirit of creativity and excellence possessed by these women.

AAU Participates in the Second Regional Conference of Women Police

<https://aau.ac.ae/en/news/2013/aau-participates-in-the-second-regional-conference-of-women-police>

AAU participated in the Second Regional Conference of Women Police organized under the patronage of H.H Lt. General Sheikh Saif bin Zayed Al Nahyan Deputy Prime Minister and Minister of Interior under the slogan “Women Police: Challenges and Aspirations”.

The conference is considered a great addition to the Women Police in the UAE and enhances the opportunities of women joining the police force in the UAE in way that reflects the progress women have reached in contributing to public service in the United Arab Emirates.

Dr. Zuhrieh Zoe Shana'a, Deputy Dean of Student Affairs, reiterated that the conference is pivotal to drawing attention to issues relating to women's responsibilities. Women, in the UAE, have reached prominent positions in different walks of life due to the unconditional support by the UAE leadership. Undoubtedly, women compose half the society and have every right to be in the eminent status they are given in the Emirati society.

AAU supports the Innovation Week

<https://aau.ac.ae/en/news/2021/aau-supports-the-innovation-week>

The Occupational Health and Safety Administration in the Ministry of Human Resources and

Emiratization hosted Dr. Nuha Hamada, from the College of Engineering at Al Ain University to show her experiences and expertise in the innovation field, as a part of their virtual event within the activities of Innovation Week.

Dr. Noha spoke about her participation in innovation activities since the launch of Innovation Week in February 2015 until 2021, starting with a workshop presentation on creativity at the National Center for Statistics (previously) to participating in holding creative events at Al Ain University, such as, Knowledge Market, Mathematics Day and Talents Day. And her participation in the “innovator 2020”, within the activities of the science festival, as well as; participating in the exhibition of future innovations by creating the “safety” innovation, which serves people of determination, helps to provide job opportunities for them and integrate them into the local community.

She praised the role of the UAE as a supportive country for innovation and creativity, where the UAE ranked as the first place in the Global Innovation Index in the Arab world for 2021, this progress came as a result of continuous work and efforts for years, and because of the role of the wise leadership in spreading the culture of innovation, developing capabilities, encouraging the incubation of innovative ideas and providing a creative environment through holding workshops, competitions and offering prizes for the best innovations in various fields.

Moreover, Dr. Noha emphasized that Al Ain University is an incubator for innovations and is keen to harness all needs of the academic staff and students to develop their skills and talents, support innovation and keep abreast of scientific developments on an ongoing basis.

- **Developing Skills for Vision 2030 Fields:**

Finally, AAU’s initiatives deliberately develop women’s skills and increase their participation in fields that are crucial to national development goals. By focusing on STEM and leadership, AAU prepares women to contribute to the UAE’s innovation and economic diversification agendas. This is in line with regional plans like Vision 2030, which rely on greater female participation in high-value sectors to drive sustainable growth [educationmiddleeast.com](https://www.educationmiddleeast.com). Women emerging from AAU’s programs are thus equipped to help achieve the country’s Vision 2030 targets while advancing their own careers.

Women to lead STEM education across GCC

As we throw the spotlight on female learners and educators on International Day of Women and Girls in Science, Education Middle East finds out that women continue to strengthen their role in STEM education across the GCC despite concerns of faculty shortage across various institutions

Representation of women, both among learners and educators, has been steadily rising in countries such as the UAE and Saudi Arabia.

Policy initiatives, vision documents aided by strategic goals and public-private participation have all aided in sustaining the momentum for STEM (Science, Technology, Engineering, Mathematics) education across the GCC region, and add to this the significant impact played by role models in the region in fostering innovation and motivating and promoting young minds to take up careers in science, engineering and technology.

Schools and higher education institutions in the region have laid special emphasis on promoting STEM education in the past decade.

Key initiatives

The UAE Ministry of Education has launched several initiatives to encourage students to take up STEM, including an annual national science fair – the National Science, Technology and Innovation Festival (NSTIF). The Emirates Foundation has been running ‘Think Science’, an annual youth-focused programme for students between the ages of 15 and 35 to develop their knowledge in the science, technology and innovation.

“While these programmes target both genders, they have played an instrumental role in encouraging women to take the lead in STEM and entrepreneurship,” says Poonam Bhojani, CEO, Innoventures Education.

The UAE, according to her, is pioneering equality in education and literacy. “Statistics reveal that more women than men complete secondary education and enrol in university and post-graduate institutions in the country. In fact, women make up 41% of UAE government university graduates in STEM. The literacy rate of women in the UAE is also remarkably high at 95.8%. Many of these women in STEM are playing a vital role in research and science in the UAE. Their representation as educators in GCC schools is improving but there is certainly opportunity to attract and retain more in the future,” she adds.

Victoria Hopkin, CEO and Founder of the Cambridge Consultancy Group, Educational consultant and STEAM specialist working with Fortes Education says the GCC, with its diverse educational landscape, is recognising the importance of gender diversity in STEM fields.

Role models

According to Hopkin, the GCC showcases an impressive presence of women in STEAM, embodying inspirational role models. “Dr. Hunada Kanbar, the founding Chief Learning Officer and Assistant Professor at Sharjah Education Academy, is a significant contributor to advancing education and has personally inspired me to pursue innovative excellence in education,” she says.

Her Excellency Sarah Al Amiri, UAE Minister of State for Public Education and Advanced Technology, stands out as a pioneering figure, notably serving as the Chairwoman of the UAE Space Agency. “She stands as a prominent example, showcasing the leadership and contributions of women in STEM at the highest levels,” says Hokpin, adding that innovators such as Fatima Al Kaabi, known for inventions such as a photographer robot and a multipurpose solar bag, exemplify the exceptional creativity and contributions of women in STEM across the GCC.

Saudi Arabia’s Vision 2030 is also laying growing emphasis in encouraging women to pursue STEM programmes, aiming to narrow the gender gap in these fields. Lucy Todman, Vice Principal Learning and Teaching, Misk Schools says this initiative encompasses many scholarship opportunities offered through the Ministry of Education, as well as other national and private institutions. “These, along with training and mentorship initiatives, are all geared towards helping women gain the skills and qualifications needed for successful careers in science and technology,” she adds.

Data from KAUST (King Abdullah University of Science and Technology) indicates that the focus is proving to be successful, says Todman. “It reports a female student body population of 39% – a figure higher than the global average of women in STEM programmes; and 47% women graduates in the AI extension courses.

In summary, Al Ain University proactively **encourages women to apply to and succeed in underrepresented subjects** through comprehensive outreach and collaborative efforts. These measures improve women's educational attainment, empower women in STEM and other critical fields, open up new career opportunities, and build the skilled female workforce needed to fulfill the nation's 2030 vision aau.ac.ae educationmiddleeast.com. AAU’s commitment to gender equality serves not only its students but also the broader goal of women’s empowerment and participation in the UAE’s future development.

[View Page](#)