

## Position Paper

**Country:** United Arab Emirates

**Committee:** UN WOMEN

**Agenda Item:** Gender-Related Mobbing



The use of power to unfairly treat others is a topic of utmost importance. Such events take place in diverse environments, one of the most known is the workplace. Furthermore, gender-related mobbing is an unfortunate reoccurring event that takes a physical, psychological, and even financial toll on those affected. The United Arab Emirates strives towards creating a safer environment for women and ensuring that harmful activities are avoided and equal opportunities are provided. However, like numerous countries, the UAE faces gender-related problems. For instance, women's voices aren't heard, there is a gender pay gap, an unsafe work environment exists, and women could be denied jobs due to marriage or pregnancy status. These issues must be discussed to promote productivity, a friendly environment, equal opportunity, and advancement in professional settings.

The United Arab Emirates is aware of the struggles women endured in the past and is working toward creating a brighter future. The UAE promotes women in multiple areas such as business, STEM, government, and private or public sectors. To combat gender-related issues, the UAE has implemented many initiatives such as the Gender Balance Council, ADNOC Gender Balance Committee, ENOC Women Committee, and others. Such initiatives tackle gender-related problems by reviewing legislation and updating policies, therefore, taking a step further toward gender equality. They empower women by providing them with roles in leadership, technical and administrative positions. In addition, these committees create a supportive circle for women, allowing them to develop skills for career advancement and establish their place in society. Likewise, such programs have had fruitful outcomes with the UAE ranking first in MENA, female business owners making up 10% of the total private sector in the UAE, and more women ambassadors, ministers, and representatives to the UN. As the UAE, we have shown our support by opening a UN Women office in Abu Dhabi and donating millions to the organization.

Solutions to gender-related mobbing can be realized through laws and policies. For instance, the passing of the modified Federal Decree-Law No.33, emphasizes women's empowerment. This reform prohibits unequal pay between men and women performing the same job. It also bans discrimination against race, gender, color, religion, and nationality in the work environment. In addition, the Equal Pay Law was passed in 2019 further fostering equal pay between men and women in the UAE. An advancing country should utilize the talent of all its citizens. To prevent the detrimental outcomes stated in the study guide such as depression, anxiety, and suicide caused by mobbing, women should have a safe space to report any sort of inappropriate behavior they have endured or witnessed. Furthermore, we are promoting the empowerment of women to provide them with the confidence to come forward and shed light on harassment in the workforce. Another solution is to create training programs to raise awareness about gender-related mobbing. By doing so, both men and women will acquire an understanding of the gravity of the issue and jointly take action toward the right path.

**References:**

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