Gender policy and organizational change in Disability Sport in UAE
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Some facts about UAE

- A federation of seven emirates that are situated in the southeast of Arabian Peninsula of South East Asia
  - Abu Dhabi, Dubai, Sharjah, Ras Al-Khaimah, Ajman, Umm Al-Qaiwan and Fajurah
  - The capital and the largest emirate is Abu Dhabi
- One of the seventh largest oil reserves and most developed economies in Middle East
- In recent years, UAE has transformed from nomadic rural background to more urban cosmopolitan society
- Islam is the official religion and Arabic is the official language
- Political system is based upon 1971 constitution and the government follows a federal, elected presidential monarchy

- Total Area is 32,278 sq. miles
- Gross Domestic Product (per capita) $46,584
- Total Population is 6,888,888 (one million local people) (2010 census)
About UAE
UAE in the past and present

- UAE in 1971
- UAE in 2013
Gender policy in UAE (1)

- The UAE government provides the Emirati women an opportunity to enhance and expand their roles in the society in different fields, particularly in sport.
- Through a combination of economic growth and government policies, increasing number of Emirati women have been capable to create a lengthened set of gender roles which once looked well beyond achievement.
Gender policy in UAE(2)

Female Members of the Cabinet:

- Minister of Foreign Trade: Sheikha Lubna AlQasimi
- Minister of Social Affairs: Mariam Mohammed
- Minister of State: Dr. Maitha AlShamsi
- Minister of State: ReemI AlHashimi
Gender policy in UAE(3)

Female Members of the Federal National Council in UAE:

- Dr. Amal Al Qubaisi
- Dr. Fatma Al Mazroui
- Maissa Ghadeer
- Fatma Al Marri
- Najla Al Awadhi
- Dr. Aisha Al Roumi
- Alia Al Suwaidi
- Dr. Nidhal Al Tuneiji
- Rowwiyeh Al Sammahi
UAE Disability Sport Federation (DSF)

- DSF Governing Board and structure

- President
  - Vice-Chairman of the UAE Disabled Sports Special Olympics Sector
  - Vice-Chairman of the UAE Disabled Sports Paralympics Committee Sector
  - Sports Director for Special Olympics
  - Director of the Initiatives Committee for Special Olympics
  - Chairman of the Technical Committee of the Paralympics Committee
  - Chairman of National Teams Committee for Paralympics Committee
  - Vice-Chairman of National Teams for Paralympics Committee
  - Director of Finance
  - Chairperson of the Committee of Public Relations and Media
  - Secretary General (Manager)
A contextualist approach

- Applied Pettigrew (1985) contextualist approach to understand organisational change in Disability Sport Federation (DSF) in UAE
Research Question

◆ What are the political commitments to promoting gender equity in UAE disability sport organizations?
A case study approach

<table>
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<th>Data Collection Methods</th>
<th>UAE Disability Sport Federation, Dubai club, Al-Thiqqa club</th>
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## Result and discussions

Summary reflecting changes to gender policy in three disability sport organisations (DSF, DDSC, ADSC) in UAE (1992-2012)

<table>
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<th>Organisation</th>
<th>Aspects of Change</th>
<th>Period</th>
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<td>Disability sport Federation (DSF)</td>
<td>Executive Board members</td>
<td>9 Men</td>
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<td></td>
<td></td>
<td>0 Women</td>
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<tr>
<td>Dubai disability sport club (DDSC)</td>
<td>Executive Board members</td>
<td>7 Men</td>
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<td></td>
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<td>0 Women</td>
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<tr>
<td>Althiqa disability sport club (ADSC)</td>
<td>Executive Board members</td>
<td>12 Men</td>
</tr>
<tr>
<td></td>
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<td>0 Women</td>
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Factors of Change – Disability sport

Three main factors influence the change on gender policy in disability sport in UAE (1992-2012)

- **Culture:** The UAE society culture has changed in terms of encouraging more women participation in the disability sports
- **Structure:** Open women section in the club to encourage women participation
- **Government pressure:** Political pressures influence the club’s policy in terms of providing equal opportunities to women for becoming board members
Thank you

Any questions?

Dawood | em