

RELEASE IN PART B6
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**From:** Verveer, Melanne S <VerveerMS@state.gov>  
**Sent:** Thursday, December 20, 2012 3:58 PM  
**To:** H  
**Subject:** RE: Women on every UAE board, rules Cabinet

It's so good to hear from you. I hope you're getting better every day with this enforced rest. You are sorely missed here (can only imagine what February will look like). I was with your husband in Little Rock and all the Club of Madrid leaders kept asking about you and sending their best wishes. It was remarkable to have the whole meeting focused on women's issues and Little Rock put out the red carpet. The library looks spectacular.

As for UAE, I didn't go when you had to cancel. I made it to Tunisia where the women's empowerment session went very well. As for the UAE, they are getting kudos for their decision to place women in high positions, and they are so way ahead of much of the world on this. With respect to their announcement of their gift to GU and your institute on women, peace and security, they would like to do a photo when you're back and get it out to the UAE press.

Don't overdo it and have a happy Christmas.

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-----Original Message-----

**From:** H [mailto:HDR22@clintonemail.com]  
**Sent:** Thursday, December 20, 2012 1:54 PM  
**To:** Verveer, Melanne S  
**Subject:** Re: Women on every UAE board, rules Cabinet

Did the visit produce what you expected?

----- Original Message -----

**From:** Verveer, Melanne S [mailto:VerveerMS@state.gov]  
**Sent:** Sunday, December 09, 2012 11:59 PM Eastern Standard Time  
**To:** H  
**Subject:** Fw: Women on every UAE board, rules Cabinet

I think they are preparing for your arrival! They'd probably love your congrats on this move when you're there.

----- Original Message -----

**From:** Yousef Al Otaiba [redacted]  
**Sent:** Sunday, December 09, 2012 11:43 PM

To: Verveer, Melanne S  
Subject: Re: Women on every UAE board, rules Cabinet

Yup. But its all yours to make. Probably in the GCTF ministerial is your best bet.

I informed jack on friday.

This new announcement would be nice to plug in also.  
Sent via BlackBerry by AT&T

-----Original Message-----

From: Verveer Melanne S <VerveerMS@state.gov>  
Date: Mon, 10 Dec 2012 04:40:21  
To: <otaiba [redacted]>  
Subject: Re: Women on every UAE board, rules Cabinet

B6

Amazing! UAE leads the way.

Are we set for GU announcement and HRC's response? I will work with our speechwriter. I'm stranded in the fog in Dhaka but hoping to get out later today for Sweden then catching up with everyone in Tunis and Abu Dhabi. See you soon.

----- Original Message -----

From: Yousef Al Otaiba [redacted]  
Sent: Sunday, December 09, 2012 11:21 PM  
To: Verveer, Melanne S  
Subject: Fw: Women on every UAE board, rules Cabinet

Sent via BlackBerry by AT&T

-----Original Message-----

From: Talal Kaissi [redacted]  
Date: Mon, 10 Dec 2012 04:19:16  
To: <otaiba [redacted]>; <omar [redacted]>; <DAIfaham [redacted]>  
<SAIshamsi [redacted]>; <NAbusitta [redacted]>; <SAIAhbabi [redacted]>  
<Saud [redacted]>; <AAIjaber [redacted]>; <AAIyammahi [redacted]>  
<SAIhosani [redacted]>; <DALmarash [redacted]>; <HEIAwad [redacted]>  
<AAhmad [redacted]>; <haitham [redacted]>  
Cc: <Richard.Mintz [redacted]>; <matthew.triaca [redacted]>; <dsebright [redacted]>  
Subject: Women on every UAE board, rules Cabinet

Women on every UAE board, rules Cabinet Lianne Gutcher Dec 10, 2012

The UAE Cabinet yesterday made it compulsory for corporations and government agencies to include women on their boards of directors.

The historic decision was announced on Twitter by Sheikh Mohammed bin Rashid, Vice President of the UAE and Ruler of Dubai.

"Women proved themselves in many workplaces and today we want them to have a strong presence in decision-making positions in our institutions," Sheikh Mohammed tweeted.

Very few nations have implemented such far-reaching regulations to ensure women are represented on boards of directors.

Norway became the first country to introduce board gender quotas in 2003. There, if a board has more than nine directors, each gender must be represented by at least 40 per cent of directors. In Europe, Italy, France, Belgium, Spain and Iceland have also introduced quotas.

Elsewhere, Malaysia last year announced it would be compulsory from 2016 for women to have 30 per cent representation in decision-making positions.

India has proposed to make it mandatory for companies with five or more independent directors to have at least one woman director.

The Dubai Women Establishment (DWE) held a conference last month on the topic, discussing how to increase female representation on boards; women hold only 1.5 per cent of board positions in listed companies in the GCC.

Shamsa Saleh, the DWE chief executive, said the Cabinet decision was "the most important news in the history of Dubai Women Establishment".

"We recommended this policy last month in our forum and it's been implemented this month," she said.

"It means that we have succeeded and Sheikh Mohammed is very happy about it."

Details of the new policy were not immediately available, but Ms Saleh said it is likely to recommend a ratio of women. The timing of Sheikh Mohammed's announcement was a surprise to her, so she did not know which parts of the policy the Cabinet had approved, she added.

"But the announcement of the policy itself, it's an achievement for women in the UAE," she said. "It's an achievement in the history of women. Most of the countries in the world do not implement this - just a few countries. And we are one of the few countries."

Maha Al Mansouri, the associate director of human resources, at Masdar, also said she was surprised by the news but "really excited" to hear about the decision.

"This recognises women's efforts and helps involve them in the decision-making process," she said. "It will also help increase competition between the two genders."

The decision was made at a Cabinet meeting to approve a draft law on small and medium enterprises (SMEs).

As well as tweeting about women's representation on company boards, Sheikh Mohammed also used the social media tool to outline various other components of the new law.

He said it included the establishment of a SME council and the provision of incentives in several areas to business owners. He did not say what these were.

The law also aims to "prepare a new generation of financially independent Emirati businessmen so they can contribute to our economy," he tweeted.

Addressing the young people of the UAE, he said he held big ambitions for them.

"Your small businesses will grow and you will be the future leaders of the private sector," he wrote.

Read more:

<http://www.thenational.ae/thenationalconversation/industry-insights/economics/women-on-every-uae-board-rules-cabinet#ixzz2EcSOP8ZW> <<http://www.thenational.ae/thenationalconversation/industry-insights/economics/women-on-every-uae-board-rules-cabinet#ixzz2EcSOP8ZW>>

Regards,

Talal Al Kaissi  
Chief of Staff - Trade & Commercial Office  
& Advisor to the Commercial Counselor

title\_header

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From: Haitham Mussawi [redacted]

Date: Friday, December 7, 2012 4:05 PM

To: HE Yousef Al Otaiba [redacted], Omar Al Shamsi

[redacted], Dima Alfaham [redacted]

[redacted], Salem Al Shamsi [redacted]

[redacted], Nora Abusitta [redacted]

[redacted] >, Alsaghira Al Ahbabi [redacted]  
 [redacted], Saud Nowais [redacted]  
 [redacted], Abdulrahman Aljaber [redacted] >, Asmaa  
 Alyammahi [redacted] >, Shamma Al Hosani  
 [redacted], Dana Almarashi  
 [redacted] >, Talal Kaissi < [redacted]  
 [redacted], Hagir Elawad [redacted]  
 [redacted], Fathia Karsha [redacted]  
 [redacted], Nalan Hassouneh [redacted]  
 [redacted], "Dr. Jenab Tutunji"  
 [redacted], "Dr. Edmund Garib"  
 [redacted], Lamya Jbari [redacted]  
 [redacted], Abdulhameed Ahmad [redacted] >, "R. Al  
 Marri" [redacted], Mark Vlastic [redacted]  
 [redacted]  
 Cc: Richard Mintz [redacted] >, Richard Marcus  
 [redacted] Matthew Triaca  
 [redacted] Noah Black  
 [redacted], Daniel Workman  
 [redacted] Danny Sebright  
 [redacted]

Subject: Assistant Secretary Jose Fernandez to attend GES Summit in Dubai

<http://www.state.gov/r/pa/prs/ps/2012/12/201685.htm>

Assistant Secretary Jose Fernandez Travels to Kuwait, Qatar, United Arab Emirates, and Tunisia

Media Note  
Office of the Spokesperson  
Washington, DC

December 7, 2012

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<<http://www.addthis.com/bookmark.php>>

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Assistant Secretary Jose W. Fernandez will travel to the Gulf and Maghreb regions December 9 - 11 to meet with economic officials and business community representatives and discuss investment opportunities in the region and

around the world. The meetings will explore ways to create viable infrastructure investments and promoting U.S. company exports and services.

Assistant Secretary Fernandez will be in Kuwait City, Kuwait, on December 9 and Doha, Qatar, on December 10, where he will meet with government officials and private sector representatives to discuss the global investment climate.

The Assistant Secretary will then travel to Dubai, United Arab Emirates, December 10 - 11 to participate in the third annual Global Entrepreneurship Summit (GES). The GES will focus on building partnerships that create opportunity and provide the resources for entrepreneurs to succeed. These entrepreneurs create jobs that strengthen relationships between countries, build global markets, and provide prosperity for those in their communities.

On December 12 - 13, Assistant Secretary Fernandez will travel to Tunis, Tunisia, as part of the U.S. delegation - led by Secretary of State Hillary Clinton - to the ninth Forum for the Future. This forum brings together government, civil society, and private sector representatives from the G-8 states and the Broader Middle East and North Africa for a ministerial meeting to work together on behalf of political, social, and economic reform. The Assistant Secretary will lead the session on Economic Governance and Entrepreneurship.

For updates, follow Assistant Secretary Fernandez on Facebook <<http://www.facebook.com/pages/U-S-Department-of-State-Economic-Business-Affairs/191717377587690>> and Twitter <<http://twitter.com/econengage>> @EconEngag

<<http://www.uaetourism.ae/ar/>>

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