
Untapped Potential: Women, Leadership, and Water Diplomacy in the Middle East

Wilson Center Event

09.06.2021

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**UNIVERSITÉ
DE GENÈVE**

Avec le soutien de



Schweizerische Eidgenossenschaft
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**Swiss Agency for Development
and Cooperation SDC**

Elements of My Intervention

Comparative Study

Global Water Partnership
WATER HUB

Empowering Women in **Water Diplomacy** in the Middle East and North Africa: A Comparative Study of Egypt, Jordan, Lebanon, Morocco and Palestine

Comparative Study prepared with the support of
SWEDEN
UNIVERSITÉ DE GENÈVE

Comparative study launched within the UfWf Water Policy Framework for Actions 2030
Group for the Meditteranean High Level Panel of Action
المنتدى من أجل المتوسط

Water- Peace Discourse

مسألة بقاء
تقرير الفريق العالمي رفيع المستوى
المعني بالمياه والسلام

UNE QUESTION DE SURVIE
Rapport du Panel mondial de haut niveau sur l'eau et la paix

A MATTER OF SURVIVAL
Report of the Global High-Level Panel on Water and Peace

UNA CUESTIÓN DE SUPERVIVENCIA
Informe del Panel Mundial de Alto Nivel sobre el Agua y la Paz

ВОПРОС ВЫЖИВАНИЯ
Отчет Глобальной группы высокого уровня по вопросам воды и мира

Why women, water and diplomacy?

The Water- Peace Discourse

- **Global recognition of the role of preventive diplomacy**
- In 2017, the **UN Security Council held a briefing on Preventive Diplomacy and Transboundary Waters, emphasising the role of water diplomacy and cooperation in conflict prevention**
- In 2013, **EU Foreign Affairs Council adopted the new conclusions on EU Water Diplomacy** making the case for linking water, security and peace, including the potential of water as an instrument for peace.
- **The development of the Water-Peace Discourse**
- **2 Global Water Conventions**
- **Landmark United Nations Security Council Resolution 1325 on Women, Peace and Security**
- **Sustainable development goals and Agenda 2030** and SDGs 3, 5, 6, 11 & 16
- Slow but more research into the **merits of women negotiators-** "women tend to be effective as multi-disciplinary thinkers who can consider and pursue several avenues of thought and action at the same time- women (in terms of leadership styles and behaviour) focus on win-win situations, including interests of others, and cooperative behaviour

COMPARATIVE STUDY ON EMPOWERING THE ROLE OF WOMEN IN WATER DIPLOMACY IN THE MENA REGION

THE CO-AUTHORS

- *Ms. Maysoon Zoubi*, Water and Sanitation Consultant at Arab Dar Engineering Co. Jordan, former Secretary General, Ministry of Water and Irrigation, Jordan (for Jordan)
- *Eng. Natasha Carmi*, Lead Water Advisor, Geneva Water Hub, former Policy Advisor on Water at the Palestinian Negotiation Support Project (for Palestine & regional/global)
- *Ms. Mey Al Sayegh*, Communication Manager, Lebanon Crisis Response Plan (LCRP), Ministry of Social Affairs, Lebanon (for Lebanon)
- *Eng. Charafat Afailal*, Former Minister in charge of Water, Expert on Water and Climate (for Morocco)
- *Dr. Anthi Brouma*, Deputy Regional Coordinator and Theme Leader on Diversity, GWP-Med (for regional & global components)
- *Dr. Tahani Moustafa Sileet*, Head of Central Department for External Cooperation, AMCOW TAC, PMU Director & Regional Coordinator-VICMED Project, Director- NBI National Office, Nile Water Sector- Ministry of Water Resources and Irrigation, Arab Republic of Egypt (for Egypt)

Our Collective Approach



We, as authors,

- recognise **the social, political and institutional challenges** to women’s advancement in water diplomacy related fields globally and within the MENA region, and;
- emphasise that it is **incumbent on all members of society to support women** empowerment (address gender inequalities and associated repercussions).
- believe that **acquiring the skills needed for a good water diplomat** would provide the opportunities for the attainment of decision-making positions in water diplomacy and water cooperation settings.
- *The intention is not to provide a statistical study, but to provide an indicative understanding of challenges faced and opportunities available.*
- “Women should **naturally be at the table of negotiations and decision making** on transboundary and national water cooperation, side by side with their male colleagues and counterparts, for those negotiations to be **successful, inclusive, sustainable and forward looking.** (combined team benefit)

Outline



- A basic baseline review of existing legal and policy frameworks within each country;
- A profile baseline of the 93 female water experts that participated in the questionnaire
- A comparative analysis of the main areas that the questionnaire was formulated to ascertain, to identify communalities and specificities of skills needed.
- Characteristics of a good (water) diplomat

Methodology

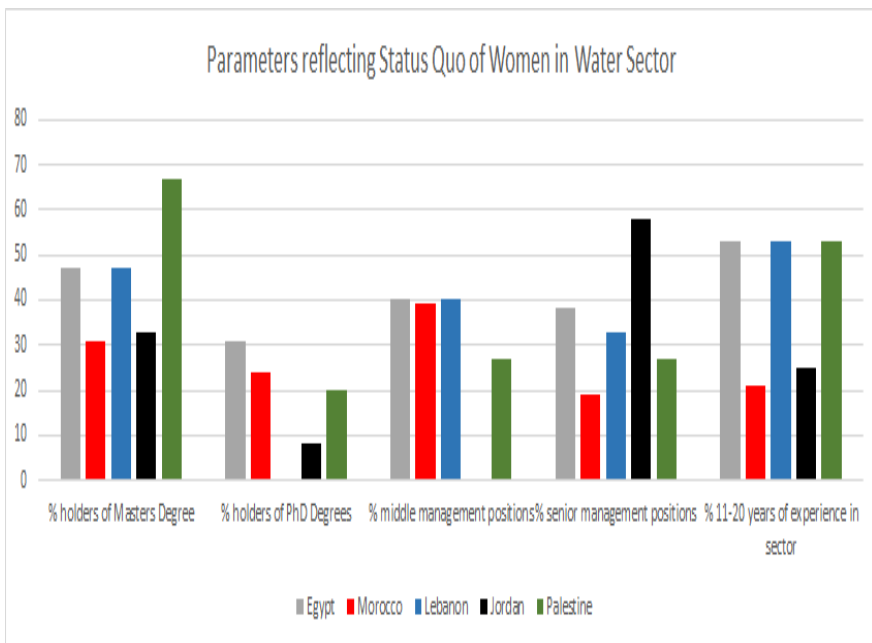


- A short questionnaire to provide specific insights into four main areas:
 1. Their current status in the Water Sector in their national countries;
 2. The main bottlenecks/factors holding them back;
 3. Their perceptions on the role of water diplomacy; and
 4. Linkages between the Sustainable Development Goal 6 and Sustainable Development Goal 5 in their daily work realm.

Education and Experience in the Nomination of Women to Water Diplomacy Position



Parameters reflecting Status Quo of Women in Water Sector

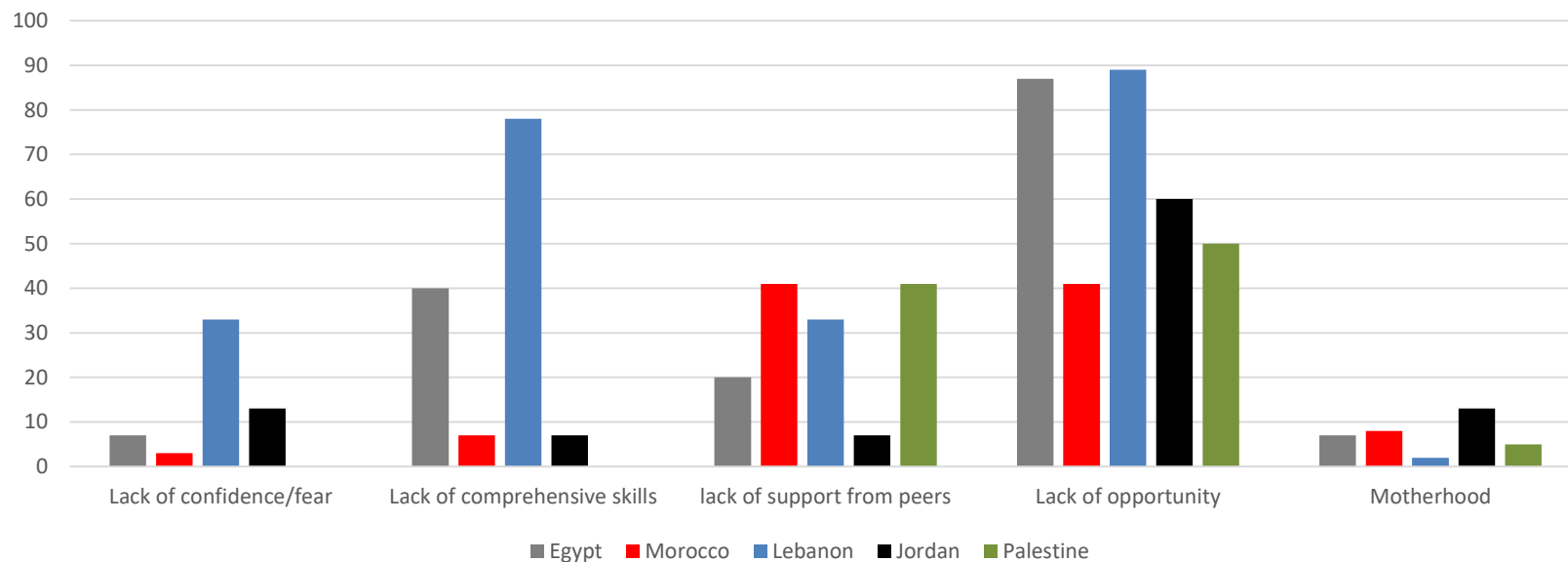


Country	Level of education	Current position	Years of experience (11-20)
Egypt	47% Masters' degree 27% PhD holders 27% BSc degree	40% Middle Management 20% Senior Management	53%
Lebanon	47% Masters' degree	40% Middle Management 33% Senior management	53%
Jordan	33% Masters' degree 8% PhD holders	58% Senior Management	25%
Morocco	31% Masters' degree 24% PhD holders	39% Middle Management 19% Senior Management	21%
Palestine	67% Masters' degree 20% PhD	27% Middle Management 27% Senior Management	53%

Factors that Influence the Acceptance of a Decision-making Position



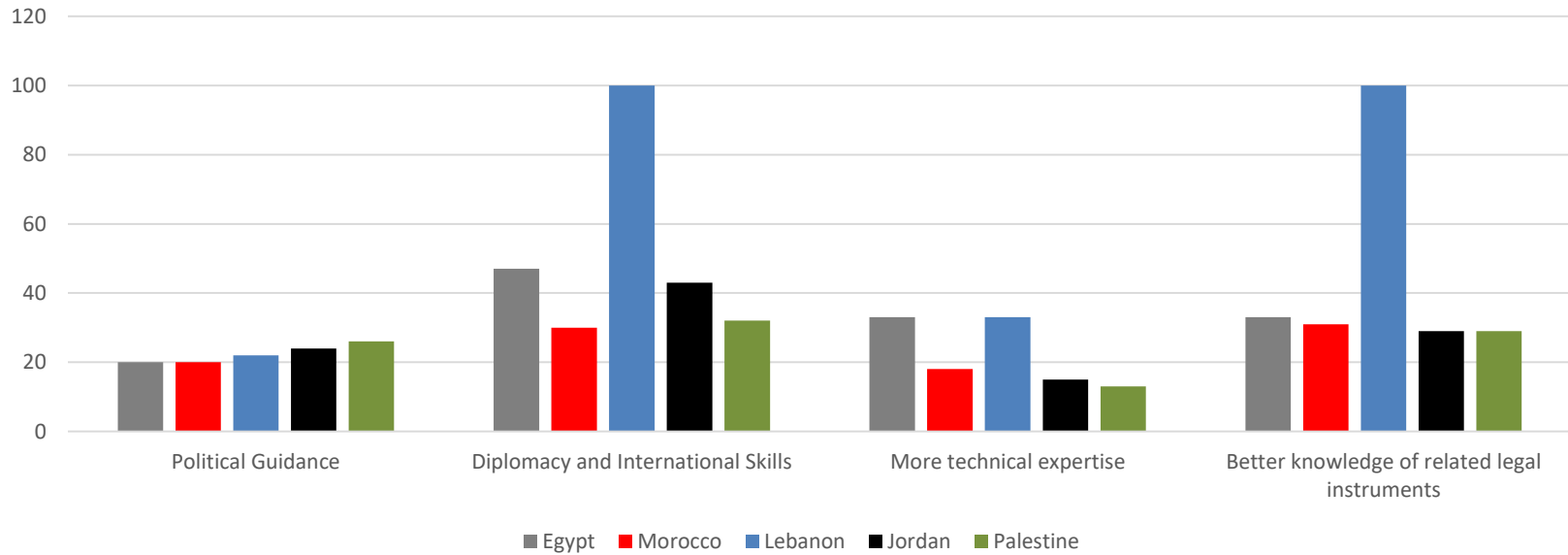
Factors that influence the acceptance of decision making positions



Skills Needed to Better Lead in Water Diplomacy Positions



Types of Skills needed to attain water diplomacy positions



Way foreword

- With our partner GWP-med , and through the initiative, a mentorship and capacity building program;

- Water- Peace Discourse elements:

Research into women leaders in transboundary water cooperation and negotiations;

Strengthen the voice of women as a societal node in **the Global Observatory on Water and Peace;**

Assist in **(En) gendering** the **arts** for water and peace platform, the **media** (Water Diplomat) platform



Thank you

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