



MENA IMPACT WOMEN

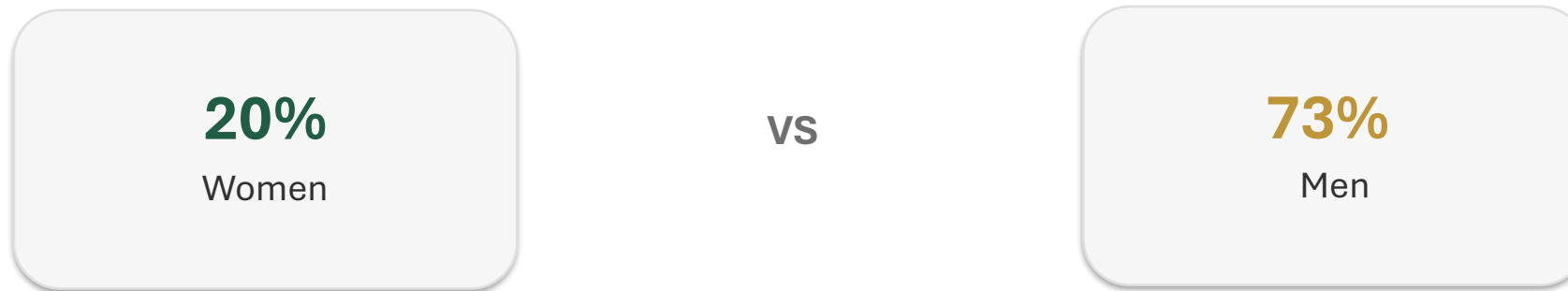
**Turning girls' and women's capabilities into
meaningful change across the MENA region**

Applied research • Empowerment Training & Mentorship • Publishing • Regional collaboration

At a time of economic instability, conflict and technological disruption, the region cannot afford to leave women's capabilities untapped.

Women are more educated than ever.

Yet only 1 in 5 working-age women participates in the labour force.



Female labour-force participation in MENA remains the lowest in the world.

Source: World Bank / ILO, 2025

THE CONVERSION GAP

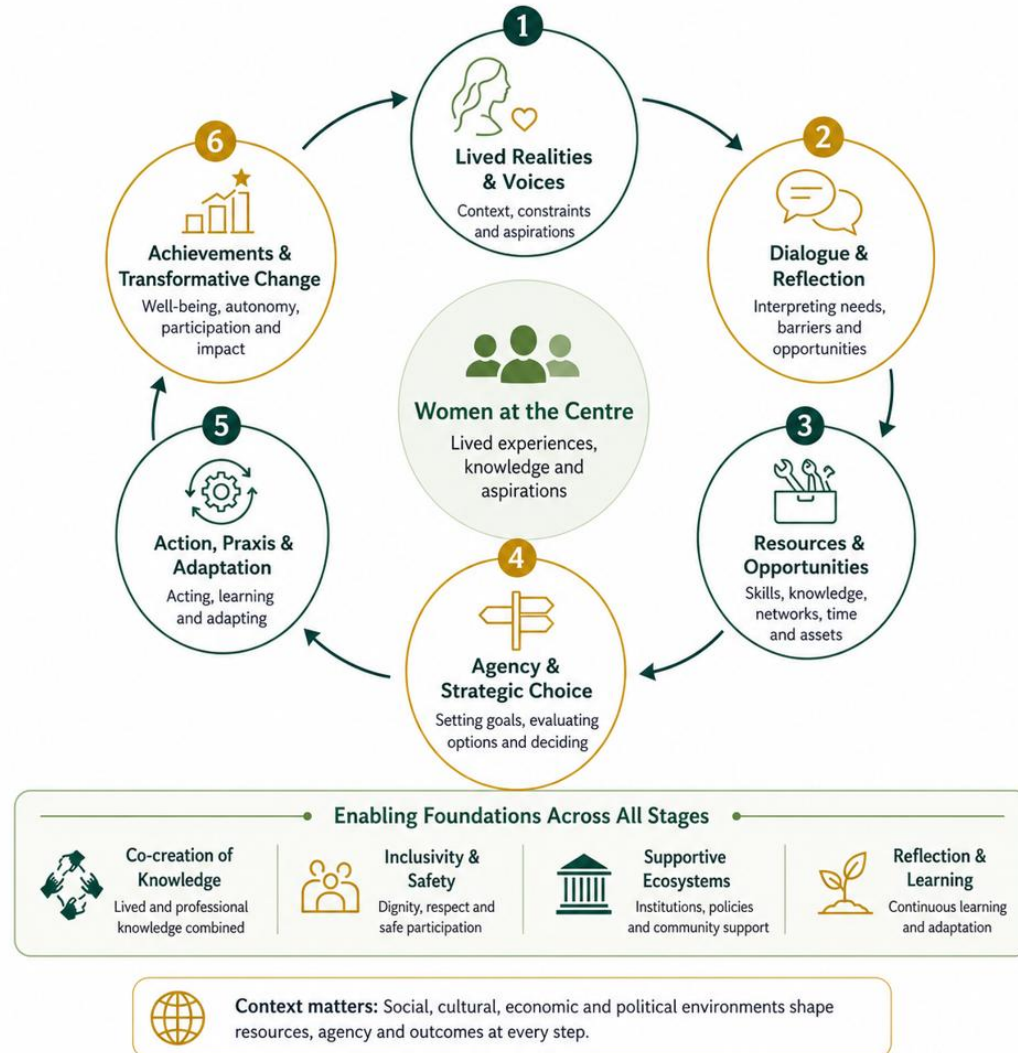
Women already have education, skills, knowledge and experience.

What is often missing is the pathway that turns these capabilities into opportunity, income, leadership and impact?



We call this the conversion gap.

OUR MODEL



CORE PRINCIPLES

Women at the Centre

Lived experiences, knowledge and aspirations anchor the model

6 Linked Stages

From lived realities and reflection to action, adaptation and transformative change

Enabling Foundations

Co-created knowledge, safety, supportive ecosystems and reflection across all stages

Context Matters

Social, cultural, economic and political conditions shape agency and outcomes at every step

HOW THE MODEL WORKS

From existing capabilities to action and impact

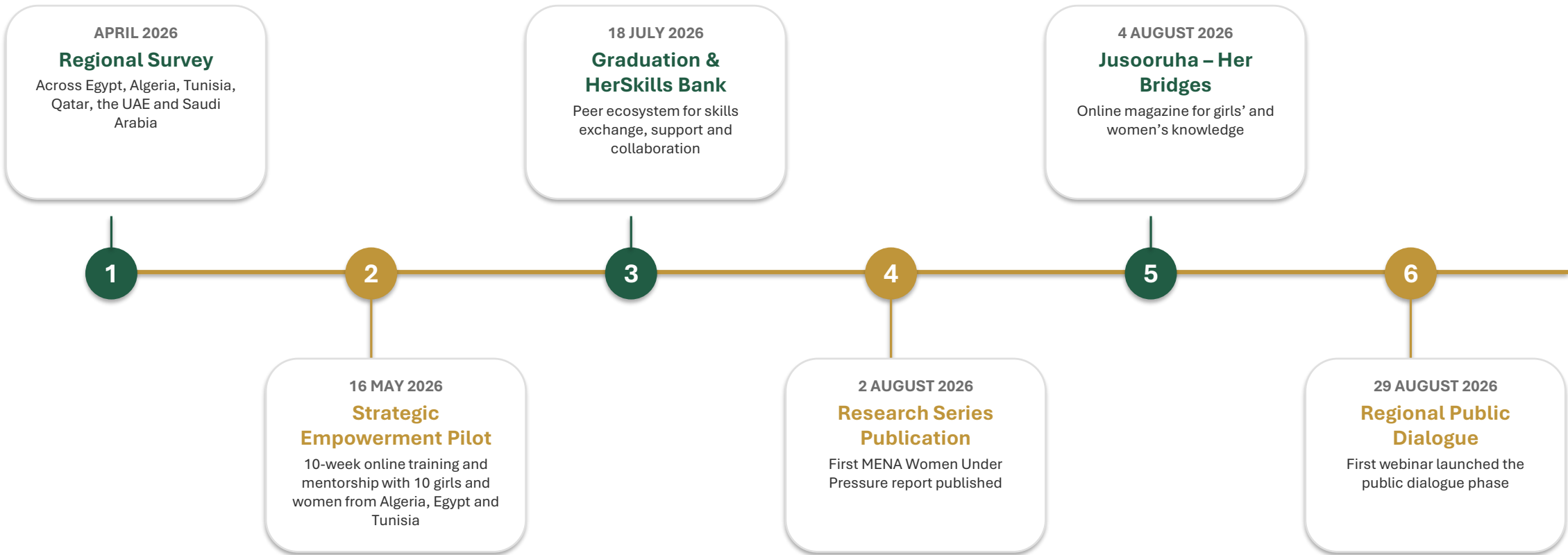


CAPABILITIES

ACTION & IMPACT

We start with what women already have — and build the pathway that helps turn it into meaningful outcomes.

WHAT WE HAVE BUILT / TESTED



Research → Training & Mentorship → Peer Exchange → Publishing → Knowledge Creation → Public Dialogue

EARLY EVIDENCE

What the first pilot showed

EARLY RESULTS

10

Women enrolled

8

Completed the 10-week programme

7

Developed a final project and Strategic Professional Development Plan

1

Transitioned into a formal leadership role within MIW

Early progress was documented in professional clarity, strategic positioning, project development, planning and readiness for action.

WHAT WE LEARNED

1

EXISTING POTENTIAL

Women entered with education, experience, talents and ideas — not from zero.

2

MORE THAN TRAINING

Mentoring, peer exchange, contextual analysis and implementation support were essential alongside learning.

3

THE CONVERSION GAP IS REAL

Capabilities did not automatically translate into clear direction, suitable opportunities or economic outcomes.

Early evidence supports the model's relevance and practical applicability — the next step is testing it at greater scale and over time.

WHAT COMES NEXT

From pilot to a continuously learning regional ecosystem



A CONTINUOUSLY LEARNING REGIONAL ECOSYSTEM

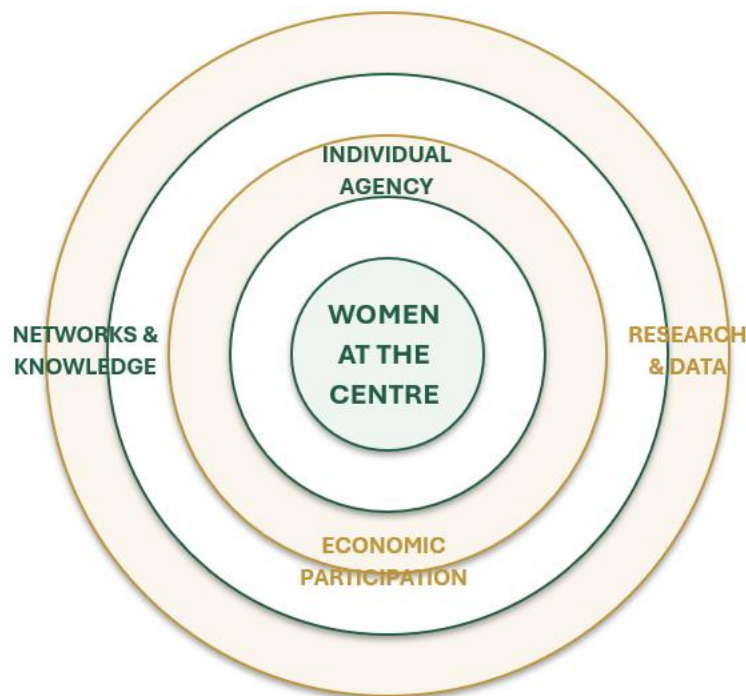
Evidence → Skills → Networks → Opportunities → Action → New Evidence

The goal is not to scale one programme, but to connect research, learning, networks and opportunities into an ecosystem that becomes stronger with every cycle.

WHY IT MATTERS / POTENTIAL IMPACT

Turning women's capabilities — and women's data — into regional value

Women should not only benefit from the systems shaping the future — their realities, knowledge and data should help shape those systems.



1 INDIVIDUAL AGENCY
Clearer direction, stronger positioning, practical plans and greater capacity to act.

2 ECONOMIC PARTICIPATION
Education, experience and talent connect more effectively to work, income and growth.

3 NETWORKS & KNOWLEDGE
Mentoring, publishing and collaboration create visibility, connections and shared knowledge.

4 RESEARCH & DATA
Continuous data collection makes MENA women more visible in the evidence.

5 DATA FOR AI & DECISION-MAKING
Better local data can inform AI, research, policy and programme design.