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## Education: An instrument to women empowerment in the state of Qatar

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### Abstract

Any nation's most valuable resource is its people, and developing them is the most crucial work to be accomplished. Quality education must be disseminated among the masses to achieve the expected result. American higher education institutions have recently started offering world-class modern education in Qatar. Women in Qatar currently participate at an exponentially higher rate in higher education, the workforce, social leadership, entrepreneurship, and politics. In the fields of education whether it is engineering, medicine, technology, research, information and communication technology, humanities and social science, politics, and activism Qatari women amazed world observers by becoming pioneers and achievers. At individual as well as collective levels Qatari women achieved prestigious status and have equal contributions to making their country's society and the economy as knowledge-based as their male counterparts have contributed. This paper represents the current status of Qatari women in terms of education, politics, culture, and their economic condition in particular and of Qatar state in general.

**Keywords:** Knowledge-based society, knowledge-based economy, human resource, education, labor market

### Introductions

Any nation's most valuable resource is its people, and developing them is the most crucial work to be accomplished. Quality education must be disseminated among the masses to achieve the expected result. American higher education institutions have recently started offering world-class modern education in Qatar. Women in Qatar currently participate at an exponentially higher rate in higher education, the workforce, social leadership, entrepreneurship, and politics. In the fields of education whether it is engineering, medicine, technology, research, information and communication technology, humanities and social science, politics, and activism Qatari women amazed world observers by becoming pioneers and achievers. At individual as well as collective levels Qatari women achieved prestigious status and have equal contributions to making their country's society and the economy as knowledge-based as their male counterparts have contributed.

### Historical Background of Women Education in Qatar

To comprehensively understand the significance of the fact, one needs to bear in mind the country's history of education. In Qatar, formal education started in 1956, and the Ministry of Education was responsible for responsible of all educational matters. The Supreme Council was founded in 2002 after the implementation of the Education for New Era (EFNE), and it was charged with establishing Qatar's educational policy and supervising the adoption of the new reform movement.

The three new institutes established by the supreme education council are; the education institute, evaluation institute, and high knowledge institute, as It is utilized in entrepreneurship, research, and product design, which is one of the biggest factors of the world economy's steady expansion. Education and religious teaching were interchangeable terms prior to the discovery of oil. The Kuttab system of education was extensively practiced, where students were taught to memorize and recite the Qur'an and hadith in informal classes held in mosques. These students also spent their time learning some math, algebra, language, and other literature in various Kuttabs, which were often in bigger towns.

The fifties marked the commencement of modern education in Qatar. In 1949, the first school was established.

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Only after Sheikh Muhammad bin Mani issued a fatwa indicating that the Qur'an did not restrict education for women was the first school for females founded in 1956.<sup>[1]</sup> The Sheikh Muhammad Bin Mani's Fatwa, which was issued, eradicated deeply embedded beliefs and customs regarding modern education, particularly for women. People then realized how important modern education was for women. It can be one of the reasons that people want to be educated, qualified wives who could raise their children with good morals and decent habits. However, education is a prerequisite for all of the aforementioned goals. Because of this, without educating them through higher education on how the outcome will be achieved? Because it was difficult for them to find suitable, educated women for marriage, the native people occasionally used to get married outside of their country. Therefore, this fatwa served as a key to unlock the lock and opened the door for Qatari women to receive modern education. Her Highness Sheikha Mozah Bint Nasser Al-Misnad, the former emir's wife, sponsored the expansion of tertiary education, and the founding of the Qatar Foundation marked a historical turning point in the development of modern education. After a few years, the first university to ever be founded in the nation, Qatar University, was established in 1973. Several famous American institutions were invited by the Qatar Foundation to establish branch campuses in Education City on the Qatar Foundation Campus. All Qataris, especially Qatari women, now have access to educational opportunities because of these developments. And because women were not previously permitted to travel without their families or husbands, it is now possible to receive a high-quality education without having to leave the nation.

### Evolution of knowledge economy and society

With a \$2 billion fund for education, science, and community development, Qatar Foundation was created in 1995 with the goal of becoming a premier center of research and development excellence and innovation. The main strategic objective of the Qatar Foundation is to assist Qatar in its transition from a natural resource-based economy to a knowledge-based economy and to position the country as a major player in technological and scientific advancement as well as in the transformation of knowledge into creative applications.<sup>[2]</sup> The Qatar Foundation has entered into partnerships and networks with international research institutions and centers in order to realize its mission and goals, establishing branch campuses of foreign institutions in Qatar so that young Qataris can acquire the skills needed for their local workforce.

Both developed and developing nations place great importance on the development of a knowledge economy. As a driver of growth, innovation has taken on increasing importance with rising investment in intangible assets like

research & development, and information & communication technology<sup>[3]</sup>.

According to, Julia Gremm (*et.al.*) in the book entitled, "Transition towards a knowledge society: Qatar as a case study, discuss about the knowledge society and described as-

"Knowledge production and information dissemination, as well as knowledge consumption, became essential factors in a knowledge-based economy and knowledge-based society. Knowledge production generates scientific ability technological patents, governmental information everyday knowledge, and probably most important graduates ready for knowledge-intensive jobs. Information dissemination happens digitally via information and communication technology (ICT) or physically be it face to face or through physical documents e.g. books. Knowledge consumption presupposes skilled people who are able to comprehend and understand all knowledge terms they retrieved and are further able to transform found knowledge into meaningful action."<sup>[4]</sup>

Hamad Bin Khalifah University (HBKU) is a research university that was established by the Qatar Foundation. The Qatar Faculty of Islamic Studies, which had been established in 2007 and offered programs in Islamic science, public policy in Islam, and fiqh, fell under the purview of HBKU. The Doha Institute for Graduate Studies, a graduate-level research institution, was subsequently founded in 2015 as a third government university by the Arab Centre for Research and Policy Studies (ACRPS). In comparison to HBKU, the Doha Institute concentrates on postgraduate study in the areas of social science, humanities, public administration, and development economics.<sup>[5]</sup> Lastly, a variety of academic and technical programs in the arts, sciences, and applied sciences are offered by Qatar Community College (QCC), which was founded in 2010. It collaborates with the community to fulfill the changing needs of Qatari nationals and to get them ready for the job market or to continue their academic pursuits.<sup>[6]</sup> The very first public university of the country *viz.* the Qatar University was established in 1973 after getting independence. One of the top universities in the West Asia and North Africa region, and the sole government-run institution, it started education formally in 1977 with four colleges 1) college of education, 2) humanities and social science, 3) science and 4) Sharia law and Islamic Studies. Furthermore the College of Engineering (in 1980), College of Business and Economics (in 1985), College of Pharmacy (in 2008) and College of Medicine (in 2014) were established. Today this University is offering specialization at even 70 undergraduate and 45 graduate programs in Arabic and English language.<sup>[7]</sup>

**Table 1:** International Universities at Education City Campus (Qatar)

Universities	Date of Est.	Course/Program
Virginia Commonwealth University	1998	Art and Design
Weill Cornell Medical College	2002	Pre-medical and Medical Programs
Texas A&M University	2003	Chemical, Electrical, Petroleum, Science and Mechanical Engineering
Carnegie Mellon University	2004	Computer Science, Business and Information System Programs
Georgetown University	2005	International Affairs Programs, School of Foreign Services
Northwestern University	2008	Journalism and Communication Programs
HEC Paris	2011	Business Programs
University College London	2011	Museum Studies, Conservation, and Archaeology Programs

**Table 2:** Three International University Branch Campuses not Located Education City

University Branch	Year of Est.	Course/Program
Stenden University	2000	Hospitality and Tourism Education, International Business and Management and International Hotel Management
College of North Atlantic	2002	Business, Engineering Technology, Health, IT, Language, Banking and Financial Studies
University of Calgary	2007	Nursing Education

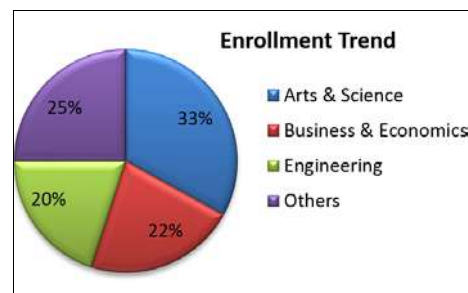
**Table 3:** Qatari Local Education Institution

University	Year of Est.	Course/ Program
Qatar University (QU)	1973	Education, Humanities & Social Sciences, Sciences, Sharia Law & Islamic Studies, Engineering, Business & Economics, Pharmacy and Medicine etc.
Qatar Community College	2010	Academic and Technical Programs, Arts, Science and Applied Science
Hamad Bin Khalifah University (HBKU)	2013	Science, Engineering, Technology, Humanities, Social Sciences, Public Health and Business
Doha Institute for Graduate Studies (DI)	2015	Social Sciences, Humanities, Public Administration and Development Economics

**Table 4:** Education structure in Qatar

Class	Grade
Pre-primary	0-1
Primary	1-6
Preparatory	7-9
Secondary	10-12
Higher	Graduation, Post-Graduation, Doctorate

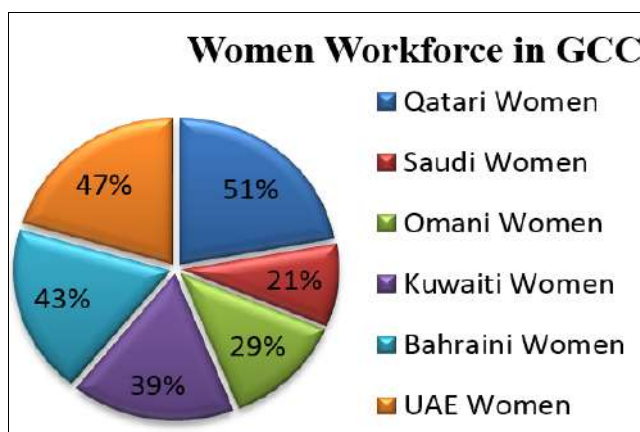
There are five levels of the education system of Qatar as levels illustrated in the table which are, 1) Pre-School, 2) Primary (grade 1-6), 3) Preparatory (grade 7-9), 4) Secondary (grade 10-12) and 5) Higher education (Graduation, Post-Graduation and Doctorate level). As far as K-12 education is concern it covers the first four levels and only primary schooling of 6 years followed by preparatory stage of 3 years are compulsory for every whether it would be male or female.



Source: <https://en.unesco.org/countries/>

**Fig 2:** Enrollment Trend of Qatari Students

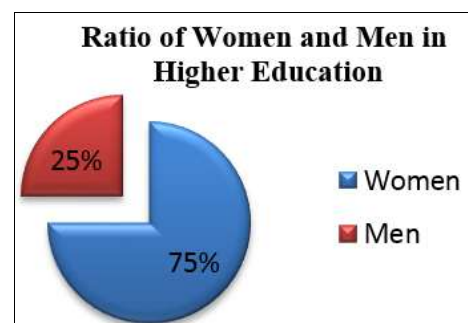
Enrolment trend of Qatari students which is shown in the diagram that 33% are registered in the Arts and Science stream, 22% Business and Economics, 20% Engineering and 25 other courses i.e. medical, mass media, social sciences, architecture etc. hence it is obvious that women in the state are taking each and every opportunity to fulfill the requirement of the “Qatarization” and to achieve the goals which has been settled down by the government, the Qatari women are showing their keen interest to become productive members likewise their male counterpart.



Source: Al Masah Capital Report

**Fig 1:** Qatari Women in Workforce and GCC Women

The percentage of the women has been reached its highest in terms of employment in the Qatar in comparison to the other GCC states which is 51 percent followed by Kuwait 42.3 percent, UAE 37.5 percent, Bahrain 43 percent, Oman 29 percent and Saudi Arabia 21 percent. Qatari women are emerging as professionals and they all are also emerging as the social and economic agents. Although, Qatari women have their highest percentage in the labour force, despite all the achievements a big gender gap remains in the leadership process.



Source: <https://en.unesco.org/countries/>

**Fig 3:** Role of Qatari Women and Qatari Men in Higher Education

The Qatari women comprise 75% of the total student’s population at higher education level and often possess multiple degrees and men are only 25% in higher studies in comparison to the women. However, few gains have been made for the women. [8] Despite of the achievements of the Qatari women in higher education there are few women who hold the prominent stake in the country. So, hence, keeping in mind the educational qualification and research work achievement of the Qatari women, the government of Qatar should make policy how to utilize the human resources in the form of educated and qualified Qatari women.



**Table 5:** Literacy Rate for female in Qatar and other GCC Countries 2010/2015

Country	Literacy Rate in %
Qatar	97.56
Kuwait	94.47
UAE	91.47
Bahrain	91.61
Saudi Arabia	91.37
Oman	86.04

Source: <http://uis.unesco.org/en/country>

Here illustration shows the educational interest of the Qatari women. A comparison is also shown of all GCC countries in terms of female literacy rate. Qatar the second smallest state of all GCC countries achieved highest literacy rate which is 97.56% followed by Kuwait 94%, Bahrain 91.61%, UAE 91.47%, Saudi Arabia 91.37% and in the last the lowest female literacy rate in all GCC countries is in Oman which is 86.04%. It is apparent that Qatari women are achieving education as the other developed countries' women like UK, USA, Japan, Germany are accomplishing. So, here it would not be exaggeration to say that Qatar is such an example for the Muslim world in general and Muslim women of the world in particular. And with the example for the Muslim world, it is also an answer for those who say that Muslim women are not literate and as well Muslim men don't want to give them education and Islam is hurdle and barrier to provide modern education to the women.

**Table 6:** A glimpse on the Female literacy rate among the GCC countries 2010/2015

Country	Age	Literacy Rate	Year
<b>Qatar</b>	<b>15-24 Years</b>	<b>99.65</b>	<b>2014</b>
	15 Years and Older	97.56	
	65 Years and Older	59.41	
<b>Saudi Arabia</b>	<b>15-24 Years</b>	<b>99.14</b>	<b>2013</b>
	15 Years and Older	91.37	
	65 Years and Older	36.6	
<b>Bahrain</b>	<b>15-24 Years</b>	<b>97.58</b>	<b>2010</b>
	15 Years and Older	91.61	
	65 Years and Older	31.91	
<b>Kuwait</b>	<b>15-24 Years</b>	<b>99.4</b>	<b>2015</b>
	15 Years and Older	94.47	
	65 Years and Older	50.64	
<b>Oman</b>	<b>15-24 Years</b>	<b>98.75</b>	<b>2015</b>
	15 Years and Older	86.04	
	<b>UAE</b>	<b>15-24 Years</b>	<b>97</b>
	15 Years and Older	91.47	

Source: <https://en.unesco.org/countries/>

In this table three factors has been taken to analyze the educational growth which are 15-24 years old, second one is 15 years and older and last one is 65 years old. The table shows the comparative education growth within the country among the youth women and older women and also it depicts the comparison of all the GCC countries with variation of the years.

In 2005 to 2015 Qatar had been made a wonderful growth in educational field, as according to the Al-Masah Capital report (2013) Qatar has its 4<sup>th</sup> rank in quality educational system, and in quality of primary education its rank 10<sup>th</sup> and also in higher education and training its rank is 33<sup>th</sup> furthermore, its rank is 5<sup>th</sup> in quality of scientific research institutes.<sup>[9]</sup> In all GCC countries, Qatar is on top rank in term of education which depicts the concern of the populace the government as well as regarding the education. The educational attainment is trendy in opposite direction for men and women, as older Qatari men are better educated

than older women but now Qatari women becoming better educated over time, while men's level of education declines.<sup>[10]</sup>

### Analyzing the Education System in Qatar

Education is currently considered a national priority in Qatar, and the country's National Vision 2030 is built on the primary objectives of creating a knowledge-based society and economy. Education is the key to creating a sustainable society and maximizing human potential. Up until now, a significant amount of time, energy, and money has been invested in education to create a cutting-edge, world-class educational system that offers students a top-notch education on par with that provided anywhere in the globe. Although the execution of the school reform profoundly changed many parts of the educational landscape but the change occurred quite slowly. There were many concerns about the challenges and consequences of the new changes, which would affect many people involved in education, including students, parents, teachers, administrators, and the community at large, either directly or indirectly.

Sheikh Hamad bin Khalifa Al-Thani founded the Qatar Foundation under the leadership of Sheikha Mozah bint Nasser Al-Misnad with the goal of quickly enhancing Qatar's human capital in order to combat high unemployment and bridging the gap between education and essential skills in the labor market. Qatar concentrates on constructing a knowledge-based society swiftly in order to increase the number of employment it creates each year. Qatar established a number of branches of American institutions in an effort to improve the educational system, create more jobs, and reduce the disparity between the availability of education and the necessary skills in the labor market. The key to Qatar's future is creating universities that can create both skilled workforce for the labor market and researchers in various scientific fields who can compete on a global scale.

The best of the American higher education system is being used in this process, and Qatar is leading the way by doing it while also funding it with its oil and gas wealth. The country's approach has been to adapt the best elements of the American higher education system to local requirements and the overall national vision while simultaneously preserving the nation's Muslim and Arab history. The ultimate objective is to "Qatarize" or nationalize the workforce so that nationals, both men and women, will acquire the skills essential to determine Qatar's future and reduce reliance on foreign workers. Additionally, Qatar has restructured its whole educational system, from primary school to higher education, with the assistance of RAND Corporation, in an effort to turn the nation into a knowledge-based economy within a generation. Spending regularly more than 4% of its GDP on education, Qatar has made significant investments in raising the quality of education and developing educational institutions as part of its efforts to diversify its economy.<sup>[11]</sup>

### Women Leadership

A large percentage of Qatari women became prominent personalities in recent years in the media, academia, civil society, entrepreneurship and business, and politics. Because of their success, they have had a significant influence on the Arab region as a whole in addition to being able to impart the industries in which they work. An increase in female educational attainment will lead to women's empowerment and greater gender equality in a number of ways, as education is the primary enabler for all women and a crucial prerequisite for women's leadership.

Women are more likely to work in the workforce when they have more education, particularly after finishing basic primary stages. Their greater earning potential boosts household and national income and benefits children's nutrition and health. An increase in women's education is statistically associated with decreased fertility and a decrease in child mortality, slower population growth, and better family health. Women's education can also have a favorable impact on reproductive choices. Declining fertility can also result in more women participating in the workforce, civil society, and politics, which will enable more women to advance to leadership positions in their fields. Women's education places a strong emphasis on teamwork, competitiveness, and other crucial leadership traits. Women who have more education generally participate in politics more and are more aware of their legal rights and how to exercise them. These elements could all have a huge impact on how the Arab world develops in the future. Women's access to education has advanced significantly in the Arab world. These developments may influence how women may lead in the Arab world in the future, or education may make leadership positions more accessible.<sup>[12]</sup> Women in the region have made significant strides in the area of education, which is a crucial step towards greater equality. "One of the main reasons why the situation of women in the Arab world is improving is due to the increase in the number of women receiving higher education". Dr. Fatima Al-Shamsi.<sup>[13]</sup> "An ideal Arab women leader is knowledgeable, confident, secure, and able to empower others and surrounds herself with a dynamic team more talented than herself."<sup>[14]</sup> Rania Atalla, Executive Director, Women for women, USA. "In the past women striving for leadership were looked upon as a novelty, nowadays, because of success of Arab women leads aspiring women now have the opportunity to success."<sup>[15]</sup> "Habiba-Al-Marashi is Chairperson Emirates Environmental Group, UAE. "Leadership is still as male definition in our part of the world but the increasing number of successful women throughout over region shall convert that into a human definition encompassing both men and women on equal footing."<sup>[16]</sup> Qatari women (who possess Qatari citizenship) will likely play a vital role in the state's economic development in the future.

### **Qatari Women in Leadership**

Shiekha Mozah bint Nasser al- Misnad Education is the cornerstone to any form of progress, according to Sheikha Mozah bint Nasser Al-Misnad. For this reason, His Highness Hamad bin Khalifa al-Thani believes in educating his people and has made significant financial investments in the education sector. Sheikha Hind bint Hamad bin Khalifa Al-Thani

Her Excellency Sheikha Hind bint Hamad Al-Thani has been named the head of the Qatar Foundation for Education, Science, and Community Development by the board of directors of the organization. As vice-chairperson of the Supreme Education Council, Her Excellency Sheikha Hind bint Hamad Al-Thani will continue in that position.

The "Al-Faleh Group," founded by Dr. Sheikha Ayesha Bint Faleh Al- Thani, is renowned in Qatar for offering the best lecturers and educational products. Al Faleh Group includes the Doha Academy among its three educational institutions. She also holds the position of Supreme Educational Council board director.

At Georgetown University, she was giving a speech on the subject of "Qatarization and Gender Quota Policy" regarding women's issues. She claimed that the region as a

whole, not only Qatar, requires educational institutions like Georgetown University.<sup>[17]</sup> For many Qatari women, Bithaina Al-Ansari serves as an inspiration. She founded Qatariat and H&D Holding and serves as its chairman. She is a successful businesswoman and entrepreneur from Qatar. She serves as a role model for many Qatari women. Many Qatari women look to her for guidance at academic institutions and centers. She has inspired many Qatari women via her life's experiences and has been an example for modern times. She placed a lot of emphasis on how modern education can empower women. She also gave many Qatari women more business potential, which empowered them. Like Buthaina Al-Ansari and other Qatari women, who have exhibited exponential progress in all spheres of life<sup>[18]</sup> the book is written by Buthaina Hussain Al-Ansari "Qatari Women, before/after Gas and Oil.

Sheikha Mayassa bint Hamad al-Thani is the sister of the current Emir of Qatar, Tamim bin Hamad Al-Thani, and the daughter of the previous Emir, Hamad bin Khalifa Al-Thani, and the previous first lady, Mozah bint Nasser Al-Misnad. Al-Mayassa serves Qatar's museums as their chairperson. In her presentation she said on cultural identity "Globalizing the local, Localizing the global" at TED Talk, "we are fortunate to have visionary leaders to understand that this can't happen from outside, it has to come from within. Most people in the Gulf for leading these cultural initiatives happen to be women. Women in this part of the world realize that culture is an important component to connect people both locally and regionally. It is a natural component for bringing people together discussing ideas in the same way we are here to TED. Women in our society are becoming leaders because they realizing for their future's generation it is very important to maintain the cultural identity."<sup>[19]</sup> "Doha film institute is an organization teaches about films and film making, in the last time we did not have any Qatari women film maker, today I am proud to say we have trained and educated over 66 Qatari women film makers to add tell their own stories and their own voices"<sup>[20]</sup> she further said in her presentation.

Amal Al-Maliki is Qatari Author and Activist and holds key position in Qatar. She is the Dean of the college of Humanities and Social Sciences at Hamid bin Khalifa University, Qatar Foundation. She has been fighting for the women rights for a very long time. In her interview with Al-Jazeera she told about the complications and challenges women are facing in Gulf region in general and Qatar in particular.

Qatar's most successful business women, Shiekha Hanadi Bint Nasser Bin Khaled Al-Thani is the founder and Chairperson of Amwal, founder and CEO of Al Waab City Real Estate development project, Vice Chairperson of Nasser Bin Khaled Al-Thani & Sons Group, and founding Chairperson Q-Auto, the founding Chairperson of INJAZ Qatar. She is a member of the ME Board of Planet Finance. Sheikha Hanadi holds an Executive-MBA from London Business School, a master degree in Economics from the University of London and a Bachelor degree in Economics from Qatar University.

Secretary General for the entire sector since ICT, Dr. Hessa al Jaber is the head of the state telecom regulating body in Qatar. A major initiative in governance, education, and business has been led by her since its establishment in 2004. Al-Jaber played a key role in opening up the Qatari telecom industry and in advancing the use of information technology to modernize the country's government. She became Qatar's first-ever minister of information and communications technology after H.H. Sheikh Tamim bin Hamad Al-Thani formed the country's new Cabinet in 2013. She is the third

woman from Qatar to hold a state ministry position. On the WHO/ITU commission on information and accountability for women's and children's health, Al-Jaber also serves as a commissioner. In addition she was instrumental to the establishment of the Qatar Satellite Company, which launched Qatar's first satellite successfully, Es'hail Sat 1, on 29 August 2013.<sup>[21]</sup>

Professor Ilham Al-Qaradawi has spent the past ten years teaching nuclear physics at Qatar University and serving as an adjunct professor of physics at Texas A&M University in Qatar. The first variable energy slow positron beam in West Asia was successfully produced by Al-Qaradawi, who also established a positrons lab. The research focuses mostly on positron physics and works with a variety of materials. Al-Qaradawi is involved with Europe's CERN in the Anti-hydrogen experiment AEGIS.<sup>[22]</sup>

### **Education as an Enabler Woman to Workforce**

Even if they are developing more slowly than in most of the rest of the globe, opportunities for women in the Gulf are growing. Numerous initiatives, ranging from social media campaigns to government regulations, have attempted to advance women's roles in especially in public life in an area known for its patriarchal framework. In the Gulf region, the "Creative for a Cause Campaign" has begun to support inspiring women to accomplish their goals. "I believe that there are no limits to what a woman can imagine and achieve" campaign ambassador Fadia Al-Taweel told the Gulf News. "The campaign is a great platform for women in the region to embark on their much awaited journey" Taweel said.

### **Qatar National Vision 2030**

"Comprehensive development is our main goal in striving for the progress and prosperity of our people" said, Hamad bin Khalifah Al-Thani the then Emir of the state of Qatar. Qatar's national vision rests on four pillars, Human development, social development, economic development and cultural development. Education is one of the fundamental pillars of human development, the state shall ensure foster and endeavor to spread it. The goal of human development is to help people live prosperous lives within prosperous societies. Creation of a just and compassionate society with high moral standards that is capable of contributing significantly to international development partnerships. Economic development refers to the creation of a competitive, diversified economy that is capable of meeting the needs of all of its citizens and ensures a good quality of living for them in the present and the future. No development and no progress can be made without modern, top-notch educational and training services that are matched to the needs of the labor market and to the skills of each individual, according to Qatar's National Vision 2030. It was crucial to create the education and training sector plan in order to achieve the objectives of national vision. That outlines how to create a sophisticated educational system that offers citizens unique educational and training opportunities in a variety of fields so they can reach their full potential. Additionally, it enables students to compete internationally and prepares them for success in a world that is evolving and witnessing a significant increase in complicated technical requirements.

### **Impact of Education on Women's Participation in Politics**

Despite all the difficulties and barriers that the surrounding nations were dealing with, Qatar became the first Arab nation in the Persian Gulf to provide women the right to vote at a time when none of the GCC's member states did that. In Qatar, women have the right to vote and to run for

office. When voting for a central municipal council in May 1999, Qatar gives women the same voting rights as males were given. On March 8, 1999, International Women's Day, these elections—the first ever to be held in Qatar—were planned. In 2015, Saudi Arabia, which is Qatar's neighbor and shares the majority of Qatar's sociocultural and religious traits, on the other hand, finally allowed women to participate in politics after more than a decade. In 2003, Qatar appointed its first female cabinet minister, and the following year witnessed the first-ever female candidate for the central municipal council election. Qatar is building a women's leadership center and a program to alter how the public views the role of women in Qatari society in order to boost the number of women in positions of decision-making.<sup>[23]</sup> Buthaina al-Ansari delivered a lecture at Georgetown University on the role of women in leadership in Qatar by pointing out that whereas men are frequently acknowledged for their endeavors and accomplishments, women are rarely honored to the same extent. "There are male and female achievers, but there are only heroes," and I do believe there should be sheroes," she said.<sup>[24]</sup>

A strong educational foundation was mentioned as a component of success as she was sharing her recipe for success. In her speech at Georgetown University, she emphasizes the value of education for women. It appears from the talk that she is suggesting that education and a competent educational system are the only means and a requirement for any nation's overall growth, and for that of the nation's women in particular. She noted that "in Qatar, we have a strong educational system of education" especially for women which should be capitalized upon.<sup>[25]</sup> According to her, it was crucial to "market yourself, position yourself, and brand yourself" and concentrate on a certain segment of the market. She added that I had decided to engage in Qatar's women's segment. She said "I want to empower them, I want to guide them and I want to enable them." Al-Ansari said that in order to balance the labor market, women have to work harder and play more active roles because men make up 68 percent of the workforce in Qatar while women make up only 32 percent. Gender imbalance aside, Buthaina Al Ansari concluded her lecture by saying that "in the state of Qatar, we are at the development phase. Whether you are a mother, a wife, a student, an employee or a business owner, we have to contribute together to invent the economic scene in Qatar by investment in economic capital, education, environment and health," she said.<sup>[26]</sup>

### **Conclusion**

The second-smallest country in the Gulf, Qatar strives to preserve its Islamic heritage and traditional culture while also taking steps to realize the transition to a modern, knowledge-based society and knowledge-based economy. It also has the highest per capita income in the world and vast reserves of oil and gas. Qatar is a young nation, it has astonished scholars and observers during the past ten years and emerged as such a significant and powerful player in creating and expanding the educational opportunities for its citizens, including both men and women. The evolution of education has been steadily changing. The state of Qatar is home to a number of prestigious universities and a renowned museum. As a young, small country surrounded by Saudi Arabia to the south and Iran to the north, Qatar has a relatively small population. However, rather audaciously, the state, which has the highest per-capita GDP in the world, has quickly emerged as one of the most significant and powerful players in the area. Qatar has evolved into a global hub and the center of the higher education industry. Compared to other Arab countries, Doha Education City of Qatar has a big international population. As a result,



students in Qatar are becoming more aware of the diversity of cultures, faiths, and ideologies, as well as the plurality of ethos and knowledge.

The entire paper might be used to draw the conclusion that Qatari women are demonstrating exponential progress in all sectors. Whether it be in the workforce, leadership positions, business and entrepreneurship, secondary education, higher education, or notably in higher education, they have demonstrated amazing and incredible growth that is greatly admired not just in the Arab world but also around the world. The school system in Qatar is one of the greatest in the world, ranking 4<sup>th</sup>, according to the Al-Masah Capital assessment, which was stated before. The quality of education being offered to the general public, specifically Qatari nationals is the best in the entire Arab world. According to official policy, men and women in Qatar have equal access to educational opportunities. According to the study, Qatari women are more educated and competent than their male counterparts, which is not an exaggeration to mention. In comparison to the other GCC nations, Qatar has the largest percentage of women participating in the labor force and the highest rate of female literacy among its population. Women as well as men participated in the developing process. According to this report, it is clear that there are more women than men enrolled in higher education, showing that Qatari women aspire to be well-educated, qualified, and ultimately active and contributing members of society.

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