



U.S. DEPARTMENT OF STATE
VIRTUAL FELLOWS PROGRAM



PROJECT DESCRIPTION –DRL/NEA
BOOSTING WOMEN’S WORKFORCE PARTICIPATION IN
MENA BRANCHES OF MULTINATIONAL COMPANIES,
PARTICULARLY U.S. COMPANIES

This project seeks a Virtual Fellow to serve with DRL/NEA, Office of Near Eastern Affairs.

Fellow Location: The Fellow will serve virtually. Relocation is not required.

Project Name: Boosting women’s workforce participation in MENA branches of multinational companies, particularly U.S. companies

Position Title of Fellow: Researcher

Project Description: Identify opportunities to boost women’s workforce participation in the MENA region within private multinational companies. Identify policy changes that companies could make that would improve gender equality and advance the status of women workers, regardless of host government involvement.

Potential Fellow Taskings:

Conduct desk research on the following topics:

- Identify the main barriers to women’s workforce participation in the region. Identify the main legal and policy tools that can be used to increase women’s participation in private companies.
- Identify policy changes companies can make, both unilaterally and/or in collaboration with host governments, which could enable more women to work.
- List the relevant international human rights and labor conventions regional governments are party to.
- Identify senior women executives working in key multinational companies with MENA regional operations.

- Identify existing practices within multinational companies in the region that have successfully supported increased women's workforce participation.

Program Requirements: The precepts of the Virtual Fellows Program call for Fellows to have a high degree of administrative, professional, or technical knowledge/experience and a minimum of five years of professional experience that is directly applicable to the assigned task.

Project-specific Knowledge, Skills, or Abilities:

- Ability to conduct desk research on private companies operating overseas, domestic policies of host governments, international treaty obligations, et al.
- Ability to analyze and summarize findings both orally and in writing.
- Familiarity with the MENA region (language, culture, politics, economics).
- Responsive, conscientious and detail oriented.

Other: The Fellow must be a U.S. citizen.

Suitability Determination/Security Clearance:

- None required. The Virtual Fellow will not require access to OpenNet. The duties associated with this project will be performed using only widely available open source materials, information, and technologies.

Remuneration:

The Virtual Fellow will serve pursuant to a Gratuitous Services Agreement. The Department assumes no responsibility for providing any salary or benefits to the Fellow in connection with participation in the Virtual Fellows Program.