

**Edited Volume:** Corruption and Informal Practices in the Middle East and North Africa

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**Chapter 12:** Between Leadership and Kinship: Women Empowerment in the GCC Countries

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### Codebook Manual

Variable	Description
Employment scale variable	Number of job positions the person has acquired throughout their lifetime up to date.
Year Started	Looks at the starting year of their career, which was from roughly 1970 to the current date.
Type of Office	<p>Types of sectors/fields the person has worked in throughout their life, including but not limited to; <i>political, economic, social, education, judiciary, cultural, health and others.</i></p> <p><u>Political:</u> Relating to the government affairs at local, national, or international level.</p> <ul style="list-style-type: none"><li>- Words related: politics, public, political, government, governmental, govern, municipality, council, union, organization, rights, civil service, civil society, civic</li><li>- For example, Dr. Amal Al Qubaisi from the UAE has a political position as the current President and Speaker of the Federal National Council.</li></ul> <p><u>Economic:</u> Relating to the economy or profitability.</p> <ul style="list-style-type: none"><li>- Words related: business, management, organization, company, managerial, economical, manager, CEO, competition, director, assistant</li><li>- For example, Haifa Al Khaifi from Oman has an economic position as she works in Petroleum Development Oman, which would have the aim to profit-maximize.</li></ul> <p><u>Social:</u> Relating to social development of society</p> <ul style="list-style-type: none"><li>- For example, Najat Abdul Aziz Al-Hashash from Kuwait has a social position because she is an environmental representative and also a writer in the newspaper.</li></ul> <p><u>Education:</u> Relating to the provision of education through academia or training</p> <ul style="list-style-type: none"><li>- Words related: education, university, school, educational, class, teaching, graduate, development, adult education, teacher, student, academia</li></ul>

	<ul style="list-style-type: none"> <li>- For example, Dr. Amal Al Malki from Qatar has an educational position as she is the Founding Dean of a college in Hamad bin Khalifa University.</li> </ul> <p><u>Judiciary:</u> Relating to the administration of justice; appropriate to a law court or judge</p> <ul style="list-style-type: none"> <li>- Words related: judiciary, judicial, judge, law, legal, lawyer</li> <li>- For example, Sheikha Maha Al Thani from Qatar has a juridical position as she is a judge in the Supreme Judicial Council of Qatar.</li> </ul> <p><u>Cultural:</u> Relating to the arts, creative ideas, customs, traditions and social behavior of society.</p> <ul style="list-style-type: none"> <li>- Words related: culture, art, artist, exhibition, museum, cultural, heritage, traditional, musician, dancer, music, instrument, national, identity</li> <li>- For example, Haifaa al-Mansour from Saudi Arabia is understood to have a cultural position as a filmmaker and director, especially one that tells narratives of the Saudi community.</li> </ul> <p><u>Health:</u> Relating to the science or practice of medicine or a person's state of physically and mentally</p> <ul style="list-style-type: none"> <li>- World related: medicine, engineering, research, nurse, director, doctor, physician, practitioner</li> <li>- For example, Dr. Mai Al Jaber from the UAE is placed in the field of health as she was a general practitioner in Zayed Military Hospital and built her way up to her current position as Deputy Medical Director, Healthpoint-Mubadala Hospital</li> </ul> <p><u>Other:</u> (<i>Not mentioned in the above</i>)</p> <ul style="list-style-type: none"> <li>- Words related: pilot, police, public, society, scientific, sports</li> <li>- For example, Ruth Jebet from Bahrain has been placed in the others category which includes the few people in this dataset that play sports.</li> </ul> <p>This variable also reflects their <i>Primary, Secondary, Tertiary, Quaternary</i> type of office which is organized by the number of years dedicated to that field.</p> <p>For example, a person who has spent most of her as a business woman but was also involved in the culture sector will have <i>Economic</i> as her <i>Primary</i> type of office, and <i>Cultural</i> as her <i>Secondary</i> type of office.</p>
Primary Office	This reflects the sector that the person has dedicated most of their career to, which was based on number of years spent and observed from <i>Year Started</i> .

Rank of Leadership Position Variable	Demonstrates in two levels (1 Top and 2 Midrange) the level of the leadership position. A TOP level leadership position (1) entails senior leadership positions for every category of employment (political, economic, social, education, judiciary, cultural, health, and other). This variable reflects whether women can really make it to the top in each social dimension, or to what extent there are limitations “glass ceilings” to top leadership positions.
Public Sector/ Private Sector	Demonstrates whether the person has worked in the public sector, anything government-related, (predominantly e.g. <i>Political Office</i> ) or private sector (e.g. <i>Economic, Social, Education, Judiciary, Cultural, Health Offices</i> ).
Royal/ Non-royal Families	Demonstrates whether the person was part of the ruling family or not, either by birth or through marriage.  Royal families are by country/city are: <ul style="list-style-type: none"> <li>- Bahrain: <i>Al Khalifa</i></li> <li>- Kuwait: <i>Al Sabah</i></li> <li>- Oman: <i>Al Said</i></li> <li>- Saudi Arabia: <i>Al Saud</i></li> <li>- United Arab Emirates: <i>Al Nahyan, Al Maktoum, Al Qassimi, Al Mualla, Al Nuaimi, Al Sharqi</i></li> <li>- Qatar: <i>Al Thani</i></li> </ul> Those that were not part of the royal family by birth or marriage were part of the Non-Royal category.
Influential/Noninfluential Families	Demonstrates whether the person had ‘economic’ influence due to family wealth and/or tribal recognition in society. This usually meant that the family has close ties to the ruling family of their area and gained their support.  For example, the <i>Al Dhaheri</i> family of the UAE would be categorized into the <i>Influential family</i> category due to their close ties with the <i>Al Nahyan</i> royal family of Abu Dhabi and their considerably significant economic influence.
Rural Area/ Urban Area	Demonstrates whether the person was born or raised in a major urban city or in the outskirts/suburbs of a city.  For example, while Abu Dhabi, capital of the UAE, would be categorized into the <i>Urban Area</i> , those from the city of Al Ain, but part of the Emirate of Abu Dhabi would be categorized into the <i>Rural Area</i> .
Education Level	Demonstrates the highest level of education achieved by the person, which ranges from; <i>no education, primary, secondary, bachelors, masters, doctors</i> .

Variable	Levels	Value
Employment scale variable	Position 1	1
	Position 2	2
	Position 3	3
	Position 4	4
	Position 5	5
	Position 6	6
	Position 7	7
	Position 8	8
	Position 9	9
	Position 10	10
Primary Type of Office	Political	1
	Economic	2
	Social	3
	Education	4
	Judiciary	5
	Cultural	6
	Health	7
	Other	8
Hierarchy of Leadership Position	<p>Top Leadership Position</p> <p><b>Political:</b> e.g. Minister, Member of Shura Council, Ambassador</p> <p><b>Economic:</b> e.g. Senior Company Leaders, chief officers, CEO, CFO, COO, General Managers, Presidents, Directors, regional directors, presidents</p>	1

	<p><b>Social:</b> e.g. Museum Directors, Presidents of Women Organizations, Athletes</p> <p><b>Education:</b> e.g. Presidents/provosts of Universities, Headmistresses</p> <p><b>Judiciary:</b> Judges, Public Prosecutors</p> <p><b>Cultural:</b> Artists, Film Directors etc.</p> <p><b>Health:</b> Physician, Director of Hospital, Chief Surgeon</p> <p><b>Other:</b> Senior positions in whatever other field</p>	
	<p>Mid-level Leadership Positions</p> <p><b>Political:</b> e.g. Deputy/Under-Secretaries of Ministries, Senior Consultant, Advisor, Senior Advisor to Ministers etc.</p> <p><b>Economic:</b> e.g. Department heads, Vice-Presidents, Deputy-Directors, Directors, Top HR positions, Top positions in finance, banking etc., Operations manager, Top project management positions, PR positions etc.</p> <p><b>Social:</b> Museum curators, deputy or vice-chairwoman of social organizations, member of social organizations</p> <p><b>Education:</b> professors, deans of universities</p> <p><b>Judiciary:</b> lawyers, legal advisors</p>	2

	<p><b>Cultural:</b> deputy or vice-chairwoman of cultural organizations, projects, members of cultural boards etc.</p> <p><b>Other:</b> mid-level leadership position in whatever other field</p>	
Public Sector/ Private Sector	Public Sector	0
	Private Sector	1
Royal/ Non-royal families	Non-royal	0
	Royal	1
Influential/ Non-influential families	Non-influential Family	0
	Influential Family	1
Rural Area/ Urban Area	Rural Area	0
	Urban Area	1
Education Level	No education	0
	Primary	1
	Secondary	2
	Bachelors	3
	Masters	4
	Doctors	5