

A decorative graphic on the right side of the page consists of three blue circles of varying sizes and two thin blue lines. One line starts from the top left and goes towards the top circle. Another line starts from the top left and goes towards the middle circle. A third line starts from the top right and goes towards the bottom circle.

# **Appointments & Termination Analysis**

UAE Federal Government : Year 2010

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## **Executive Summary**

In year 2010, total new appointments were 1487 vis-à-vis terminations were 2093 for all the Federal Entities of UAE Government. Top **FIVE** ministries contribute to more than 85% of the total appointments and terminations.

<b><i>Top 5 Ministry contribution in total</i></b>	<b><i>Appointments (90%)</i></b>	<b><i>Terminations (86%)</i></b>
Ministry of Education (MoEd )	585 ~ 39%	878 ~ 42%
Ministry of Health (MoH)	535 ~ 36%	495 ~ 24%
Ministry of Justice (MoJ)	99 ~ 7%	137 ~ 7%
Ministry of Labor (MoL)	67 ~ 5%	108 ~ 5%
Ministry of Environment and Water (MoEW)	50 ~ 3%	173 ~ 8%

The overall analysis is subjected few assumptions and constraints which are as follows -

- The analysis was done based on the data provided for the UAE Federal Govt. entities from the FAHR legacy system
- Occasionally, data consistency was observed within input reports but in order to mitigate the risk, the analysis was done on ratio/proportions and is presented in percentages rather than absolute numbers
- Segmentation of existing employee base wasn't available to further analyze the trends

Comprehensive data analytics carried out based on key parameters viz. **Nationality, Gender, Qualification, Age and Length of Service** (only in case of terminations). The major observations coming out of analysis are as follows –

### *1. Hiring was more focused and successful for following segments in year 2010*

- MoEd – National – Female – Univ degree ↑ – Age 18-30 : **20%**
- MoH – Expat – Male – Univ degree ↑ – Age 31-40 : **16%**
- MoH – National – Female – Dip / High Diploma – Age 18-30 : **11%**

### *2. Termination trend was observed prominently for following segments in year 2010*

- MoEd – National – Female – Univ degree ↑ – Age 18-40 – LOS 0-10 : **15%**
- MoEd – Expat – Male – Univ degree ↑ – Age 31-60 – LOS 21-30 : **13%**
- MoH – Expat – Female – Univ degree ↑ – Age 18-40 – LOS 0-10 : **10%**

The **initial recommendations** based on this study are –

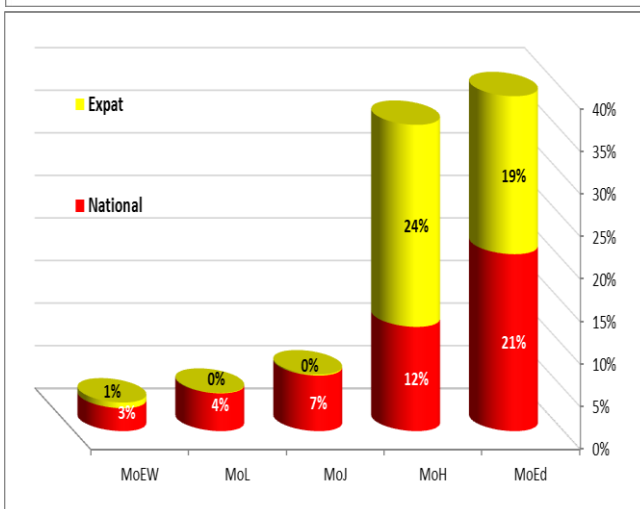
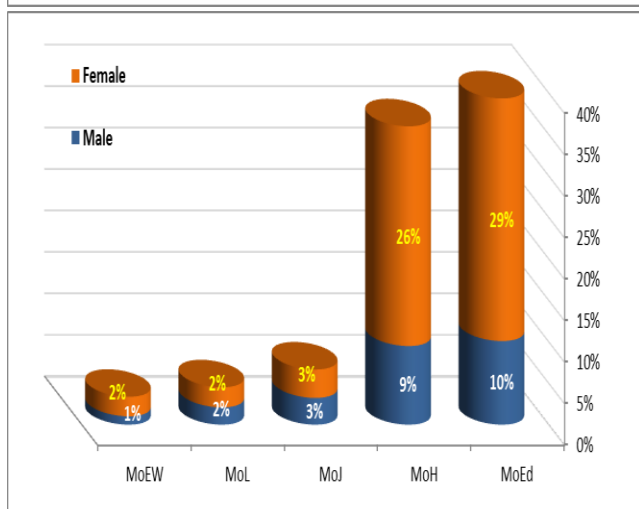
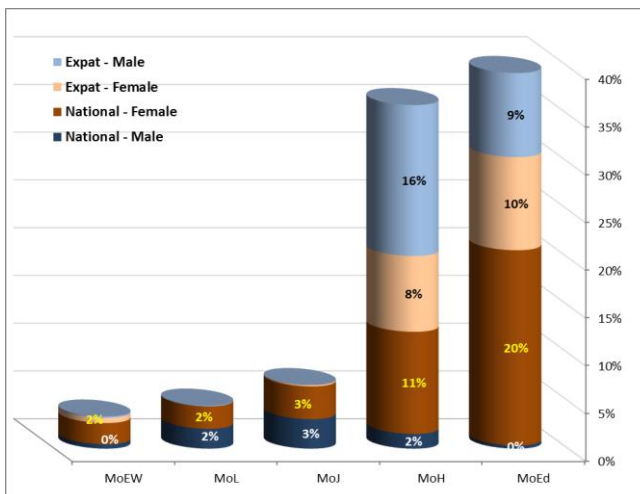
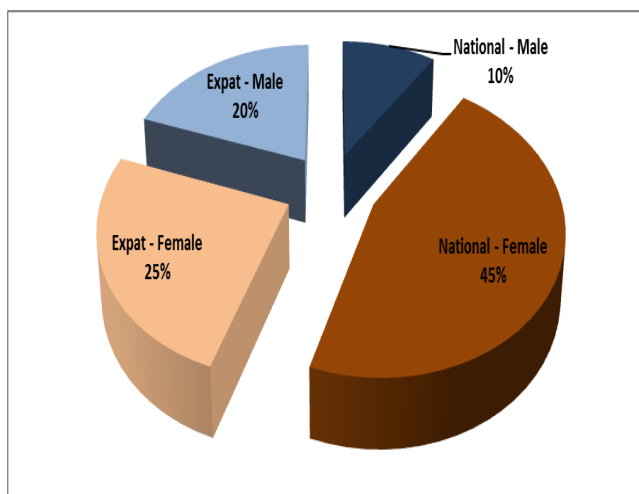
- Segmentation of existing employee base need to analyzed to better understand the trends
- Each ministry need to further probe the trends based on jobs/roles before concluding picture
- FAHR strategic projects need to be realigned based on statistical facts e.g. Emiratisation targets, Retention policy, New allowances or salary revision, T&D, SWFP projects etc...



## In Year 2010, Total New Appointments : 1487

### i) Nationality & Gender -

- National vis-à-vis Expat % - 55 : 45
- Male vis-à-vis Female % - 30 : 70
- National Male – 10% only

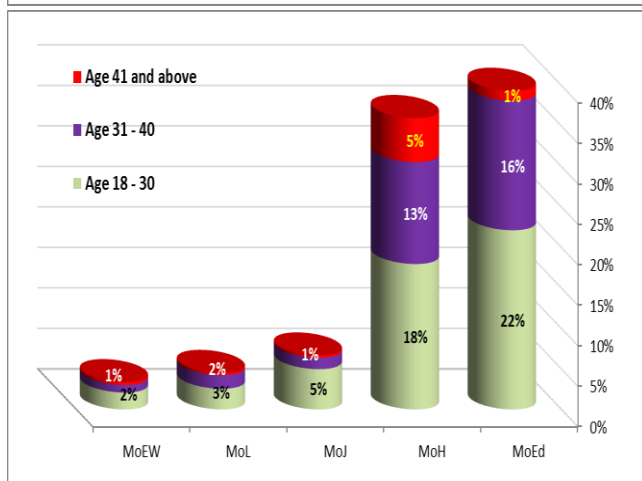
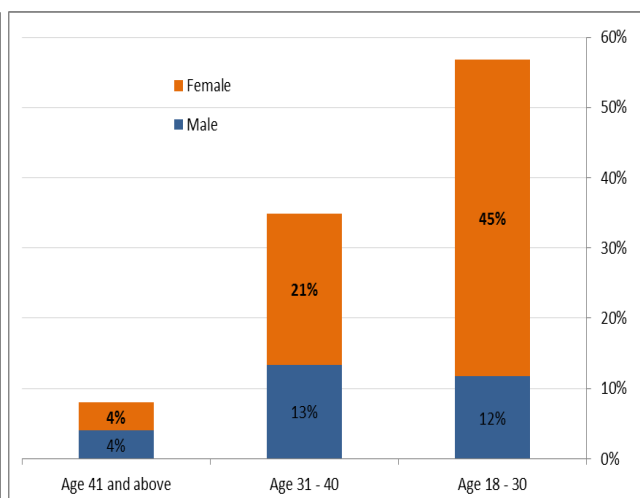
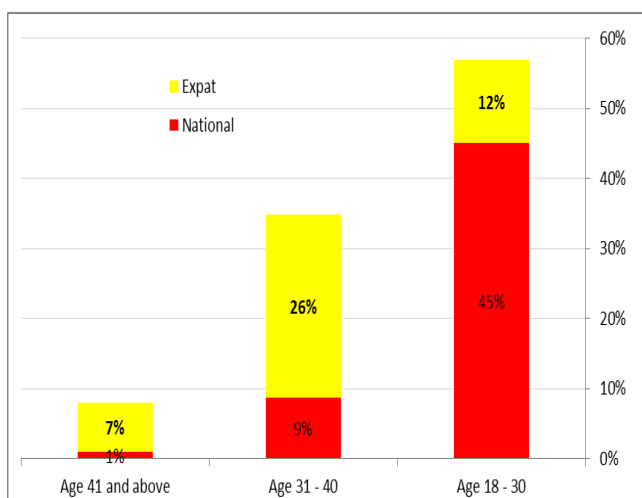


- 55% Female appointment in MoEd and MoH
- Female % within ministry total - MoH : 75% ; MoEd : 75%
- 43% Expat appointment in MoH and MoEd
- Expat % within ministry total - MoH : 66% ; MoEd : 50%



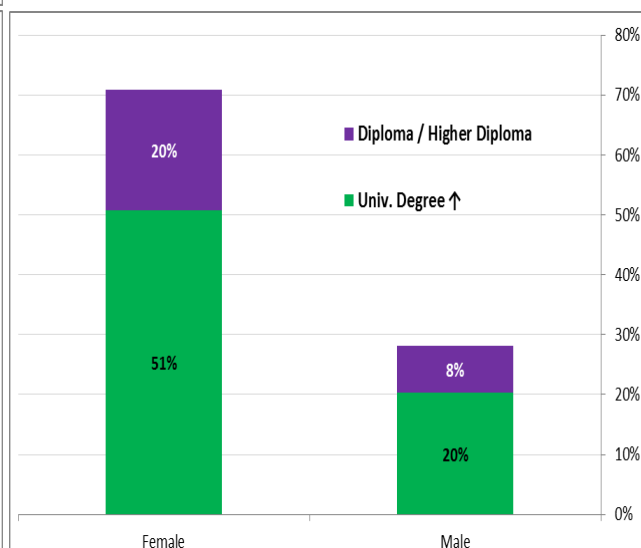
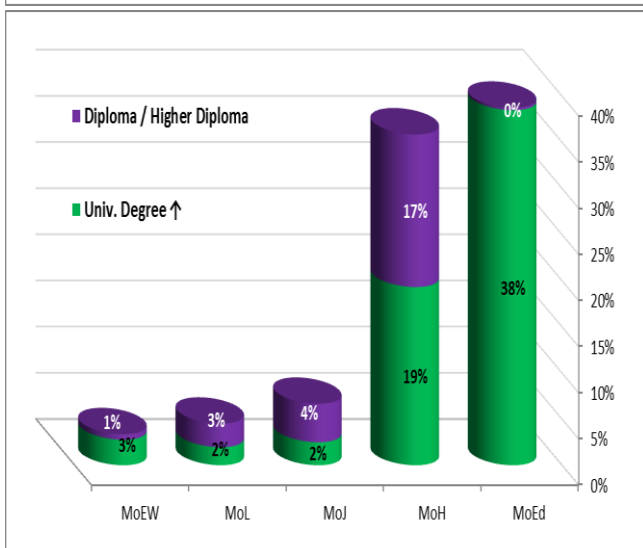
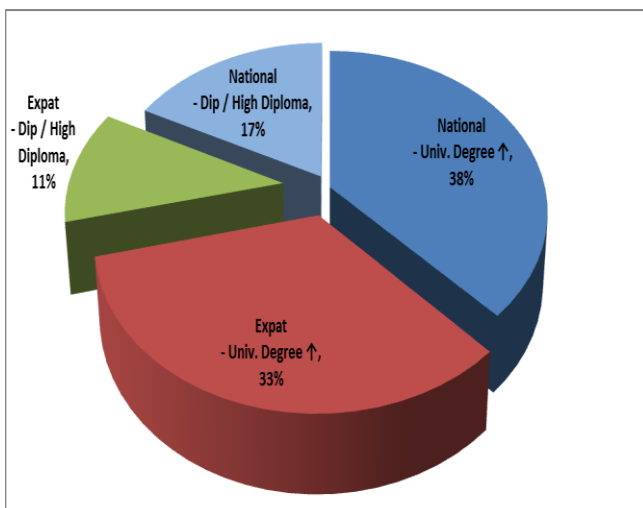
**ii) Age Group -**

- **Expat appointments are 100% more across senior age group – Age 18-30 : 12% vis-à-vis Age 31-40 : 26%**
- **National appointments are 500% less across senior age group – Age 18-30 : 45% vis-à-vis Age 31-40 : 9%**
- **Male appointments are similar across major age group – Age 18-30 : 12% vis-à-vis Age 31-40 : 13%**
- **Female appointments are 100% more across major age group – Age 18-30 : 45% vis-à-vis Age 31-40 : 21%**



**iii) Qualification -**

- **University degree and above (PhD, MSc, Bachelor etc...) - 71% vis-à-vis Diploma or Higher Diploma – 28%**
- **Less than 1% appointments with High School degree or below qualification**



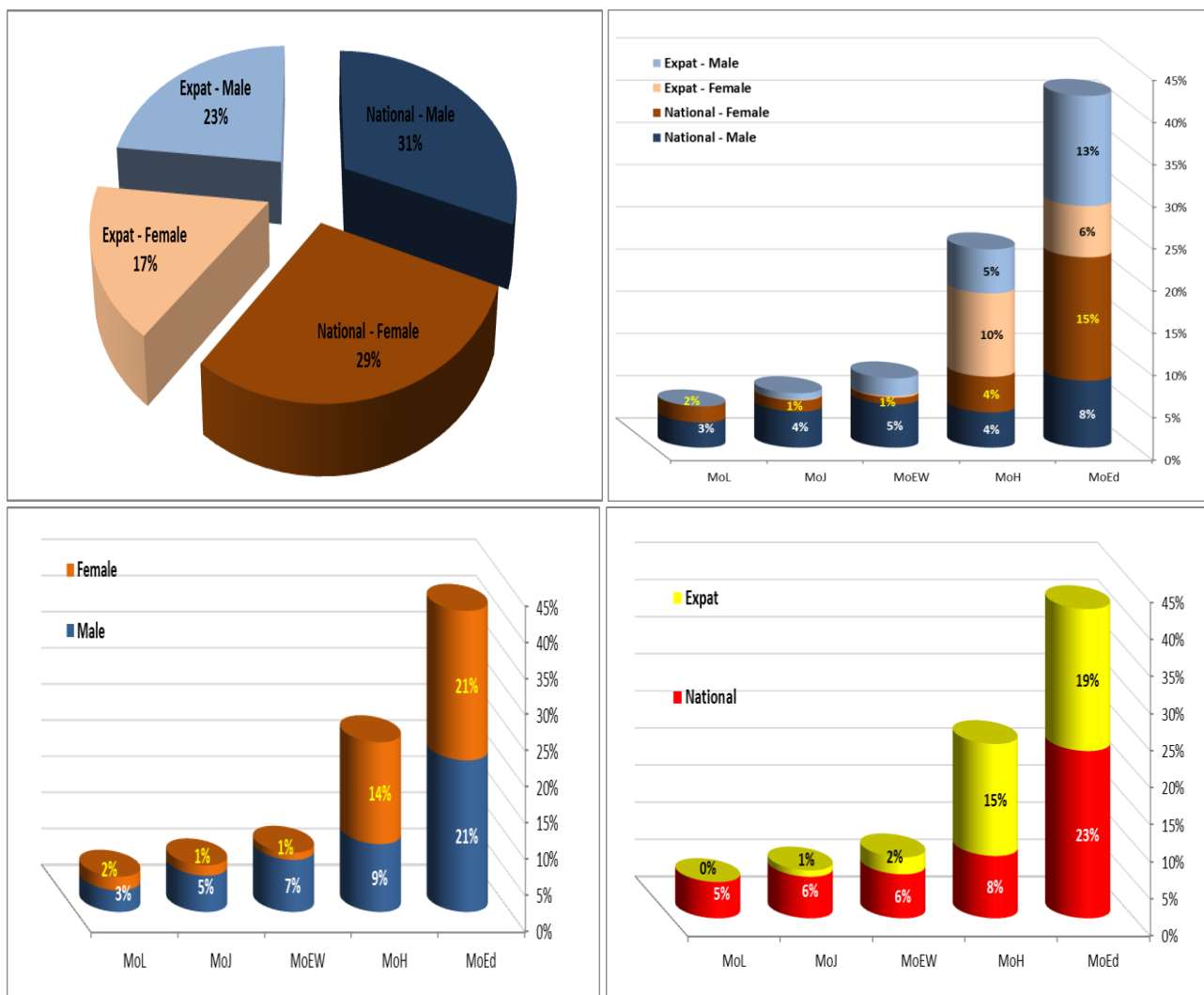
- **58% appointment in MoH and MoEd are with university degree or above**
- **University degree and above % within ministry total - MoH : 50% ; MoEd : 100%**
- **66% of female appointments are with university degree or above**



## In Year 2010, Total Terminations : 2093

### i) Nationality & Gender -

- National vis-à-vis Expat % - 60 : 40
- Male vis-à-vis Female % - 54 : 46

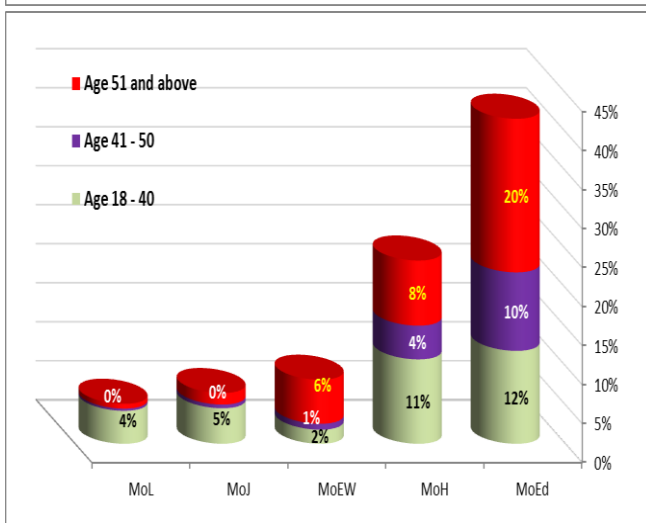
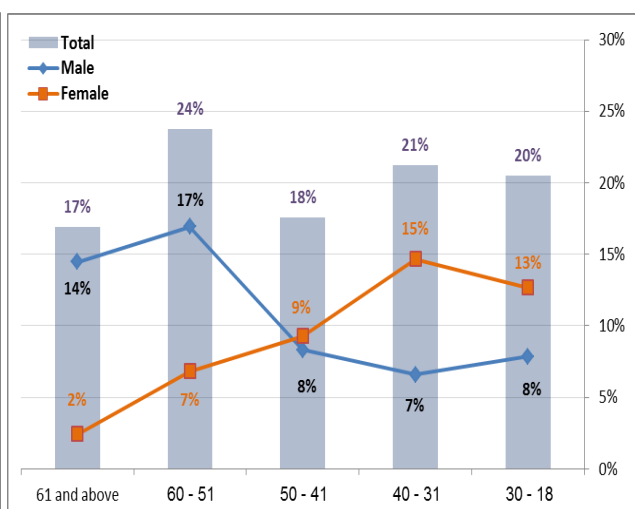
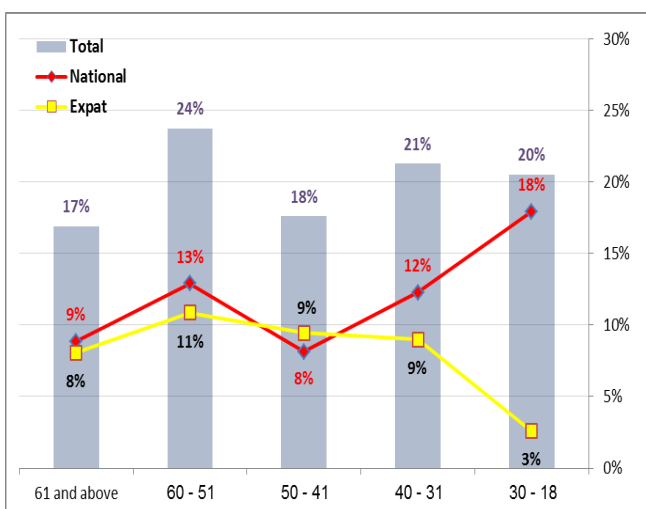


- 35% of leavers are Females from MoEd and MoH
- Only in MoH, Female leavers are more than Male – 60% Female vis-à-vis 40% Male
- 31% of leavers are National from MoEd and MoH
- Only in MoH, Expat leavers are more than National – 65% Expat vis-à-vis 35% National



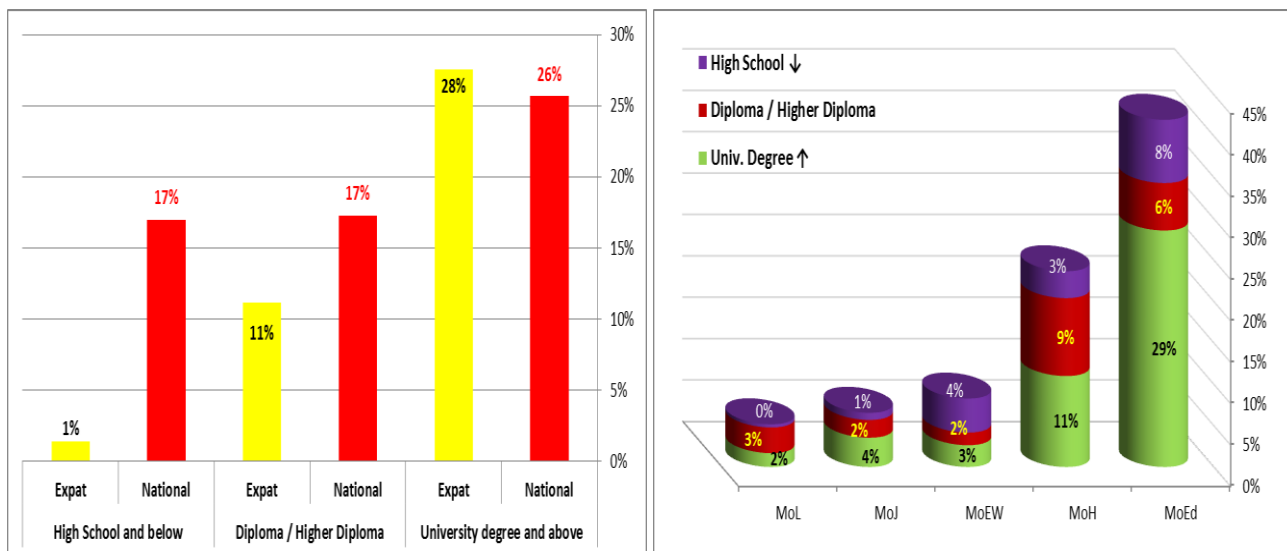
ii) Age Group -

- Leavers % is equally high in younger age group – Age 18-40 : **41%** vis-à-vis Age 51 and above : **41%**
- National leavers are far higher than Expat in Age 18-30 group – National : **18%** vis-à-vis Expat : **3%**
- Leavers % is very high in young Female – Age 18-40 : **28%** vis-à-vis Age 51 and above : **9%**
- Leavers % is very high in old Male group – Age 18-40 : **15%** vis-à-vis Age 51 and above : **31%**



**iii) Qualification -**

- **University degree and above (PhD, MSc, Bachelor etc...) - 54% vis-à-vis Diploma or Higher Diploma – 28%**
- **Less than 1% Expat leavers with High School degree or below qualification**
- **40% of leavers are from MoH and MoEd with university degree or above**
- **University degree and above % within ministry total - MoH : 47% ; MoEd : 69%**



**iv) Length of Service -**

- Very high % of the Leavers are having length of service less than 10 years – 46%
- 29% of leavers are national going away after short service
- Leavers % diminishes slowly w.r.t. length of service in case of Expats
- Leavers % is very high with Female with short service – LOS 0-10 : 27% vis-à-vis LOS 31 and above : 3%

