Analysis of job turnover in the ministries and federal authorities (that are subject to the law of human resources) in the year 2013

May 2014

Executive Summary

- ➢ The Federal Law defined by Decree No. (9) for the year 2011 amending certain provisions of the Federal Law by Decree No. (11) for the year 2008 on human resources in the federal government, and its service termination and the reasons for the details.
- ➢ Scope of the study:
  - • The analysis of study data depended on job turnover derived from "Bayanati" system between January 1, 2013 and December 31, 2013
  - • The study covers 16 ministries and 3 federal authorities which applies federal laws and regulations mentioned above and use "Bayanati" system, and the number of its employees is 55,772.
  - • The study includes cases of service termination and does not include internal transfer in Federal authority.

Scope of Application:

The first performance report has reviewed the performance of 16 ministries and 3 federal authorities of which are subject to governmental human resources law and which their data are available on "Bayanati" system

Ministries that apply the law and regulations	Federal authorities that apply the law and regulations
1 Ministry of Public Works. 2 Ministry of Economy 3 Ministry of Environment and Water 4 Ministry of Foreign Trade 5 Ministry of Education 6 Ministry of Higher Education and Scientific Research 7 Ministry of Culture, Youth and Community Development 8 Ministry of Foreign Affairs 9 Ministry of State for Federal National Council Affairs 10 Ministry of Social Affairs 11 Ministry of Health 12 Ministry of Energy 13 Ministry of Justice 14 Ministry of Labour 15 Ministry of Finance 16 Ministry of the Interior	1 National Media Council 2 Federal Authority for Government Human Resources 3 General Authority of Islamic Affairs and Endowments

The report will answer the following questions

- What are the results of the ministries and independent authorities covered in the study?
- Who are the service leavers and what are their jobs?
- What are the functional and demographic characteristics?
- Recommendations

Percentage of job turnover reached 4.4% in 2013

Number of employees and service leavers in federal ministries

4.4%

■ Service Leavers
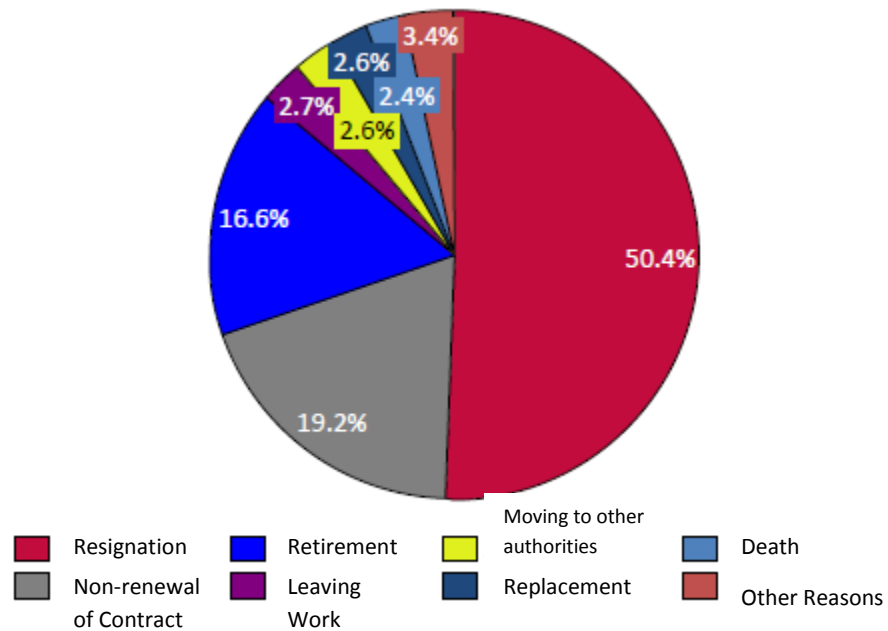
■ Employees

2,471

55,772
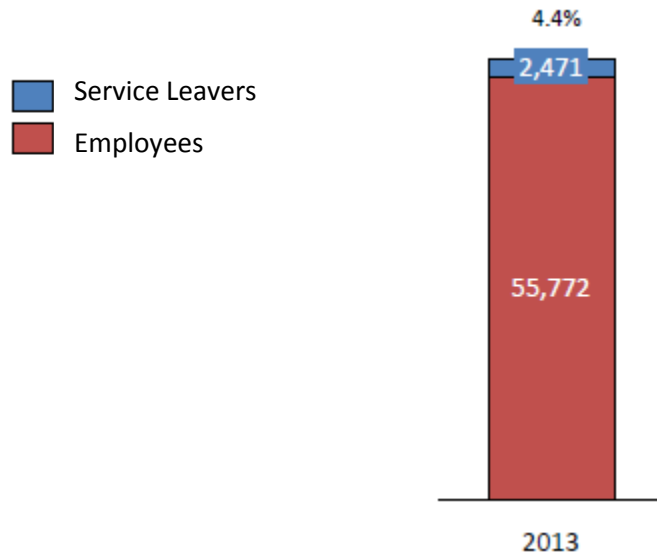
2013

Situation Analysis:

➢ Ministry of Interior and General Authority of Islamic Affairs and Endowments and diplomatic staff and judicial staff joined "Bayanati" system, which led to high numbers in 2013 compared to 2012. While the ratio of job turnover reached 3.6% in 2012.

The highest percentage in job turnover due to the resignation and non-renewal of the contract and retirement

Percentage of job turnover in 2013 by reasons

■ Resignation	■ Retirement	■ Moving to other authorities	■ Death	
■ Non-renewal of Contract	■ Leaving Work	■ Replacement	■ Other Reasons	

Situation Analysis:

➢ Resignation, non-renewal of the contract and retirement represent 86% of the cases of job turnover in 2013

Other reasons include: lack of physical fitness, functional inefficiency, restructuring, dismissal for a foul by virtue of administrative or judicial dismissal, the issuance of a federal decree

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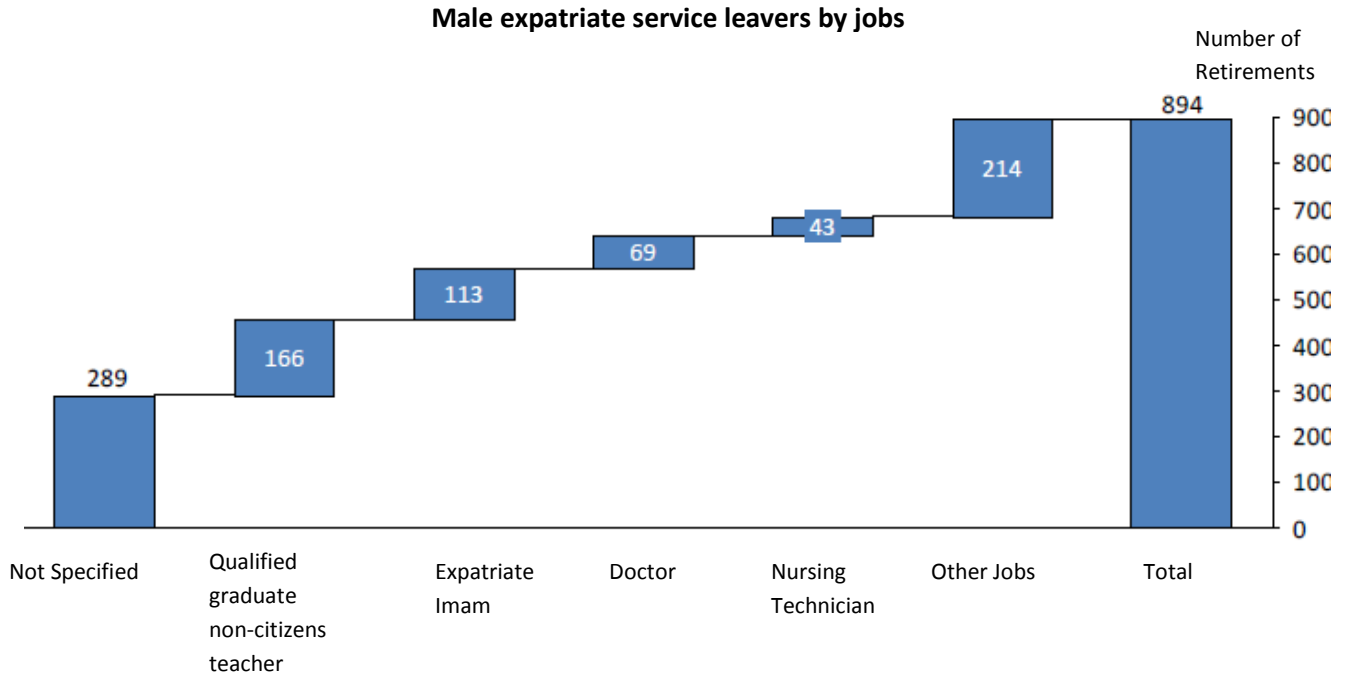- Recommendations

Jobs of male service leavers

Male service leavers by jobs
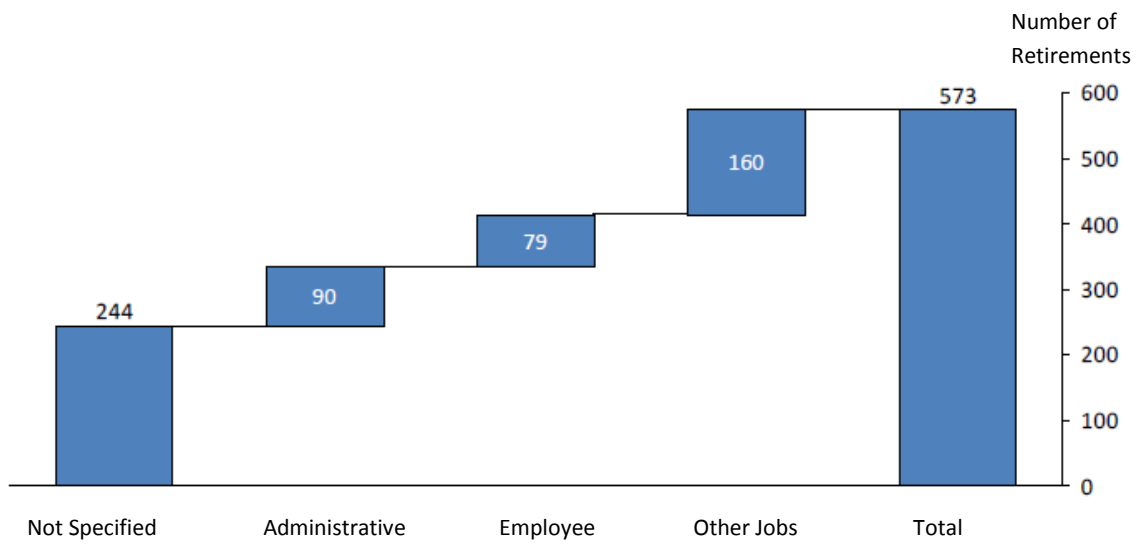
Situation Analysis:

➢ Cases of job turnover for the function of a user and for administrative function represent approximately 30% of male citizens
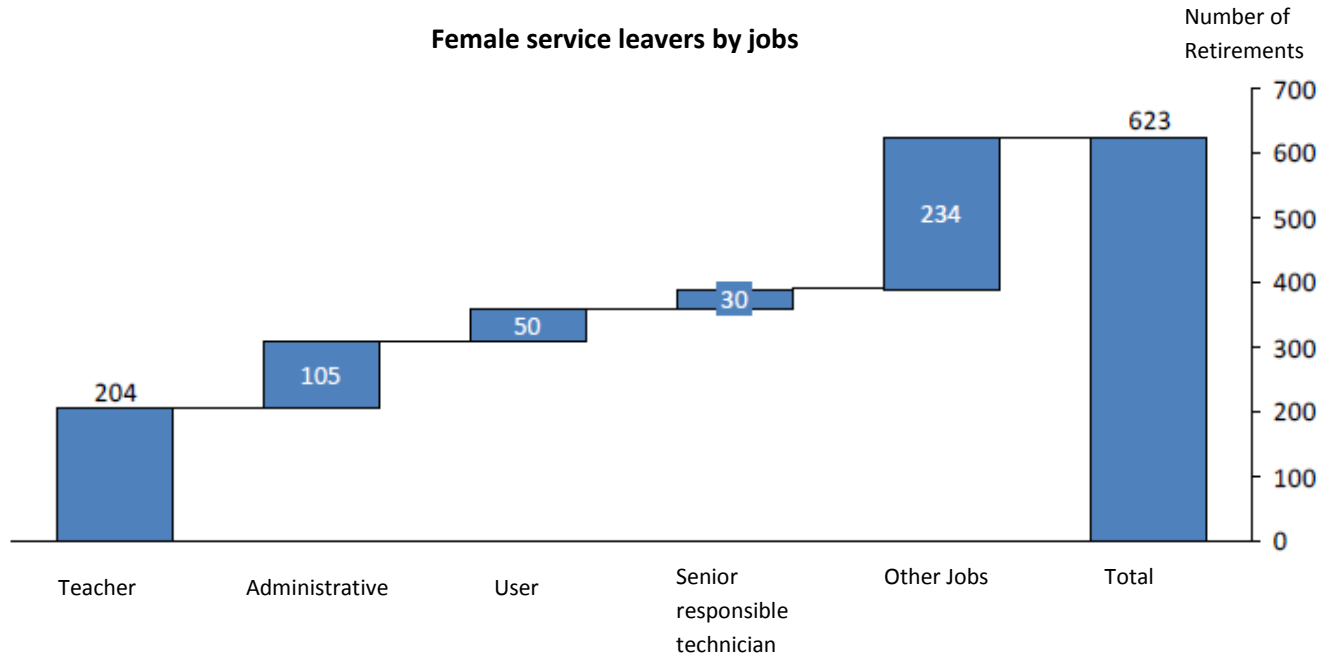
Jobs of male expatriates service leavers

Male expatriate service leavers by jobs

Number of Retirements

Situation Analysis:

> ➤ Cases of service leavers among teachers represent 20% of total male expatriates.

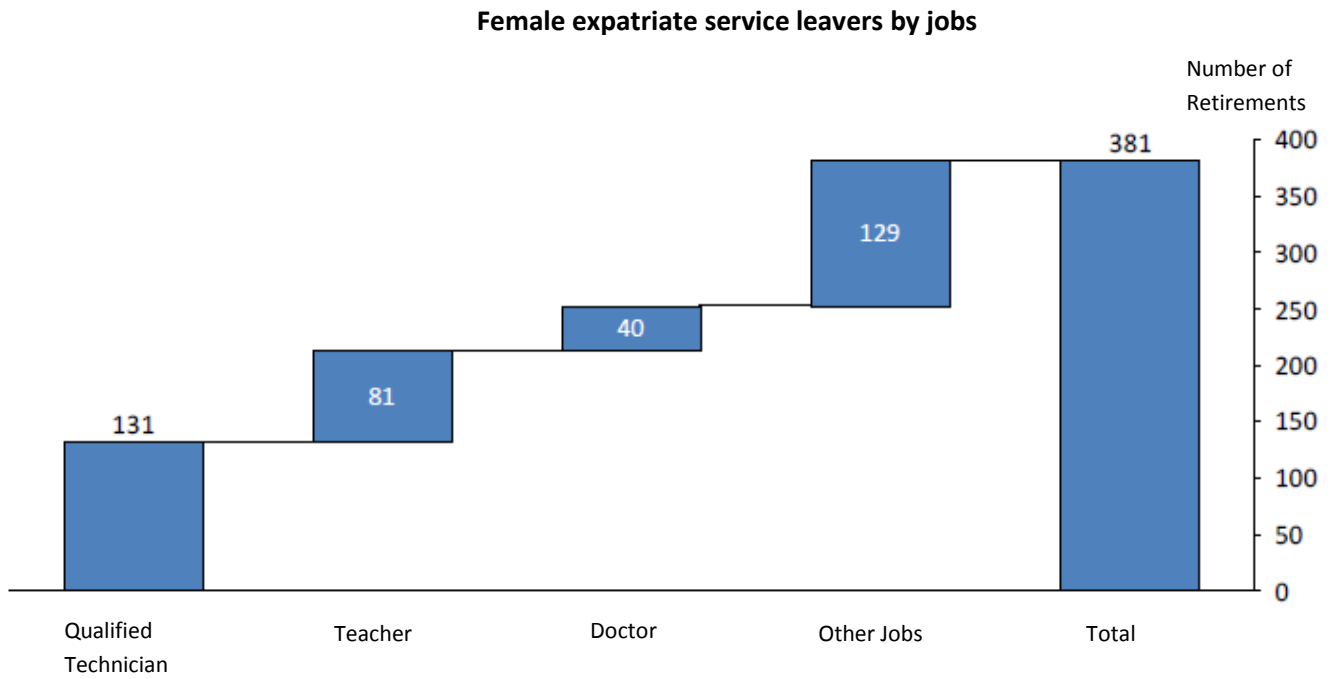# Jobs of female service leavers

Female service leavers by jobs

Number of Retirements

Situation Analysis:

➢ Number of female service leavers for a teacher job represents one-third of cases.

Jobs of female expatriates service leavers

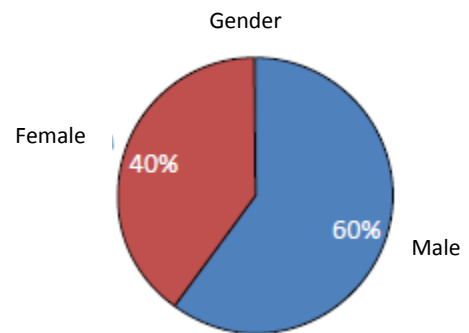**Female expatriate service leavers by jobs**
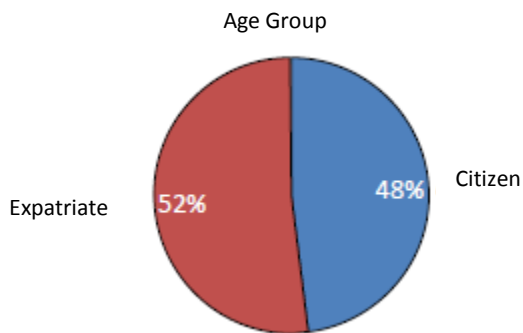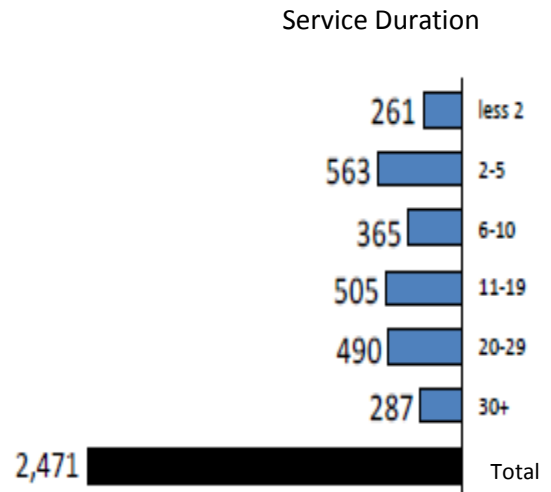
Number of
Retirements

Situation Analysis:

➢ 45% of service leavers among female expatriates worked as doctors or nursing technicians in the Ministry of Health.

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  * Ages
  * Service Duration
  *Gender and Nationality
  * Job Grades and Educational Level
  * Service leaving ratio in targeted jobs
- Recommendations

Service leaving by duration, age group, sex and nationality

Age Group

344	20-30
550	30-40
585	40-50
434	50-60
558	+60
2,471	Total

Service Duration

261	less 2
563	2-5
365	6-10
505	11-19
490	20-29
287	30+
2,471	Total

Age Group

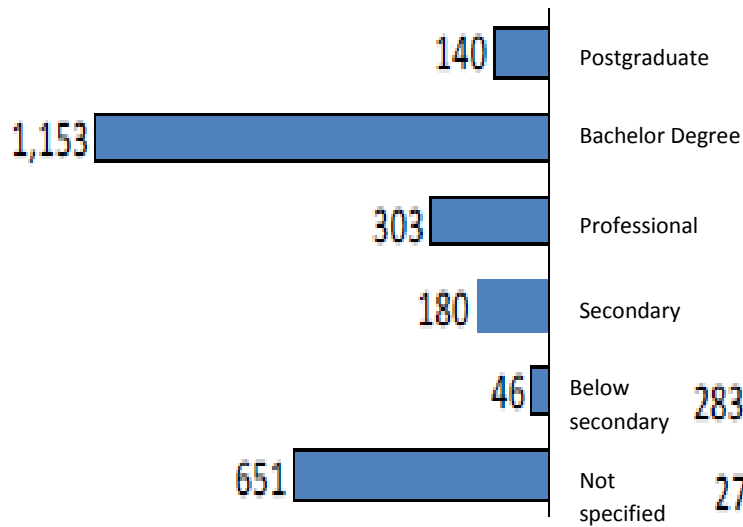Expatriate 52%
Citizen 48%
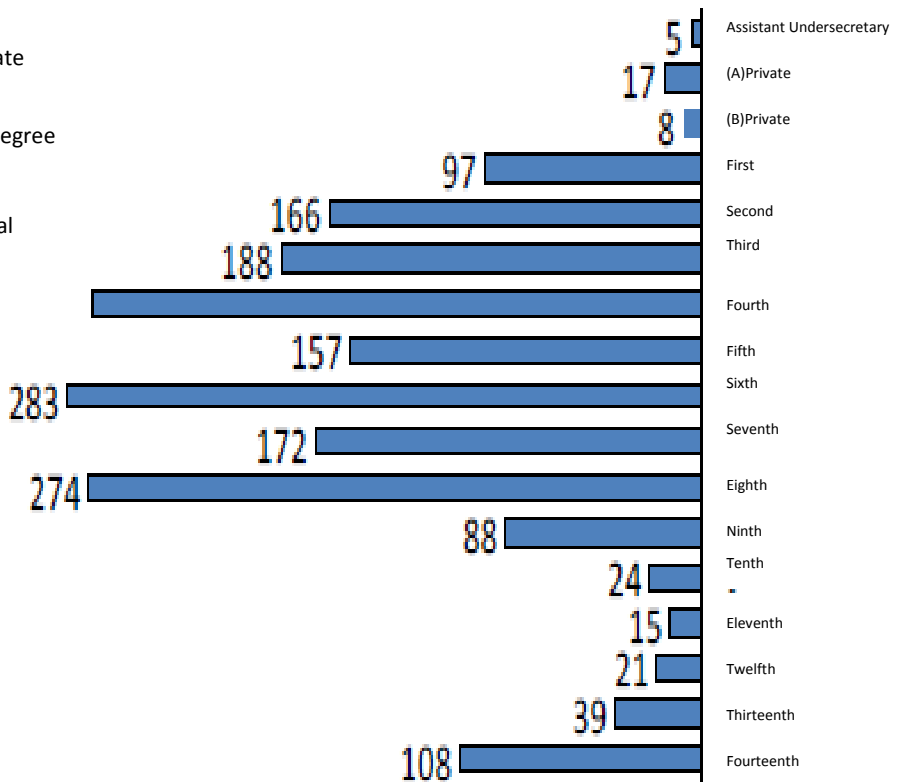
Gender
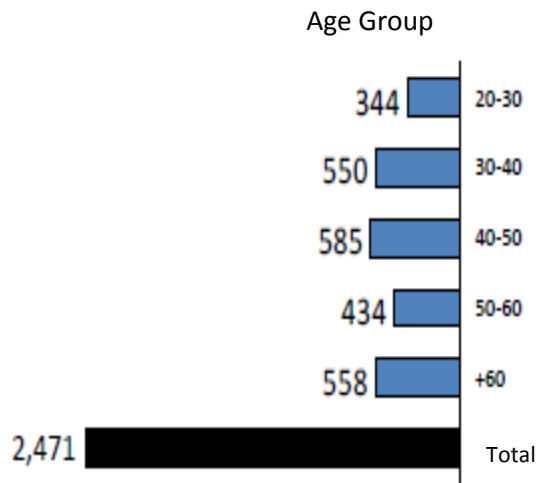
Female 40%
Male 60%

Situation Analysis:

➢ Cases of those who ended their services are equal in terms of service duration and age group
➢ Cases of those who ended their services is higher in males than in females

Cases of Service leavers by functional degree and Qualification

Number of service leavers by Qualification

Value	Qualification
140	Postgraduate
1,153	Bachelor Degree
303	Professional
180	Secondary
46	Below secondary
651	Not specified

Number of service leavers by functional degree *

Value	Functional degree
5	Assistant Undersecretary
17	(A)Private
8	(B)Private
97	First
166	Second
188	Third
283	Fourth
157	Fifth
172	Sixth
274	Seventh
88	Eighth
24	Ninth
15	Tenth
21	Eleventh
39	Twelfth
108	Thirteenth
	Fourteenth

* Does not include degrees of Ministry of Justice and Ministry of Interior, diplomatic degrees and deducted salary and the overall reward.

Situation Analysis:

- Most cases of leaving the service was within the fourth, sixth, and eighth degrees
- In view of the qualification, bachelor degree holders are the most cases that left work in 2013

Rate of leaving the service in the critical (targeted) jobs

These are the jobs that are sensitive or of high importance, and their absence will greatly affect the authority. The targeted job may be a unique one and occupied by one person or more and occupied by more than one person, as shown below.

- Represents 72 targeted jobs within the total unique jobs as they are occupied by one person (Example: Director of Maternal and Child Department, Director of the Department of Drug Control) and they are called the unique jobs (1-1) rate of leaving the service reached 1.3%.
- While 41 targeted jobs within the total represent jobs occupied by more than one government employee of the Federal Government employees (Example: School Director, Financial Auditor, Specialist Doctor) and they are called multiple jobs (1 – m) rate of leaving the service reached 1.3%.

➢ It is clear that job turnover in these jobs is much lower than the overall rate

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Recommendations

- Emphasis on the ministries and federal authorities on the need to adhere to the investigation of resignation reasons, which represents an implementation of the provisions of Article 106 of the Law of the human resources and the introduction of resignation reasons into "Bayanati" system so that the government can have a database that shows the reasons for job turnover for employees to develop appropriate solutions for it.