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Human Resources Club

Launch of Guide to 'Happiness & Quality of Life in the Work Environment' at HR Club Forum



The National Program for Happiness and Positivity (NPHP) has launched the "Guide to Happiness & Quality of Life in the Work Environment", which provides comprehensive and practical guidelines for improving quality of life in a happy and positive work environment across the UAE government institutions.

The launch ceremony came as part of NPHP's participation in the HR Club Forum organized by the Federal Authority for Government Human Resources in the presence of HE Ohoud





Bint Khalfan Al Roumi, Minister of State for Happiness and Quality of Life Director General of the Prime Minister's Office, HE Dr. Abdulrahman Al Awar Director General of the Federal Authority for Government Human Resources and a number of undersecretaries, director generals and senior officials in federal and local government entities.

The "Guide to Happiness & Quality of Life in the Work Environment" reflects the philosophy of His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, as expressed in his book "Reflections on Happiness and Positivity". It is aimed at raising awareness among government entities about the key factors affecting building a culture of happiness and quality of life in the workplace and the positive effects of this on employee performance and productivity.

The forum hosted the international speaker, Professor Matthew D. Lieberman, Director of the Laboratory of Cognitive and Social Neuroscience at the University of California, who highlighted the importance of the social aspect of the work environment in achieving happiness, quality of life and productivity.

Ohoud Al-Roumi stressed that the Guide reflects the wise vision of His Highness Sheikh Mohammed bin Rashid Al Maktoum quoting his words: «Always view your team positively, give them positive energy, lift their morale and work to achieve their happiness, so they can, in turn, bring about happiness in their communities».

The Minister of State for Happiness and Quality of Life said that the Guide developed by NPHP is based on research and recent studies in positive psychology, neuroscience and theories of leadership and positive management.

She added that the Guide aims to provide practical and scientific tools that support the efforts of government agencies in creating a pleasant working environment for employees and motivate the authorities to achieve the vision of leadership and place the UAE Government among the best worldwide. "Many scientific studies have proven that a happy working environment that enables the employee to innovate and develop, plays an important role in enhancing productivity levels as well", she noted.

HE Ohoud Al-Roumi expressed her thanks and appreciation to HE Dr. Ahmed bin Abdullah Humaid Al-Falousi, Minister of State for Higher Education and Advanced Skills, Chairman of the Federal Authority for Government Human Resources and HE Dr. Abdulrahman Al Awar, Director General of the Authority for their efforts to promote happiness in the governmental work environment. She praised the



Authority's efforts in promoting the culture and concept of happiness and quality of life in government agencies.

HE Dr. Ahmed Balhous Al Falasi affirmed that the UAE accords great importance to the human element, and its role in achieving global competitiveness, leadership and sustainable development.

He said: "The UAE is playing a pioneering role in spreading the concept of happiness and positivity as a national culture and lifestyle. It ranks first in the list of happy nations and peoples, thanks to the directives of His Highness President Sheikh Khalifa bin Zayed Al Nahyan, His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, His Highness Sheikh Mohammed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces and their brothers, members

of the Supreme Council and Rulers of the Emirates.

«Our leadership has shown great interest in happiness through creation of Minister of State for Happiness and Quality of Life and the National Program for Happiness & Positivity. The Government has been keen on promoting the concept of happiness and wellbeing in the work environment and has changed the government customer service centres to customer happiness centres to underline the importance of happiness for the employees, the public and customers».

Dr. Abdulrahman Al Awar, Director General of the Federal Authority for Government Human Resources, stressed the importance of the forum, as "it highlights a very important issue". He hailed the efforts of the wise leadership towards enhancing workplace happiness through adopting world-class standards of human

capital management, to achieve job satisfaction among employees and boost their performance and productivity.

He pointed out that the UAE has placed the issue of human capital development as a top priority and provided all the means for success.

"Happiness in the work environment is a key factor for successful human resource management and excellence, which benefits the employee and customers alike. It significantly contributes to increasing workplace harmony and employee welfare and productivity, thus improving the quality of services provided to the customers and the public at large, he noted.

HE Dr. Al Awar added: "Launched in 2010, the HR Club is one of the Authority's most important strategic initiatives. It is an interactive platform and an intellectual and knowledge

communication channel that brings together interested people, human resources specialists and experts under one roof to share ideas, experiences and solutions that could enhance the roles assigned to human resources departments and other institutional service bodies across different sectors in the country.

«It offers its membership, which has grown to over 12 thousand, an ideal opportunity to learn about the best practices, experiences and success stories of many individuals and institutions, as well as meeting with specialists and practitioners in the field of institutional work».

The Guide to Happiness & Quality of Life in the Work Environment reviews the concept of happiness, positivity and quality of life, and the importance of focusing on and enhancing it in the work environment. It encompasses the elements of happiness, which define the culture of happiness in the work environment as a source of job satisfaction, workplace harmony and employee wellbeing, enhanced through specific areas of focus that can be guided by developing work methodologies for individuals and leaders alike.

Happiness and quality of life framework combines scientific evidence with theoretical principles to serve as a model for government institutions to create a positive environment that



enhances employee productivity. The framework includes two complementary elements: happy and positive individuals who proactively seek to achieve happiness and promote their quality of life, and the happy and positive organization that is keen to provide the tools and the environment appropriate for the happiness and quality of life for its employees and customers.

The Guide attempts to achieve happiness and quality of life by best practices, policies and programs and provides an integrated framework for reaching this goal through four main areas: sticking to basic workplace values, promoting health, strengthening employee relations

The objective of the Guide is to establish an inspiring vision in the daily life of employees



through various activities and organizational behaviors, and to consolidate the core values based on the national cultural heritage. The focus of this theme is to formulate a clear narrative about the institution's vision, values and history. The fourth focus is to instil a culture of altruism through social responsibility initiatives, and to highlight the importance of giving back to the community and recognizing volunteers.



In the area of health promotion, the Guide covers four main areas of focus, including increasing mental alertness by encouraging employees to take short breaks during work, do some simple exercises, and implement quality-of-life programs or sessions to enhance mental alertness.

The focus of this theme is to promote a positive work environment by providing a space to encourage individuals to

express their creative ideas, and to transform the workplace into a «happy environment» by paying attention to interior design.

The third area of focus within health promotion is self-control, i.e. providing tools and resources to inform employees how to control their emotions, taking into account their psychological needs, providing appropriate channels of expression, and programs that help them to control their emotions.

This theme also focuses on work-life balance through interaction with employees, understanding their needs, taking into account their views and suggestions, developing flexible programs and policies, and implementing initiatives and activities aimed at enhancing their physical and mental fitness.

The third pillar or strengthening employee relations is based on four areas of focus, including enhancing team spirit at work, by demonstrating positive cooperative behavior, exploring strengths, organizing social activities that strengthen relationships between employees outside the work environment, and facilitating communication between staff, especially when new individuals are joining.

The focus of this theme is to establish a culture of positive communication through the adoption of an open-door policy,





encouraging employees to communicate with their colleagues, fostering a culture of diversity and respect in the workplace, adopting policies and practices to integrate all staff, and appointing a person or team to foster a culture of diversity and inclusion.

At the level of liberating the potential, focus is on encouraging achievement and excellence, by appreciating outstanding results, as well as supporting personal and professional development to unlock the potentials through providing appropriate tools and opportunities to ensure continuous learning and development of staff, and clear career path.

This theme is also based on supporting the concept of empowerment through transparency, effective and regular communication, listening to employees, as well as organizing discussion groups, opinion polls

and open meetings to explore their views and suggestions on various issues.

The forum hosted Neuroscientist Professor Matthew D. Lieberman, Director of the Laboratory of Cognitive and Social Neuroscience at the University of California, who highlighted the importance of the social aspect of the work environment in achieving happiness, quality of life and productivity, and the role of social neuroscience in the development of the working environment.

In his lecture entitled «Using the Social Brain to Increase Happiness and Productivity in the Work Environment», the international expert stressed that the need to communicate with others is parallel to the need for food and shelter in achieving happiness. The «comfort center» in the brain is affected by the social pleasure the same as physical sense of pleasure; physical

pain and social pain stimulate the same area in the brain, and that they are the same in that they motivate us to interact and communicate with our surroundings.

Matthew Lieberman highlighted the mechanisms of investing the social brain and explained that enhancing productivity needs smarter and happier individuals, and that intelligence and happiness are linked to the social aspect.

He said: «If we want people to be smarter and happier so that they can to continuously boost the productivity of our institutions, we need to think changing employee incentive tools and redesign the work environment. We have to think about social aspects and motivate individuals to communicate and provide social rewards. We must raise awareness about the importance of employees' role and how they contribute to improving the quality

of life of others. Organizations that could do this will make their employees happier, smarter and more productive”.

He pointed out that many institutions seeking to enhance their human capital with smart minds and distinguished expertise sometimes do not realize that they are unintentionally focusing on building a specific social formula involving employees with the same IQs.

«Building a culture of gratitude, celebrating achievements and promoting social relationships in the workplace can motivate employees and makes them more productive,» he said, citing a study that indicated that 40 per cent of people who liked their workplace attributed that to having a close friend there.

On the health level, the international expert pointed out

that many studies suggest that smoking is the leading cause of death, but this is not necessarily accurate in light of what has been proven by neuroscience that isolation and lack of social relations are most threatening to human life. He said: «It is difficult to find a goal, without helping others and trying to make them happy. People need each other regardless of their different characters, because our brains are designed to be social in nature and because ‘giving’ stimulates the area responsible for feeling rewarded in the brain, more than ‘taking’.

«Money does not bring happiness because making it requires sacrificing the time dedicated to the family and friends. There is a direct correlation between the number of hours we spend with family and friends and the levels of happiness we enjoy,». He referred to a study in the United States that found

the effect of drinking a cup coffee with a friend exceeds the impact of earning \$ 100 thousand.

Matthew Lieberman has published more than 190 articles in prestigious scientific fields and won the Distinguished Scientific Award of the American Society of Psychiatry for his early professional contribution in psychology (2007) and was awarded the Masar Society for Experimental Social Life Award (2015).

He is also the author of the best seller «Why Our Brains are Wired to Connect», and founded the Precog Neuroscience Agency, which focuses on helping companies and employees to thrive through advanced neuroscience measurements.

Hamdan bin Mohammed sponsors FAHR 8th International HR Conference to be held on April 16 and 17 in Dubai

The Federal Authority for Government Human Resources (FAHR) has announced that the 8th International Human Resources Conference 2018 will be held under the patronage of His Highness Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai for eight years in a row, on April 16 and 17, 2018, at Jumeirah Emirates Towers Hotel, Dubai, under the theme of **“The Future of HR Starts Today”**. The event is the largest of its kind in the region.

HE Dr. Abdulrahman Al-Awar, Director General of the Federal Authority for Human Resources, said that the conference will be chaired by HE Dr. Ahmed Bahloul Al Falasi, Minister of State for Higher Education and Advanced Skills, Chairman of the Federal Authority for Government Human Resources, with the presence of more than 500 HR professionals and those interested in human resources issues in UAE, the



region and worldwide, representing all business sectors.

HE Dr. Abdulrahman Al-Awar said during a press conference held Tuesday at FAHR headquarters in Dubai to announce the details and agenda of the 8th International Human Resources Conference, that the UAE is looking forward to the future by adopting the best regulations, legislation,

expertise and international practices in all fields. “Promoting the leading position of the UAE requires keeping pace with the rapid global changes in various sectors regionally and globally, and contribution of Emirati youth in scientific and technological achievements to serve mankind”, he said.

HE added: “The wise leadership

represented by His Highness President Sheikh Khalifa bin Zayed Al Nahyan; His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE, Ruler of Dubai; His Highness Sheikh Mohammed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces, and their brothers members of the Supreme

Council of the Rulers of the Emirates, pin great hopes on our young people to consolidate the position of their homeland on various international forums”.

He explained that the UAE’s wise leadership strongly believes in the importance of empowering the national human cadres to raise the country to the highest ranking globally and achieve leadership in various fields. He cited the integrated educational, training and development system in place, in addition to policies, legislations and initiatives that had the greatest impact in preparing and empowering Emirati talent.

HE Dr. Abdulrahman Al-Awar thanked His Highness Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai for his patronage of the International Human Resources Conference, which reflects his interest in activities that support human capital development. He noted that the conference is an ideal platform for sharing the best local, regional and international experiences and practices in the field of human capital management and development, by highlighting the most important issues and challenges related to this field, as well as identifying appropriate solutions to overcome them, and emphasizing the role of human resources in the development of government talents for the future.

He revealed that the



 Ahmed Al Mehairy

Conference organized by FAHR in collaboration with Index Conferences and Exhibitions will host over 25 speakers and 500 professionals and experts from around the world, in addition to a number of civil service and administrative development ministers in GCC countries and senior HR officials in the public and private sectors from around the world.

Ahmed Al Mehairy: The Conference is an interactive knowledge platform for human capital development

For his part, Ahmad Al Muhairi, Director of Projects and Programs at the Federal Authority for

Government Human Resources, said: « This Conference is an ideal communication and knowledge channel aimed at presenting international best practices in the field of human capital development and aligning them with the national agenda of the UAE, as well as the federal government’s initiatives. It is an interactive knowledge platform for human resources and business experts to share ideas, knowledge and successful experiences”.

He pointed out that the conference in its 8th edition will see the participation of some international organizations specialized in human resources, in addition to keynote speakers

from international organization and companies with pioneering experience. It will discuss various topics and issues closely related to empowerment and development of human capital, such as: The most important skills required for the labor market, the impact of technology on changing the role of human resources, work environments conducive to talent attraction, smart HR applications and global best practices in human resources.

He said that all information and details about the conference sessions and speakers are available on website: www.fahrconference.com. and that a smart interactive application has been dedicated

for the conference, to showcase the agenda meetings, themes and outcome.

Anas Al Madani: The conference features top HR experts and addresses the best solutions and practices

Eng. Anas Al Madani, Vice President and Chief Executive Officer, Index Group, said: « We will attract experts and human resource professionals from all sectors of the UAE and the region to participate in the International Human Resources Conference. It will discuss key HR issues related to the development of human capital and review global best practices and experiences in this field, as well

as ways to empower the young generations and support their career aspirations.

« The importance of this event lies in the fact that it mainly focuses on human resource development and management, as key to the development of societies and the success of any organization. The 8th HR Conference will help in capacity building of human resources to be able to cope with current and future challenges”.

FAHR reviews the new Executive Regulations of HR Law before the Federal entities

The Federal Authority for Government Human Resources (FAHR) has recently held a series of awareness workshops for those in charge of HR and Legal Affairs Departments in the ministries and federal entities. The workshops reviewed the main features of the Executive Regulations for HR Law in the Federal Government, issued by Cabinet Resolution No. (1) of 2018, endorsed by His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, and came into effect earlier this month.



Aisha Al Suwaidi

In a statement, Aisha Al Suwaidi, Executive Director of HR Policies Sector, said that the awareness workshops targeted the staff of the Legal and HR departments in the ministries and federal bodies that are subject to the Regulations. "The event comes to reflect the Authority's keenness to ensure proper implementation of human

resources systems at the Federal Government level", she said, noting that the Legal Consultation Team at FAHR provides support and advice, as well as uniting opinions on issues related to Federal HR legislation and policies.

She explained that the current amendment is the third of its kind on the HR Law in the Federal

Government and its Executive Regulations within eight years, which confirms the keenness of the UAE's wise leadership to keep abreast of the latest trends in human capital development in the Federal Government. According to Al Suwaidi, amendments introduced would greatly contribute to increasing



job satisfaction and workplace happiness among the employees of ministries and federal entities, and create an attractive environment by adopting the best HR policies, legislation and systems at the level of the Federal Government.

HE Aisha Al Suwaidi pointed out that the provisions of the new regulations apply to civil servants in federal entities, including those whose establishing laws provided for independent human resources regulations, except those employees working for federal entities who are excluded by a Cabinet Resolution.

For his part, Hamad Buamim, Director of Policies & Legal Affairs Department said: "The HR department will implement the strategic goals and initiatives related to human resources within the strategic plan of each ministry and federal entity related to the Government Strategy. It is also responsible for the implementation of the provisions stipulated in the Cabinet Resolution" He added that the concerned organizational units



in each federal entity shall refer to the HR department in all human resource-related issues, and the HR department shall refer to the Authority in matters hindering the implementation of the Cabinet Resolution or any other implementing decisions

He said that the Authority has completed the electronic procedures necessary to activate the provisions of the regulations through re-engineering the HR Management Information System in the Federal Government «BAYANATI», in terms of aspects related to the amendments made to the regulations. These included types of employment

contracts, extension of transfer and secondment periods, amendment of provisions on various types of leave, in addition to amendments covering punitive measures, administrative violations and mechanism for calculating the end of service benefits for non-nationals.

Buamim pointed out that the Authority will continue to hold more awareness workshop to familiarize the ministries and federal bodies with the new regulations, noting that at the end of each workshop, the opportunity for dialogue will be given to deal with queries and views of representatives of federal entities.



Federal Government employees to observe Reading Hour



HE Dr. Abdulrahman Al Awar, Director General of the Federal Authority for Government Human Resources (FAHR), stressed the importance of «Reading Hour» national initiative launched recently by the Authority at the Federal Government level, in coordination with the Prime Minister's Office. The idea is to allocate one hour to enrichment reading for all Federal Government employees in the workplace, which was scheduled for Tuesday at 11:00 am.

He announced that the Authority

will observe the initiative monthly, to reflect its keenness to encourage employees to practise reading as a habit and lifestyle. "The Authority will allocate an hour monthly during which a number of employees will provide readings and precise summaries of books and scientific and cultural material, with a view to transferring knowledge among staff", he said.

The event was organized by the Authority at its headquarters in Dubai on Tuesday to mark the «Reading Hour» initiative, in the form of a reading session opened

by HE the Director General and attended by a number of FAHR's sector and department directors and employees.

During the session, HE Dr. Abdulrahman Al-Awar gave a quick reading and presentation of a book on Workplace Happiness, focusing on the most important messages contained in the book, before introducing some employees to present their own summaries of books, researches and specialized studies they read.

FAHR launches Read and Summarize Contest "Echo"

The Federal Authority for Government Human Resources (FAHR) has recently launched a Read and Summarize Contest titled «Echo», targeting all Federal Government employees. The contest requires participants to select one of the topics published on the seventh issue of HR Echo Magazine issued by FAHR to read and summarize the content.

Klaitham Al Shamsi, Director of Strategy and Future at the Authority explained that Read and Summarize Contest «Echo» coincides with the UAE's celebration of the Month of Reading and reflects the Authority's keenness to promote reading habits and spread knowledge among the employees of the ministries and federal entities.



She said: "The Authority recently issued a circular calling on all employees of ministries and federal authorities to participate in the competition, whose idea is to select one of the topics of the seventh issue of HR Echo Magazine issued by FAHR to read and summarize the content, in a simple and concise language, with submissions not exceeding 400 words. A specialized committee has been formed to scrutinize the entries and select winners, who will be rewarded at the end of the Month of Reading".

Echo is one of the Authority's leading initiatives to build a scientific culture in the field of human resources, based on best practices and international experiences in this regard. The semi-annual magazine was first published in 2014, online and in hard copy form and in both Arabic and English. It has been prepared in partnership with leading international organizations in the field of human resource



Klaitham Al Shamsi

development and empowerment such as Chartered Institute of Personnel & Development (CIPD), University of Boston Consulting Group (BCG), University of Monash, and the Society for Human Resource Management (SHRM). HR Echo is considered an important addition to the human resources library in the UAE, and a reference for researchers and those interested in this area. It will greatly help FAHR to reach a wider customer segments, partners and the public, not in the UAE, but also

regionally, to reflect best practices and experiences that could be used to enhance the performance of our institutions and improve the working environment, thus increasing efficiency and productivity.

HR Echo Magazine showcases new insights, ideas and practices of interest to decision-makers, and serves institutional transformation, by highlighting HR systems, regulations and programs adopted by international organizations to achieve their strategic goals, in an attractive and dynamic work environment. "HR Echo reflects the latest global trends in human resource research and makes it available specialists and those interested in the field. It seeks to keep abreast of the best international practices and the latest studies, research and knowledge published by the competent authorities on human resources, to make them available for specialists in the United Arab Emirates and the region.

FAHR Award for Best Scientific Research in HR receives 14 entries



جائزة الهيئة الاتحادية للموارد البشرية الحكومية
لأفضل بحث علمي في مجال الموارد البشرية
FAHR Award for the Best Academic Research in Human Resources



The Federal Authority for Government Human Resources (FAHR) has recently received 14 research papers from participants in the first round of 'FAHR HR Award' for the best scientific research in the field of human resources. The entries were submitted by 24 participants, 13 undergraduate university students and 11 professors representing three higher education institutions: UAE University, Zayed University, and Higher Colleges of Technology.

Dr. Abdulrahman Al Awar, Director General of the Federal Authority for Government Human Resources, said that the Award has achieved remarkable success in its first round, getting a great reception from the government higher education institutions, as well as professors and HR students, with 24 submissions.

HE Said: "The winners of the first round of the Award - organized annually - will be honored at the 8th International Human Resources Conference, which will be held on 16 and 17 April 2018 at the Jumeirah Emirates Towers Hotel in Dubai, under the patronage of His Highness Sheikh

Hamdan bin Mohammed bin Rashid Al Maktoum. Maktoum, Crown Prince of Dubai.

Praising the Award and highlighting its benefits, he added: "The Award is one of the innovative strategic initiatives of the Authority, and we are considering expanding its participation to include all students and professors of human resources in the higher education institutions in the UAE, after the interaction and success of the first round. The outcome is 6 research papers from Zayed University, 5 from UAE University, and 3 from the Higher Colleges of Technology".

He explained that the research papers submitted focused on several important themes that contribute to efforts being made to develop human capital in the country, keep abreast of the rapid and dynamic development in the world, including: Future Institutions and the Role of HR Departments, Social Media & their Impact on HR Departments, Emiratization in Government Institutions, Innovative Employee Training & Development Methods, integration, Talent Management at Work, Work Environment & Institutional Culture, and Creating a Happier Work Environment.

HE Dr. Al Awar, added that the

Award reflects the Authority's keenness to contribute to enriching the human resources strategy in the Federal Government and enhancing its initiatives through studying the reality of human resources with a view of shaping a new future.

He said: "The underlying objective is the achievement of the aspirations of our wise leadership, led by H.H. Sheikh Khalifa bin Zayed Al Nahyan, President of the State, and H.H. Sheikh Mohammed bin Rashid Al Maktoum, UAE Vice President and Prime Minister and Ruler of Dubai.

"The Authority aims at enhancing the role of youth in advancing government work, instilling a culture of innovation and workplace wellness through scientific research and technology, encouraging specialized scientific research as an effective tool for the development of national talent, and involving universities - teachers and students - in human capital development, and linking them to key HR concerns and issues".

Target groups and eligibility

For her part, Klaitham Al Shamsi, Director of Strategy and Future

Department, said: «Winners of the Award will receive financial and in-kind rewards for their research on the future of human capital in the UAE and innovative proposals and initiatives that can be adopted and implemented. Each Award round includes different topics related to the future of human capital and requires research entries accordingly".

She pointed out that the Award targeted undergraduate students from the third year and above, as well as graduate (Master's program) and faculty members at the UAE University, Zayed University, and Higher Colleges of Technology, noting that participation in the Award requires the following conditions: the subject of the research is linked to one of the areas agreed upon for each Award round, the research has never been published in any way and has not been won in any other competition, and submission should not be less than 6,500 words (20 pages) with an abstract of no more than 500 words.

"Winners will be selected by an arbitration committee composed of specialists in the field of human resources which will evaluate entrants based on certain evaluation criteria: the submission

must conform to basic principle of scientific research, clearly address challenges facing human resources, add value to the subject matter of the Award, be the original work of the author, contain innovation ideas and proposals, and be of high quality to deserve publication of its summary in HR Echo Magazine issued in Arabic and English.

The prizes

The first-place winners (students or faculty members) will receive AED 30 000, in addition to Golden Shield, with their research abstracts published in HR Echo Magazine, the second- place winners will receive AED 20,000, and Silver Shield, with their research abstracts published in HR Echo Magazine, while the third-place winners will receive an amount of AED 10,000 and Bronze Shield.

The winners will have the opportunity to present their innovative research and ideas at the annual Human Resources Conference organized by the Authority, as well as during one of the HR Club's meetings, one of the strategic initiatives of the Authority.

FAHR launches a project to enhance employment efficiency in the Federal Government through "BAYANATI"

The Federal Authority for Government Human Resources (FAHR) has recently launched «Enhancement of Employment Efficiency» project in the Federal Government as one of the strategic and vital projects under the umbrella of the Federal Government's Human Resources Management Information System (BAYANATI).



Shima Al Awadhi



Laila Al Suwaidi

In this regard, HE Laila Al-Suwaidi, Executive Director of Programs & HR Planning, said that the project aims to improve the efficiency of e-employment system introduced in 2015, by enhancing the Federal Government's work system

through upgrading recruitment mechanisms in ministries and federal entities, to achieve Emiratization policy adopted by the Council of Ministers in these entities.

She said: "This important project launched by the Authority under the umbrella of BAYANATI system is currently implemented in the federal entities operating the system and will be extended to the rest of the ministries and federal

bodies by the end of April. The project will have great impact on the efforts being made to attract talent to government service. It will also improve the efficiency of recruitment procedures through job evaluation and description system implemented at the Federal Government level.

"It should be noted that the project to enhance the efficiency of employment in the Federal Government will not have any operational burdens or additional tasks for employees in the ministries and federal entities. The idea of the project is to ensure the selection of most suitable candidates for vacant positions in the Federal Government, as effective recruitment requires a set of criteria and requirements that must be met by applicants for different types of jobs, including: academic qualification, previous experience, tasks and responsibilities and competencies. Each criterion will have a weight."

HE Laila Al-Suwaidi added that the project's mechanism of work requires the HR officials in the ministries and federal bodies to enter the candidates' information and requirements of the job electronically in BAYANATI system. The system will then match the inputs with the requirements and criteria of the specific job as well as its description, to identify the most suitable candidates, who get 80% or more according to the criteria.



