

Circular No (21) for 2019

Implementation of Cabinet Resolution No (34/10) for 2019 on Emiratization mechanisms in the Federal Government

To: All Ministries & Federal Entities

The Federal Authority for Government Human Resources (FAHR) would like to send you kind regards, wishing you all the success.

Pursuant to Cabinet Resolution No (34/10) for 2019 endorsing Emiratization mechanisms in the Federal Government; and to enable the ministries and federal entities to implement the Cabinet Resolution in a proper manner;

The Authority is pleased to present to you the Emiratization mechanisms approved by the Cabinet, as follows:

First: Supervisory, Administrative and Support Services Jobs:

1. Advise federal entities to increase Emiratization percentage by 10% annually, to reach 90% for administrative and support services jobs in five years from the date this circular is published.
2. Advise federal entities to increase Emiratization percentage to 100% for supervisory jobs within five years from the date this circular is published, except for jobs exempted by a Cabinet Resolution.
3. Prohibit employment of expatriates in supervisory, administrative and support services jobs in the federal entities from the date this circular is published.

Second: Specialist Jobs:

Advise federal entities to develop Emiratization plans (5 - 10 years) for specialist and technical jobs. The plan shall be sent to the Federal Authority for Government Human Resources, for submission to the Cabinet within two months from the date this circular is published.

Third: BAYANATI System:

1. Federal entities, whether operating the Federal Government's HR Management Information System (BAYANATI) or not, must advertise their vacancies electronically via BAYANATI, according to its mechanisms.
2. Federal entities must take e-approvals for outsourced employees and duly enter their data into the Federal Government's HR Management Information System (BAYANATI).
3. Federal entities must achieve and analyze Emiratization indicators within the Federal Government's HR Management Information System (BAYANATI), as well as review Emiratization plan and targets on an annual basis.

The Cabinet Resolution also stipulated entrusting the Authority with submitting quarterly reports on Emiratization indicators and developments regarding the implementation of the above mechanisms by the federal entities, to the committee set up to follow up and implement the directives of His Highness the Prime Minister, prior to submission to the Cabinet.

In view of the foregoing, all ministries and federal entities are required to abide by the implementation of the above mechanisms. They are also kindly requested to nominate whoever they deem fit from among their HR department directors to

attend the orientation workshop to highlight the provisions and mechanisms contained in the above Cabinet Resolution, which will be held on Wednesday, November 06, 2019, at 01:00 pm, at Grand Hyatt Dubai – Baniyas Hall (1).

We hope to receive your nominations not later than five working days from today.

Thank you for your cooperation

Dr. Abdurahman Al Awar,

Issued on: October 22, 2019

Director General,

Federal Authority for Government Human Resources

For coordination please contact:

- Waoud Al Darmaki: Senior Executive, Programs & Projects - Tel: 04 231 91 16 Email: waldarmaki@fahr.gov.ae
- Sharifa A. Al Bashr: Senior Executive, HR Planning - Tel: 04 231 90 46 Email: SAlbashr@fahr.gov.ae

This translation of the Federal Law by Decree No. 1 of 2008 on Human Resources in the Federal Government only aims at identifying and clarifying the Articles of the Law and relevant policies (and procedures). In case of any conflict between the Arabic and English versions, the Arabic version shall prevail and overcome.