



Annual Report

Highlight Accomplishments in

2023

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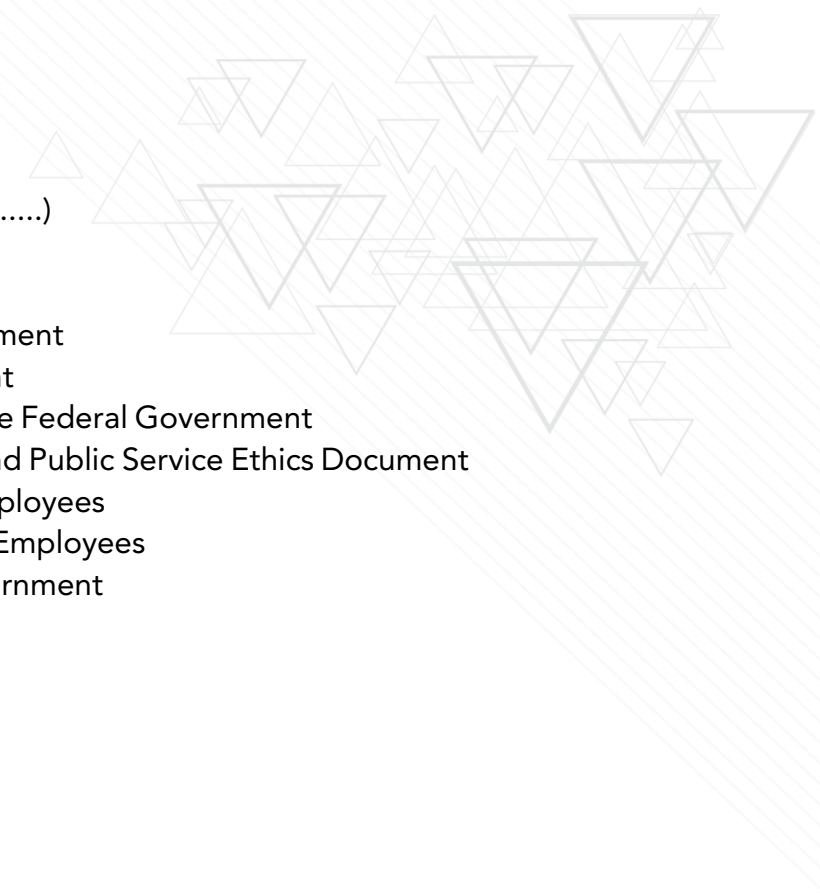
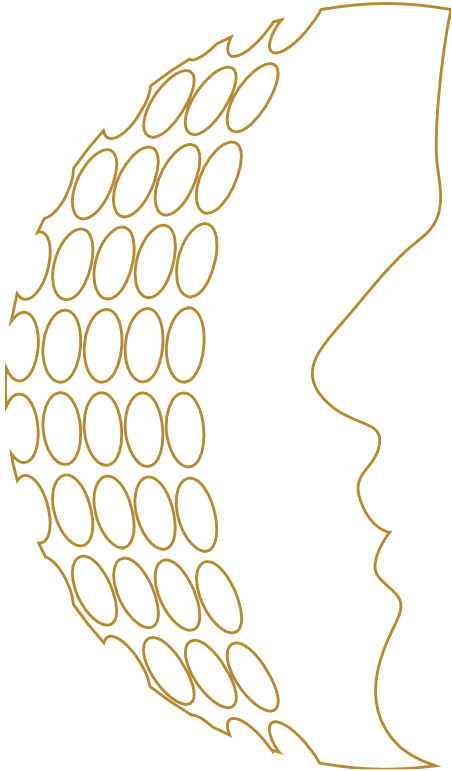
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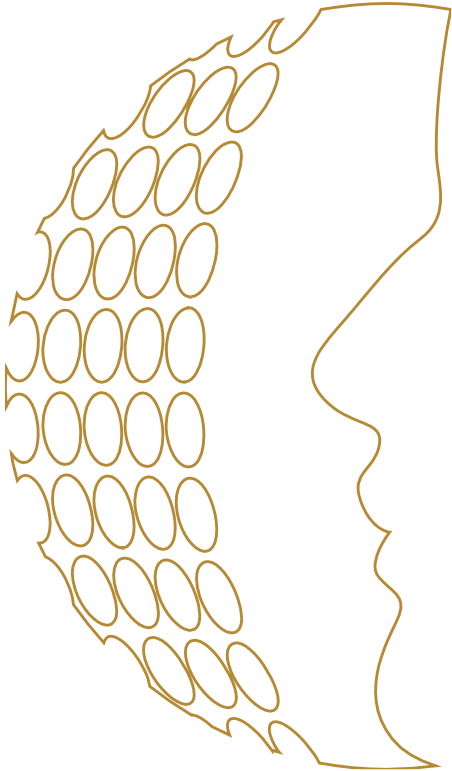
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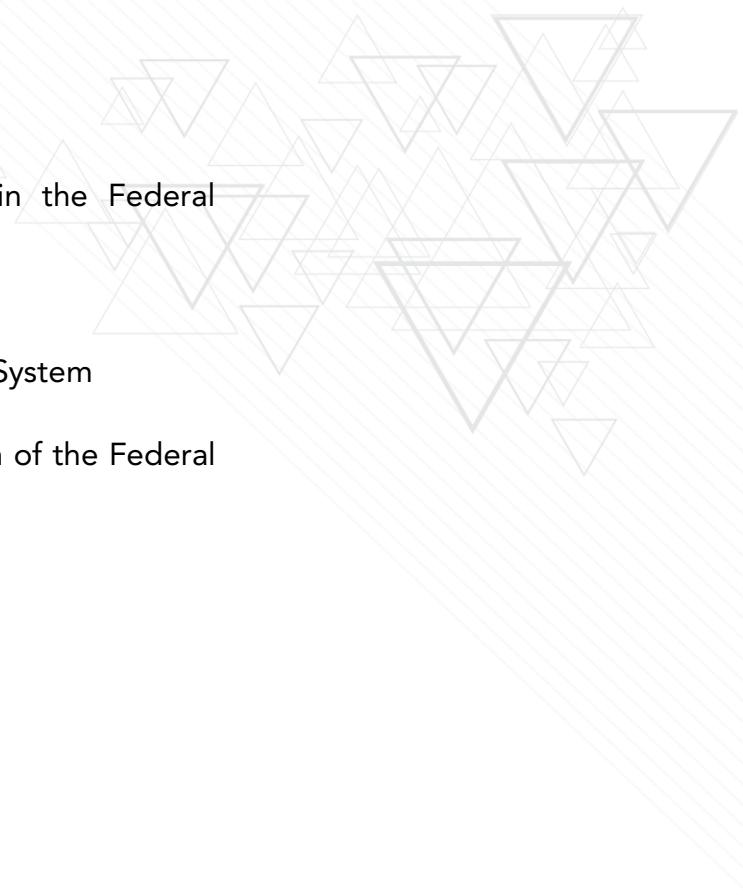
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FAHR's Statement:

The Future... At the Center of the Stage

In light of the rapidly evolving technological developments in the world, the frantic competition, and the well preparedness for investing in future opportunities and facing the challenges it pose, it could particularly important to review our achievements and be proud of them, and even more important to focus on what will do for the future at this stage.

The Government of the United Arab Emirates has made great strides in the areas of human capital development, its advancement and preparation for the future, by the Grace of God, and thanks to the vision of our wise leadership that recognized early on in the important role of the human component as the foundation for development , believing it's central to any of its advancements towards global leadership and competitiveness.

As for the Federal Authority for Government Human Resources (FAHR), the UAE Vision 2031 constitutes for us a true guide and a road map towards the future, with all its ambitions, thus positioning the United Arab Emirates globally, at various social, economic, investment and developmental levels.

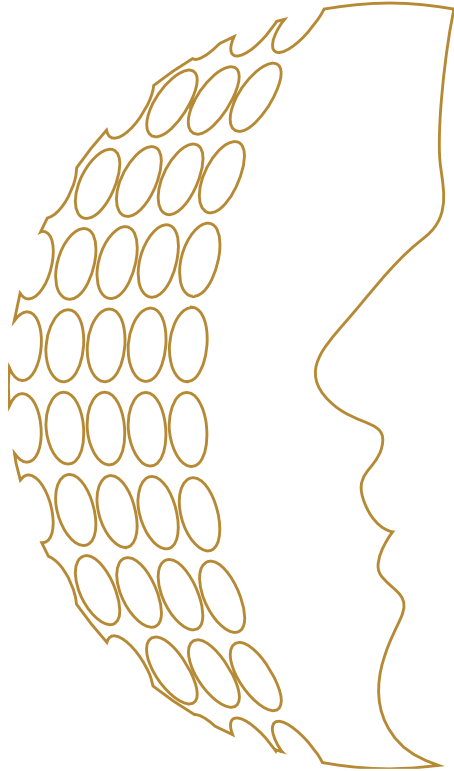
I firmly believe that we are pursuing the vision and directives of our wise leadership, particularly in striving towards a pioneering and outstanding government human resources system that will enhance institutional performance and provide the best government services, by harnessing the cutting-edge digital solutions and state-of-art technologies, and in accordance with the best practices, ultimately claiming the global leadership.

Since the UAE is a future-centric country, we are always striving to create inspiring success stories, with its theme revolving around the future through the means of digital transformation, fostering the readiness of our government resources for the future, empowering them with future skills, advancing the level of government processes to achieve development and prosperity, and creating innovative solutions to combat the challenges, through establishing effective partnerships, enacting agile human resources legislation that keeps abreast of the rapid changes, while providing a forward-looking prospective of the government processes.

The center of this coming stage and all stages for us is the human component, which constitutes the foundation of readiness for the future. We always seek to attract and develop talents and competencies for the Federal Government, enhance the capabilities of our human capital, and arm it with future skills, based on our firm belief in the importance of its role in overcoming challenges, advancing society, and achieving growth, prosperity and prosperity.

In light of the above, the Federal Authority for Government Human Resources (FAHR) played a pivotal role during the year 2023 in keeping abreast of rapidly evolving changes, and adopting modern technologies in developing institutional work systems and enhancing its tools; to create innovative, stimulating and attractive work environments for talents and competencies. Therefore, FAHR has launched a number of pioneering proactive initiatives.

Human Resources Strategy in the Federal Government



Vision:

Government talents with advanced human resources system leading the UAE to global leadership.



Mission:

Developing the capabilities and competencies of the Federal Government talents, creating an agile work system and proactive programs that enrich the efficiency, productivity and competitiveness of the UAE's Federal Government.



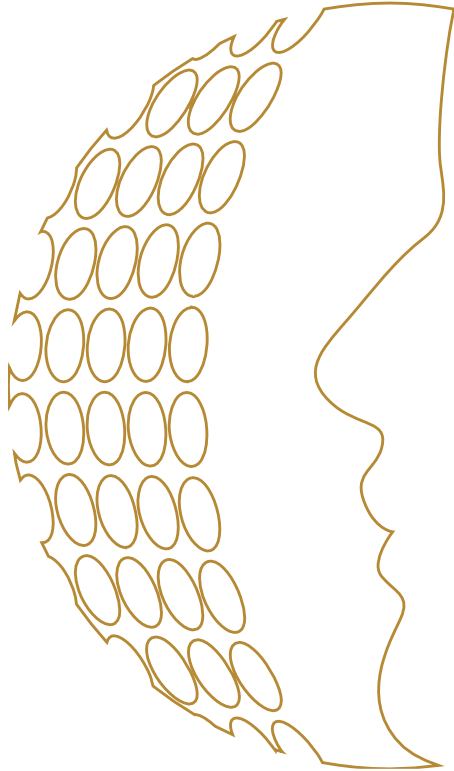
Corporate values:

- Integrity and Professionalism
- Empowerment and Engagement
- Proactivity
- Partnership and Integration
- Agility



Strategic Goals:

- Create an agile and proactive human capital system (HCS) that strengthens the competitiveness of the work environment within the Federal Government.
- Enhance the Federal Government's efficiency and productivity by using the advanced human capital solutions.
- Develop the investment ecosystem for the Federal Government's talents and cadres.
- Develop the practices and procedures of the Federal Government's human resources, with the aim of enhancing the government performance.
- Create a work environment to boost the government competencies and disseminate knowledge among the Government's human resources.
- Attract and empower the best talents, and provide efficient and effective institutional services and digital infrastructure.
- Promote the innovation practices that are based on agility, proactivity and readiness within the work system.





Legislative Agility

Promoting Productivity



9

Workshops held about the Human Resources Law in 2022-2023



+1700

Participants in the training workshops from the various Federal entities in 2022-2023

Human Resources Law in the Federal Government

The law aims at enhancing the agility of the human resources legislation in the Federal Government and supporting the realization of the future directions of the UAE Leadership, and the objectives of the "We the UAE 2031" Vision, which focuses on building the most pioneering and outstanding system through enhancing government performance and developing flexible work models that contribute to achieving the optimal results, in addition to building a future model for the management of the human resources and government competencies.

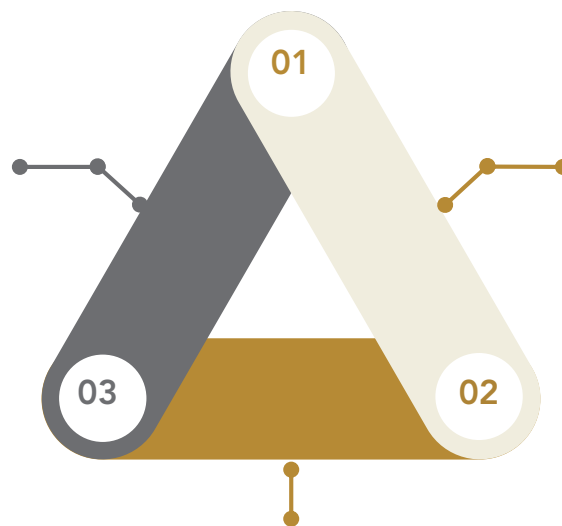
A number of workshops were implemented to introduce the leading themes featured in the Federal Decree-Law No. (49) of 2022 Regarding the Human Resources in the Federal Government

February 2023

4 virtual workshops were delivered to introduce the Human Resources Law, attended by stakeholders from 21 Federal entities.

December 2022

5 virtual workshops were delivered to introduce the Human Resources Law.



January 2023 – December 2023

8277 legal consultations were responded to regarding the Human Resources Law during 2023

1,818

Appointment procedures for 24 Federal entities

26,182

Procedures that are aligned with the amended Human Resources Law in the Federal Government

Automation of the Human Resources Law in the Federal Government

Issuing the Federal Decree-Law in the Federal Government under the Federal Decree-Law No. (49) of 2022 Regarding the Human Resources in the Federal Government.

The following procedures are completed and implemented on the Human Resources Information Management System:



Compensation for working on weekends official holidays.

Appointment of employees to the grades of experts, advisors and overall remuneration.

Transfer, Delegation, Loan and Secondment.

Official missions and training programs outside and inside the UAE

Promotions and fast-track promotion

Employment and contracting mechanism according to the new employment patterns & types of work and the unified contract template

Leaves

8

Workshops held around the regulations in 2023



+1100

Participants in training workshops from various Federal entities in 2023

Issuing the Executive Regulations of the Human Resources Law in the Federal Government

A number of workshops were implemented to introduce the leading themes featured in the Cabinet Resolution No. (48) of 2023 Regarding the Executive Regulations of the Federal Decree-Law No. (49) of 2022 Regarding the Human Resources in the Federal Government, which became effective as of July 1, 2023.

June 2023



4 workshops were delivered to introduce the regulations to the employees of human resources departments and legal affairs departments in the Federal entities.

4 workshops were delivered to introduce the regulations to the leaders of Federal entities (Undersecretaries of ministries and persons of equivalent status, assistant undersecretaries and persons of equivalent status).

350

Employees and
HR Officers

25

Federal entities

8

Training
Workshops

Automation of the Executive Regulation in Bayanati System

In view of FAHR's keenness to develop and improve the E-HR systems in the Federal government, and to improve the experience of its customers, the Authority has updated the self-service system within the Human Resources Information Management System in the Federal government "Bayanati", in accordance with the Executive Regulations of the New Human Resources Law in the Federal Government.



A comprehensive training plan was developed with the aim of enabling entities and ministries in terms of the technical amendments and updates to the human resources procedures in the screens of Bayanati System.



An additional series of specialized training workshops were held for the Federal entities.



A user guide was developed to illustrate the most prominent technical amendments to the Human Resources Information System regarding the Executive Regulations.

4

Virtual workshops were held for the Federal government employees

1,566

Employees attended the workshops

40

Federal entities participated in the workshops

Launching the updated version of Code of Professional Conduct and Public Service Ethics Document

FAHR has launched the updated version of the Code of Professional Conduct and Public Service Ethics Document in the Federal government, which aims to: (Foster the employee's institutional culture, support professional values, and develop a sense of responsibility), which positively reflects on their productivity and enhances the performance of their institution, where the provisions of the document apply to all civil employees in the Federal Government.



Aiming to:

- Foster the employee's institutional culture.
- Support professional values.
- Develop a sense of responsibility.
- Enhance institutional performance and increase productivity.

Performance Management System for the Federal Government Employees

Cognizant of the interest of work in the Federal Government and based on the provisions of Article (3/2) of Federal Decree-Law No. (11) of 2008 Regarding Human Resources in the Federal government and its amendments, which define the tasks and competencies of FAHR, including studying and proposing policies and legislation related to human resources at the Federal Government level, the Authority has reviewed the performance management system for Federal Government employees, which was adopted under Cabinet Resolution No. (35) of 2020.

With prior coordination with the Federal entities and according to the following procedures:

- ✓ A questionnaire at the Federal Government level was carried out to survey the views related to the performance management system in the Federal government, where 4218 employees from 39 Federal entities responded to the questionnaire containing 54 detailed questions. The responses were analyzed and taken into account regarding the current performance system.
- ✓ A focus session was held for the HR managers in the Federal Government, which was attended by 31 managers, representing (24) Federal entities, during which their opinions were surveyed and their views were taken to develop the proposed system.
- ✓ Legal inquiries and technical feedback/comments relating to the implementation of the current system were analyzed.

+800

Participants in training workshops from various Federal entities in 2022-2023

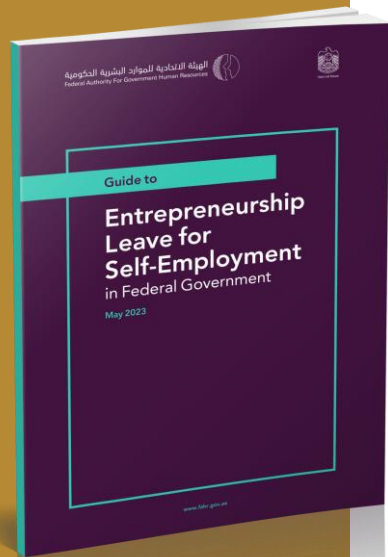
Federal entities received letters regarding the initiative

Entrepreneurship Leave for Self-Employment for the Federal Government Employees

Given the leading role of the United Arab Emirates Government and its vision that aim to support the country's citizens in all fields, the esteemed UAE Cabinet issued Resolution No. (30/70) of 2022 on the Conditions and Controls for Granting Entrepreneurship Leave for self-employment to UAE nationals working in the Federal Government, and later Cabinet Resolution No. (12) of 2023 Concerning the Freelance Work Leave for Employees of the Federal Government.

About the initiative:

- The UAE Cabinet has adopted the Freelance Work Leave for Employees of the Federal Government in 2022, as part of the UAE's Projects of the 50. It is a first of its kind initiative worldwide, which has actually taken effect as of January 2023.
- The leave reflects the pioneering thinking of the UAE leadership, which aims to motivate the national cadres to enter the world of entrepreneurship and establish their own projects, thus stimulating the national economy and enhancing its competitiveness.



10

Virtual awareness workshops held for the Federal entities and HR officials

2,457

Employees participated in the questionnaire launched by FAHR on the Entrepreneurship Leave for Self-Employment initiative

Results of the First and Second Batches

The First Batch:

- The first session of the leave achieved remarkable success, as it attracted 9 entrepreneurs from the Federal Government employees.
- The pioneers of the first batch invested in **various economic sectors**, including (gold and precious metals trade, contracting, interior design, management consultancy and training, event organization and hospitality services, and business of confectionery, fragrances and nutritional supplements).
- The strategic partnership with 10 government business incubators and leading companies in the private sector played a major role in the success of the initiative, building the capabilities of employees who has taken the leave, and supporting them in the fields of entrepreneurship, establishing and managing companies.



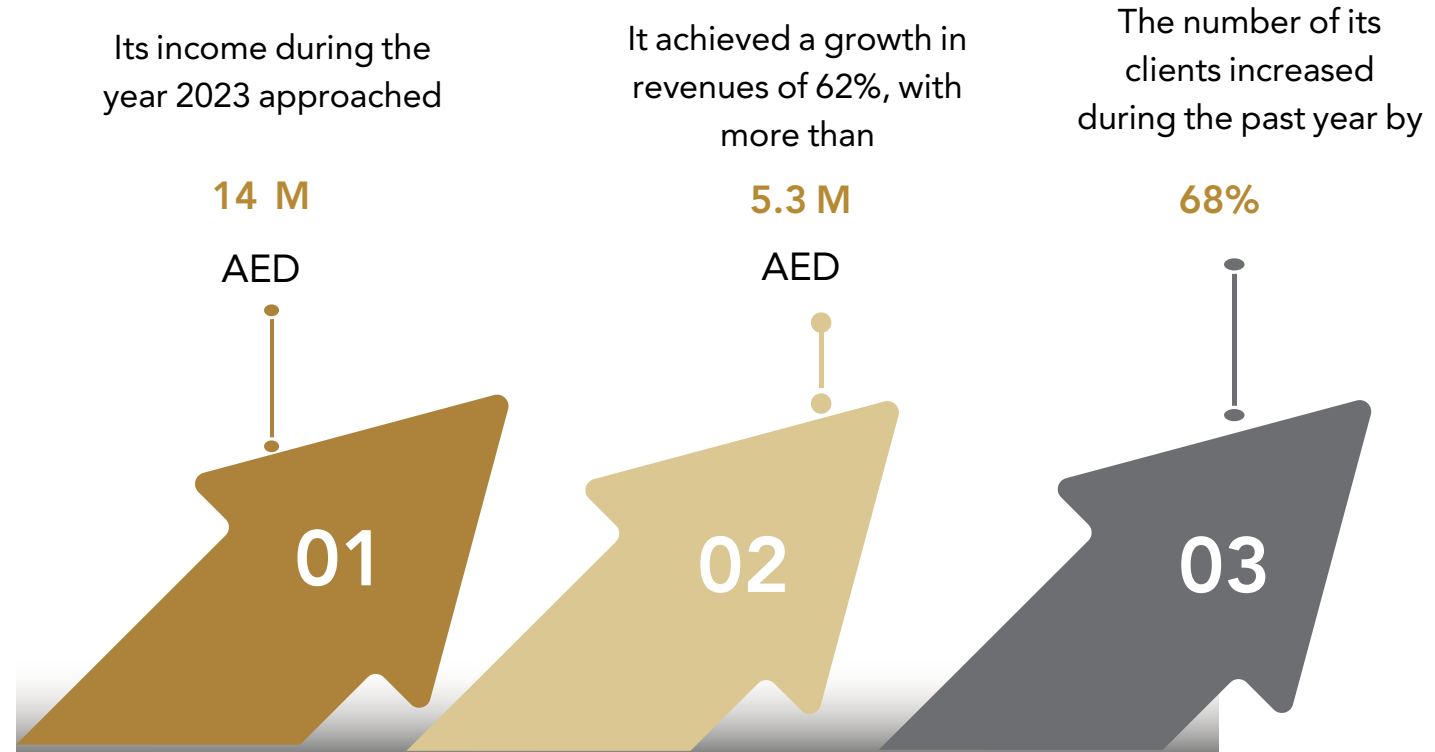
62%

Revenue growth rate for the projects of the first batch of entrepreneurs in the Federal Government

10

Number of members of the second batch of entrepreneurs from the Federal Government employees

The project outputs of the first batch of the leave were within the desired level, and achieved remarkable success, as:



Launching the Second Batch:

- The number of members of the second batch reached 10 entrepreneurs from the employees of ministries and Federal entities.
- The beneficiaries' projects varied between (e-commerce, hospitality, event organization, nursery management, textile and fragrance business, car cleaning, health care, tourism and entertainment).

Brainstorming on the Remote Work Experience in the Federal Government

FAHR held an interactive brainstorming session, with the participation of an elite group of specialists within the government and private sectors.



Key Outputs:

- 01 Creating promising future models in various fields of work.
- 02 Serving the UAE's directions to establish legislative frameworks for governing the remote working system.
- 03 Using digital tools and Artificial Intelligence (AI) Technologies
- 04 Improving the remote working experience at the Federal Government level.
- 05 Developing proposals and recommendations that serve the Federal Government's directions to increase productivity and agility and create a stimulating work environment.



Developing Talents for a Sustainable Government Future



"Jahiz" Initiative

For Government Talents with future skills

It's a national digital platform that aim to enable +65,000 of the Federal Government talents with the required future skills; in order to keep pace with current requirements and future trends, with the aim of enhancing the competitiveness of the government workforce, developing its skills, enhancing government productivity, and maintaining the UAE's global positioning. The platform focuses on four main skills and 20 sub-skills.

52,746

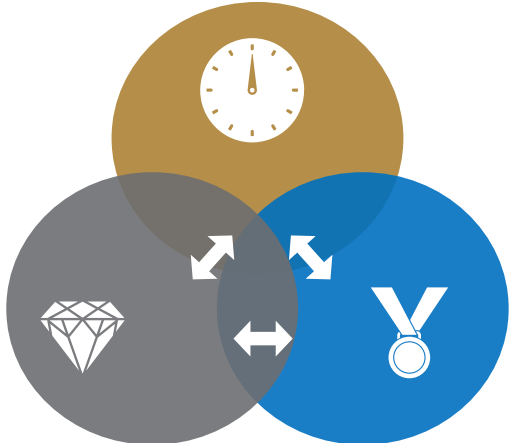
Users, including the registered users from local, private and sovereign entities - 54 entities

JAHIZ
FUTURE
GOVERNMENT
TALENTS

1,070,358

Training hours

22 Future Skills



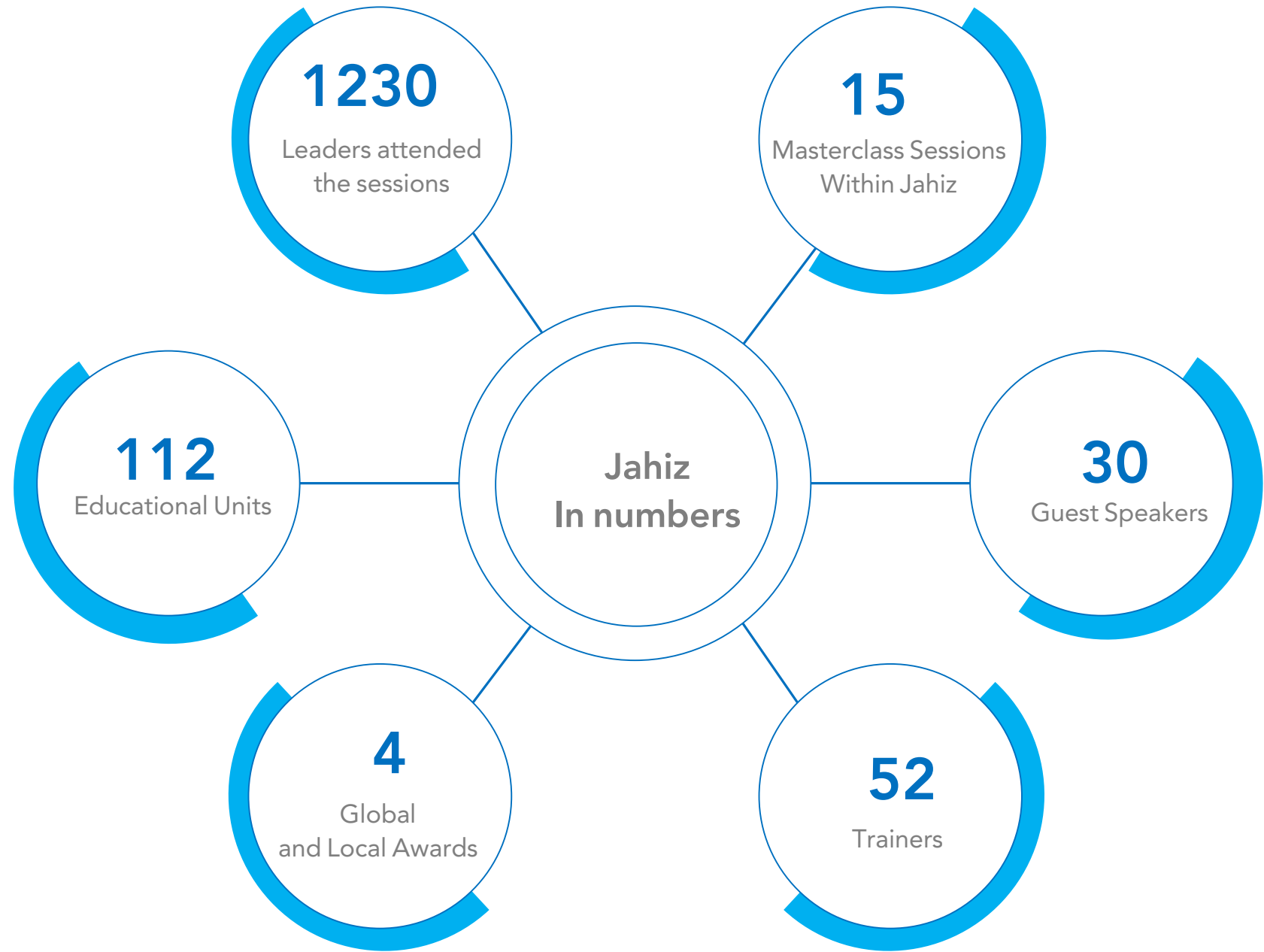
824,811

Accomplishment Badges

4

Main skills

1. Digital Skills
2. Data and Artificial Intelligence Skills
3. New Economy Skills
4. 10X Skills



18,000

Associate members and interested individuals Attended the sessions

70

Sessions held since the establishment

90

Speakers In the sessions

Human Resources Club

The Federal Authority for Government Human Resources (FAHR) has launched the Human Resources Club in 2010, as one of its strategic initiatives aiming at developing and empowering human capital through:

- Creating an interactive platform for exchanging ideas and expertise.
- Creating a channel for communicating thoughts and knowledge, aiming at enhancing the roles of human resources.



The key subjects of the sessions in 2023:

Guidelines for the use of Artificial Intelligence (AI)	6
Franchise , its advantages and how to obtain it	Sessions
The human touch in the work environment	2074
Sustainability	Participants
Us of Artificial Intelligence (AI) in managing human resources operations and procedures	14
Career succession in the age of digitalization	Speakers

Human Resources Advisory Council

A strategic partnership was established among FAHR, a selected human resources experts in MENA and members from the private and semi-governmental sectors under the "Human Resources Advisory Council" Initiative, with the aim of transferring knowledge and sharing best practices in human capital development and talent management, in the areas of innovative policies, systems and initiatives.

14

Members of the Council from the private sector

85

Participants in 6 sessions of the Human Resources Advisory Council during 2023

During the meetings, the following topics were raised and discussed:



65

Registered entities

586

Subject-matter experts

3,334

Users

Government Skills Bank

The "Government Skills Bank" Initiative is based on identifying and listing experts, skilled and competent individuals from among the Federal Government employees. It is an incubator for subject-matter experts in the ministries and Federal entities, where employees of ministries and Federal entities can apply to join the Government Skills Bank's network through its online portal.



Re-engineering the entry procedures in the system and reducing the number of fields required to be filled in to log in.



Completing the linking process with Bayanati System.



Smart Systems Strengthening the Human Resources System



3

Main types
of rewards and
incentives

They fall into

8

Categories

A new Rewards and Incentives System for the Federal Government employees

The esteemed UAE Cabinet, headed by His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, adopted the rewards and incentives system for the Federal Government employees, with the aim of providing mechanisms that enable the Federal entities to motivate their work teams and employees, in appreciation of their valuable contributions and achievements, and to retain government talents and competencies.

The system sets out two main forms of rewards that can be granted to the Federal Government employees, namely: Firstly, the financial one, which includes cash rewards, incentives or other forms of financial rewards. Secondly, the in-kind rewards, which include certificates, awards or any other forms of moral recognition.

The system sets out three types and categories of rewards and incentives, which are:

- **Annual Performance Reward**, which is linked to the results of the annual performance management system, and levels of efficiency and productivity.
- **Distinguished Achievement Reward**, which includes several categories, and its recognition system is linked to the achievements with added value at the level of the entity or the Federal Government outside the framework of job duties and responsibilities.
- **Impressive National Achievement Reward**, which includes several categories, and its recognition system is linked to those who consolidate the of national identity values, cement the UAE's reputation, and enhance its competitiveness and global leadership.

The new interface for the Digital Employee Experience in "Bayanati" System

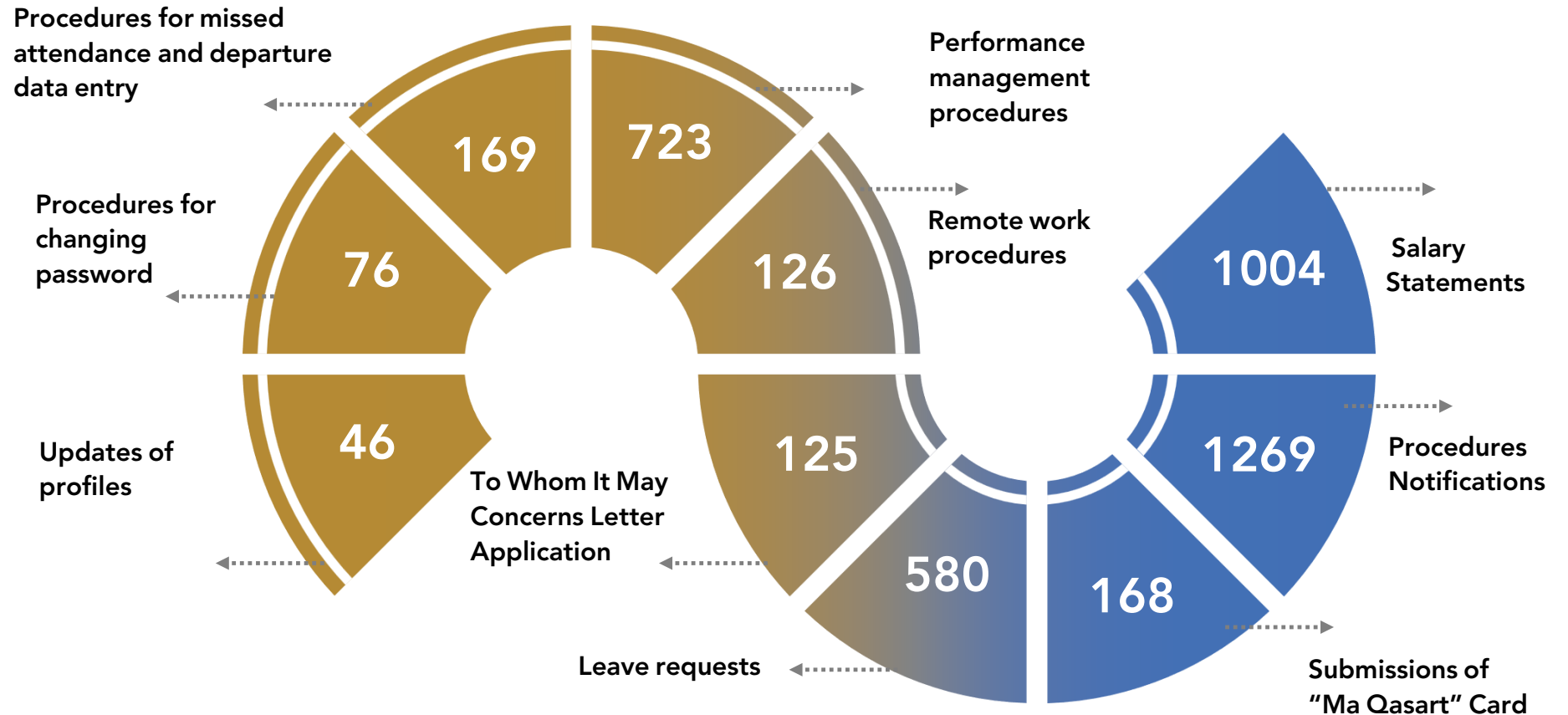
58%

Reducing steps to complete HR procedures via the self-service system

A proactive, integrated digital system, enhanced by AI technologies, which contributes to creating a qualitative shift in the HR experience in the ministries and Federal entities and raising the efficiency of the HR E-systems adopted in the Federal Government. The new system will provide an easy and smooth journey for the employees when completing their HR procedures. This is done by accelerating processes, streamlining and shortening the currently adopted online procedures.

4,359

HR procedure using the new interface



4,144

Logins to the new interface



Dedicating a service in the Customer Happiness System (CHS)

A service specific to the digital employee experience, which is available to all employees using the system; in order to provide support in the event they encounter any technical problem or provide any observations for development.



Project launching plan

It's targeted all Federal entities, as the new interface was launched during 2023 for the Ministry of Finance (MoF), Ministry of State for Federal National Council Affairs (MFNCA), the National Counseling Center, the Emirates News Agency (WAM), and the Zakat Fund.



An Internal Online Campaign

Launched on "Fikra" Platform to take into account employees' views and observations for development, where 280 suggestions and ideas were received and 184 of them were implemented.



A User Guide

A user guide was developed to explain how to use the new interface.

A comprehensive training plan for the employees of ministries and Federal entities

Training workshop for managers → Once a month for three months

Training workshop for key HR employees → Once a month for three months

Training workshop for key users → Once

Training workshop for employees → Twice a month for three months

254,168

HR procedures via the Authority's smart application during 2023



42

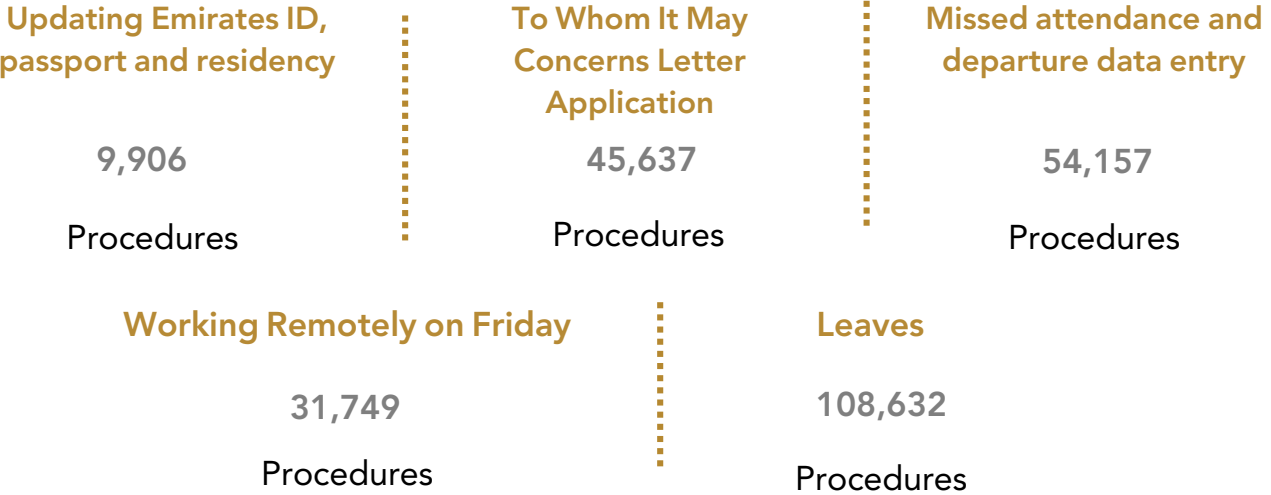
Services provided to Federal entities

Key HR procedures via the Authority's Smart Application (FAHR)

The Authority's application is a smart platform that enables the Federal Government employees to complete all their HR procedures themselves, through their mobile phones, without the need to refer to the HR departments in their institutions. It is a step that aim at streamlining and facilitating HR procedures for employees, and saving time and effort for the HR departments. 29 ministries and Federal entities have benefited from its services.

The Emirates Schools Establishment topped the list of the total number of procedures submitted via the smart application, reaching approximately 35,574 procedures during the same period.

The 5 most used services via the smart application by the ministries and Federal entities:



147,000

Downloads since its launch

18,000

Downloads in 2023

47

Ministries and Federal entities benefit directly from the services provided by the application

Most prominent services and statistics of FAHR's Smart App

- Simplifying the HR procedures.
- Facilitating on employees and saving time.
- Enhancing the efforts of the HR departments.

The key improvements to the application:

- Developing a mechanism for entering the employee's individual development plan.
- Introducing new leave requests.
- Providing a service for applying for Sabbatical Leave for Self-Employment.



914,000

Self-managed HR procedures since its launch in 2014



254,000

Procedures in 2023

89%

Data completion and accuracy rate for the operating entities linked with Bayanati System

43

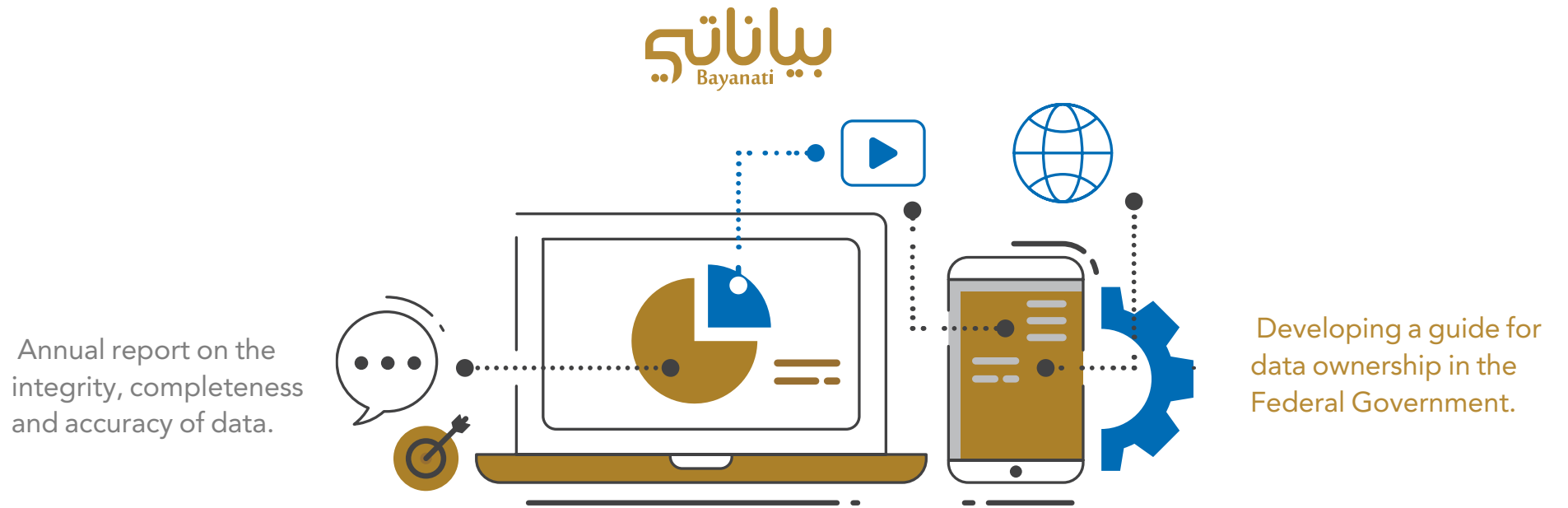
Federal entities Subject to the scope of audit

17

Entities linked With Bayanati System

Issuing a report on (the integrity, completeness and accuracy of data) For entities linked to Bayanati System and periodic reports for entities

With the completion of the e-linking process with the Federal entities, via the Enterprise Services Bus (ESB), the process of auditing the integrity, completeness and accuracy of data is ongoing throughout the year; to ensure obtaining real and sound data to rely on in preparing studies related to the workforce.



Increase in the percentage of data completion and improvement

1,111

Documents in the E-Signature system
in 2023

10

Documents
Provided by the
Government E-Signature
System

Launching an updated version of the Government E-Signature system

The E-Signature system aims to accelerate and facilitate the processes of signing government documents and papers using modern technologies, as the traditional processes, which require paper signatures, have been replaced by easier electronic means that are in line with digital identity technologies (UAE PASS).

The key new features and properties added to the system

- 01 Developing the look and design
- 02 The review feature
- 03 Adding the dark mode
- 04 Displaying the number of reminders for each approval

The Government E-Signature system provides documents to be selected for uploading and approval, including:

- 01 Invoices
- 02 Requirements gathering document
- 03 Workshop attendance certificates
- 04 Meeting minutes
- 05 Change requests
- 06 System test approval document

A user guide was developed to explain how to use the system

Customers' Virtual Assistant Service Project (Hamad Bot)

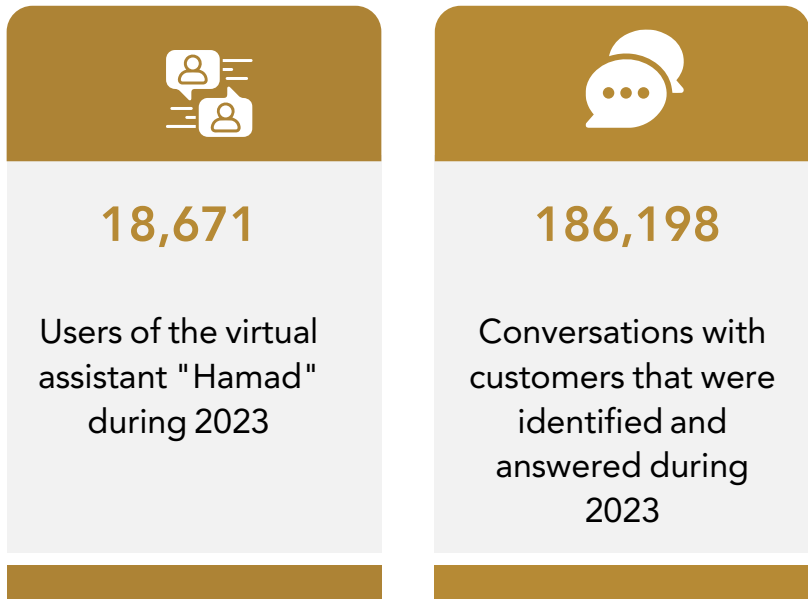
With continuous updates to work mechanisms and procedures taken Depending on the conditions and changes in the Government



It's an instant chat window that is based on technological techniques and digital transformation, which aims at providing an interactive channel to communicate with customers, and providing them with technical support and advice on a number of the FAHR's services. The work team also continuously feeds Hamad Bot with all HR laws, policies and legislations, and links it with the Human Resources Information Management System and the Customer Happiness System, to complete their HR procedures.

192,907

Conversations with
the virtual assistant
during 2023



161

Advertised Jobs

21,585

Candidates

48,283

Employment applications

E-Recruitment system

Supported by digital solution features (Istiqtab)

It is a recruitment system enhanced by AI features, which supports matching vacant jobs with job seekers; to select the most suitable candidates for these jobs, by learning from databases of millions of records and machine learning algorithms.

Project highlights:

The system was launched at the Federal Tax Authority (FTA).

An introductory workshop was held on Istiqtab platform and its new updates, attended by 425 employees from more than 20 Federal entities. As a result, many entities expressed their interest in the project, and coordination is underway with them to activate their subscription to the platform.

The system has been linked to "Bayanati" System and the Ministry of Education (MoE), in preparation for its launch in the Ministry

The Federal Government's Human Resources Performance Evaluation Project

(According to the HR procedure and practice development matrix "HR Maturity Matrix")

It is a project to measure the maturity and development of HR procedures and practices in the Federal government, according to the highest international standards, and through the HR management E-systems in the Federal Government.

%66

HR Maturity
Percentage in the
Federal
Government

29

Federal entities
Subject to the Matrix



Increasing the results of the government enablers in the Performance System 3



Increasing the HR maturity level in the Federal Government



Crating a system and dashboard for HR indexes



Using the results of the Matrix in evaluating the Federal entities



Guides and Prospective Studies of the Future of Human Resources

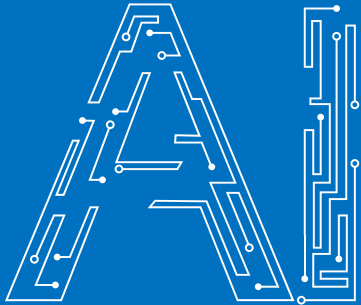


Guide to the ethical use of digital solutions in the Human Resources

FAHR has officially launched the guide as part of its various activities in the month of the “Emirates Innovates 2023.” It provides the best practices and general guidelines, and a framework that can be used by ministries and Federal entities within the UAE to evaluate systems and technologies that integrate and use artificial intelligence (AI) in evaluating talents.



In
cooperation
with SHL
Global



500

Number of
attendees at
the guide
launch session

Preparing a series of studies to strengthen the Human Capital in the Federal Government

Among the key (studies / guidelines / policies) prepared by FAHR during 2022-2023 are:

1. A study on cases of secondment and loan in the Federal Government
2. A study on the integrity of the application of the HR systems and policies
3. A study on the impact of sick leave in the Federal Government
4. A study on the study leave in the Federal Government
5. A study on promotions in the Federal Government
6. A study on the future of HR departments in the Federal Government and their development according to the aspirations of the Federal Government
7. A study on official tasks for youth
8. A study on setting performance standards, promotions and rewards for leadership positions in the Federal Government
9. A fast-track policy for elite competencies of the Federal Government employees
10. A benchmark study on salaries and retirement system in the GCC countries
11. A study on job turnover
12. Periodic reports on unemployment insurance
13. A study on data related to people of determination in the Federal Government
14. Analytical studies related to the tables of grades, salaries, compensations and benefits for some Federal entities



+ 150

Studies

Prepared by FAHR



To be continued...



20+

Studies

Prepared by the
Policy Sector
during 2022-2023

16. Entrepreneurship Leave for Self-Employment project
17. Comprehensive learning policy for the Federal Government employees
18. Developing the Code of Professional Conduct and Public Service Ethics Document
19. HR Procedures Guide in the Federal Government
20. Guide to the matrix of HR powers and responsibilities in the Federal Entity - 2023
21. Working remotely from outside the UAE
22. Technical allowance governance policy
23. Guide to the Sabbatical Leave for Self-Employment in the Federal Government
24. Guide to the mentors/counselors of entrepreneurs from the Federal Government employees who are on Entrepreneurship Leave for Self-Employment
25. A study to develop an HR Professional Award within Mohammed bin Rashid Government Excellence Award
26. Studies to develop some indicators (Jahiz Index, index to measure the impact of sick leaves on the Federal Government)
27. A study to analyze gender balance indexes in the Federal Government
28. Benchmarking studies related to the development of some policies such as: (Development of the performance management system, rewards and incentives system, .. etc.)
29. A benchmarking study on the new work system



Statistical Indexes forming the Human Resources map

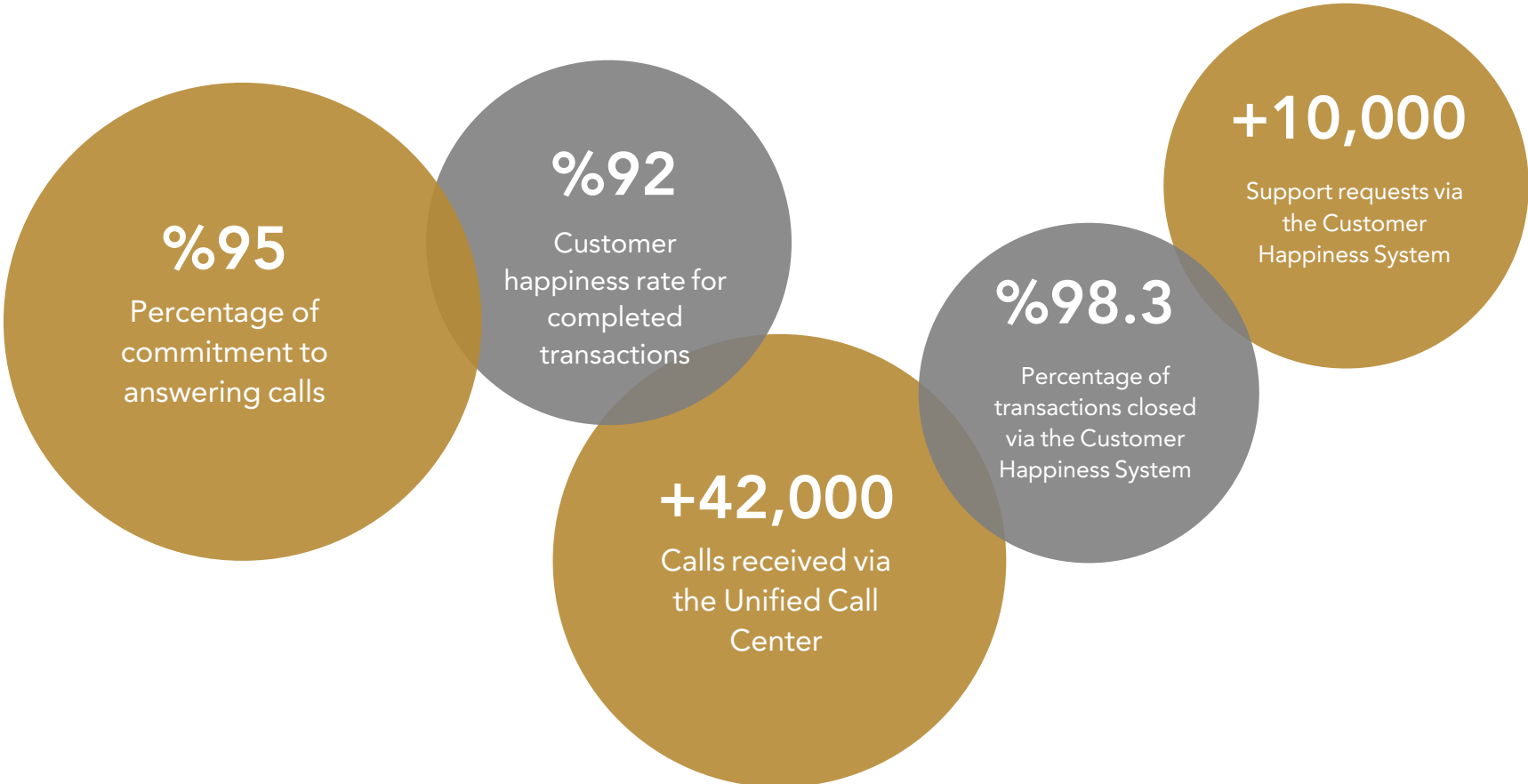


Improving the Customer Experience via the Customer Happiness System

FAHR has launched the Customer Happiness System (CHS) in 2019 as part of its continuous efforts to facilitate customers and raise their levels of satisfaction, by providing them with an interactive online platform, which includes all the services the Authority provides to them.

+8300

Legal consultations provided by the Authority during 2023



8300 Legal Consultations provided by FAHR in 2023

40

Awareness workshops on HR legislations and regulations in 2023

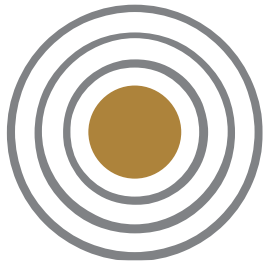
6

Official channels To request "Consultations"



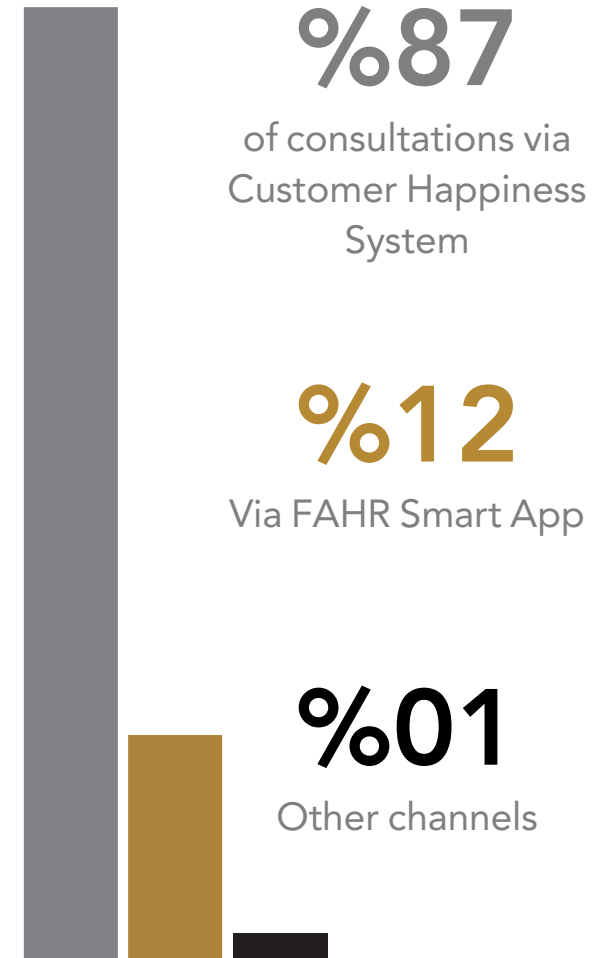
Inquiries focused on:

- Leaves
- Bonuses and Allowances
- Employment contracts
- HR regulations



The legal Consultation Team:

- Unifies the legal opinions
- Documents the legal principles
- Ensures proper application of regulations and legislation



Government Data Maturity Index

91%

The Authority's result in the Data Maturity Index for 2022 - Third Cycle

48

An entity linked to the e-system of the Competitiveness and Statistics Center

This index aims to enhance the ability of Federal government entities to manage high-quality and up-to-date data for decision-makers, in line with global standards and practices. The index aims to evaluate and monitor the performance of Federal entities in meeting the requirements of the national agenda and global competitiveness indexes.



14

A special index for youth people working in the Ministries and Federal entities

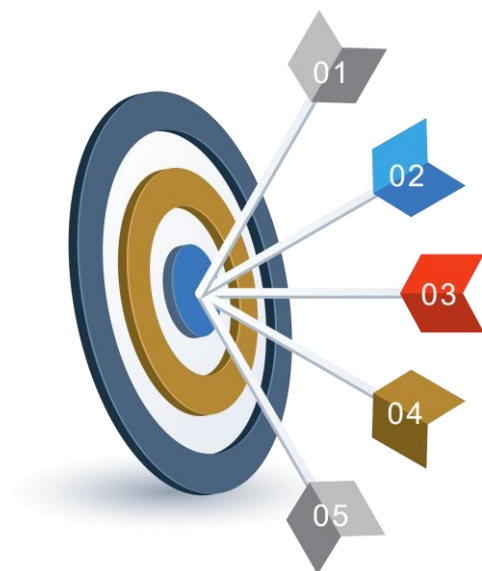
24%

Percentage of youth employees in the Federal Government

A proactive smart index dashboard to empower the youth of the Federal Government

In conjunction with the launch of the Guide of Youth Empowerment in the Federal Government, and in coordination with the Ministry of Culture and Youth (Federal Youth Authority), a dynamic & real-time dashboard was designed to extract the results of youth in the Federal Government, with the aim of enabling Federal entities to follow up on indexes and their results.

Aims at:



Helping stakeholders and leaders in the Federal entities

Strengthening partnership with the Ministry of Culture and Youth

Following up on the results of implementing initiatives related to youth empowerment

Enabling the Federal entities to measure proactive youth indexes

Supporting policies related to gender balance in the youth category



Partnerships and Participations Locally and Globally



Local and Global Partnerships

During the past period, FAHR signed dozens of local and global partnerships, as part of its continuous efforts to make its strategic initiatives successful, especially the "Jahiz" initiatives for the future of the Government talents, and initiative of Entrepreneurship leave for self-employment dedicated for the national employees in the Federal Government.

10 memoranda were signed within the "Entrepreneurship Leave" initiative only, with business incubators at the state level, and 18 strategic partnerships with national and international institutions and companies, which contributed with their distinguished expertise and experiences, to enriching the "Jahiz" digital platform, in addition to many other memoranda of cooperation.

+ 30

Local and Global Partnerships



Government Knowledge
Exchange Program

المؤسسة الاتحادية للشباب
FEDERAL YOUTH AUTHORITY

Federal Youth Authority



Government 01



Microsoft



World at Work, USA

+ 15

Arab and
International
Participations



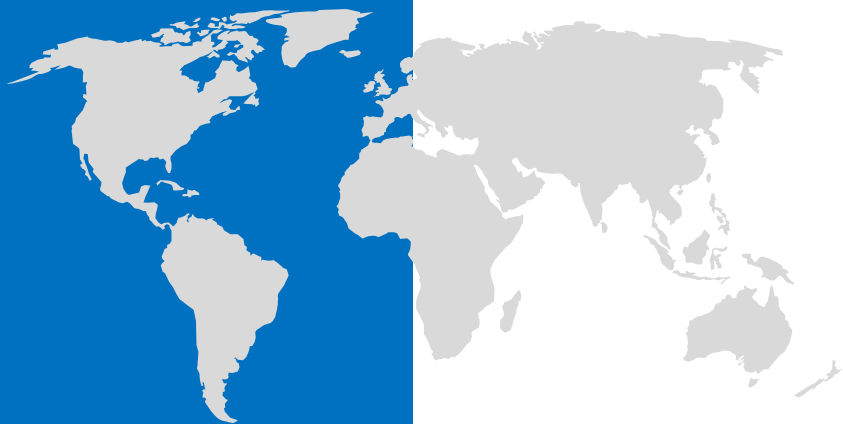
Arab and International Participations

During 2023, FAHR strengthened its Arab and international presence by participating in local, regional and international meetings and conferences specialized in Human Resources. Its representatives participated in more than 15 external events, at the state, regional and international levels, and its delegations highlighted the successful experiences of the UAE Government in the human capital management.

Among the most prominent events in which FAHR participated are: (Arab Gulf Expertise Forum for Human Resources, Future of Work Forum during the World Government Summit, Annual Human Resources Conference and Exhibition, Society for Human Resource Management (SHRM), and the "Enhancing the Role of Talent in the Government Sector" conference, in the Republic of Uzbekistan).

It also participated in (meetings of the Ministers of Civil Service in the GCC countries, meetings of the Technical Committee for Civil Service Affairs, meetings of the Executive Council of the Arab Administrative Development Organization, meetings of the Financial and Administrative Control Authority on the work of the organization, a meeting of the Gulf Common Market Committee and the Technical Committee for Civil Service Affairs and Human Resources, and a meeting of the Institutes of Public Administration in the "GCC" countries).

The events also included (a youth session on data, its analysis and innovative solutions in using it to serve society, the first youth forum of the Sharjah Police "Sustainable Skills", and the "Digital Skills for a Sustainable Future" forum, organized by the Youth Council of the Telecommunications Regulatory Authority and the Digital Government).





Knowledge Transfer & Dissemination



44

Federal and Local Government Institutions

10

Local Government entities

8

International delegations during 2023

Benchmarking Government Knowledge Exchange Program

FAHR has become a destination and reference for many governmental and private institutions inside and outside the UAE, wishing to learn about its distinguished experiences in the HR empowerment and benefit from its successful experiences in developing government work systems and tools.

International Delegations

Learned about the UAE's experience in HR management and empowerment, attracting competencies and talents, the HR Maturity Matrix, performance systems, training and electronic development...)

8



74

Initiatives registered as intellectual property (without duplication)

91

Registrations of documents of intellectual property rights and trademarks for FAHR in Arabic and English

Registering Protected Intellectual Property Works

01

Documenting

FAHR's innovative and unique initiatives and projects at the state level and protecting its rights from infringement.

02

Protecting

FAHR's projects so as to prevent the exploitation of projects and initiatives for individual or financial purposes by individuals or institutions.

03

Determining

The mechanism for registering the FAHR's initiatives at the Ministry of Economy under the item of intellectual property of various types.

04

Enhancing

The importance of FAHR by letting other entities/other countries adopt the Authority's projects and initiatives and documenting it.

+75

Writers who collaborated and published their contributions in the magazine since its issuance until 2023

30

Issues of the magazine that have been issued until 2023

HR Echo articles (Disseminating Specialized Knowledge)

Specialized semi-annual Articles, published bilingually by the Authority and all topics are prepared in cooperation with International Organizations Specified in Human Resources.





Humanitarian Initiatives



FAHR's Community Initiatives

82,269

AED

Value of funds
Collected in 2023

A series of qualitative humanitarian and community initiatives launched by FAHR at the level of the Federal Government, in cooperation with a number of charitable and humanitarian entities and institutions operating in the UAE, through which it seeks to extend a helping hand to needy groups and through which it establishes the values and concepts of volunteering and charity work, enhances the spirit of social responsibility among all members of the UAE society, and provides the opportunity of participation to the largest number of Federal Government employees and members of society.

Number of Community Initiatives implemented: 2

Campaign to purchase 500 food baskets in Albania during the month of Ramadan, in cooperation with Dar Al Ber Society.

AED 47,079

“Sandhom Amanah” Campaign, in cooperation with Al Jalila Foundation to treat the child Hamdan who suffers from pulmonary valve stenosis with atrial septal defect.

AED 35,190

للمساهمة اضغط على قيمة التبرع وأرسل كلمة (سند)

4409 = 500 درهم 4209 = 100 درهم 4206 = 50 درهماً 4202 = 10 دراهم

Charitable Organizations



Suggestion Channels

3

E-systems through which participations are managed



Customer Happiness System
(CHS)



Tawasul 171
System



Fikra
System

400

Total number of participations
received via various channels
during 2023

263

Suggestions

137

Participations

6

Channels for receiving Participations and Suggestions

«حمد» المساعد الافتراضي
لمتعاملي الهيئة



نظام إدارة معلومات الموارد البشرية
في الحكومة الاتحادية

بياناتي
Bayanati

نظام إسعاد المتعاملين
Customer Happiness System



Unified Call Center
600525524



FAHR Smart
Application



Social Media

