

AL'AMMAL



UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

**MOHRE asks
companies to
submit labour
injuries report**

Quarterly magazine issued by Ministry of Human Resources and Emiratization-UAE www.mohre.gov.ae Issue 9 April 2017

**National program to recruit
and train UAE nationals in
the private sector**

**Tadbeer centres to
enhance services for
domestic workers**

**914 Emiratis hired
in financial and
banking sectors**

**MOHRE honours
young writers**

**Four declarations addressed by
Abu Dhabi Dialogue to manage
temporary contractual relations**



Connect to the Ministry's through:

free number:

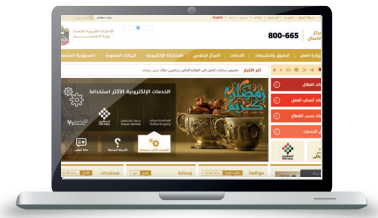


800-66473



callcenter@mohre.gov.ae

Our Website:



www.mohre.gov.ae

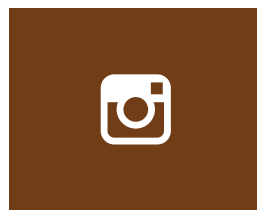
The Ministry's official social media platforms:



@mohre_uae



/mohreuae



@mohre_uae

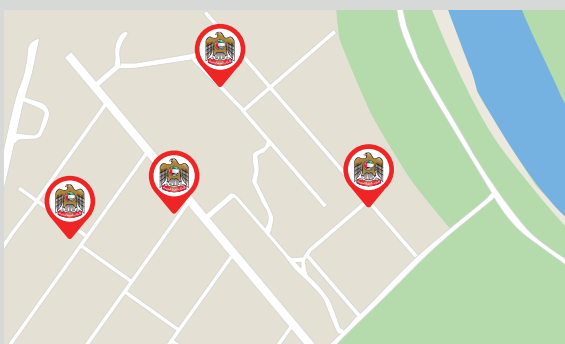


/mohre_uae



/ministry of
human resources
and emiratization

Customer Happiness Centers in the UAE



The Ministry's Smartphone Application



Why Tadbeer Centres?

The recently announced Tadbeer centres, private sector customer services centres which operate under the supervision of the Ministry of Human Resources and Emiratisation (MOHRE), scheduled to be operational by the fourth quarter of 2017, confirm two important aspects the ministry adapted towards managing the ‘Domestic Workers’ category.

The first part implies providing all-in-one service centre catering to domestic workers. Therefore, the ministry calls upon investors to tender private sector business proposals which comply to certain rules and regulations, to ensure the delivery of one of the profoundly demanded services while abiding to regulations that guarantee UAE’s Government Excellence Program.

Aside from the assigned services, which include receiving and processing domestic worker recruitment request, issuing residency permits, and many more, the ministry pays great attention towards monitoring the centres

operational aspects in terms of providing adequate and appropriate housing for domestic workers whenever needed, as well as customize dedicated support centres to receive and unravel disputes between domestic workers and employers to reduce the negative repercussions on a larger scale.

Furthermore, the level of services provided by the recruitment agencies in the UAE challenges the government’s vision towards excellence and contradicts the customer happiness norms.

However, the question remains as follows, if the Ministry pursues such esteemed objectives over a well-crafted roadmap, would investors realise the operational license requirements in a timely manner to ensure fulfilment of the ministry’s goal of ensuring complete delivery to the above mentioned.

AI' AMAL Editorial Team

Quarterly magazine issued by
Ministry of Human Resources
and Emiratization

Chief Editor

DR. Omar Abdulrahman Alnuaimi

Editorial Consultant

Ayman Rumaneh

Editorial Manager

Fatima Alhammadi

Editorial Secretary

Alaa Elbadry

Editorial Board

Laila Ameeri

Ahmed Al Majayda

Photographer: Fathy Farag

To contact the editorial team, email:
magazine@mohre.gov.ae

Call Center 80066473



<http://www.mohre.gov.ae>



<http://www.facebook.com/mohreuae>



http://www.twitter.com/mohre_uae



http://www.instagram.com/mohre_uae



http://www.youtube.com/mohre_uae



Apple Store apps: mohre



Android apps: mohre



Design & Production

Nadd Al Shiba PR and Event Management

Mohammed Al Jarouf

Phone: + 9714 2566707

Fax: + 9714 2566704

Website www.naddalshiba.com

Email info@naddalshiba.com



NADD ALSHIBA
PR & EVENT MANAGEMENT

Customer Happiness Centres

Abu Dhabi Center - Al Ain Center - Labour Relations Office in Mazid Mall - bida zayed Labour office - Dalma Labour office - Service Center Abu Dhabi Chamber - Service Center Abu Dhabi Municipality General Directorate of Residency & Foreign Affairs Ajman Center - Labour Relations Office in Dubai Court Dubai Center - Al Twar Center - Service Center Department of Economic Development - Service center Muhaisnah - Cancellation Center Alwasl (Dubai) - Service Center Al Manara Center fujairah Center - Labour Relations Office Fujairah Courts Ras Al Khaima Center - Al Dhaid Center Khorfakkan Center - Sharjah Center kalba Center - Labour Relations Office Sharjah Court Umm AlQuwain Center

Service Centers



Abu Dhabi: Muamalat LLC - Enjazat Services - Joud General Services LLC - Creative Transaction LLC - Al Ittihad Al Alameya Printing and Monitoring Transactions - Infinity Services - Time Management Services Center LLC - Irada Projects Center Branch 1

Al Ain: Infinity Service Documents - Al Ain Branch - AlReaya Services center Al Shamil Businessmen Services

Dubai: On Time Business Solution - Itqan Businessmen Services - Twasol Businessmen Services LLC - AlReaya Service LLC - Tas'heel Service LLC - Mu'amala Businessman Services Center LLC - Al Nukhba Businessmen Services LLC DXB Businessmen Services

Sharjah: Al Saqir Businessmen Center

Estemarat Services - Al Thiqa Multi Services Center

Al Malomat Tasheel Center - Ejraat Businessmen Services LLC

Al Dhaid: Tasareeh Businessmen Services LLC - Al Shamil Businessmen Services

Khor Fakkan: Al Shamaliya Businessmen services

Kalba: Al Ettihad Businessmen services

Ajman: - Estemarat Services LLC

Ajman E Business Services Company LLC - Mustanadat Trading Information Services

Umm Al Quwain: Muamalat Clearing Documents Center

Ras Al Khaimah: Al Taleb Services - Muamalat for Documents Clearing - Bayanat Al Emarat

Fujairah: Al Mustanad Businessmen Services VIP (Tasheel) - AL Mustaqbal Services

Dibba Fujairah: Tasheel Businessmen Services



UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

Our Vision:

A labour market in the UAE that empowers Emiratis and attracts talent from around the world.

Our Mission:

To regulate the labour market, through legislation, policy making, enforcement and partnerships, to promote the participation of UAE nationals in employment, and attract and retain international talent.

Our Values:

- We will act with professionalism
- We will always respect human dignity
- We will behave with honest and integrity
- We will seek to earn trust and respect
- We will value innovation and creativity

Our Strategic Goals:

- The empowerment of Emiratis
- The protection of all workers
- The efficiency of the labour market
- The provision of excellent services to all
- Ensuring the delivery of administrative services according to the standards of transparency, dynamism and quality
- The grounding of a culture of innovation within the Ministry

Contents

"Mohammed bin Rashid introduced a culture of excellence within the government sector"



6

7 MOHRE honours young writers



8

Four declarations addressed by Abu Dhabi Dialogue to manage temporary contractual relations

12 914 Emiratis hired in financial, banking sectors

14 National program to recruit and train UAE nationals in the private sector

16 Emiratisation Executive Team forms 4 sub-teams to track implementation procedures

18 Ministry enlightens higher education students about private sector opportunities

20 Executive team targets workforce productivity measurements in UAE

22 Labour injuries study session held to decide cases based on severity

23 Companies urged to submit workers injuries report to avoid penalties

24 MOHRE organises interactive session with employees

25 MOHRE organises National Sports Day

27 Employer asked to provide AED 43,500 compensation to employee for terminating fixed-term contract

7 phrases successful people don't use



Gout: Accurate analysis a must for proper treatment



Amna Al-Suwaidi unveils the recipe to success in private sector



Facebook's new business page links jobseekers to employers



Hatta Village, discover the countryside of Dubai





"Mohammed bin Rashid introduced a culture of excellence within the government sector"

His Highness Sheikh Mohammed bin Rashid Al Maktoum, UAE's Vice President and Prime Minister and Ruler of Dubai, has established a culture of institutional excellence in government organisations and also a philosophy based on competition and strategic planning to meet customer expectations that reflect positively upon the UAE as a global model of excellence, Saqr Ghobash, Minister of Human Resources and Emiratisation, said.

Ghobash was speaking during a meeting with the Ministry's team, that won Mohammed bin Rashid

Government Excellence Award in the category of Best Entity in the Field of Smart Government and the Prime Minister's Medal for Best Field Employee.

The excellence award is given to the entity with the best result in the field of Smart Government.

The minister hailed the award as a key driver of excellence in the government sector as it motivates public servants to offer services with the highest possible level of quality.

All members of the staff collectively helped the Ministry to

achieve excellence, Ghobash added.

The Mohammed bin Rashid Government Excellence Award was launched in 2009 as part of the Sheikh Khalifa Government Excellence Programme, the first holistic government excellence programme at the federal level that seeks to position the UAE Government as one of the best in the world.

The award seeks to promote the role of the federal government institutions serving the UAE society at all levels and seeking to build and motivate principles of excellence.

Readers' initiative by the Ministry

MOHRE honours young writers



Saqr Ghobash, Minister of Human Resources and Emiratisation, met with primary school students who won short story competition organized by Al Ebdaa Model School and the 'Future Readers' initiative undertaken by the ministry.

The minister presented the young talents hard-copies of their stories, as an appreciation. A brief explanation of each story was given and HE Ghobash appreciated the creativity and expression ability of young students inspire of their age.

He urged the students to focus on further enhancing their writing talent, inculcate a habit of reading, which will also improve their creativity and imagination and refine their personalities.

"These are model Emirati students, I can't express how proud I am for their talents and abilities, we need to prepare younger generations for future challenges, reading and writing are major steps," said Ghobash.

The Ministry of Human Resources and Emiratisation will distribute

the stories written by the students to a large number of public schools in different regions in order to motivate students to read and write plus benefit from the morals presented through these stories.

Among the students who were honoured were Hamda Salah Issa (The Greedy Baker story), Alia Hareb Hassan (The Arrogant Flower story), Amna Obaid Mattar (Alia the neat girl story), Rawda Najib Omar (The hyper little ant story) and Rawda Sultan Al-Jasmi (Do not open the door, Mariam! Story).





Part of the Abu Dhabi Dialogue 2017-2018 Agenda

Four declarations addressed by Abu Dhabi Dialogue to manage temporary contractual relations

Senior Officials' Meeting and
Material Consultation

24th January 2017
Colombo, Sri Lanka



Senior Officials' Meeting
Fourth Ministerial Consultation

23rd - 24th January
Colombo, Sri Lanka



The fourth Abu Dhabi Dialogue Consultative Ministerial Meeting reached four directives as per 'The Colombo Declaration Draft' which acts as a collaborative agenda for the next two-year cycle (2017 – 2018) tackling projects and ini-

tiatives related to temporary labour contracts between countries of origin and destination in Asia.

The cooperation aims to enhance the outcomes of temporary contract employment in the region and improve

the quality of the lives of workers and their families, and enhance the credibility that the Abu Dhabi Dialogue process today enjoys at regional and international levels and the respect and support it receives from various international organisations.

This came at the conclusion of the meeting, which was held in Colombo, Sri Lanka, in January with the participation of H.E Saqr Ghobash, Minister of Human Resources and Emiratisation alongside other ministers of labour and participating member delegations from, Afghanistan, Bahrain, Bangladesh, India, Indonesia, Kuwait, Malaysia, Nepal, Oman and Pakistan, the Philippines, Qatar, Saudi Arabia, Sri Lanka, Thailand and Vietnam.

The first declaration tackled issues related to labour recruitment, as practices associated with the contract workers in our region's corridors continue to present a challenge and compromise the shared goal of fair and equitable governance of labour mobility.

The meeting announced to prioritise regional cooperation aimed at promoting lawful, fair and transparent labour recruitment practices and further empowering member governments to scrutinise and prevent unlawful practices and to hold to account any and all non-compliant actions in recruitment processes.

Secondly, on skill certification and mutual recognition, the board recognised that training and skill development have become essential, both as an imperative for successful national employment policies in Asian countries of origin and to accommodate the growing need for skilled workers in the GCC's transition to knowledge economies.

The certification of workers' skills across all phases of the contract employment cycle is empowering to

workers and employers alike, and builds on the progress achieved in implementing the Pilot Project on Skills Development, Certification, and Recognition.

Furthermore, the declaration shed light on the use of technology to facilitate and improve the outcomes of labour mobility in Asia, following the increased use of technology and digital platforms by member states in administering labour mobility, as well as the development and deployment of successfully shared platforms by pairs of ADD governments, notably the Musaned platform developed by KSA and jointly implemented by KSA with Bangladesh and other member states.

And finally, the declaration advocated global consultations on the adoption of a Global Compact on Safe, Orderly and Regular Migration. Especially referring to the large labour mobility flows in the Asia- GCC corridors and the immense contribution the mobility of temporary contract workers has made and is expected to continue to make to the development of countries of origin and destination alike.

It's worth mentioning that in 2008, The United Arab Emirates had taken the ground-breaking step of hosting an inaugural Ministerial Consultation in Abu Dhabi of Asian destination countries with the Colombo Process states on the theme "Contractual Labour Mobility in Asia: Key Partnerships for Development between Countries of Origin and Destination." The meeting highlighted the potential of contractual labour mobility to benefit overseas workers as well as the development of both

UAE to support the Abu Dhabi Dialogue all the way, Ghobash

H.E Saqr Ghobash, Minister of Human Resources and Emiratisation, stressed UAE's keenness in supporting the path's objectives, which became one of the most important regional dialogues concerned to highlight the potential of contractual labour mobility to benefit overseas workers as well as the development of both countries of origin and destination in Asia.

He applauded Kuwait's leadership in handling the dialogue in its previous session, which saw the achievements of cooperation and arguing among member states.

He expressed his confidence of the on-going bilateral and multilateral cooperation among member states in the Abu Dhabi Dialogue under the administration of the Republic of Sri Lanka for the upcoming two years.

countries of origin and destination in Asia.

This ministerial meeting brought together for the first time the Colombo Process states with the Gulf Cooperation Council (GCC) states, plus Yemen and two additional Asian countries - Malaysia and Singapore, in the first meeting of the "Abu Dhabi Dialogue".

Ghobash appreciates services by the Foreign Affairs office in Colombo



The Minister of Human Resources and Emiratisation, H.E. Saqr Ghobash, has ensured the ministry's keenness in assisting labourers to review job offers, before they leave their home countries, with a view to safeguarding the rights of both employers and employees.

During an inspection visit led by H.E. Saqr Ghobash and a number of delegates, to one of the administrative servicing offices in Colombo, Sri Lanka under the supervision of UAE's Ministry of Foreign Affairs and International Cooperation, he said: "Witnessing superior, well-delivered services offered by the Foreign Affairs and International Coop-

eration office abroad, confirms UAE's commitment towards ensuring that rights of workers and employers are safeguarded."

The offices offer administrative services which include issuing visas and entry permits, identification documents validation processes, medical examinations and scanning biometrical data.

Ghobash said coordination between the Foreign Affairs & International Cooperation and the Human Resources and Emiratisation Ministry helps improve labour contractual procedures between the both parties by allowing workers to sign job offers in their homelands through the

above-mentioned service centres.

Employers are required to submit a detailed job offer prior to recruiting the workers into the country, displaying a descriptive note of the rights and duties of each side towards the other, and in a language, they both can understand.

The ministry also requires employers to attach signed job offers with the work permit application, following which labour contract can be obtained from the ministry's database when the worker arrives at the UAE. The contract is to be signed by both parties to officially register the worker and issue a work permit.



914 Emiratis hired in financial, banking sectors

H.E Saqr Ghobash, Minister of Human Resources and Emiratisation, said that the Government Accelerator work team, which has been assigned the responsibility of

finding 1,000 jobs in the financial and banking sectors and filling 80 per cent of these jobs within 75 days, has achieved remarkable results with the appointment of 914

Emiratis out of 1,026 job openings found in 111 banking institutions and companies.

Ghobash pointed out that around



774 Emiratis have already assumed their functions while 139 are in the process of being appointed.

The Ministry of Human Resources and Emiratisation held a special ceremony to honour the Government Accelerator work team, banks and companies operating in the banking and financial sector. The minister lauded efforts being made by the work team, which



included the Ministry of Human Resources and Emiratisation, the Prime Minister's Office, the Human Resources Development Committee in Banking and Financial Sectors (HRDC), the Central Bank, the Insurance Authority and Emirates Institute for Banking and Financial Studies.

Entities that hired Emirati nationals include 36 banks, which offered 566 job opportunities and hired 556 Emiratis of whom 111 are in the process of recruitment, and 39 insurance companies that provided 188 jobs and employed 160 Emiratis, besides 36 money exchange companies that made available 272 jobs and hired 200 Emiratis.

“These entities have proved their seriousness in playing their social and national role and supporting the Emiratisation issue which is of high importance to the leadership that always calls for empowering Emirati youth through

offering them trainings and attractive job opportunities, Ghobash said.

The ceremony was attended by Nasser Thani Al Hameli, Undersecretary for Emiratisation Affairs at the Ministry of Human Resources and Emiratisation; Ebrahim Obaid Al Za'abi, Director General of the Insurance Authority; Mohammad Al Falasi, Deputy Governor of the Central Bank, and other senior officials.

The ministry honoured five top banks- ENBD, Al Mashreq, ADIB, ADCB and RAK bank; five insurance companies - Daman Insurance, Abu Dhabi National Insurance Company, Emirates Insurance Company, AXA Insurance Company and American Life Insurance Company and five exchange and financing companies, namely, Emirates Exchange, Al-Fardan Exchange, Al Dahab Exchange, Al Ansari Exchange, Reda Al Ansari Exchange.

National program to recruit and train UAE nationals in the private sector

The Ministry of Human Resources and Emiratisation (MOHRE) has started implementing strategic policies related to the national program for employment in the private sector.

The programme aims at training and employing UAE nationals, registered in the ministry's database, within the private sector.

The MOHRE, through its vision and strategic goals, aims at engaging the national human resources into the national sectors of strategic priority by planning and implementing Emiratisation initiatives that comply with the UAE holistic national plan; which leverages the structure of knowledge-based competitive economy and enhances partnerships with the stakeholders to turn up the UAE agenda 2021. The Ministry has activated the rules of Article No.14 related to Labour Relations regulations, which gives priority to citizens to fill available positions in the private sector. Mechanisms prior to the activation were met to ensure the proper implementation to ensure the interests of both employees and employers are met.

The ministry has developed an electronic portal to register citizens to work in the private sector and to facilitate the activation process of Article No.14 of linking the work permit system to the database of those UAE nationals who registered to get a job.

Tawteen Partners

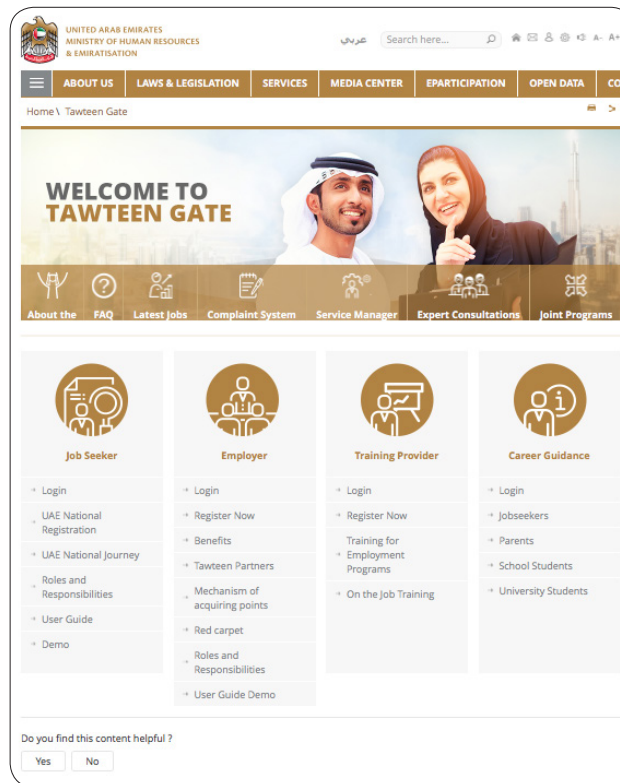
As part of the National Employment Program, Tawteen Partners offers exclusive benefits for employers who cooperate in recruiting Emirati job seekers registered in the ministry's database.

The benefits include issuing work permits at discounted rates, priority in obtaining the services at the ministry, and many more.

Membership is granted to private sector entities, which have their own human resources departments, in accordance with the following criteria:

Ratio of national employees to total skilled workers (levels 1, 2, 3) in the firm, ratio of skilled workers (levels 1, 2, 3) of total workmen employed with the firm, and diversity of economic activities of the firm and its geographic expansion.

The membership in the club is divided into three categories: Platinum, Gold and Silver.



Facilities are classified according to a points system. Points are given based on the recruitment process, innovative recruitment, training and senior management commitment and the working environment at the facility. Organisations with Silver Club Membership are granted the badge of Silver Club Membership and receive limited services of the red carpet for this membership, as set by MOHRE.

In case a membership is upgraded to Golden level (2nd class), its classification improves and is granted the Golden badge, it shall enjoy a red carpet service.

In case a membership is upgraded to the Platinum level (1st class), its classification improves, is relieved from the 2nd class benefits and , the second class, is granted the badge of Platinum Membership, it shall enjoy a, and receive the services of the red carpet for this membership.

In all cases where the organisations classification is modified, the fees for work in that organisation shall be calculated on basis of the skill levels 1, 2 and 3, and the level it is upgraded to in light of the above-mentioned provisions noting that the skill levels 4 and 5 are excluded as the fees shall continue to be paid based on cultural diversity. MOHRE shall determine any additional bonus and incentive in coordination with the competent bodies.

The role and responsibilities of Emiratisation partners had been specified as follows:

Partners must indicate effective engagement in programs and events aiming at enhancing emiratisation programs

They should adopt policies that encourage national to join the private sector, and create proper work environment.

They must commit to interview matching and qualified national candidates then provide feedback about candidates interviewed, and explain why no job offers presented to them, in case it was not.

Partners are urged to provide decent opportunities for nationals' training, qualifying and employment, adopting policies that encourage nationals to join the private sector, and create proper work environment to sustain the employees.

Moreover, they should regularly and periodically provide the information required for smooth application of the points system.

Organisations not within MOHRE's domain can join the Emiratisation Partners' program by registering through

the 'Tawteen' online portal www.mohre.gov.ae or contact the call centre.

Organisations already within the MOHRE' domain can register in the program through Tas'heel System.

Tawteen services

The Ministry, through Tawteen, offers a number of services to serious job seekers willing to enrol in the private sector. To check the interest level of the job seekers, the ministry has launched 11 criteria to note down candidate seriousness.

Using the criteria, the ministry shall prioritise national job seekers to jump the queue only if they don't serve at the public or private sector, do not run a private business, are retired, available to join work within two weeks from date of requisition by private sector employer.

In addition to attending all evaluation programs without absence and work days, accept all training and qualifying programs provided by the National Program partakers, a candidate can only decline up to three opportunities. They cannot decline more than 3 suitable employment opportunities with the private sector.

Candidates are obliged to reply to emails or any other communication and notify MOHRE of any email changes or other methods of contact.

According to ministry statistics, over 9,200 Emiratis are currently registered in the ministry's database. These include 7,546 women and 1,649 men across the UAE.

The number is split into two categories,

Organisations not within MOHRE's domain can join the Emiratisation Partners' program by registering through the 'Tawteen' online portal or contact the call centre

2700 active members and 6500 non-active (not checking recent updates, nor visiting the page.)

Around 44 per cent of the registered candidates hold university degrees, 38 per cent are high school graduates, whereas 18 per cent have no high school certificate.

Categorising job seekers

Based on the criteria referred above, the Ministry has designed an electronic system which categorises all active job seekers in three different categories.

Those listed in the first and second categories would enjoy services such as recruitment, training and rehabilitation while getting listed within the third category will provide specialised guidance programs.

Emirati job seekers aged between 18 and 60 years and have a good conduct record can create an online account on the ministry's website and register their details, qualifications, and job interests. After that, they will receive automatic notifications of potential job ads that match their criteria.

Job seekers are advised to register on the Tawteen online portal www.mohre.gov.ae

Meeting of executive team with government entities

Emiratisation Executive Team forms 4 sub-teams to track implementation procedures

The Executive Team of the Emiratisation Performance Indicators has formed four sub-teams to follow-up on the implementation of the assigned tasks following the directives of His Highness Sheikh Mohammed bin Rashid Al Maktoum, UAE's Vice President and Prime Minister and Ruler of Dubai, which ordered the launch of executive teams to meet the National Agenda 2021 guidelines.

The sub-teams were formed to track the strategic objectives of the economic sector, national cadres, higher education and to support the provision of data and raise its quality.

This came during a meeting held by the executive team, recently in the office of the Ministry of Human Resources and Emiratisation in Dubai, led by Nasser Al-Hamli, Undersecretary for Emiratisation, hosting representatives from more than 20 government-federal and local entities that had contributed to achieving the national agenda indicators that the team aims to achieve.

The agenda seeks information related the number of working citizens of the total workforce, the proportion of Emiratisation in the private sector, the unemployment

rate among citizens, and the proportion of citizens working in the private sector from the total number of citizens working in all sectors.

The executive team includes team members from the Ministry of Human Resources and Emiratisation, the Federal Demographics Council, Ministry of Interior, the Ministry of Economy, the Federal Authority for Government Human Resources, the Federal Competitiveness And Statistics Authority, the executive boards of the emirates of Dubai, Sharjah, Ajman, Umm Al Quwain and Ras Al Khaimah, Abu Dhabi Tawteen Council, Dubai Department of Economic Development, Department of Economic Development in Ajman, Dubai Chamber of Commerce and industry (DCCI), Fujairah Tawteen Council, Zayed University, UAE University, and Abu Dhabi Retirement Pensions & Benefits Fund.

“The national agenda seeks to promote the participation of UAE nationals in the labour market and improve their capabilities through the provision of sustainable jobs and thus achieve the government's directives toward transitioning to a knowledge-based economy led by Emirati citizens equipped with knowledge and creativity.

This will only be achieved by mobilizing the energies and through integration and coordination among local and federal govern-



ment agencies concerned along with the participation of the private sector,” said Al-Hamli.

Al-Hamli said, “The Ministry of Human Resources and Emiratisation will operate according to a coherent, integrated plan based on reactions related to this project, such as the government, the private sector and community-based members such as (citizens em-

ployed in all sectors, job seekers, students, and females), all to develop solutions to face challenges to meet UAE’s vision 2021.”

In implementation of the directives of UAE Vice President, Prime Minister and Ruler of Dubai, His Highness Sheikh Mohammed bin Rashid Al Maktoum, to accelerate the achievement of the national agenda, the UAE cab-

inet launched executive teams of the National Agenda 2021.

More than 550 officials representing the country’s various sectors on the federal and local levels, have been appointed to work toward achieving the 52 national indicators within six national priorities including, health, education, economy, environment, infrastructure, society, security and justice.





Ministry enlightens higher education students about private sector opportunities

The Ministry of Human Resources and Emiratisation (MOHRE) recently hosted 80 university and college students to generate awareness on career prospects and benefits of working in the private sector.

Noura Al Marzouqi, Assistant Undersecretary of Human Resources Development at the Ministry of Human Resources and Emiratisation,

said, “This comes as part of our efforts toward achieving the strategic goal of supporting Emiratisation (Tawteen) in the private sector in implementation of the directives of the wise leadership and the application to UAE 2021 agenda.”

“H.E Saqr Ghobash, Minister of Human Resources and Emiratisation, is working to unify efforts

and policies to evolve direct action aimed at young citizens improvement, to enable them to enrol in private sector enterprises via skill development programs.

She pointed out that the ministry will soon launch a host of initiatives, in cooperation with specified partners, to enhance training and recruitment of job seekers in the private sector. She called



upon national human resources, students and graduates of universities, as well as job-seekers to go for the opportunities in the private sector, which provides numerous privileges along with strong career growth prospects.

“The private sector represents a strategic choice for men and women both, it’s a key driver of our national economy, especially as we transit to a competitive knowledge-based economy,” she said. “We will help and support the students selected through counselling and guidance programs select the most suitable career paths in the private sector.”

During the forum, four different workshop stations were created, each station hosted a key speaker, a UAE national cadre employed in the private sector sharing their

During the forum, four different workshop stations were created, each station hosted a key speaker

successful experiences, highlighting the major benefits of working in the sector and encouraging students to enrol.

The ministry has also reviewed services provided during the forum that the smartphone “Wajjehni” app, the app helps UAE national pre-graduates shape their career path, gives information about labour market requirements and suggests the offered job opportunities.



Executive team targets workforce productivity measurements in UAE

The Executive team, which has been assigned to track workforce productivity, recently met to discuss possibilities of achieving targets related to recording the percentage of knowledge-based workers out of the total employment and to record growth in labour productivity in the non-oil sectors.

The meeting was led by the Ministry of Human Resources and Emiratisation in Abu Dhabi, headed by Saif Al Suwaidi, Undersecretary for Human Resources Affairs.

The meeting was held as per the directives of His Highness Sheikh Mohammed bin Rashid Al Maktoum, UAE Vice President and Prime Minister and Ruler of Dubai, to launch executive teams to meet the National Agenda 2021 guidelines.

Al Suwaidi stressed on the importance of integrating local and federal government agencies to effectively contribute to achieving the targets of building a knowledge-based economy capable of handling economic transformations worldwide, enhance the nation's position on global indicators such as global competitiveness indicators and global innovation and network readiness.

During the meeting, sub-working groups were formed to follow up on the implementation plans assigned by the executive team and

determine courses of action based on the challenges of measuring and achieving national indicators.

The meeting was attended by Humaid bin Deemas Al-Suwaidi, As-

sistant Undersecretary for Labour Affairs, Dr. Omar Al-Nuaimi, Assistant Undersecretary of Communication and International Relations, Aisha Belharfia Assistant Undersecretary of Domestic Work-



ers Affairs, and representatives of the authorities.

It is noteworthy that in implementation of the directives of His Highness Sheikh Mohammed bin Rashid Al Maktoum, UAE's Vice President, Prime Minister and Ruler of Dubai, to accelerate the achievement of the national agenda, the UAE cabinet launched executive

teams of the National Agenda 2021.

More than 550 officials representing the country's various sectors on the federal and local levels, have been appointed to work on the achievement of 52 national indicators within six national priorities including, health, education, economy, environment, infrastructure, society, security and justice.



لفرق التنفيذية للأجندة الوطنية 2021
EXECUTIVE TEAMS OF NATIONAL AGENDA 2021





Labour injuries study session held to decide cases based on severity

The Ministry of Human Resources and Emiratization recently held a meeting with the Dubai Health Authority to develop prospects of cooperation and exchange experiences related to occupational health and safety measures.

The meeting was headed by Maher Hamad Al Obed, Assistant Undersecretary for Inspections Affairs and Dr Ahmed Ibrahim bin Kalban, Executive Director of the hospitals in the Dubai Health Authority and a

number of officials from both sides.

Al Obed spoke about the main policies by the ministry to protect workers' rights while ensuring that employer interests are met, and discussed the significance of forming joint initiatives with government entities related to the standards and requirements of the Occupational Health and Safety standards.

He stressed on the ministry's keenness on the promotion and dissem-

ination of an occupational health and safety culture that contributes towards a risk-free work environment and thus avoid exposure to occupational injuries at workplace.

Both sides agreed to set up a joint team to facilitate and enhance communication with hospitals and medical centers in Dubai to note down labour injuries and accidents then divided it according to how serious the injury was, in addition to starting a linked database.

Companies urged to submit workers injuries report to avoid penalties

The Ministry of Human Resources and Emiratisation has asked companies hiring 15 employees and above to submit a labour injuries report for the last year's fourth quarter.

Maher Hamad Al Obed, Assistant Undersecretary For Inspections Affairs, said, "The ministry receives work-related injuries reports through the smartphone app Salama, available on Google Play and the App Store.

The app includes additional services such as occupational physical

disability or death compensation disclosure list, videos demonstrating first aid instructions, an interactive map which shows the nearest hospitals."

Al Obed highlighted the importance of complying with worksite occupational health and safety standards, reporting occupational injuries, while emphasising the ministry's keenness to form a safe working environment and minimize harms by applying the right measures.

several informative programs were welcomed by business owners

which motivate compliance with workplace safety requirements and highlight significance of reporting any labour injuries, carefully handling the situation and avoiding accidents.

Occupational injuries are any form of injury that strikes an employee during their working hours, which could result in physical or chemical damages or even mentally affect their abilities, the damage could simply lead to death or chronic illness. A list of occupational injuries had been listed within the labour laws for further information.



MOHRE organises interactive session with employees

The Ministry of Human Resources and Emiratisation organised a chitchat session at the Ministry's headquarters in Dubai, which witnessed active interaction among employees and directors. The session was held in association with UAE's 2017 Year of Giving

initiative. The employees who moved to other departments within the ministry were greeted and honored. Winners of different competitions were presented with gifts.

Dr. Omar Al Nuaimi, Assistant Undersecretary of Communications

and International Relations at the Ministry of Human Resources and Emiratisation, and Noura Al Marzouqi, Assistant Undersecretary of Human Resources Development at the Ministry of Human Resources and Emiratisation, were also present at the event.



MOHRE celebrates International Women's Day

The Ministry of Human Resources and Emiratisation celebrated International Women's Day on March 8, focusing on

supporting and women for their active role in the society. The Ministry organised various activities to mark the occasion and

recognized women employees for their excellent performance at both the workplace and back home.

MOHRE organises National Sports Day

The Ministry of Human Resources and Emiratization organised National Sports Day, part of sporting events organized across various entities in different Emirates.

The sports day aims to promote na-

tional health and is in line with the message by His Highness Sheikh Mohammed bin Rashid Al Maktoum, UAE Vice President and Prime Minister and Ruler of Dubai, "UAE brings us together". Employees from different departments in

the ministry participated in all different activities sharing happy and joyful moments together.

The event marked UAE's spirit of unity and care amongst all participants.





Innovative Apps .. Smart Services



Now you can download and Ministry of Human Resources and Emiratisation smartphone applications which had been specifically designed to meet labour market needs.



وجهني
WAJEHNI



آمن
AAMEN



وزارة الموارد
البشرية والتوظيف
MOHRE



سلامة
SALAMA



أبشر
ABSHER

For MoHRE APPs technical support reach us through :

050-9003939

mobile@mohre.gov.ae

800-665



AED 43,500 compensation for ending a fixed-term contract

The court ordered an employer to provide a compensation of AED 43,500 to an employee, who was terminated from his services after completing one year.

In his complaint, the employee, who had signed a two-year fixed term contract, sought AED 337,000 compensation from the employer stating that he was dismissed without being given a valid reason.

The complainant, an engineer who served the construction company for one year, received a basic salary of AED 5,000 and a total of Dh10,000 cumulative payment.

He sought AED 337,000 including AED 120,000 in compensation for the remaining term of the contract (1 year), AED 203,000 compensate for damages due to the termination and AED 14,000 toward annual leave and end of service benefits.

The Ministry summoned the employer for explanation, who said

he was forced to cutting-off costs due to lack of projects and businesses.

The officer, after hearing both the sides, asked the employer to grant AED 43,500 to the employee as three-month wage allowance for contract annulment, AED 3,500 end of service benefit, AED 10,000 annual leave benefit and in addition to travelling tickets covering his family.

The employer accepted the bid and offered Dh100,000 recompense and print an appreciation letter from the company plus business class return travel tickets for him and his family members.

The ex-worker refused to accept the offer and requested the ministry to refer the complaint to the Court of First Instance.

The ministry official forwarded the complaint to the court.

The judging panel asked the em-

ployer to pay AED 43,500 compensation announcement to the worker.

Terminating a fixed-term contract deprived of any valid of the listed reasoning in article No. 120 of the labour laws, compensates an estimated salary of three months in addition to annual leave and end of service benefits reads Article No. 115 of the labour law.

The court refused any further requests put forth by the ex-employee, who appealed the decision to the Court of Appeals, which accepted his petition yet rejected the appeal and followed the Court of First Instance's ruling.

Labour law Article 120 identifies 10 cases under which a worker's fixed-term contract is dismissed before the expiry date, such as terminating contracts before crossing the probation periods deadline, dishonesty, causing the employer a massive loss and other similar circumstances.



Tadbeer service centres to raise standards of services provided to domestic workers

The Ministry of Human Resources and Emiratization is planning to open a new line of centres providing services to domestic workers.

To be launched under the name ‘Tadbeer’, the first of the new centres will open in the last quarter of 2017.

H.E. Saqr Ghobash, Minister of Human Resources and Emiratization, said that these centres will operate under a public-private partnership plan, to ensure high quality services, which include

issuing domestic workers’ visas, orientation and training services.

Private companies are being invited to tender for the right to operate the centres, with services mandated and regulated by the Ministry of Human Resources and Emiratization.

Announcing the plans, H.E. Saqr

Ghobash said, “Tadbeer Centres will set a new standard for the provision of services to domestic workers, enabling access to better information and training, and ensure that working conditions and accommodation are appropriate.”

“The Ministry of Human Resources and Emiratization will license operators according to their



capacity to meet our high standards and ensure their customers' ongoing happiness, matching the UAE's outstanding government service program. After launching Tadbeer, we will not allow anyone to provide such services unless it is through Tadbeer centres."

Services provided by Tadbeer Centres will include conducting pre-arrival interviews with domestic workers to ensure that they understand their contractual rights, training and education to new workers, dispute resolution between workers and employees, and checking on worker housing and accommodation.

The minister said Tadbeer is expected to reduce cases of domestic workers absconding as the centres will guarantee their welfare.

On the side lines of the meeting, attendees raised questions regarding cost of hiring domestic workers, H.E. Saqr Ghobash said, "We note down any misconceptions and seek formulating recommendations related to cost of hiring domestic workers, to reach a suitable fixed cost for both the parties."

Summing up, a domestic workers employment expert, shared recruitment and operational procedures, the company highlighted service costs followed by the international markets pricing comparison. The meeting argued proposals to control the costs of recruitment and employment as per the supply and demand criteria.

The announcement follows the UAE Cabinet's recent transfer of responsibility for domestic workers to the Ministry of Human Resources and Emiratisation.

The transfer of responsibility to the Ministry is being launched in Dubai, before being rolled out in the rest of the UAE later this year.

The declaration appeared in a meeting held between H.E. Saqr Ghobash, representatives from the Ministry of Human Resources and Emiratisation and key members of the media.

His Excellency Saif Al Suwaidi, the Ministry's Undersecretary for Human Resource Development, was also present, alongwith Dr. Omar Al Nuaimi, Assistant Undersecretary for International Relations and Communications.

His Excellency Saif Al Suwaidi, said on inviting bids for the proposed Tadbeer centres, "The ministry shall review applications and select potential proposals as per rules and regulations."

Aisha Belharfia, Assistant Undersecretary for Domestic Workers Affairs, has outlined some of the criteria that the Ministry will be setting for businesses applying to operate Tadbeer Centres.

"Our aim is to ensure that the centres are inviting, spacious and accessible. Proposed locations for Centres must be on the ground floor, fitted out according to a design set by the Ministry, and be a minimum of 4000 sq ft. Customer parking must be available. Applications coming from the Ministry's staff or relatives – of the first degree – to open and operate a Tadbeer Centre will be disqualified. Applicants must provide the Ministry with a bank guarantee of not less than AED 500,000."

Currently, the Ministry of Human Resources and Emiratisation provides domestic workers services throughout 12 Tas'heel customer service centres, offering entry permits, issue new work permits and work permit renewal services. The ministry stated earlier that 48 Tas'heel centres will offer such services momentarily.

UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

الإمارات العربية المتحدة
وزارة الموارد البشرية
والتوظيف

العمالة المساعدة DOMESTIC WORKER

طلب إذن دخول جديد للعماله المساعده
طلب إقامة جديده للعماله المساعده
طلب تجديد إقامه للعماله المساعده

New Domestic Worker Entry permit
Apply New Domestic Worker Residency
Apply Renew Domestic Worker Residency

www.alnukhbacenter.com

600 555 553

alnukhba_center

140 Tas'heel centers ready for domestic worker services across UAE

Tas'heel service centers completed the final rehearsal to start receiving domestic workers' employment requests across UAE, the Ministry of Human Resources and Emiratisation (MOHRE) announced as part of the second phase.

The first phase of moving the domestic workers services from the Ministry of Interior to MOHRE was activated towards the end of

2016 as a trial phase and was limited to Dubai centers only. After the success, services will expand to all centers across the UAE in the second quarter of 2017.

Aisha Belharfia, Assistant-Undersecretary of the Domestic Workers Affairs at the MOHRE, said, "Over 48 Tas'heel service centers across the UAE will dedicate around 140 domestic worker customer service counters to

ensure swiftness and accuracy. Around 12 centers are in Abu Dhabi, one in Al Gharbia (western region), four in Al Ain, five in Sharjah, and four centers in Umm Al Quwain and Al Dhaid, Kalba, Khor Fakkan, in addition to three centres each in Ajman, Fujairah Ras Al Khaimah. In addition there are 13 centres in Dubai that have started processing the emphasised services late last year."



Aisha Belharfia

Belharfia said all ongoing services in Dubai, such as domestic workers entry permits issuance, new work permits, and work permit renewal services will be added to the functionalities list which other centers follow across the UAE.

“We will process requests electronically. Following which a notification shall be sent via SMS or email which the customer has provided, informing the applicant of the current request status.”

Belharfia said all service centres’ are well-prepared to process all forms of requests promptly, es-

pecially in light of the ministry’s guidelines to ensure superior service delivery.

The Tas’heel customer service operating managers in Dubai have confirmed their commitment to provide a superior domestic workers services following Emirates Programme for Excellence in Government Services guidelines.

Abdelnasser Al-Halabi, Operations Director of Tas’heel Al Nukhba Center, Dubai, appreciated the endless support provided by the Ministry of Human Resources and Emiratisation, which has effectively contributed to pursue

jobs promptly at the center, noting a major change in customer satisfaction.

Ali Salem Al-Quishi, Operations Manager of Al Reaya Tas’heel confirmed preparedness to assist with domestic workers’ service, adding, “Our center has dedicated eight counters to provide the relevant services to ensure quality and speed and customer happiness.”

Abdullah Mohsen Al Dali, public relations agent who recently visited a Tas’heel service center in Dubai, said he was able to complete the transactions in only 15 minutes. Yahya Azam, who also filled the same job role, appreciated the ease of procedures and speed provided to all customers seeking domestic workers services.

According to the law, domestic workers are those that are employed by households and includes housemaids, cooks, security guards, drivers, gardeners, and shepherds.



From a bank teller to a manager

Amna Al-Suwaidi unveils the recipe to success in the private sector

The private sector offers tremendous opportunities for UAE nationals to shape their career and climb up the employment ladder in a short time,” says Amna Al Suwaidi, Talent & Development Manager, Retail Banking Group, Abu Dhabi Islamic Bank (ADIB).

Al-Suwaidi, who has been always focused and highly determined said, “The hard work I put in paid-

off, I earned a diploma in general business and also a bachelor’s degree in business Management.”

“Most UAE nationals look beyond the private sector towards the public, and dream of working in the government, but I decided to take the challenge.

I joined ADIB as a teller in Deira Branch back in 2003. The job gave me lot of experience and enhanced

my skills to deal with and excel even amid different types of situations. I was focused on ensuring happiness of all customers, learnt from my mistakes and effective handling of challenging situations brought me a better position.”

Sharing the secret of her success with Al’Amal magazine, Amna said, “Success and chance are never well-matched, start by forming a self-belief and then insist on

growth, seek stability by increasing engagement and team involvement and never downgrade creativity.”

“Never skip specialised workshops and training programs. Abu Dhabi Islamic Bank has offered me and my colleagues the opportunity to hone our skills and experiences which maximised our productivity levels, implanted innovation seeds in our minds and gave us a hand up the career ladder,” she added.

She said she prefers workplaces with clear development plans and career growth opportunities. “I believe that having the right support, guidance from your management and proper career planning mixed with your commitment will help in achieving the career goals of any employee.

I aspire to become a Department Head for Talent and development and I am confident of achieving this target.”

“The private sector has key incentives and the benefits are attractive too,” she added.

As a Talent & Development Manager, in Retail Banking Group – Branches Network, Amna is responsible for conceptualising and planning various programmes and activities to meet learning requirements for branches network staff.

“I also monitor progress against talent and ensure that staff and resources are effectively allocated and deployed,” she said.

She said choosing the private sector directly after graduation will support personal development and

growth, “I call upon fresh Emirati graduates to experience working in the private sector, it will help you gain valuable experience.

The private sector offers a good foundation and will be a great investment for your career path.”



For more information, visit the website of the Ministry of Human Resources and Emiratization www.mohre.gov.ae

Labour card cancellation (Outside the country)

Service Description

It is a service provided by the Ministry to any establishment to cancel the labour card of a worker who has been outside the country for more than 6 months

Required Documents

Proof of cancellation and that the labour is outside the country from the General Directorate of Residency and Foreigners Affairs.

Terms And Conditions

1. The worker's residence visa shall be first cancelled by the General Directorate of Residency and Foreigners Affairs
2. Fees due for not issuing or renewing the labour card on time should be paid
3. The establishment should have an e-signature card

Service Procedures

1. The application should be printed, and required documents shall be scanned at printing offices, service centers "Tas'heel", or through the establishments participating in the Ministry's e-forms program.
2. The application is transferred electronically to the Ministry's database for verification and making sure that all required conditions are met and documents are provided
3. To follow-up on the application status or print the cancellation permit, the applicant can use the Enquiry Services by visiting the Ministry's portal www.mol.gov.ae
4. If there is something missing, the customer shall be notified to complete those at the service centers "Tas'heel"

Where to Apply

Applications should be printed and submitted at service centres "Tas'heel", or through establishments participating in the Ministry's e-forms program

Working Hours

Smartphone App 24/7
"Tas'heel" Service centres
From Saturday till Thursday
From 8:00 am to 8:00 pm

Here you can get details of the services provided by the Ministry of Human Resources and Emiratization for its clients, including the procedures, required documentation and conditions to be fulfilled.

Labour card cancellation (for workers who did not complete 6 months)

It is a service provided by the Ministry to any establishment to cancel the labour card of a worker who did not complete 6 months of his employment.

Terms and Conditions

1. The worker's residence visa should be first cancelled by the General Directorate of Residency and Foreigners Affairs (GDRFA)
2. Fees due for not issuing or renewing the labour card on time shall be paid
3. The establishment should have an e-signature card

Service Procedures

1. The application should be printed and required documents should be scanned at printing offices, service centers (Tas'heel) or through the establishments registered in the Ministry's e-Forms program.
2. If the electronic signature card is available, the cancellation can be processed automatically through Tas'heel.

Where to Apply

Applications should be printed and submitted at service centers 'Tas'heel', or through establishments participating in the Ministry's e-forms program.

Service charges

AED 200

Working Hours

(24/7) via Ministry Smartphone App (MOHRE)
Service centers (Tas'heel)
Saturday to Thursday: 8:00 a.m. to 8:00 p.m.

This column allows the readers to submit their questions related to employment issues and they will be answered by legal specialists at the ministry.

You can communicate with us through e-mail
magazine@mohre.gov.ae

Answering the inquiries -Mohammed Ahmed Mubarak, Director of Labour Relations Department, Ministry of Human Resources and Emiratisation.



Question 1:

I signed a 2-year fixed-term contract with a company in the UAE. I've completed my first six-months (probation period) and have now found a better job opportunity. According to the law can I submit my resignation and terminate the contract?

Answer

According to the Labour Law, both the parties- employer and employee- must commit to the duration of a specified term in the contract. The one who chooses to end the relation is

required to reimburse the other party's obligations.

In this particular case, the employee has passed the six-month probation period. Once the probation period is

completed, both the parties need to fully commit to the signed contract. The employer has all the right to file a complaint against the employee for terminating the contract before completing the assigned period.

Question 2:

I work as civil engineer in a private company. While working, I unfortunately got injured. However, after my hospital checkup, the company refused to pay for treatment expenses, informing me that sick leave reimbursements are to be considered. I would like to know if the company is required to bear the cost of treatment in case of work injuries. Also, is sick leave paid or not in this situation.

Answer

According to labour relations law No. (8) of 1980 obliges companies to adapt to all treatment expenses of the worker in case of work-related-injuries, the law has specified a period of treatment in which the employees shall receive their monthly income.

Injured workers' are entitled to their dues from salaries to sick leaves, plus end of service benefits if they

wish to terminate the contract. Injured workers benefit from work injury reimbursements as per the medical report guidelines, which identifies the type of injury, and its causes, date of occurrence, duration of such treatments, permanent disability notes, and so on.

If the employer does not settle these matters amicably, the worker could file a complaint to the ministry to demand full rights, and if the injury prevents him from doing so, a legal

representative could press charges on his behalf.

Please note that the articles 142 to 153 of the Labour Law relate to occupational diseases, work-related injuries, therefore, we urge workers who meet with an accident while performing their duties to demand their rights by visiting the ministry and bring along all relating injury documents, in case the company refused to settle the matter evenly.

UAE is a land of opportunities, says Srilankan expat

For Mohamed Safaraz Razik, a 34-year-old Srilankan expat, the opportunity to move to the United Arab Emirates (UAE) has indeed been life-changing.





Razik, who came to the UAE for work in 2004 as a beach butler has risen to the position of a restaurant manager, handling a team of over 26 people.

Attributing his success to the UAE's work culture, availability of opportunities, respect for human rights, Razik says this is a land of opportunities and prosperity and all those who work here benefit from the UAE's growth and prosperity.

away from home within a short time.

I developed my functional skills and capabilities remarkably which I don't think would have been possible if I had worked elsewhere. It was all due to the lifestyle and a work culture that motivates you to enhance your skills, he says.

The growth of hospitality industry in the UAE has been phenomenal and Razik said he aimed to progress amid the opportunities around.

With updated skills and qualifications, Razik got an opportunity to become restaurant manager at the Farriers - The Meydan hotel, running a team of 26 talented persons from various nationalities.

"The UAE is matchless, it hosts millions of people from different cultures who live and work in complete harmony, everyone is equal, the environment is peaceful, highly positive for all people to live and progress," he said.

Talking to Al 'Amal magazine, Razik shared how he was able to come to Dubai with the help of a friend in 2004.

"I started my journey here as a customer service beach butler with Madinat Jumeirah hotel, where I served for six years.

During that, I got a chance to attend and benefit from several training courses and programs related to hotel management, which helped me craft my skills and developed my experience level. The trainings also helped me earn a higher salary."

Though the first few days in Dubai were challenging as it was an entirely new environment for him, he says he adapted to his new life





7 phrases successful people don't use

Success involves years of hard work and small steps forward; it requires flexibility and a careful analysis of what is going on in your life.



Understanding the habits of successful people can help you tremendously and speeden your journey to success.

Brightside, an online news portal, brings phrases that successful people do not use.



“I hate my job”

There is one big rule which all successful individuals follow: always be objective and maintain neutrality. Just remember: before throwing accusations and threats around, be certain to weigh all the pros and cons first.

“That’s not fair”

Successful people never complain that their efforts have been unrecognized or have failed to receive the praise they merit. We all suffer from injustice in life, which is why knowing how to treat it with dignity is so important.

“That’s not how it’s done here”

The desire for change is a key characteristic of successful people. The more easily you accept new things, the more chances you have to catch a lucky break and achieve a breakthrough in your field.

“That’s not my job”

A truly successful person is one who never suppresses others. Quite the opposite: they will gladly help

their colleagues succeed as well. Being able to work in a team as well as being cheerful and friendly are some of the most important aspects necessary to achieve success.

“That’s impossible”

Try looking at your difficulties not as stumbling blocks that get in your way but as exciting challenges in the epic adventure of your life. The problems will be solved much more easily, you’ll see.

“That should’ve been done another way”

Even if you happen to fail a very important task that was assigned to you, reproaching yourself for the rest of your days would be pointless. Stop beating yourself up over your past mistakes. Instead, learn from them and move forward.

“I have no choice”

There are always plenty of opportunities available to you. Successful individuals will always find a way to create their own path to success.



Facebook's new business page links jobseekers to employers

Facebook is rolling out several new jobs features that we spotted it testing last year.

The Business Pages will now be able to post job openings to the News Feed through the status update composer, and host them on a Jobs tab on their page.

When users see these, they can hit an “Apply Now” button to instantly send an application through Facebook Messenger. Facebook will pre-fill the user’s

name and profile picture to speed up the process. These features are now becoming available to all U.S. and Canada business Pages.

Facebook could also start earning revenue from the feature, as businesses can pay to turn these posts into ads so they reach more people in the feed. Businesses could also get some viral help as

users re-share the job openings to their friends, or tag people that they know are looking for a job.

Facebook’s VP of Ads and Business Platform Andrew “Boz” Bosworth tells me the company wanted to see “How can we make Facebook more useful in your everyday life?” They found small businesses were having trouble



hiring, and most people are open to a better, higher-paying job, even if they're satisfied with their current employment.

Yet these people and the businesses looking to hire them are on Facebook every day. A News Feed post or ad can reach a job candidate who didn't even know they were interested in switching companies. And the "Apply Now" button makes sending your application through Facebook a quick and seamless part of your socializing experience.

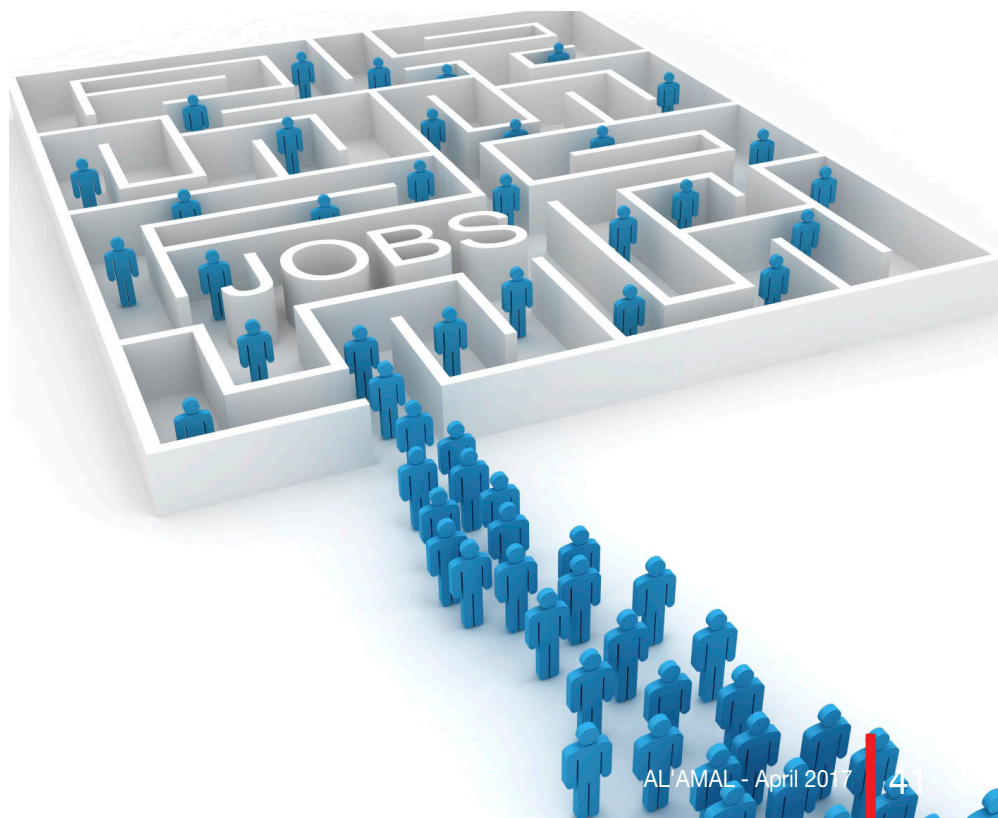
There is one problem: Some job applicants are skittish about employers doing background checks on their social media profiles. Applying directly through Facebook might make that even easier for a company.

Eventually Facebook says it will consider doing more relevancy sorting of Jobs posts and the tab to show people roles that match their education level or work experience.

facebook

There are also opportunities in recruiting if Facebook allowed a company's existing employees or viewers of these posts to see which of their friends might be a good fit

for an opening. If the Messenger channel becomes popular for receiving applications, it may also need tools to help those hiring manage all their inbound interest.





Gout: Accurate analysis a must for proper treatment

Gout is a disease characterised by an abnormal metabolism of uric acid, resulting in an excess of uric acid in the tissues and blood. According to a write up on www.emedicinehealth.com, an online health portal, people with gout either produce too much uric acid, or more commonly, their kidneys are inadequate in removing it.

There are a number of possible consequences of this buildup of uric acid in the body, including acute and chronic gouty arthritis, kidney stones, and local deposits

of uric acid (tophi) in the skin and other tissues. Gout may occur alone (primary gout) or may be associated with other medical conditions or medications (secondary gout).

Causes

Uric acid is generated as we metabolise the food we eat and as the body's tissues are broken down during normal cell turnover.

Some people with gout generate too much uric acid (around 10% of those affected) and are medically referred to as “over-producers.” Other people with gout do not effectively eliminate their uric acid into the urine (90%) and are medically referred to as “under-excreters.”



Symptoms of gout

The first symptom of gouty arthritis is typically the sudden onset of a hot, red, swollen, stiff, painful joint.

The most common joint involved is in the foot at the base of the big toe where swelling can be associated with severe tenderness, but almost any joint can be involved (for example, knee, ankle, and small joints of the hands).

In some people, the acute pain is so intense that even a bed sheet on the toe causes severe pain. Acute gouty arthritis at the base of the big toe is referred to as podagra.

When to seek medical care for gout?

Anyone who has a sudden onset of a hot, red, swollen joint should seek medical care, either with a primary-care physician, at an emergency department, or with a rheumatologist (arthritis and gout specialist).

These symptoms can also be due to an infection, loss of cartilage in the joint, or other reasons. It is important to make an accurate diagnosis of gouty arthritis for optimal treatment.

Treatment and medication

While some medications are used

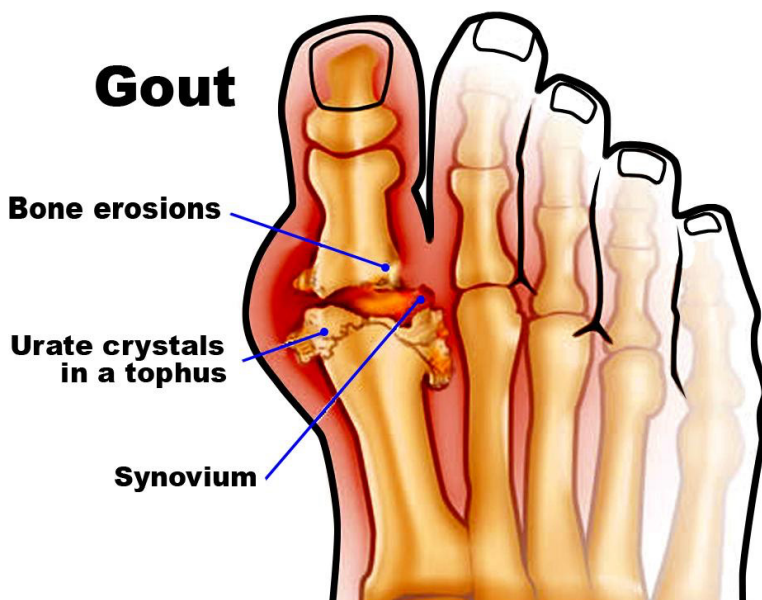
to treat the hot, swollen joint, other medications are used to prevent further attacks of gout. With any of these medications, an individual should call a doctor if he or she thinks they are not working or if he or she is having other problems with the medication.

Medicines used to treat acute gout and/or prevent further attacks are as follows:

Nonsteroidal anti-inflammatory drugs (NSAIDs): Examples include indomethacin (Indocin), ibuprofen (Advil), and naproxen (Aleve). Newer drugs such as celecoxib (Celebrex) can also be used. Aspirin should not be used for this condition.

Colchicine (Colcrys): This medication is given in two different ways, either to treat the acute attack of arthritis or to prevent recurring attacks.

Corticosteroids: Corticosteroids such as prednisone (Meticorten, Sterapred, Sterapred DS) are generally given when a doctor feels this is a safer approach than using NSAIDs.



Hatta Village, discover the countryside of Dubai



Located in the heart of Hatta mountainous area in Dubai, Hatta village is about 100 km from the city, overlooking two mountains which were traditionally called “Hajaran” or “Hajarin”.

Restored in 2001, the history of the village dates back to about 2,000 to 3,000 years ago. It has 30 buildings, shops for selling traditional heritage collections,

a group of neighbouring farms with a fresh water canal (Falaj) running through them and an archaeological cemetery (closed).

The village is a historical monument which is a magnet for tourists from all over the world, where it hosts the events of UAE National Day, Dubai Shopping Festival and Flag Day among others.

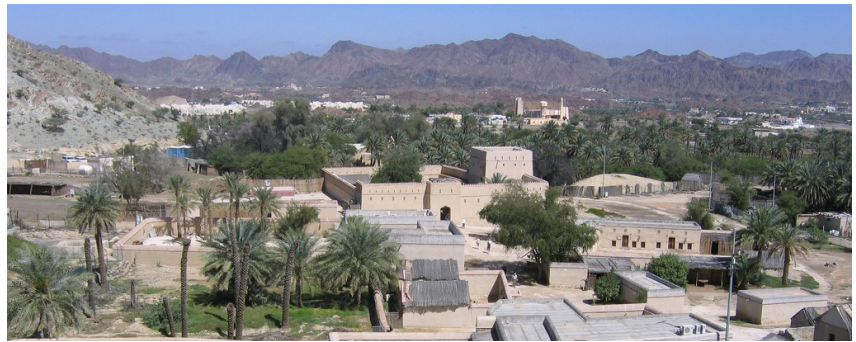
The visitor to Hatta Village will get a unique opportunity to experience and discover the model of traditional mountainous rural life in the emirate of Dubai, as the village contains original prototypes, models, documents, maquettes/sculptures, illustrations and graphic/audio materials for various aspects of traditional life in that region; which are dispersed across 17 houses, 2 castles and a fortress.



There are also several frond buildings and a mosque. In addition, visitors can view traditional weapons, including rifles, swords, daggers, guns and cannons as well as household materials including furnishings, pottery, copper and leather pots, musical instruments, food, traditional clothing, jewellery and items that were used as ornaments. The sculptures, made in real-



world scale, provide a glimpse into the various cultural aspects of social life in old Hatta, relating to the traditional professions and manufacturers, agriculture, education, marriage customs, banquets, coffee drinking habits, popular folklore, games, songs, chants and folk dances, etc.



A visit to Hatta Heritage Village is an opportunity to know about a different traditional life in Dubai, in spite of its similarity to the traditional lifestyle in the city of Dubai, in general. The details of

that style and its atmosphere reflect a distinct and unique personality which enriches, represents and adds to the traditional way of life in the emirate of Dubai.

One will also observe the strong attachment people from old Hatta had to their land, as their primary profession was agriculture, for which the Hatta area is famous.



The village inhabitants used natural resources, built their houses from mountain rocks. They also used copper and metal, found in abundance in the Hatta Mountains, for manufacturing various tools including utensils, weapons, equipment and ornaments.



Which of the following centres provide all related Domestic Workers services?

- 1) Tas-heel - 2) Tadbeer - 3) Tashgheel

Please send your answer on: Magazine@mohre.gov.ae

Winner of Contest in 6th issue

We received a number of correct answers and using draw of lots,

we are pleased to announced that the winner for the contest in the previous issue is

Ida Evangeline

This issue's question

The winner will be announced in the next issue