

Decent jobs

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## Overview

Inclusive and sustainable employment opportunities is one of the primary factors of a nation's economic growth. Each country should be in a position to educate and provide skills to their working population along with jobs that will let them contribute to the development of the economy. The initiatives and efforts of the UAE government in creating and utilizing a skilled labor force is highlighted in this document.

There has been a general global trend indicating increase in labor productivity and unemployment levels are lower. However, the pace of growth of the global economy is still slow. Increasing employment opportunities, particularly for young people, reducing informal employment and the gender pay gap are huge priorities of every country.

The UAE has strived to maintain the status of an economically stable country. This has been key to attracting local and foreign workers with a multitude of job opportunities. Various laws, policies and awareness campaigns have been conducted by the government to ensure that the working conditions of both private and public sector employees remain to the levels of international standards.

With the able guidance of [Ministry of Human Resources and Emiratisation](#), the governing body that monitors employer-employee relations along with safeguarding labor and [Bayanati](#), the Human Resources Management Information System (HRMIS) developed by the [Federal Authority for Government Human Resources](#) which is a unified system to incorporate best HR practices at government authorities, UAE is making great strides on its way to achieve the [Goal 8 of Sustainable Development Goals](#) (SDGs) in an attempt to promote inclusive and sustainable economic growth, employment and decent work for all.

*“Determination, strategy and vision for the future are our real resources in the quest for excellence and success.”*

~Sheikh Mohammed bin Rashid Al Maktoum  
Vice President and Prime Minister of the United Arab Emirates  
Ruler of Dubai

## Issues

With a huge number of resident expat population in UAE, it is important to create a regulatory framework that ensures protection and safeguarding for not just citizens but all those who seek to make UAE their home to work and live here. With rapid development being made in infrastructure in the UAE, it actively attracts large scale

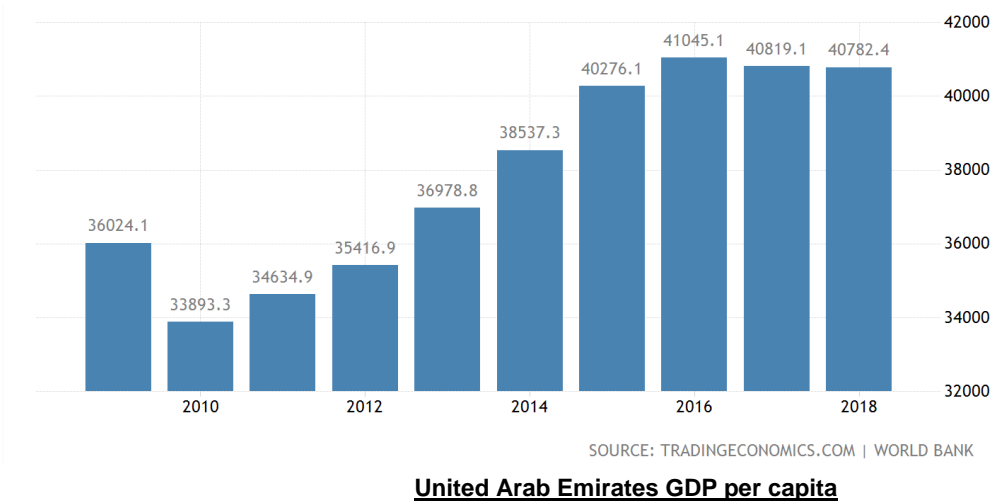
labor migration. There are issues relating to labor disputes, wage protection and labor compliance.

### Initiatives & Impact

The UAE government has been proactive and ensured that the country is well regulated, inclusive and a welcoming destination. The leaders of the country have a far-sighted vision and create strategies to work with direction. The [UAE Vision 2021](#) which was launched by H.H. Sheikh Mohammed bin Rashid Al Maktoum, Vice-President and Prime Minister of the UAE and Ruler of Dubai, in 2010 aims to make the UAE among the best countries in the world by the Golden Jubilee of the Union in 2021.

The focus of UAE is in becoming a note-worthy economic, touristic and commercial capital by helping its people in the transition to a knowledge-based economy. UAE has actively been promoting innovation and R&D in key sectors such as aviation and transportation, real estate development, communications and technology, service centers, finance and banking, insurance, retail, tourism.

By strengthening the regulatory framework and encouraging addition of high value-adding sectors, UAE aims to improve the country’s business environment vastly along with increased attractiveness of foreign investment. The [National Agenda](#) seeks to place the UAE among the top countries in the world in income per capita and ensure high levels of national participation in the private sector workforce.



## Legal Protection

A strong regulatory framework that provides for standardization of labor contracts, free movement of labor, protection of labor rights, creation of awareness among workers and support for legal disputes are the key highlights of the initiatives taken by the UAE government in creating an atmosphere that provides for decent jobs.

By introducing standardized labor contracts, the [Ministry of Human Resources and Emiratisation](#) has ensured that all are treated fair and equal in the eyes of the law. This contract is mandatory for finalizing employment procedures and it safeguards the workers by restricting addition of new clauses unless they are compliant with the ministry's requirements and do not conflict with other clauses of the standard employment that needs to be approved by the ministry. The contract is made available in Arabic and English along with 9 other languages such as Bengali, Chinese, Dari, Hindi, Malayalam, Nepalese, Sinhalese, Tamil and Urdu.

To ensure workers are treated respectfully when they pursue new options, the UAE government has launched laws that enable workers to move freely between employers.

Protection of labor rights is a national priority for the government of UAE. Violations relating to fair working conditions and worker rights are dealt with severe imposition of fines and enforcement of laws.

UAE has constantly engaged in the practice of transparency which has helped to create substantial awareness to the people looking for relevant information. Various laws such as the Federal Law No. 15 of 2017 on Domestic Workers which cover and regulate the scope of recruitment agencies, work contract, work wages have been established.

Labor care units across the country ensure awareness regarding new laws and procedures.

The MoHRE provides various awards for innovation, maintaining the happiest work environment, UAE Emiratisation and excellence which encourages employers to create practices that treat their workers well.

## Emiratisation

Owing to a large expat population, it is important for the UAE government to ensure opportunities for Emiratis that engage them in a meaningful and efficient manner in the

public and private sectors. Emiratization ensures that the local population are also equally engaged and represented in the workforce sector. There are various laws that encourage participation of Emirati nationals in the private sector.

[Cabinet resolutions](#) on employment quotas in the trade, banking, insurance sectors have strengthened the UAE's resolve for localization of jobs. The MOHRE is continuously engaged in creating various opportunities for Emiratis. There were 20,225 job opportunities created in 2018 compared to only 6,862 in 2017. 11,700 nationals have benefitted from these opportunities. Further the MOHRE has created a provision of [30,000 jobs for UAE nationals](#) in 2019. A minimum wage of AED 5000 is stipulated for UAE nationals.

Initiatives such as [Tawteen](#), [Emirates Nationals Development Programme](#) (ENDP), [Tawazun](#) are actively promoting participation of Emiratis in both private and public workforce.

Tawteen

The National Program for Emiratization is called Tawteen. The [Ministry of Human Resources & Emiratization \(MOHRE\)](#) aims to boost the participation of Emirati nationals in strategic sectors such as tourism, education, economy. It encourages UAE nationals to take up jobs in private sector.

Emirates National Development Programme (ENDP)

The ENDP acts as a catalyst to seamlessly integrate UAE nationals into the private sector ensuring effective participation. It builds partnerships between the private sector and UAE nationals aimed at elevating the recruitment and long-term retention of nationals into the workforce.

Tawazun

The [Tawazun Economic Council](#) is an industry enabler with an economic development focus on the defense and security industry. It has been a part of many strategic initiatives to successfully encourage participation of Emirati nationals in the defense and security sector. The latest of them being the [SEEDS Programme](#) where Emirati nationals at senior and mid-management levels, as well as fresh graduates of various specialties, are given an opportunity to work closely with the world's top defense and aerospace original equipment manufacturers and develop the skillsets needed to

support economic development which will help to create a knowledge and innovation-based economy in the UAE.

### Entrepreneurship Initiatives

The [Global Entrepreneurship Monitor \(GEM\)](#) has noted in its 2017-18 report that UAE is a country which upholds a positive view of entrepreneurship as compared to benchmark countries such as Switzerland, Australia, despite an increasing preference since 2006 for living in a less competitive society. The effects of the financial crisis are behind the UAE and with improving economic conditions more people are considering entrepreneurship a good option.

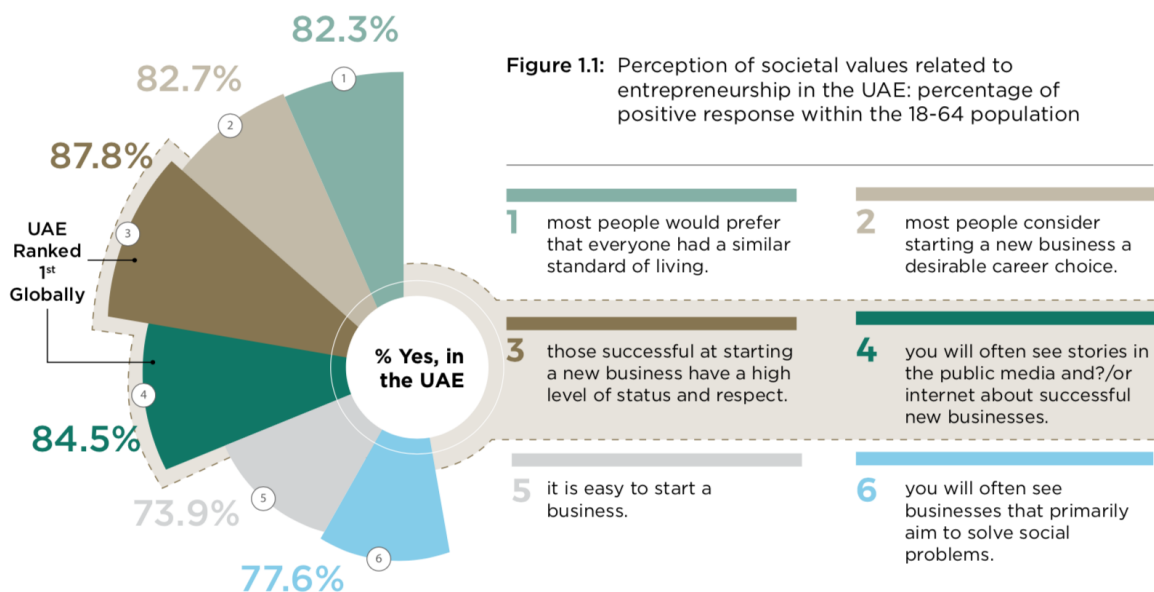


Figure 1.1: Perception of societal values related to entrepreneurship in the UAE: percentage of positive response within the 18-64 population

Source: Gem Consortium UAE Economy Profile

[World Bank's Ease of Doing Business 2018](#) report ranked UAE 21st globally and among top of Arab countries for the fifth year in a row. The interest and appeal to invest in UAE has now been further burnished with H.H. Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, recently in July 2019, announcing the Cabinet's decision to allow [100% foreign ownership of companies](#) in the country.

In partnership with the JPMorgan Chase Foundation, the [Cherie Blair Foundation](#) for Women delivered an exciting project in the UAE supporting 60 women entrepreneurs. They provide in-depth and vital business training to boost women's confidence by enhancing their skills and capabilities in key business areas. The facilitate access to

capital for women which is a key component for success and sustainability of women-owned businesses.

## Global Initiatives & Impact

The [Mohammed Bin Rashid Al Maktoum Global Initiatives](#) along with strategic partnerships with organizations around the world works relentlessly focusing on the development of Arab communities in terms of providing support to the development of leadership among youth, providing integrated incubators to support innovators and relying on research and innovation. A snapshot of the achievements of MBRGI as of 2019:



23,000

**YOUNG ENTREPRENEURS NURTURED**



3,000

**COMPANIES EMPLOYING OVER 160,000 PEOPLE  
SUPPORTED**



155

**GOVERNMENT ENTITIES WORLDWIDE RECEIVED  
LEADERSHIP TRAINING**



1BILLION

**(IN AED) TO BE INVESTED IN CREATING INNOVATION  
INCUBATORS**

Source: Al Maktoum Initiatives

## Conclusion

*“Determination, strategy and vision for the future are our real resources in the quest for excellence and success.”*

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As a country, the UAE has strived to achieve higher levels of productivity through diversification, technological upgrading and innovation. This has included a focus on sectors that are labor intensive and provide a high value addition.

Development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation are the key areas in focus by the UAE government.

UAE consistently takes the lead in efficiently utilizing global resources in consumption and production with an endeavor to improve economic development.

Productive employment and decent work for all women and men, including young people and persons with disabilities with an equal pay for work of equal value drives UAE forward.

## References

[Sustainable Development Goal 8](#)

Vision [2021](#)

GEM [Consortium](#) UAE Economy Profile

[AI Maktoum Initiatives](#)

[Labour rights in UAE](#)

[Tawteen](#)

[Dubai Chamber](#)