



New labour decrees from Jan 2016



Emirati young woman creates success story in private sector

MoL launches Smart Store featuring seven applications

Worker celebrates Eid with family after MoL gives free air ticket

Company forced workers to take loans and leave the country

Stay Tuned

For the Ministry of Labour Smart Store

Available on Google Play and Apple Store



A variety of smart apps created to sort your needs



MOLUAE



ABSHER



SALAMA



AAMEN



WAJEHNI



MOL-G2E



MOL-G2G

Three Labour Relation Resolutions

The beginning of the year 2016 will witness the implementation of three decrees announced by the UAE Minister of Labour, His Excellency Saqr Ghobash, regarding the approved labour contracts, termination of employment relationship and labour mobility following the termination.

These decrees will ensure complete transparency between the employers and workers, forming a balanced relationship in which both sides are obliged to carry out their duties as agreed upon in the unified contracts.

The relations could be dismissed either consensually or by breaching the assigned obligations, in which case a worker's fate shall be determined by either moving to another employer or return to his/her homeland in accordance with the regulations set by the decisions.

The employment relationship goes through different stages - the pre-contract stage, whether a worker is located outside or within the country, signing of the agreement to begin the assigned duty, and finally ending that relationship, a whole process known as a 'contractual agreement cycle'.

These decrees are meant to regulate and control any working relationship, in complete transpar-

ency, which is positively reflected in the labour market in terms of raising the productivity levels and enhancing mobility measures to keep experienced employees in the market for better stability and will effectively contribute towards shifting to a competitive knowledge-based economy and centralized around the citizens.

It is incorrect to assume that these decrees only protect workers' interests as the main objective falls on protecting the rights of both parties, especially after agreeing to a unified contract that clearly state the rights to intervene when needed, and in case of failing to reach agreements, the public prosecution shall step forward.

To sum up, these decrees are part of the Ministry's quest towards developing the labour market legislations that improves the relations with highest levels of transparency and stability, balance and productivity.

These also fall in line with the UAE vision 2021 on one hand and development of standards and conventions relevant to international standards, on the other.

Quarterly magazine issued by
Ministry of Labour

Chief Editor

Hussain Al Alili

Editorial Consultant

Ayman Rumaneh

Editorial Manager

Fatima Alhammadi

Editorial Secretary

Alaa Elbadry

Editorial Board

Laila Ameeri

Ahmed Al Majayda

Photographer: Fathy Farag

Call Center 800665



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



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



<http://www.twitter.com/MOLUAE>



http://www.instagram.com/MOL_UAE



<http://www.youtube.com/MOLUAE>



Apple Store apps: MOL



Android apps: MOL



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

Ministry offices

Abu Dhabi Office - Al Ain Office - 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 Labour office - Labour Relations Office in Dubai Court Dubai Labour office - Al Twar Center - Service Center Department of Economic Development - Service center Muhaisnah - Cancellation Center Alwasl (Dubai) - Service Center Al Manara Center fujairah Labour office - Labour Relations Office Fujairah Courts Ras Al Khaima Labour Office - Al Dhaid Labour office Khorfakkan Labour office - Sharjah Office kalba Labour office - Labour Relations Office Sharjah Court Umm AlQuwain Labour Office

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

Vision

Create a stable labour market and a productive workforce to promote a competitive knowledge-based economy that revolves around UAE citizens.

Mission

Regulate the labour market to boost UAE citizens' participation, to achieve general protection, flexibility, and to attract talented cadres through an integrated system of standards, policies and regulatory tools, institutional partnership and outstanding services.

Values

- Professionalism (Completion of business according to the best standards)
- Respect Human Dignity (Honouring and dignifying mankind)
- Integrity and Honesty (Application of systems honestly and with integrity)
- Trust and Respect (Mutual trust and respect in dealing with users)
- Initiative and Creativity (Creation of creative ideas)

Strategic Objectives

- Promote the participation of UAE citizens in the private sector, achieve flexibility, attract suitable talents and boost productivity
- Maintain labour market stability through balancing interests of both production parties in conformity with UAE national legislation
- Contribute to enhance the UAE's reputation and image in international forums
- Support institutional competency to deliver high-quality governmental services
- Ensure that all the administrative services comply with the highest standards of quality, efficiency and transparency

Contents

Hamdan bin Mohammed launches 'Taqdeer Award' to recognise excellence in labour welfare practices



Al Dhahiri: Organisation's success is measured by ability of staff to innovate



UAE Labour Ministry and ILO discuss technical cooperation



10 Midday break records 99.9% compliance

11 MoL motivates employees through 'Talents Hub'



14 Labour Ministry honours women achievers

15 Worker receives free ticket back home to celebrate Eid with Family



17 Company forced workers to take loans and leave the country

24 Naema Tarish left government job to join private sector



34

7 tips on making a move from a day job to becoming an entrepreneur

Arab countries taking numerous measures to boost employment



30

Rome...
a real historic wonder



40

Towards
greater
stability in
the UAE
labour
market



33

Obesity.. numerous causes
and risky outcomes



38

Five Internet of Things
inventions that will
change our lives



36

Construction firms included in the first phase

Hamdan bin Mohammed launches 'Taqdeer Award' to recognise excellence in labour welfare practices



Shaikh Hamdan Bin Mohammad Bin Rashid al Maktoum, Crown Prince of Dubai and Chairman of the Dubai Executive Council, launched Taqdeer, the world's first points-based award programme for recognising excellence in labour welfare practices.

The new initiative acknowledges the labour force's significant contribution to the UAE's development. Named after the Arabic word for appreciation, the Taqdeer Award seeks to promote international best practices in labour welfare in the emirate.

Focused on the construction sector in its first year, the programme has invited companies to participate in the award by submitting a comprehensive

document, which will be thoroughly evaluated by a Judging Committee.

Participating companies are awarded a rating ranging from one to five stars, based on the number of points they receive in the evaluation. The programme is open to Dubai-based companies in the construction sector that employ manual workers.

"Taqdeer is the latest addition to Dubai Government's recognition programmes that celebrate excellence, innovation and creativity," Shaikh Hamdan said. "The Award programme reflects the importance Dubai places on ensuring progressive labour practices in line with global standards," he added.

Companies applying for the rating will be evaluated against three main sets of criteria – Essential Fundamentals; Culture and Work Environment; and Results, said Major General Obaid Mohair Bin Surour, Chairman of the Permanent Committee of Labour Affairs (PCLA) in Dubai and Deputy Director of the General Directorate for Residency and Foreigners Affairs (GDRFA-D).

Factors considered for the ratings include labour policies, facilities and infrastructure, health and safety, labour security, recruitment and wages, justice and transparency, labour relations, communication and feedback, creativity and innovation, administration, labour perceptions and key performance indicators.

Saqr Ghobash: Taqdeer initiative to have a strong positive impact on UAE labour market

His Excellency Saqr Ghobash, Minister of Labour, said the Taqdeer initiative will have a strongly positive impact in enhancing the position of Dubai and the UAE internationally regarding workers' rights, and providing an encouraging and safe work environment, that will further enhance their productivity.

Ghobash said: "This initiative reflects the extent of interest and commitment toward better and transparent employer worker relations as the award is based on criteria that will encourage a culture of high productivity in the construction sector, which is included in the first session of the initiative."

He added that those standards and requirements significantly contribute to raising awareness among employers within targeted establishments on workers' rights, especially since the award requires facilities to provide basic information, such as labour policies, facilities, installations and occupational health and safety reports and provide security to the workers.

"I consider the initiative a qualitative addition to the relationships in labour market, which is currently witnessing a shift toward a culture of high transparent interaction between the production parties, in order to preserve the rights of both," he said.



Ghobash stressed the Ministry, under the guidance and insights of the wise leadership, aims to preserve labour rights which is marked as a national legislation compatible with standards related to labour issues ratified by the United Arab Emirates and international conventions.

"Undoubtedly, Taqdeer initiative will achieve the assigned objectives, especially as they are under the auspices of His Highness Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai and Chairman of the Executive Council.

The initiative will be implemented by the Standing Committee of Labour Affairs, which is considered as a main strategic partner to the ministry."

Surour said that the Award programme is based on a comprehensive points-based system. Companies are given a score out of 1,000.

The total points are distributed equally between Enabling Factors and Results, with a maximum of 500 points for each.

The highest rating of 5-stars is awarded to companies that obtain 700 points or more. Companies that obtain over 550 points receive a 4-star rating while companies with over 450 points get a 3-star rating. A 2-star rating is awarded to companies with over 300 points while the lowest rating of 1-star is awarded to companies with less than 200 points.

Winners of 5 and 4-star ratings will receive a certificate, enjoy priority in government projects, and will be honoured at an award ceremony, to be held next year.

Additionally, these top ratings will give companies a competitive advantage in bidding for international contracts.

The 5th annual Human Resource Assembly

Al Dhahiri: Organisation's success is measured by ability of staff to innovate



His Excellency Mubarak Saeed Al Dhahiri, Undersecretary of the Ministry of Labour, confirmed that the success of any institution is measured by the innovative ability of its human resource to raise institutional performance and improve the services.

He made these remarks in his speech during the annual human resources forum, organized by the Ministry of Labour in Dubai. "We in the Ministry of Labour, are keen to provide a competitive business environment, contribute to making a quantum leap in government performance, in addition to keeping human resources performance on the list of our priorities".

The meeting was attended by Maher Hamad Al Obed, Assistant Undersecretary for inspection ceremony, Saif Ahmed Al Suwaidi, Assistant Undersecretary for institutional and support services, and a number of department managers and staff.

Al Dhahiri stressed the ministry's keenness to adopt all development methods that develop the competencies of its human resources department to meet highest international standards, and ministry strategic objectives.

During the meeting, Dr. Malik Yamani, talked about tackling facts to reach career contentment and the

need for employees to frequently brainstorm innovation and creativity.

Reem Al Suwaidi, Deputy Director - Organizational Excellence Department, reviewed Ministry's vision, mission and strategic objectives, in addition to the organizational structure and most prominent achievements. Dr. Shirin Abu Haija, Organizational Excellence Expert, talked about human resources excellence and satisfaction.

Essa Al Yahyai, Al Ain Labour Office, reviewed Testahel initiative which was launched by the Federal Authority for Human Resources in 2014 to motivate employees and encourage creativity.

UAE Labour Ministry and ILO discuss technical cooperation

The UAE Ministry of Labour and the International Labour Organization (ILO) discussed mechanisms for technical cooperation in developing a project focused on the areas of Inspections, dispute resolution and labour market information system maintenance and development.

The meeting, which was recently held at the Ministry of Labour in Dubai, was headed by His Excellency Mubarak Saeed Al

Dhahiri, Undersecretary of the Labour Ministry, and was attended by Hans Van de Glind Senior Migration Specialist for Arab States at the ILO and his team of experts.

The technical assistance project pursues a pilot corridor approach to promote fair and transparent recruitment process between labour sending/receiving countries as well following the path of the Abu Dhabi dialogue, which is one of the initiatives due to be implemented

on a trial basis between the UAE and India.

The meeting was attended by Humaid bin Deemas Al Suwaidi, Assistant Undersecretary for Labour Affairs, and Maher Hamad Al-Obad, Assistant Undersecretary for Inspections, and Dr. Omar Al Nuaimi and Assistant Undersecretary for Policy and strategy and Abdulrahman Al Marzooki, Director of the International Relations Office.



Ministry of Labour meets private sector representatives to discuss registration developments

Private sector representatives discussed registration process for UAE nationals when they join private organisations, with the Ministry of Labour.

Aysha Belharfia, Acting Assistant Under-Secretary for Labour Affairs, said the meeting, which took place at the Ministry recently, was an effort toward

gathering and exchanging different views between the Ministry and attendees in implementing new registration ideas.

Belharfia pointed out that the Ministry follows the directives of Vice President and Prime Minister and Ruler of Dubai, His Highness Sheikh Mohammed bin

Rashid Al Maktoum, to provide excellent eServices to customers round-the-clock.

The attendees praised the Ministry's initiatives and ideas put forward in the meeting, stressing the extent of their contribution to ease procedures and ensuring the best delivery of services.

58 firms violated the law

Midday break records 99.9% compliance

The mid-day break recorded an overall compliance of 99.9 per cent with only 58 violations across the UAE this year.

The UAE Ministry of Labour announced that the midday break rule period, which started on June 15 prohibiting any outdoor labour work between the hours of 12:30pm and 3pm, ended on September 15.

Inspection teams monitored the level of compliance by 65,204 firms in the country. And noted that there were 58 violations across UAE, leading to a compliance level of 99.9 per cent.

The mandatory annual midday work break, which was implemented as per the directives of Saqr Ghobash, Minister of Labour, aims to ensure the well-being of labourers who work in the scorching heat during the summer months.

Maher Hamad Al Obed, Assistant Undersecretary for Inspections at

the Ministry of Labour, said, “The rule stabilises labour relations and increases productivity in the labour market, especially since it embodies the highest standards of occupational health and safety.”

The implementation of the Afternoon Work Ban decision, which has run for 11 consecutive years now, has set daily working hours to an 8-hour maximum, alternated between day and night shifts, according to the provisions of Federal Law No.8 of 1980 on the organisation of labour relations, ‘additional work is compensated.’

During the period there were 28,000 educational field visits; 3,125 visits in Abu Dhabi, and 2521 in Al Ain, 3909 in Dubai; 2,140 in Sharjah; 1,265 visits in Ajman; 1,416 in UAQ; 3,228 in RAK and 2,473 in Fujairah.

The Inspections Department carried out 2,484 visits to ensure better

communication with business owners, and 5,520 visits were carried to reach labourers.

Obed said, “As part of the awareness plan, many campaigns were held in collaboration with government and private entities, distributing thousands of brochures and booklets printed in several languages, in addition to conducting free medical check-ups for thousands of workers across the UAE.”

Furthermore, Al Obed pointed out that a number of inspectional visits took place across the country, “There were 9,827 inspectional field visits to different firms in the Capital, 7288 in Al Ain, 1757 in Dubai, Sharjah saw 7006, Ajman 5529, 3167 in UAQ, 7115 in RAK, and 7756 visits took place in Fujairah.»

The Ministry thanked all government and private institutions for their support towards protecting the labourers’ health and safety by providing free medical check-ups, providing self-protection courses, as well as the initiatives undertaken by many members of the community each year in distributing cold water and juices to labourers while on duty, which embodies the values of compassion and solidarity in the UAE society.

Al Obed said out that the ministry took fair action against the violating facilities after reviewing the inspections team reports.



MoL motivates employees through 'Talents Hub'



Under the patronage of His Excellency Mubarak Saeed Al Dhahiri, Labour Ministry Undersecretary, the MoL organized an exhibition to promote artistic skills and talents of its employees as part of an initiative launched by the Government Communication Department under the slogan 'Talents Hub'. Al Dhahiri said that such initiatives aim to increase the participation of em-

ployees and motivate them to expose their talents and develop their skills and abilities.

"The ministry is keen to adopt such initiatives that contribute to the renewal of activity and break the daily work routine and create a motivational work environment as well as encourage the spirit of positive cooperation between em-

ployees at work and competition," he said. The hub included an exhibition that highlighted employees talents which was launched by His Excellency Saif Ahmed Al Suwaidi, Assistant Undersecretary for Institutional Services and Support at the Ministry, where he toured the exhibition that viewed photographic arts and handcrafted arts, drawings, and other arts.

MoL adapts latest information security management system

The UAE Labour Ministry has recently adopted a new information security management system ISMS part of the (ISO 27001:2013) certificate to pursue the highest international required standards in the field.

Ahmad Yousuf Al Nasser, Director of the IT Department, said the system has been adopted to protect data and develop operational plans related to information systems in addition to the mechanisms consistent with the ministry's plan to provide a competitive level of services.

Al Nasser pointed that IT department policies and operations have been developed "thanks to the new system we got an advantage of keeping up with future requirements, which is consistent with the needs of the operational plans of the Ministry seeks to follow."

He stressed the keenness of the Ministry of Labour in matching all procedures and services to this international standard where the ministry aims through the application of ISO 27001: 2013 specifications to protect all the internal and external

e-services and offer excellent and safe services to the customers. "The system started back in 2005, the upgraded version was launched in 2013 and has been adopted internationally in 2015," he added.

Yaqoub Al Tamami, Head of Corporate Governance Department, said: "The updated ISMS is equipped to encounter all operational requirements in the government as well as private entities, as it provides a new risk management structure that builds an integrated information security system that reduces the potential risks."

Reliability, security and data safety

MoL launches Smart Store



The Ministry of Labour (MoL) has launched 'The Smart Store', a smart shopper tool that features seven different applications addressed to customers, employees and other government entities.

This was unveiled during the Ministry of Labour's participation in GITEX Technology Week 2015 under the federal government platform where it is highlighting its smart services and e-initiatives that meets the expectations and aspirations of the customers as these aims to reduce transactions completion time and falls in line with government directives in this regard.

His Excellency Saif Al Suwaidi, Assistant Undersecretary for

Institutional and Supporting Services at MoL, said: "The Smart Store, which will be implemented in the next couple of weeks, comes from the ministry's keenness on providing intelligent applications that will provide services with simplified procedures and high efficiency to meet the needs and expectations of the customers alongside other government partners."

The Smart Store is characterized by reliability, security and data safety. The store is divided into three sections - a customers and companies section (G2B and G2C applications), another section dedicated to Smart Apps submitted by the MoL to other government entities (G2G) and

the third is to serve the ministry's employees (G2E).

The new store feature seven applications including the third version of the MoL smart application featuring a new appearance that meets government standards, completing all employers' transactions smoothly and safely and keeps them informed proactively on the state of their facilities and personnel data to avoid fines, as well as to enable workers to recognize their rights and duties and to communicate with the ministry directly using the app. The application also provides default labour market database which allow users access to job offers and apply easily, in addition to the calculating end of service benefits.

featuring seven applications

The store includes the Security App which provides basic information that benefits both employer and the worker, in addition to enabling both sides to report complaints. The Absher app provides citizens working in the private sector a database of all promotions that they are privileged to. WajihniApp enhances the participation of young citizens in the labour market as it allows school and college students the opportunity to enroll in vocational training with companies registered in the application. Safety App offers employers and workers the ability to report any work injuries or occupational accidents and also offers a range of health services including ‘Close to me’ service, ‘Asafni’ medical service and Taweedi redemptive service, and ‘your health is our priority’ service.

He said: “The ministry’s target, through its participation in the

exhibition, is to provide the latest technological improvements to be delivered 24/7, highlight the smartphone applications and the smart inspection system which are considered major advancements in stabilizing the UAE labour market.” He added: “During our GITEX participation, we enlightened the visitors about our best practices, and, more importantly, took into our consideration all the suggestions to serve every one better later on.”

Al Suwaidi pointed out that the Ministry’s participation will help it explore and learn about the latest technological developments in various related domains, experiences and initiatives developed by various participants. “The GITEX is playing bigger role in bringing together ideas and interactions that are helpful to the government and private sectors, both locally and regionally.” he said.

The smartphone apps include a diverse range of procedural and informative services that will benefit both labourers and business owners significantly. The apps are adequately designed with user-friendly standards to meet all educational and social backgrounds to achieve maximum ease of use at all times without affecting the efficiency and operational capabilities in order to achieve customer satisfaction, saving time, support operations control and regulate the labour market accordingly, he pointed out.

The Ministry also reviewed the intelligent inspections system which is the first of its kind in the region, as it runs on smart electronic procedures that analyzes establishments’ database through ministry’s internal systems like the WPS, labour complaints database, work permits, self-assessment system, reported absences and other regulations.

Labour Ministry Smart Services and Apps Award

The UAE Ministry of Labour has concluded the applications for the Smart Services and Apps Award on Tuesday and will announce the winners of the competition during the GITEX 2015 Exhibition.

The award in its 1st edition, was opened for participation on July and ended on 15 of September 2015.

It was launched as an implement to the directives of Vice President and

Prime Minister and Ruler of Dubai, His Highness Sheikh Mohammed bin Rashid Al Maktoum, to shift towards a smart government in line with UAE vision 2021 in becoming the best worldwide.

Labour Ministry honours women achievers



The Ministry of Labour honored talented women employees in the Ministry, during Emirati women celebrations.

Dr Omar Al Nuaimi, Assistant Undersecretary for Policy and Strategy, said during the ceremony held in Dubai, “The UAE has made all efforts to engage Emirati women in the development process and encouraged them to participate across all fields, and helped them reach higher levels of professional excellence, locally and internationally.” He added, “The Ministry of Labour fully be-

lieves in the role played by women in the development process as an active partner, and the ministry adopts the same government approach to support women and enable them to achieve success and excellence, and so, today, women fill administrative positions at the ministry level and bear responsibilities efficiently.”

Dr Al Nuaimi honoured all participating women, including Khoula Al Houssani, who worked in Education for over 22 years and today serves as a Deputy Director of Training and Development Management at

the Ministry of Education, as well as Shaikha Rashid Al Ali, the oldest employee in the ministry of labour, Shaikha Al Mazloum, a senior inspector, and Asma Esmail, the oldest legal researcher at the ministry.

Noora Al Marzouki, whose career path began at an early age, filling several positions across different entities until today, when she serves as the Chief Executive Officer of Innovation and the Director of the Strategic Planning and Performance Management Department was also honoured.

“The Happiest Worker” initiative

Worker receives free ticket back home to celebrate Eid with Family

Mohammed Rabec, an Indian, got an opportunity to spend Eid Al-Adha holidays with his family back home as a part of the ‘Happiest Worker’ initiative under which the Ministry of Labour gave him a free air ticket to India.

Hussein Al-Alili, Deputy Director of the Government Communication Department, said, “The ministry’s initiative is meant to strengthen cohesion and solidarity among work-

ers, as we are keen on taking part in launching various events and programmes during special occasions.

“The happiest worker was launched to help a lucky worker to go back home and celebrate Eid with his loved ones, especially since we all know that their economic situations might prevent them from buying an air ticket,” Al Alili added. Rabec, on receiving the Eid gift, thanked the ministry and the UAE

government for organising such activities which grant workers the chance to greet family and friends on such occasions after a very long time.

“The UAE is always keen on protecting workers’ rights and has launched several humanitarian initiatives that emphasise the value of labourers by making them feel that they are part of the community they live in,” Rabec said.





جائزة وزارة العمل للخدمات والتطبيقات الذكية
Ministry of Labour E-Service and Mobile Apps Awards

The Ministry of Labour congratulates winners of the first session of the E-service and Mobile Apps Awards:



MoL employees :

Best idea of mobile service or application provided by an employee :

- 1) Rashid Abdallah Al Naqbi
- 2) Saeed Ahmed karmastaji
- 3) Thurya Ali Khalfan

Best mobile service idea or application provided by a group

- 1) Government communications department
- 2) Government communications department



Customers category :

Best idea of mobile service or application provided by a customer

- 1) Rawdah Mohammed Sad
- 2) Zakki Hussein Hanino
- 3) Mahmoud Zuwail

Best idea of mobile service or application provided by a company

- 1) Sukan Constructions
- 2) Nabea Computer



Students category :

Best idea of mobile service or application provided by Higher Education Students :

- 1) Sarah Eqbal
- 2) Fatimah Darweesh Al Baloushi
- 3) Ali Nasser Al Hammadi



Special honors category :

The establishment with highest usage rates of the ministry's smartphones app:
Al Ahlia General Trading Co (PVT) LTD

The best partner (private / government) providing e-services and m-services :
Evento Company

The best government entity providing e-services and m-services :
Ministry of Finance

The best department to promote and market the applications :
MoL Government Communications department

The best labour office to promote and market the applications :
Ras Al Khaimah Labour Office

Labour complaint reveals loan fraud

Company forced workers to take loans and leave the country

A complaint filed by three workers to the Ministry of Labour has brought to light a group engaged in taking loans and duping banks.

The complainants informed the authority about a group engaged in bank frauds by applying for financial loans then flee the country to avoid paying installments.

The three workers complained to the Ministry of Labour about a ban imposed by owner of the firm, claiming work that the workers discontinued their work.

The ministry, on investigation into the matter, found that the firm employed nine workers as technical and maintenance operators with monthly wages ranging from AED 7000 to AED 10,000, but soon the manager asked the workers to approach banks and apply for personal loans. He asked the workers to divide the cash, leave the country and not return.

According to the three workers, the owner of the facility told them that he would submit to the Ministry of Labour a work discontinuation complaint against any worker who refused to take a loan. They said that they refused to obey the orders, while six oth-

ers responded, received financial loans from banks, shared the amount and left the country to not return.

The three urged that their dues be paid to them and the false complaints against them be removed by the owner, who had also fled the country after the fraud.

The Ministry team also found that the firm was shut for over three months and told other facilities in the neighborhood that he was leaving for medical treatment.

The ministry referred the case to the Public Prosecution Office to take necessary measures.

The Ministry removed all false complaints filed against the workers, giving them a chance to work at other facilities after obtaining new permits from the ministry.

In this context, the Ministry has urged partnering citizens in private facilities to continuously monitor their enterprises as well as the condition of employees in order to avoid legal accountability cause in case of violation of law by their partners.



UAE to implement new labour decrees starting January 2016

New decrees cover implementation of unified employment contract, termination of contracts and labour mobility

His Excellency Saqr Ghobash, Minister of Labour, unveiled the new decrees recently, which will ensure better transparency in employer-employee relation and an enhanced labour market.



Three ministerial decrees, issued last month, will result in a new unified and standard labour contract. The new decrees cover application of ministry-approved standard work contracts, conditions for terminating employees and labour mobility by issuance of labour permits to work for new employers.

Ghobash said the three decrees come within the framework of developing legislations to regulate the labour market and move toward a new phase based on establishing and promoting a balanced and productive business relationship between both ends based on transparency.

The new decrees are interrelated and focus on the relationship between employers and employees, starting from enabling the worker to review an offer before leaving his home country, signing the new unified contract with the employer upon entry, after which the contractual relationship is recorded into the ministry's database highlighting rights and obligations as per the contract.

The decrees also pinpoint mechanisms to legally terminate an employment relationship, whether by completing the assigned period or through mutual consent for non-expired contracts; the new decrees grants new work permits to workers who want to end a contract lawfully.

The decrees will help employers ensure proper continuity of their businesses by meeting requirements of workers in or outside the country, which will have a positive impact on the economy and also provide labour mobility as each of the parties involved will be able to maintain their rights.

The decrees will lead to application of Ministry of Labour approved Standard Employment Contracts to admit a foreign worker for the purpose of employment in the UAE, which cannot be granted until an employment offer that conforms with the Standard Employment Contract is presented to and duly signed by the worker.

If the worker is in the UAE, the worker must duly sign the employment offer, as stipulated in Article before the employer applies for tentative approval to employ him.

The Standard Employment Contract needs to be used whenever the contracts are renewed including those that have been signed before the signing of this decree.

The employer must obtain from the Ministry the standard contract, that includes exactly the terms of the employment offer and obtain the worker's signature on the contract before getting it registered with the Ministry.

No alteration or substitution of terms are to be made unless such alteration or substitution benefits the worker and it can be done only after the alteration is approved by both the worker and the Ministry.

With regards to terminating employment, a series of articles outline conditions when a contract can be terminated for term and non-term contracts.



Ghobash: New decrees to enhance labour market, ensure better and transparent employer employee relations

In the case of fixed-term contracts (approved by the Ministry for a term of no more than two years), an employment relationship is terminated if the term of the contract expires and the contract is not renewed. If the employer and worker mutually consent to terminate the contract during the course of its term; either party (employer or worker) acts unilaterally to terminate the contract and complies with the legal steps. The terminating party bears any legal consequences of early termination.

Also if either party acts unilaterally to terminate a renewed term contract,



Ambassadors praised the new decrees

His Excellency Saqr Ghobash, Minister of Labour, briefed ambassadors of various countries on the recently issued decrees during a meeting held at the ministry headquarters in Abu Dhabi.

Ghobash stressed that the new decrees reaffirm that the relations between employers and employees are contractual ones which are governed by labour contracts and subject to the labour laws. He said that the resolutions will strengthen the relations between the two parties and are based on transparency in the contractual procedures in order to ensure the rights of all parties.

The ambassadors appreciated the decrees, emphasising that they reflect the keenness of the UAE to protect the rights of both parties.

The meeting was attended by Mohammed Omran, Ambassador of the People's Republic of Bangladesh;

Paulo Mira de Vasco, Ambassador of the Federal Republic of Brazil; Asif Ali Khan Durrani, Ambassador of the Islamic Republic of Pakistan; Barbara A. Leaf, Ambassador of the United States of America, T.P Seetharam, Ambassador of the Republic of India; Philip Parham, Ambassador of the United Kingdom, Grace R. Princesa, Ambassador of the Republic of the Philippines; Francisco Javier Escobar, Ambassador of the United Mexican States and Batrizio Fundy, Ambassador of the European Union mission, alongwith of officials from different embassies in the UAE.

The meeting was attended by His Excellency Mubarak Saeed Al Dhahiri, Undersecretary of the Ministry of Labour, Humaid bin Deemas Al Suwaidi, Assistant Undersecretary for Labour Affairs and Maher Al Obed Assistant, Undersecretary for Inspections and Dr. Omar Al Nuaimi, Assistant Undersecretary for Policy and Strategy.

irrespective of whether renewal has occurred before or after this decree enters into effect, provided the terminating party complies with the following legal steps, mentioned below:

Firstly, notify the other party in writing of the intent to terminate the contract

in accordance with the notice period, to be agreed to by both the parties, not to be less than one month and not to exceed three months.

If renewal occurred before this decree enters into effect and the parties had not agreed to a notice period, this notice period shall be three months.

Secondly, continue to honor his/her contractual obligations for the duration of the notice period.

And finally, indemnify the other party to the level that was agreed to by both parties, not to exceed the equivalent of three months of gross wages. If renewal occurred before this decree enters into

Bin Deemas: New measures to renew contracts and permits starting 2016

effect and the parties had not agreed to the amount of indemnification, this indemnification shall be the equivalent of three months of gross wages.

If either party (employer or worker) acts unilaterally to terminate the contract without complying with the legal steps, and for no reason of non-compliance by the other party; in this case the terminating party bears any legal consequences of early termination.

When the employer acts to terminate the contract of a worker who commits any of the violations that are described in Article (120) of the Federal Labour Law.

In the case of unlimited (not term-bound) contracts, an employment relation is terminated if any of the following instances occur:

The two parties consent to termination, or one party acts, at any time, to terminate the contract subject to notifying the other party and continuing to honor contractual obligations for the duration of the notice period, which cannot be less than one month and cannot exceed three months.

Either of the parties (Employer or Worker) acts unilaterally to terminate the contract, without complying with the legal conditions described above and without reason of non-compliance

by the other party; in this case the terminating party bears any legal consequences of early termination. If the employer acts to terminate the contract of a worker who commits any of the violations that are described in Article (120) of the Federal Labour Law.

In all instances of termination, either employer or worker may refer to the judicial system to seek indemnification or recover other rights under the Federal Labour Law and its implementing decrees.

Employment relation is considered to have de facto ended if any of the following instances occurs, an employer fails to meet contractual or legal obligations to the worker (as in, but not limited to, the non-payment of wages for a period exceeding 60 days.

Similarly, the worker has filed a court complaint against an employer who failed to secure employment of the worker as a result of the shutting down of the employer's business, in which case a report by Labour Inspection attesting to the fact that the business has been inactive for a period exceeding two months must be obtained and the worker must have reported to the Ministry during this period.

Moreover, if a labour complaint is referred to the court by the Ministry and a final ruling is obtained in favor of the worker stating that the worker is entitled to no less than two-month wages or to indemnification for arbitrary firing or early termination of a fixed-term contract, or any other benefits denied to him by the employer for no lawful reason or the including the end-of-service benefit.



Humaid bin Deemas |

An employment relation is deemed to have ended without due process as article (3) states that the employer shall terminate the employment relation without complying with legally mandated procedures; and the worker employer terminates the employment relation without complying with legally mandated procedures; In which cases the wronged party may initiate legal action to seek indemnification or the recovery of other rights as stipulated by the aforementioned Law governing labour relations.

All provisions of previous ministerial decrees that are contrary to, or inconsistent with the provisions of this present decree are hereby rendered null and void.

Decrees and conditions for granting a permit to a worker for employment by a new employer must meet a set of new decrees, the ministry said.

For both term and non-term contracts, a new permit may be granted upon termination of the workers employment when the term of the contract has expired.

A new permit can be granted when both worker and employer mutually consent to terminating the contract

The new decrees interests both employers and employees



Scott Marshall



Chinvas Hussein

Scott Marshall, British business owner, believes that the most important characteristic of the new decrees is to focus on transparency and clarity in the unified contract of employment, “Labourers shall sign the agreement prior to leaving their homeland, which enlightens them with rights and duties and maintain their labour rights more effectively”.

He pointed out that the labour market shall witness, subsequently, a decrease in the sum of disputes between both parties.

Chinvas Hussein, Indian business owner residing in Dubai, explained

that the new decrees; specifically mobility, helps employers obtain skilled labourers whom freely choose to end a working relationship for better offers elsewhere, “This decision allows simplified mobility procedures which endorses flexibility to UAE labour market, something which benefits both employers and workers.”

He added that new decrees provide confidence and transparency within contracting phases and determines employment relation terminations and grants concessions upon mobility disputes, which in turn promotes rights preservation.

during the term provided that the worker has completed at least six months employment or if workers qualify for a skill set series classified by the ministry. The decree also notes that a new permit can be issued for a worker whose employer terminated

him or her without reason provided the worker has completed six months.

The six-month rule is waived if the worker has skill levels classified by the ministry as 1, 2, and 3 meaning those who hold a university degree,

post-secondary diploma or high school diploma, respectively.

Term contracts can be terminated with notice periods of between one and three months, of the terminating party continues to honour contractual obligations for the term duration or if the terminating party indemnifies the other party in the amount not exceeding the equivalent of three month’s gross wages.

Meanwhile, a worker may be granted a work permit for all term and non-term contracts if it is determined that the employer has failed to meet legal and contractual obligations, including but not limited to when the employer fails to pay the worker’s wages for more than 60 days.

A worker may also be granted a permit if the labour ministry confirms that the employing company has not provided work due to the firm being inactive for more than two months and, if the worker reports to the ministry during the company shutdown.

Work permits may also be issued in cases in which a labour complaint is referred by the ministry to the labour court and final ruling in favour of the worker who is terminated early or is owed outstanding wages less than two months of dues for end of service.

Ministerial Decree (1186) of 2010 on the decrees and conditions for granting permission to a worker whose employment relation has ended to work for a new employer is hereby nullified, as are any texts or provisions that are contrary to provisions of this present Decree.

The Ministry of Labour will implement new labor procedures starting January 2016

Humaid bin Deemas Al Suwaidi, Assistant Undersecretary for Labour Affairs at the Ministry of Labour (MoL), said: “The new measures demand, preceding the renewal of work permits and expired contracts, the signature of the employee on the new contract to proceed, something which will hereby cancel procedures currently implemented to renew work permits after only receiving a notification through the employer stating that both sides agreed to renew the contract, stating all privileges and requirements enclosed in the contract to be renewed.”

He explained: “The new procedures for the renewal of contracts and permits are in line with new decisions, announced by His Excellency Saqr Ghobash, Minister of Labour, which will be implemented from early next year.

Workers, under the new procedures, will enjoy better options whether to renew the contract according to marked privileges and stipulated requirements in the contract, or amend these privileges and conditions upon agreement by both parties, which actively contributes to promoting a healthy working relationship, or completely end a relationship and move to another facility or return back to the homeland.”

legal protection to both employment parties

Legal expert Dr. Adel Abdul Latif said: “The new decisions promote a balanced relation between the parties through enhancing legal protection of rights and pinpoints their duties which contributes effectively to creating a stable labour market and raise investment opportunities.”

The new Ministry of Labour decisions will lead to greater



Adel Abdellatif

transparency and clarity in UAE’s labour market, where these decisions carry legal principles in terms of ending work relations and labour mobility in addition to forming a unified labour contract.

The new decrees are fully integrated and based on consent between both the two sides, he said, adding that the ministry acts as a neutral party between them, offering under these resolutions an attractive and a stable work environment in a framework of transparency, clarity and justice between the employers and workers.

The Ministry is currently conducting required preparations to implement the new decrees on schedule with complete keenness to ease procedures between the employers and workers, particularly in relation to work offers that employees agree upon whether outside or inside the country and ensure highlighting the wages and breaks and other rights and duties.

Al Suwaidi said: “The Ministry has conducted a study on the hiring processes in the private enterprises and took into account, through the

new resolves, active measures to issue the contract in a language the labourer understands prior to signing to overcome any difficulties both sides may encounter through several employment channels, including employment agencies or by dispatching company representative to the targeted country demanding manpower and conducting interviews and then select fit candidates or even through employment websites.

The cases of termination, he explained, according to the new ministerial decrees, shall protect rights of both parties, whether reaching an agreement or a party requests the termination or breach made by a side. “This decree is attached to the following one, which explains granting a new work permit following a termination to help labourers move from one facility to another which I believe improves the labour market’s overall performance,” he said.

Young Emirati woman thanks UAE leadership for opportunities and career success

Naema Tarish left government job to join private sector

Emirati Naema Ismail Tarish presents a true example of achieving your goals with a single minded focus without hesitating to tread the unconventional path.



Keeping her career progress as a top priority, Naema gave up her government job and is now a Branch Director for the UAE Exchange Company.

“Success is not difficult or impossible provided you put in your efforts with honesty, prioritise well and understand what you need to do,” she said in her interview to Al’Amal magazine.

“The need to understand and fulfil your job responsibilities should be the topmost priority for an employee and they must work on developing skills to achieve all assigned tasks perfectly and continue to progress.”

“Understanding the work environment and the requirements

leads to a clear career path which also shortens the time and efforts in achieving one’s targets. In addition, attending training programmes can further result in higher rates of career excellence,” she said.

Tarish decided to give up her government job despite the functional stability and preferred to challenge the private sector and join a frantic race towards success and excellence on broader prospects.

Talking about her career journey, she revealed that she graduated in IT from the University of Sharjah in 2006 and even after completing her studies she keeps herself updated about the latest and equip herself with new skills in IT, which,

she says, holds the key to progress in future especially in areas like customer service.

“I stated my career as an administrative assistant in one of the government institutions in Dubai and during that time I continued working on equipping myself with new skills, even though most of my work was related to scheduling meetings and performing other secretarial tasks, I tried to innovatively implement new methods in my functioning,” she said.

“My career was going well and I reached a point where I needed to make a choice between the stability of a government job or the challenge and competition in private sector. I overcame my

fears and doubts and opted for the latter,” she added.

Tarish stresses that the private sector offers tremendous opportunities for those who seek excellence and progress in career.

“I love my job in which I supervise various transactional procedures. I utilize my information technology skills to completing my tasks with high success and faster,” she said.

Appreciating the efforts made by her colleagues who enriched her work experience, she said she also got the opportunity to go for courses and training programmes to further excel at work.

The UAE has a highly encouraging and friendly work environment which supports young, especially women

Naema said she feels proud to be a UAE national and be guided and inspired by the noble and visionary leadership of the UAE.

She said she is grateful to the country’s great leadership which provided her with opportunities to attain success without any hindrance.

The leaderships efforts to encourage Emiratis to join the private sector and initiatives such as ‘Absher’ by His Highness Sheikh Khalifa bin Zayed Al Nahyan, President of the UAE, launched to enhance the participation of UAE citizens in the labour market, in line with the directives of His Highness Sheikh Khalifa bin Zayed Al Nahyan, will further encourage the young Emiratis.

The UAE also has a highly encouraging and friendly work environment which supports young, especially women, to develop themselves and give their best.



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

For more information, visit the website of the Ministry of Labour
www.mol.gov.ae

PRO Card Issuance

It is a service provided by the Ministry to any establishment wishing to authorize a person (PRO) to submit, follow up and execute its transactions at the Ministry. The PRO card shall be valid for two years (for UAE nationals and expatriates).

Required Documents

1. A copy of the UAE national PRO's passport and family book
 2. A copy of the expatriate PRO's passport and residence visa
 3. A valid good conduct certificate
 4. Copies of the valid business licenses and signature specimen cards of the employer's establishments
2. Applications shall be submitted to the counters of labour offices
 3. In case that all conditions and documents are fulfilled, the transaction shall be executed
 4. If there is something missing, the customer shall be notified thereof in order to be completed

Terms And Conditions

1. The PRO must obtain a residence visa registered under the establishment (for expatriate PRO)
2. Labour card and residency visa shall be valid (for expatriate PRO)
3. Labour card must be valid and registered in the General Pension and Social Security Authority (UAE nationals)
4. Only UAE female nationals are allowed to apply for the PRO job (For Women)
5. The PRO shall not be below the age of 18 years old
6. The PRO shall be a UAE or GCC national in case that the number of workers registered at the establishment is 100 workers or above.

Service Procedures

1. Applications for PRO cards shall be printed at service centers "TASHEEL", or through establishments

Working Hours

Service Centers (TASHEEL)

From Saturday to Thursday

From 8:00 A.M to 8:00 P.M

Service Counters in the Ministry of Labour

From Sunday to Thursday

From 8:00 A.M to 7:00 P.M

Service Time

3 working days

Target Audience

Employers

Service fees

Issuing a PRO card for UAE national is completely free

Issuing a two years PRO card for expatriates costs

AED 2000

PRO Card Cancellation

It is a service provided by the Ministry to cancel PRO card before it has expired

Required Documents

Message from the company owner stating PRO card cancellation

Terms and conditions

None

Service Procedures

Applications for PRO card cancellation shall be submitted at the services counter in the Ministry of Labour offices in order for the card to be cancelled

Working Hours

Service Counters in the Ministry of Labour

From Sunday to Thursday

From 8:00 A.M to 7:00 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@mol.gov.ae

Answering the inquiries -Mohammed Ahmed Mubarak, Director of Labour Relations Office, Ministry of Labour, Dubai



Question:

I worked for a company in the UAE from 2004 to 2013 and during my annual leave, I unfortunately got into an accident which prevented me from going back to work as the treatments prevented me from doing so. It lasted for a year and a half. This incident has ended my work relationship with the company, however, I later applied for a visit visa to the United Arab Emirates and it turned out that the owner of the company I used to work in did not cancel my labour card and residency.

I would like to inquire about the procedure required to cancel the labour card and residency permit so I could get a visit visa. A.H.

Answer

You should appoint someone within the UAE to file a complaint to the Ministry of Labour on your behalf, as the ministry will immediately contact the employer concerned after receiving the complaint to settle the issue

by following the procedures set forth to cancel the labour card and the work permit. You may, after the completion of the cancellation measures, apply for a Visit Visa to the country.

Question:

Is an employer entitled to compensation from an employee if the latter decided to terminate his contract before probation period ends, whether it was three or six months? In the case the answer was 'Yes' an employer

has the right to compensate .. will it depend on the type of employment contract, limited or unlimited? What's the amount of this compensation and how is it calculated? A.K.

Answer

There are two cases where an employer has the right to compensate:

First, if you signed a limited contract and then decided to leave work which might cost the employer.

The employer may claim compensation amounting to 45 working days salary yet must provide a proof of the

damages encountered due to terminating the contract. Secondly, the employer may obtain all amounts spent to hire the worker in addition to training and rehabilitation costs, as well as money spent on specialized courses and this applies to (limited and unlimited contracts) provided with proof.



UAE work environment helped her start and run a successful bakery business

Filipina expat starts enterprise after working for 3 years in a private company

For Pauline Morantte, Filipina expat, her decision to shift to the United Arab Emirates (UAE) in search of a good job turned to be more than just a geographical move.

She landed a job and in less than three years she is also a proud entrepreneur running her own bakery.

Pauline came to the UAE on a visit visa and found a job in a private firm.

“It was in 2006 and I joined a company in Dubai in fashion industry as a receptionist. I was highly motivated by the friendly, performance oriented work environment where I had

colleagues from multiple cultures who work with mutual cooperation and understanding,” said Pauline while talking to Al’Amal Magazine.

She said the friendly work environment encouraged her to continue focussing on enhancing her work skills.

“I worked on strengthening and developing my skills in dealing

with customers as well as sales and marketing. It brought excellent results and after three months I was promoted to a marketing coordinator.”

The success filled her with a sense of psychological and social stability and it was during that phase that the idea of establishing a project in partnership with her siblings was mooted.

After analysing various aspects related to establishing a venture, Pauline, alongwith her cousins, who were also in Dubai, invested money into opening a Filipino Bakery named ‘Panadero’ which means ‘baker’ in English.

“The opening of the project has been one of the most important events of my life. It changed my family’s life and has helped me realise many dreams. The venture is successful and I acquired in my prior work experience. Equipped with all these skills, I am keen on expanding this project.”

Sharing more on how the bakery venture has changed her life, she said: “We now have our own house in Philippines, a decent home where we can call our own. My brother, Marco Morantte, can now afford to send his kids to a decent well-known school

The good thing in Dubai is that it gives you the chance to show what talent or expertise you have and help you to materialize you dreams

and is also able to save for their better future. We are now able to help and employ some of our relatives who are in need. These people started building their dreams, send money to their families for good education and better shelter.”

“Moreover, with all our experience in building and running Panadero, we give are able to advice to our relatives who are planning to have

their own business back home on how to start a business and on how to face competition.”

Attributing her success largely to the UAE, she said: “This is a place where you can learn, compete and prosper. It is worth taking the risk to explore the potential market of UAE. The good thing in Dubai is that it gives you the chance to show what talent or expertise you have and help you to materialize you dreams.”

Starting the business in Dubai is quite easy and the best thing is that the local government agencies will definitely teach you to have a legitimate business from starting until it materialises. You will understand that doing business in Dubai means you need to follow international standards. You ae well guided by the agencies throughout the process and through hard work, success becomes your destination.



Youth unemployment in Arab countries, a key challenge, says report

Arab countries taking numerous measures to boost employment

Youth unemployment is one of the key challenges facing Arab countries, the Arab Monetary Fund (AMF) said in its latest report, titled 'Youth Unemployment in Arab Countries'.



The report studied efforts made by Arab countries to reduce the rate of unemployment in general, and youth unemployment in particular and ways to learn from global experiences in this regard.

The report estimates 124 million people, one-third of the Arab world population, joined the labour force, with highest increasing rates ever recorded.

What is unemployment?

According to the ILO, unemployment is a situation where a person capable of performing assigned duties is unable to get an opportunity with a preferred wage.



Unemployment rates among Arab youth were found to be 11.3 per cent higher compared to other countries, the report said.

Unemployment is a major economic and social challenge particularly in case of young and fresh graduates, estimated at 28 per cent for those below 24 years of age, in comparison to 12.4 per cent in case of other regions.

The report also said that unemployment rates for women in Arab countries stood at 43.4 per cent, indicating a huge untapped potential, on the other hand males hit 12.7 percent at the global level.

The educated category in the Arab countries represents 40 percent of the total unemployed whereas new entries in the labor market are facing challenges in getting jobs.

The report estimates 124 million people, one-third of the Arab world population

The last two decades have witnessed the governments in the Arab countries making numerous efforts to tackle the unemployment situation such as adopting programs to achieve economic stability, with the aim of boosting macroeconomic performance and containing internal and external imbalances, the report said.

Boost small and medium-sized enterprises (SMEs)

The report said there were also efforts toward structural reforms aimed at efficient use of resources through the liberalization of goods, services and capital.

On the other hand, Arab countries adopted a series of policies and arrangements meant to provide more job opportunities for their citizens, notably the youth, which helped raise the employment rate during the past decade that outperformed the rates registered in other geographical zones of the world, the report pointed out.

According to the report, slow paced economic growth and uncommitted private sector firms in providing employment opportunities to labour market requirements were also responsible for unemployment.

Regardless of the economic structure of the countries, unemployment among Arab youth is one of the major challenges in the region, said the report.

The report also detailed impact of economic policies on the national growth, as well as the importance of adopting national policies to reform the educational sector, review labour legislations, increase private sector engagement in the market and fairly employ women in the labour market.

Connect to the Ministry through:

Toll free number:

 **800-665**

 callcenter@mol.gov.ae

Our Website:



www.mol.gov.ae

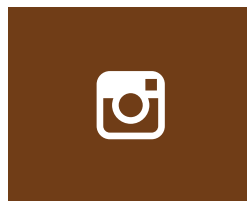
The Ministry's official social media platforms:



@moluae



/moluae

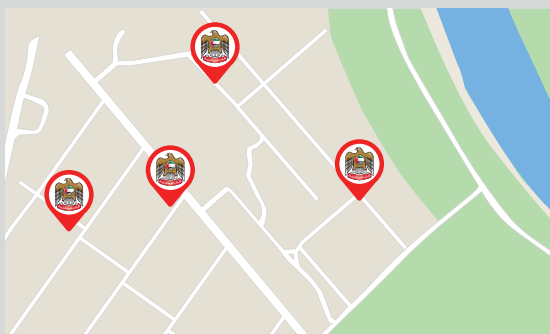


/mol_uae



/moluae

Labour offices' location across the UAE



The Ministry of Labour's Smartphone Application



Towards greater stability in the UAE labour market

The UAE labour market is entering a new phase characterized by greater discipline, organization and stability, thanks to the recently announced decrees by His Excellency Saqr Ghobhash, Minister of Labour, which shall be implemented starting next year 2016.

It's worth mentioning that previous resolutions, launched in 2011, have been highly successful in organizing the labour market, even though it is a very short time frame to reconsider regulatory decisions, confirming the keenness to review and evaluating the impact of laws and finding alterations if necessary.

The new decrees confirm UAE's commitment toward improving labour market mechanisms.

In fact, the decrees are modified to enhance relationship between employers and employees and highlights the UAE's interest in maintaining a positive between labourers and employers.

The decrees will facilitate removing any chances of imbalances in labour markets, injustice to foreign workers and, encourage employers and employees to work together as partners in the production process and give their best.

The first decree, which states that labourers are entitled to go through the contract before signing it and leaving their homeland to come to the UAE, aims to protect them from any scams which could, get



Mamdouh Abdel Hamid

Columnist

salaries and other benefits below what was mentioned and gives them a chance to review the details such as compensation, healthcare, housing, transportation etc prior to their arrival.

The decrees also review conditions of ending the employment relationship, under different types of cases, six of them related to term contracts and four concerning non-term contracts.

These new decrees ensure the parties involved get their rights and enter into fair and transparent relationship.

The final decree highlights conditions related to obtaining new work permits after ending an employment relationship and complements the previous decree. And so, after ending a work relationship, there are seven cases to issue a new work permit, four of which are assigned to termed contracts and three to non-termed ones, which covers all cases based on recent labour market studies.



Get equipped to face challenges

7 tips on making a move from a day job to becoming an entrepreneur

If you have wanted to leave your job for a business venture, but haven't yet been able to take that step due to personal commitments, lack of sufficient capital or similar reasons, you are among the majority.

A transition from day job employment to establishing your own company needs a lot of effort and hard work to make sure it's a safe transition without impact on your family or daily duties.

You need to be ready for the challenges ahead, which you aren't familiar with when you are an

employee in a company as managing an organization is quite different from working as an employee. Opting to become an entrepreneur means you will need to handle legal matters, as well as marketing, finance and the relationship with investors and employment, creativity and production, sales and countless

other issues that were not a part of your life as an employee. However, in spite of the challenges, managing a business has its merits, particularly in terms of work satisfaction.

Following are a few tips to help you make the transition from employment to entrepreneurship.

Know what you love to do:

If you're still reading this report, it's clear that you want to become an entrepreneur. At the same time, it's important to lead a business and do what you love doing and do best.

Unlike a day job where the responsibilities are limited and your duty hours are fixed, entrepreneurship requires bigger commitment 24/7, you could be working from home as well as office, even work daily without taking days off and sometimes, even during official holidays, particularly during the initial phases of setting up your enterprise.

You will need to have an unconventional approach to resolving issues and a go-getters attitude which makes it all the more important for you to take up only what you are sure you love to do.

Your approach and consistency will help you sustain and achieve your goals.

Do not expect support from those around you at the beginning:

Your friends and relatives and even your family probably may not be by your side, especially when you start and you'd need to earn their support with time as they get convinced that what you are doing is right.

Family members typically tend to support stable options, deterring you to take risks. You'd need to maintain a balance as you will also get busier while the criticism could rise.

You should stay focused and keep in mind that the attitude of people around you will change as they see you firmly setting up your business and succeeding.

Set clear goals

Setting clear goals is half the battle won. The goals should be tangible, measurable and you need to divide them into smaller goals. You would need to continue measuring your achievement against the goals set in order to stay focused and continue with your efforts.

Self-employment guarantees time and freedom but the initial phase is a testing time during which you must stay committed and determined. Working toward your goal each day is crucial.

Have a mentor

When you are a new entrepreneur, it would be beneficial to take advice from someone with experience to better guide you, provide useful tips to avoid falling into the mistakes they might have encountered. You could even gain in terms of the network they have built over the years.

Getting a right person, who would also be willing to guide you and share their experiences, however, may not be an easy task. But if you can, you must try to find such a guide.

Relationships are the key

As an employee you perhaps had a choice to choose between friends at work, or to interact with people you like and not interact with those you do not. As an entrepreneur it is very different.

Relationships could determine your success or failure. You should form a wide and strong network of people, who could be your potential clients or help you foster your business. Attending conferences, events could also help in this direction.

Your approach and consistency will help you sustain and achieve your goals

The first 5 employees in your company will decide where you are heading:

Human resources is very a complicated area, you will be dealing with the people who work for you personally and directly. Particularly the first employees who join your company, will have a significant impact on the way things mature.

Employees should be carefully selected, they should be those who share your enthusiasm for your work and cooperate with you to meet the continuously increasing needs of the company as the company grows.

It could be difficult to get people who fit the best, but with proper search and effort you will be able to secure the right talent which will help you attain the goals you have set for your business.

You are responsible for every decision, whether good or bad:

Every decision taken in the company is your responsibility. Each decision will have an impact, positive or negative, and at times, you would find that you need to take numerous major decisions.

There could also be errors but it is important that you learn quickly from your mistakes and move ahead. The most important thing is to take complete responsibility for your decisions.

Five Internet of Things inventions that will change our lives

An increasing number of devices are becoming a whole lot smarter thanks to the connection to the wider world.

The scope of change the IoT could bring about is huge: By using apps and services that can give us a greater insight into our data, we could change the way we live and make life easier as well as more sustainable. According to BBC world following are the top five IoT inventions that will change the way we live and do things:

1- Smart thermostats

One of the first things to join the smart home has been the thermostat. We

particularly like Tado - which once installed will let you control your heating with an app on your phone, or through the Tado website on your computer. If you own one, you'll end up swearing by it, as you'll never know the feeling of waking up in a cold house again.

Better still, Tado will learn your working patterns, and will use your phone's GPS to figure out when you're out and when you're coming home -

so will smartly cool down and heat up to save energy but keep you warm.

But this isn't just about you. Imagine if everyone in the world had a smart device controlling their heating - and the subsequent savings in energy use it would create. If we can make power generation more efficient, it means less burning fossil fuels, less pollution, and not having to build as many new power stations. The IOT can help the green revolution we need even faster.



2- iBeacons

We've had GPS for long enough now for it to feel like a part of everyday life, but it still doesn't work in doors. iBeacons could be the solution. These IoT can sit on a wall and send our short-range, low-energy bluetooth signals that your phone can pick up - so that the building that you're in can figure out exactly where you are.

With this sort of hyper-local location data, a push notification could be sent to your phone offering you specific information on what you're looking at - or indeed, a GPS-style map for when you're inside a large building.

There's plenty of commercial applications. For example, shops are already using them in limited tests to send out special offers and alerts relevant to what you're looking at, but there are also more altruistic applications. For example, imagine a museum or art gallery using iBeacons to figure out what exhibit you're looking at. So in addition to the single paragraph of text next to the object, your phone could receive images, videos and other information to enhance the learning experience.

Expect to see many more iBeacons over the next few years - and they could change how we interact with the wider world as they offer more contextual and relevant information, when we need it.

3- Smart Gloves

Could the IoT make industry safer? The ProGlove started life as an Intel Edison project but has now evolved into a fully fledged commercial success. What it does is turn gloves from just being a dumb shield for your hands, and into a device packed with sensors that can help you work.

For example, boxes can be automatically scanned using RFID when picking them up, or tools with RFID embedded inside them can tell the user when they've picked up the right implement for the job. Perhaps most importantly though it can improve safety.

Thanks to motion tracking and the fact the glove can check in with a central server means that they can know where in the production process the wearer is - so can offer warnings when something happens out of step.

4- Smart Medical Gear

Traditionally interaction with doctors has been rather sparse. After waiting several weeks for an appointment, you'll have a 10-minute chat with a doctor, and then hopefully you'll get better. But thanks to the IoT, we could be approaching a point where doctors have much more data, and are able to make much better decisions on our health.

We've already got the likes of Apple's Health app and Fitbit monitoring our health, but this is just the start. Increasingly, we're seeing more gadgets that can use wifi or our phones to send data back to the doctors.

For example, the Kinsa Smart Thermometer can log your temperature - and send it straight to the doctor if need be. Insulin Angel is a similar device for diabetics. And even the humble Apple Watch now sits on the arms of thousands of people, monitoring their heart rate.

Google has even patented a smart teddy bear, with built in camera, speakers and other monitors which could be used as a companion for

The Internet of Things (IoT) is rapidly transforming our world

kids and the elderly - which could conceivably be used to remind them to take medication, and to monitor general well being through Siri-style natural language interactions.

5- Smarter Streets

As cities get busier, how can we stop traffic grinding to a halt? One mitigation technique is to make traffic lights and other street furniture smarter by networking them together, so that timings can be adjusted to keep traffic flowing.

Perhaps unsurprisingly, super-congested London is already at the forefront of this technology, with Transport for London's "SCOOT" system already deployed to 90 per cent of road junctions in the centre of town. TfL is also currently investigating expanding it to monitor bike traffic too.

The smart technology is important, as it can improve the quality of life for everyone, and enable more people to live and work in the same area, with less of the pain that would normally be involved.

IoT is set to change the world in just as profound a way as the so-called Internet of Screens. And if you've got an idea for an IoT project that you'd like to make a reality, be sure to enter the competition Gizmodo UK is running with Intel.

Preventions is easier than its cure

Obesity.. numerous causes and risky outcomes

Obesity is generally defined as the abnormal or excessive accumulation of fat in adipose tissue to the extent that health may be impaired and the most widely used measuring index, is the body mass index (BMI), which is body weight (kg) divided by height squared (m²).

What causes obesity is the imbalance between declining energy expenditure due to physical inactivity and high energy in the

diet (excess calories whether from sugar, starches or fat) is the main determinant of the obesity epidemic.

Increasing physical activity, plus reducing intakes of foods high in fat and foods and drinks high in sugars, can prevent unhealthy weight gain.



Rome... a real historic wonder

Its rich historical heritage and a cosmopolitan culture have made Rome one of the most preferred destinations for tourists, particularly from the Gulf region.

The Italian Tourism Authority has also conducted a research studying tourists from the Gulf and based on that, is working to raise awareness of the Italian tourist attractions and facilities for tourists to attract more Arab tourists.

Having been the center of one of the world's greatest civilizations ever, Rome attracts tourists from world over.

Tourists enjoy the authentic Italian food, ancient churches and basilicas, palaces, grand Roman monuments, ornate statues and fascinating fountains, as well as shopping in this centre of the world's greatest civilizations.

Rome witnesses high number of tourists during spring and autumn and occupancy rates peak during the Easter festival with a large number of

international tourists opting to be in the Vatican to celebrate.

Some tourists prefer to enjoy the beauty of Rome during winters, during which hotels also offer attractive discounts and one gets a chance to immerse oneself in the beauty of the place when the city is relatively less busier. Beautiful beaches in Rome offer equally relaxed and joyous vacations for those who prefer to visit during summers.





While a holiday in Rome can be enjoyed at anytime of the year, April, May and October are considered to be the ideal months to visit.

Italy is looking forward to attracting more Arab tourists not only to Rome, but to other tourist destinations across the country as well.

