



**MINISTERIAL DECREE NO. (956) OF 2016
ON THE ESTABLISHMENT OF PRIVATE SECTOR EMIRATISATION
PARTNERS' CLUB**

The Minister of Human Resources and Emiratization:

- HAVING REVIEWED FEDERAL LAW NO. (1) OF 1972 CONCERNING THE COMPETENCIES OF MINISTRIES AND POWERS OF MINISTERS, AS AMENDED,
- FEDERAL LAW NO. (8) OF 1980 CONCERNING THE ORGANIZATION OF LABOR RELATIONSHIPS, AS AMENDED, and
- THE MINISTER OF LABOR'S DECREE NO. (1187) OF 2010 ON THE RULES AND REGULATIONS OF THE CLASSIFICATION OF ESTABLISHMENTS

Decrees:

Article 1

Wherever they occur herein, the following words and expression shall have the meanings assigned next to each, unless otherwise required by the context:

Ministry:	Ministry of Human Resources and Emiratization.
Minister:	Minister of Human Resources and Emiratization.
Board:	The Board of Emiratization Partners Club.
Emiratization	An entity (forum) that comprises as members private
Partners Club:	sectors establishments satisfying the criteria provided for herein (hereinafter "Club").
Emiratization	Private sector establishments selected as members in
Partners:	the Club.



Red Carpet Service: A package of quality services provided by the Ministry to its distinguished Emiratisation partners customers.

Article 2

A club shall be established in the Ministry under the Name “Emiratisation Partners Clun” whose membership shall include private sector establishments satisfying membership criteria set out herein.

Article 3

The Club’s membership shall be granted to private sector establishments that operate in priority sectors in the labor market, according to government instructions, and who have the Human Resource Department. These establishments shall be granted the Club’s membership upon their request, according to the following criteria:

- a– The ratio of citizen workers in the establishment to the total number of workers of skill levels 1, 2, 3.
- b– The ratio of skill level 1, 2, 3 workers to the total number of workers.
- c– Multiplicity of business activities conducted by the establishment and its geographic outreach across the state’s emirates.

The technical committee provided for under Article 10 hereof shall set the detailed controls of every criterion and the considerable ration within other criteria qualifying for the Club’s membership.

In all cases, the Club’s membership will not be granted to any establishment that failed to pay any wages during the year preceding the date fixed for granting the membership.

Establishments shall retain their membership so long as they satisfy membership requirements applicable to them. They will lose membership upon the loss of any of the qualifying criteria.

Article 4

The Club’s members set out under Article 4 hereof shall:



- Actively participate in programs and events aiming at promoting Emiratisation programs.
- Adopt policies that encourage and motivate citizens to work in the private sector and create a conducive work environment to retain them in it.
- Implement Emiratisation programs, projects and initiatives.
- Study the issues related to Emiratisation and activate coordination and cooperation mechanisms between the partners and competent authorities in the state, in no conflict with the jurisdictions of competent bodies.
- Express their opinion and provide advice on topics referred to them by the Board.

Article 5

A Board shall be established to manage the Club under the name “Private Sector Emiratisation Partners Club Board”, with the following chairmanship and memberships:

- The undersecretary for Emiratisation affairs.
- The undersecretary for human affairs.
- Four members from government bodies related to Emiratisation.
- Ten members representing member establishments, holding no less than the office of general manager or an equivalent position.

Club members shall be nominated by a decision from the Minister, which shall nominate a vice chairman, among the members. The Board shall be re-formed and the members shall be re-nominated once every three years. A member taking over after another shall complete the leaving member's term.

In the absence of the chairman his deputy shall have all of the chairman's powers. The chairman may invite into his meetings whoever he deems



appropriate of competent persons or Emiratisation concerned with Emiratisation in the private sector, without those invitees having a vote in voting on matters in the Board meeting.

Article 6

The Board provided for in Article 5 hereof shall:

- 1– Study best ways to promote the opportunities for citizens to take part in the private sector and deepen the private sector’s role in Emiratisation, thereby enhancing its contribution and participation in achieving sustainable development.
- 2– Develop a strategy for the Club and follow up on its implementation to serve the national agenda.
- 3– Survey local trends, developments and issues related to the private sector and their possible consequences on the Emiratisation policy.
- 4– Suggest the Club’s agenda of programs, events and initiatives.
- 5– Suggest best methods to enhance the Club’s member participation in the implementation of programs and activities.
- 6– Any other duties or competences assigned by the Ministry to it.

Article 7

The Board’s Secretariat shall prepare minutes of the meetings to record the deliberations taking part, resolutions adopted and recommendations made therein. These minutes shall be raised to the chairman to consider before giving his approval thereof.

Article 8

The Board shall hold at least three meetings annually upon the convention of the chairman. A Board meeting shall be valid only if it is attended by the majority of the members, including the chairman or his deputy.

Article 9



The Board shall have a General Secretariat presided by the Undersecretary for National Human Resources Employment Affairs and shall include in its membership a number of assistants to be nominated by a decision from the Undersecretary for Emiratisation Affairs. The General Secretariat shall:

- a- Prepare the Board's agenda and its periodical meetings and send the required documents to its members two days before the date set for the meeting.
- b- Provide all forms of technical and administrative support to the issues included on the meeting agenda, in preparation for presenting the same to the Board.
- c- Organize communications of the Board, the Members and Emiratisation partners.
- d- Prepare Board meetings minutes to be approved by the chairman.
- e- Draft Board resolutions, communicate them to competent bodies and follow up on their implementation.
- f- Any other duties assigned to it by the Board.

Article 10

A technical committee shall be formed in the Ministry chaired by the Undersecretary for Emiratisation Affairs and the membership of:

- Assistant undersecretary for labor affairs.
- Assistant undersecretary for inspection affairs
- Assistant undersecretary for Policy and Strategy Sector
- Assistant undersecretary for the development of national human resources.
- Assistant undersecretary for institutional and support services.
- Assistant undersecretary for the employment of national human resources.



- Manager, Department of Labor Market information Rapporteur

This technical committee shall verify that any establishment wishing to obtain the membership of the Club meets the criteria and control qualifying for membership according to the provisions of this Decree and according to established detailed controls. The Club's membership shall be granted with the Minister's approval based on the presentation of that committee.

Article 11

The technical committee provided for in Article 10 hereof, shall set the mechanisms and requirements for the calculation and acquisition of points in each of the five elements set out in Article 12 hereof and shall prepare the required forms to validate the information and data upon which points are given and shall raise these mechanism, requirements and forms to the Minister for approval.

Article 12

Member establishments shall acquire the points referred to in Article 11 hereof according to the following elements and the percentages set out next thereto:

- Employment 50%
- Training 20%
- Innovative employment 10%
- Leadership Commitment 10%
- Work environment 10%, as follows.

a) Employment: Points shall be granted for employment as follows:

- For each worker the establishment employs at its top management, it gets 5 points, 3 points for each worker it appoints in the middle management and one point for each worker it appoints in other positions, provided employment contracts of these workers are full-time ones or for workers who work from home on a full-time basis.



If employment contracts are part-time ones, the establishment shall get only 50% of these points.

- Additional points shall be scored for the geographical place where the worker is employed, as decided by the committee referred to in Article 5 hereof.
- Additional points shall be given for employing disabled persons or women or sending citizen students abroad to get degrees and appoint them after their return from academic vacation, according to the following:
 - Six points for each citizen student sent abroad and appointed after return from academic vacation.
 - Two points if the appointed person is a woman.
 - If the appointed person is a disabled, the establishment shall get additional points equaling two times the points granted for appointed other persons according to their job levels.

b) Development and Training:

Member establishments shall be granted development and training points according to the amounts allocated in their budgets and actually spent on the development and training of its citizen workers within one fiscal year.

c) Leadership Commitment:

Member establishments shall be granted the points allocated for this element if its articles of association provide for Emiratisation as one of the components of performance excellence or one of the elements upon which rewards shall be granted to holders of top management positions.

d) Innovative Employment:

Member establishments shall be granted the points allocated for this element if they adopt various types of employment such as:

- Distant employment.



- Part-time employment.
- Joint work.
- Seasonal work.
- Contracting with a job-seeker through self-employment.

e) Work Environment:

Member establishments shall be granted the points allocated for this element by creating a work conducive environment, including through:

- Providing places of work appropriate for women.
- Adopting flexible work hours.
- Providing activities and programs for its employees.
- Adopting a system that ensuring rewarding and recognition of excellent employees.

Article 13

Establishment memberships shall be silver, gold and platinum, based on total Emiratisation points the establishment gains due to its interaction with the Emiratisation program in the items set out in Article 10 hereof, after the Minister's approval of the points qualifying for a certain level of membership and the number of points required annually for the establishment to retain the membership level is raised to.

Article 14

Member establishments shall be granted benefits and reward commensurate with their membership levels, as follows:

- (a) Establishment granted silver membership shall be given the Club's silver membership badge and shall receive the red-carpet service dedicated for this membership level, as established by the Ministry.
- (b) If the establishment is raised to gold membership, its classification shall be amended by upgrading it, in exception from the Ministry's applicable classification Decrees, to a higher Category (2) level and



shall be granted the Club's gold membership badge, along with receiving the red-carpet service for this new membership.

- (c) If the establishment is raised to platinum membership, its classification shall be amended by upgrading it, in exception from the Ministry's applicable classification Decrees, to Category (1) and shall be granted the Club's platinum membership badge, along with receiving the red-carpet service for this new membership.

In all cases where the establishment's classification is amended, fees for its skill level 1, 2 and 3 workers shall be calculated according to the category or level to which it is raised according to the provisions hereof. However, this shall not apply to skill level 4 and 5 workers, as the fees for them shall still be calculated according to the cultural diversity criterion.

The Ministry may set other incentives and rewards addition to those provided for herein, in coordination with competent authorities.

Article 15

This Decree shall become effective as of the date of its issuance and competent bodies shall implement it within their respective jurisdictions.

By Saqr Ghobash,
Minister of Human Resources and Emiratization

Issued in Abu Dhabi on 20/10/2016