



United Arab Emirates

Federal Authority for Government Human Resources

Study of Sick Leaves in Ministries & Federal Entities 2012

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► Executive Summary

The Federal Law No (9) for 2011, amending certain provisions of Decree Federal Law No. (11) for 2008 on Human Resources in the Federal Government, and the Cabinet Resolution No. (13) for 2012 on the Executive Regulations of HR Law, different types Vacations and details, including leave without pay, covered different types of leaves, including sick leave.

► Scope of Study

- This analysis of current situation of sick leaves relies on data extracted from the Human Resource Management Information System (HRMIS) – ‘Bayanati’ - from January 1, 2012 until December 31, 2012
- The study covers 15 ministries and 3 federal bodies subject to HR Law and its Executive Regulations, and operating Bayanati’ System. These entities are employing a total workforce of about 35,604 employees.
- The study covers all types of leave: sick leave, maternity leave, work-related injury leave and sick leave on medical grounds.

► Scope of Implementation

Performance review has been conducted for the 15 ministries and 3 federal entities subject to the HR Law, its regulations and amendments, and whose data is available in Bayanati' System, within the First Performance Report

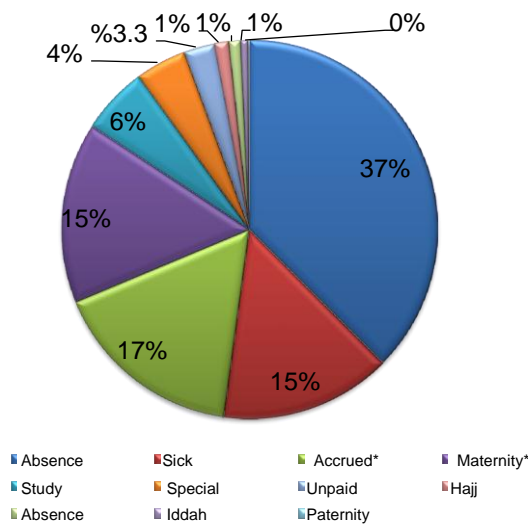
Ministries Implementing HR Law and its Executive Regulations	
1	Ministry of Public Works
2	Ministry of Economy
3	Ministry of Environment & Water
4	Ministry of Foreign Trade
5	Ministry of Education
6	Ministry of Higher Education & scientific Research
7	Ministry of Culture, Youth & Community Development
8	Ministry of Foreign Affairs (Excluding Diplomatic Corps)
9	Ministry of State for Federal National Council Affairs
10	Ministry of Social Affairs
11	Ministry of Health
12	Ministry of Energy
13	Ministry of Justice (Excluding Judges)
14	Ministry of Labour
15	Ministry of Finance
Federal Authorities Implementing RH Law & Regulations thereof	
16	National Media Council
17	Federal Authority for Government Human Resources
18	General Authority of Islamic Affairs & Endowment

► **Classification of leaves according to number of days**

	Type of Leave	Total Days
1	Annual	325,318
2	Sick	127,817
3	Accrued	143,793
4	Maternity	134,307
5	Study	50,229
6	Special	37,962
7	Unpaid	23,061
8	Hajj	10,810
9	Absence	8,711
10	Bereavement or Iddah	5,520
11	Paternity	830
Total Leave Days		868.484

*Working weeks, not working days

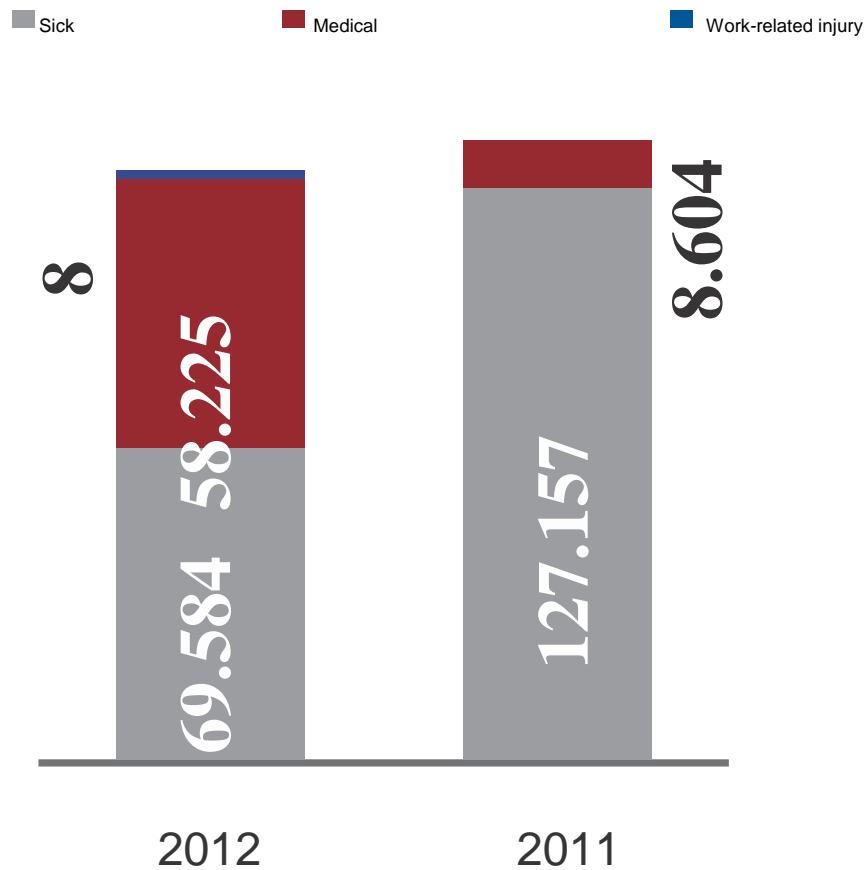
Distribution of Leaves by Percentages, 2012



Status Analysis

- Leave Accruals were cancelled as of January 1, 2013 according to the Executive Regulations
- The total days of sick leaves and maternity leaves are approximately equal to the annual leave

► Sick leaves in 18 federal entities, 2012

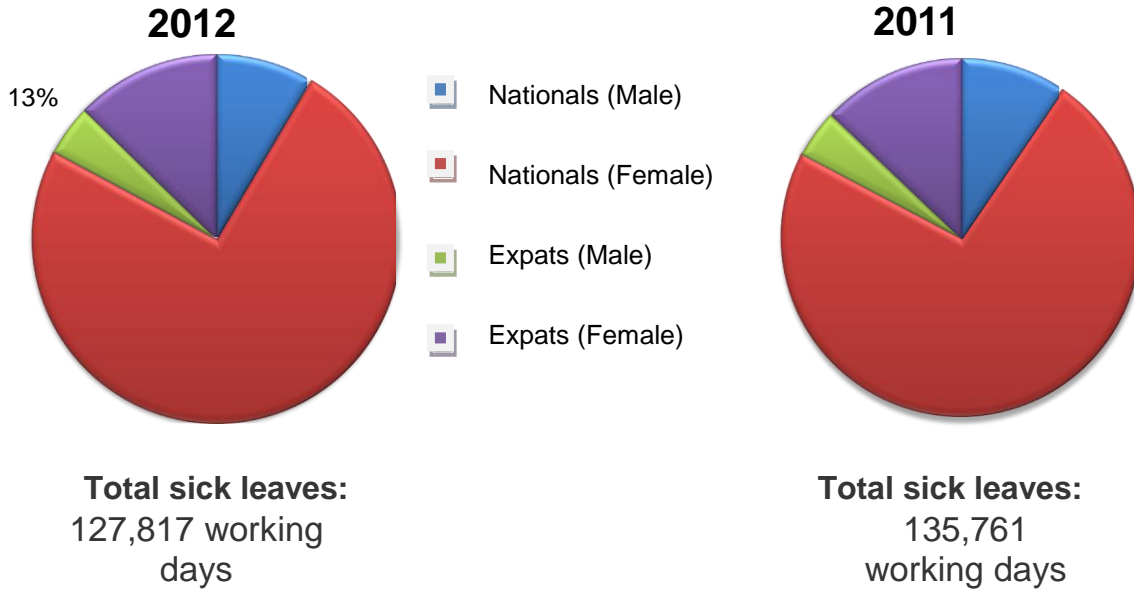


Status Analysis

Sick leave days declined from 135,761 working days in 2011 to 127,817 working days in 2012, a decrease of 6%. However, sick leave approved by the Medical Committee increased from 8,604 working days in 2011 to 58,225 working days in 2012, almost 7-fold.

- Maternity leave not included

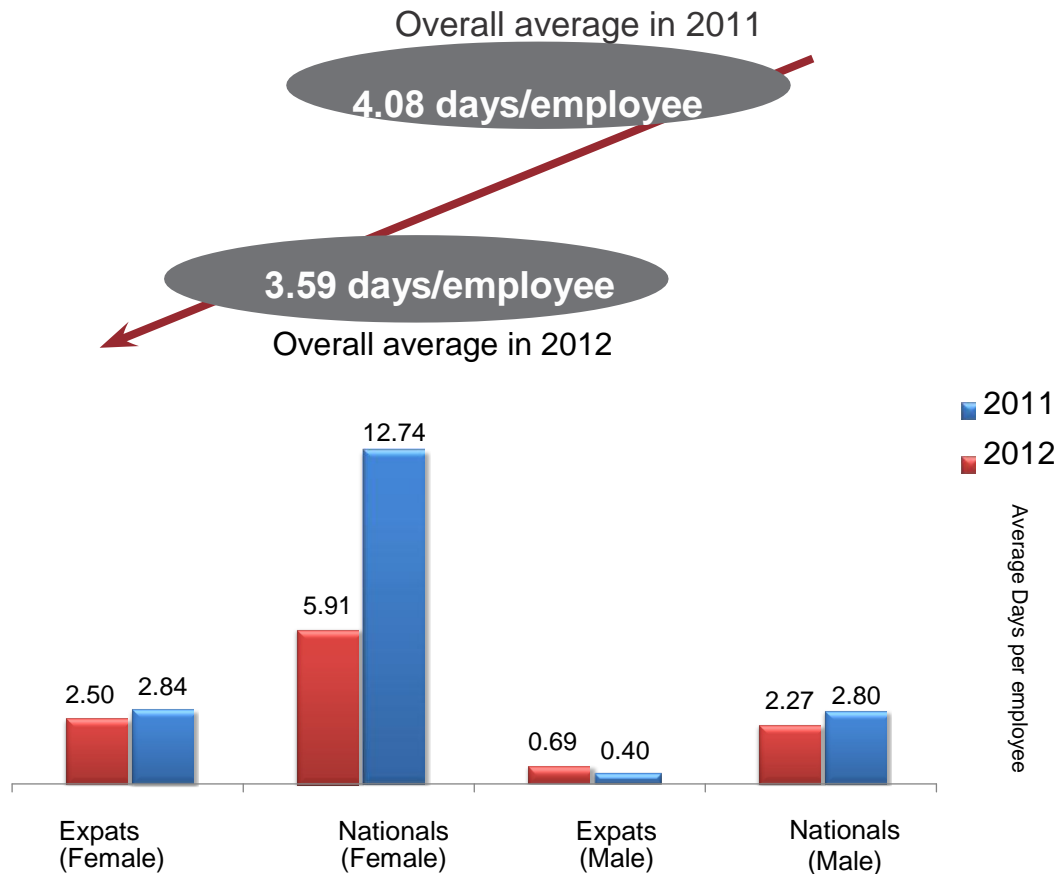
► **Distribution of Sick Leave by Nationality and Gender**



Status Analysis

This variation in the percentages is an indication to increasing number of female employees compared to males in federal bodies because national females generally outnumber other groups

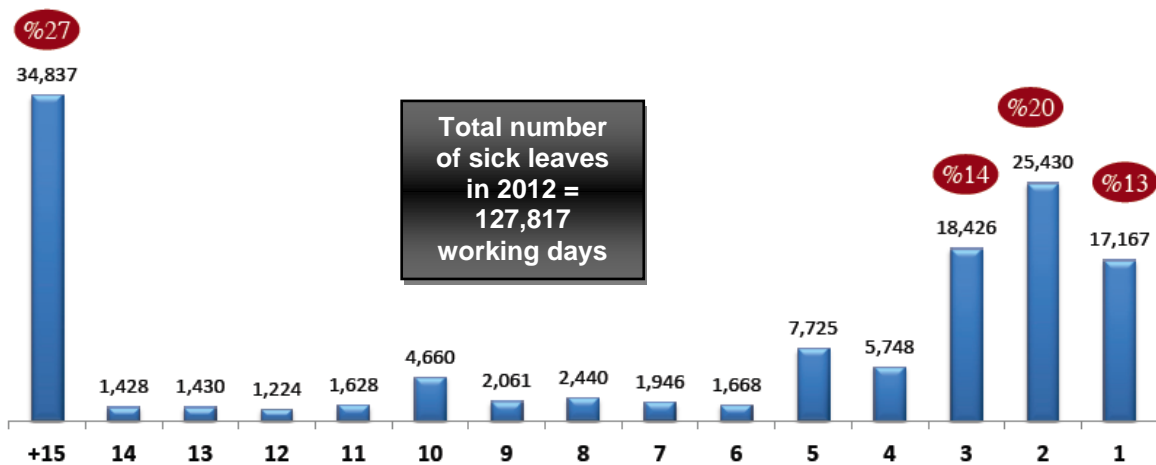
► Average days of sick leave for each employee by nationality and sex



Status Analysis

Leaves generally declined in 2012 compared to 2011 for male and female nationals. Overall, the average leave days for all employees in 18 federal entities dropped from 4.08 to 3.59 working days per employee

► Numerical & Percentage Distribution of all Leaves by Duration

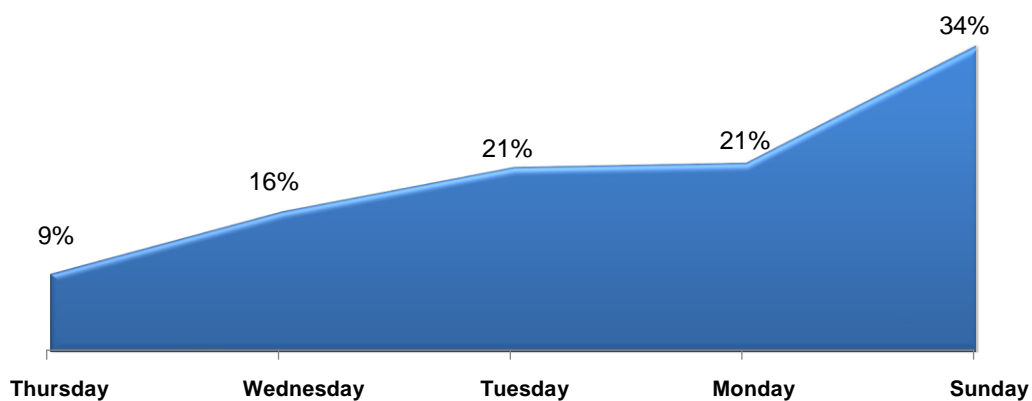


Status Analysis

Study results show that:

- 47% of sick leaves in 2012 were for one, two or three days.
- 27% of sick leaves extended to 15 days and more

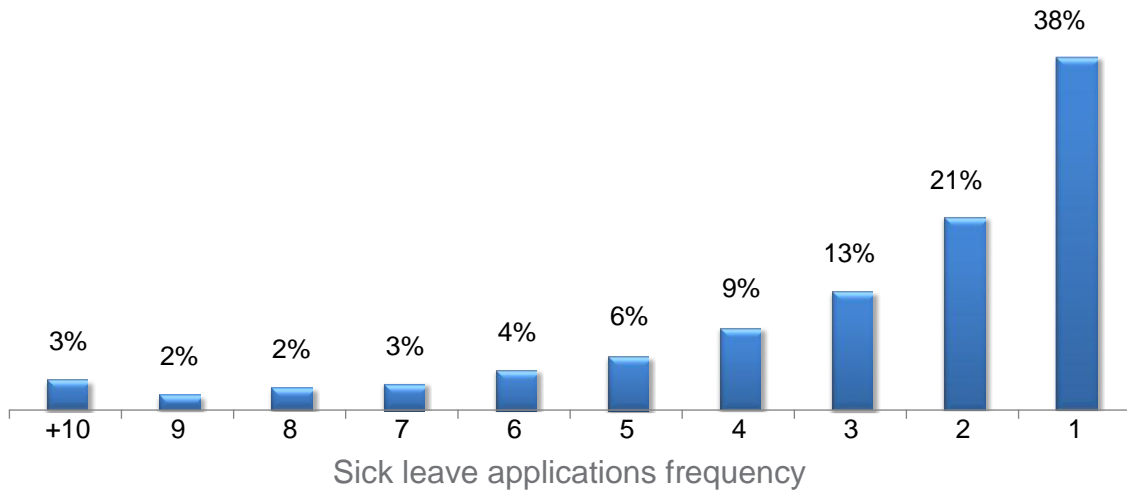
► Distribution of leave by working days per week in 2012



Status Analysis

It was found that 34% of sick leaves fall on Sundays, the beginning of the working week

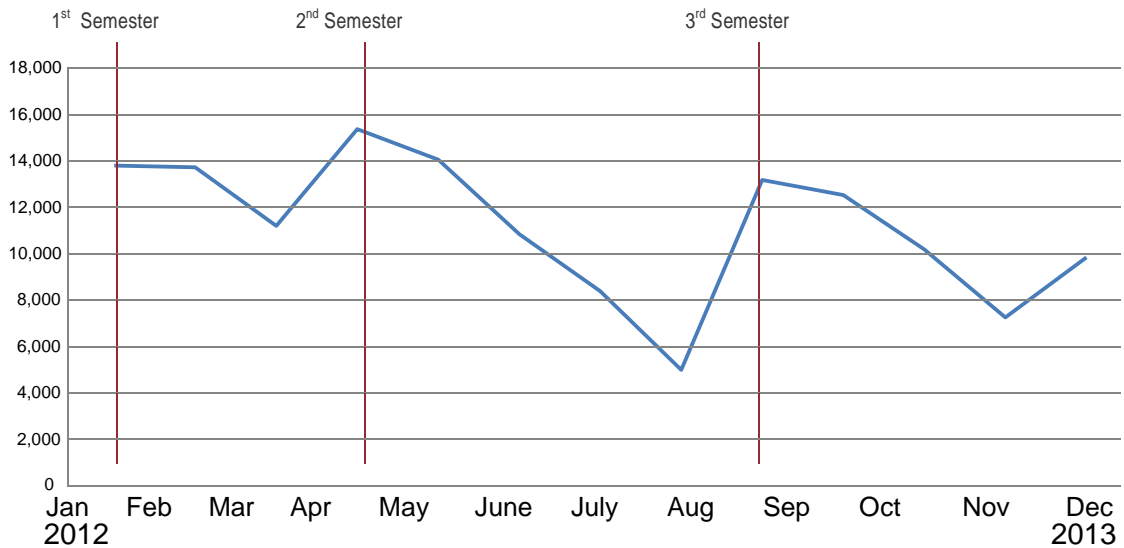
► Distribution of sick leave applications frequency in 2012



Status Analysis

It was found that 38% of employees applied for sick leave only once, while 3% applied 10 times and more for sick leaves

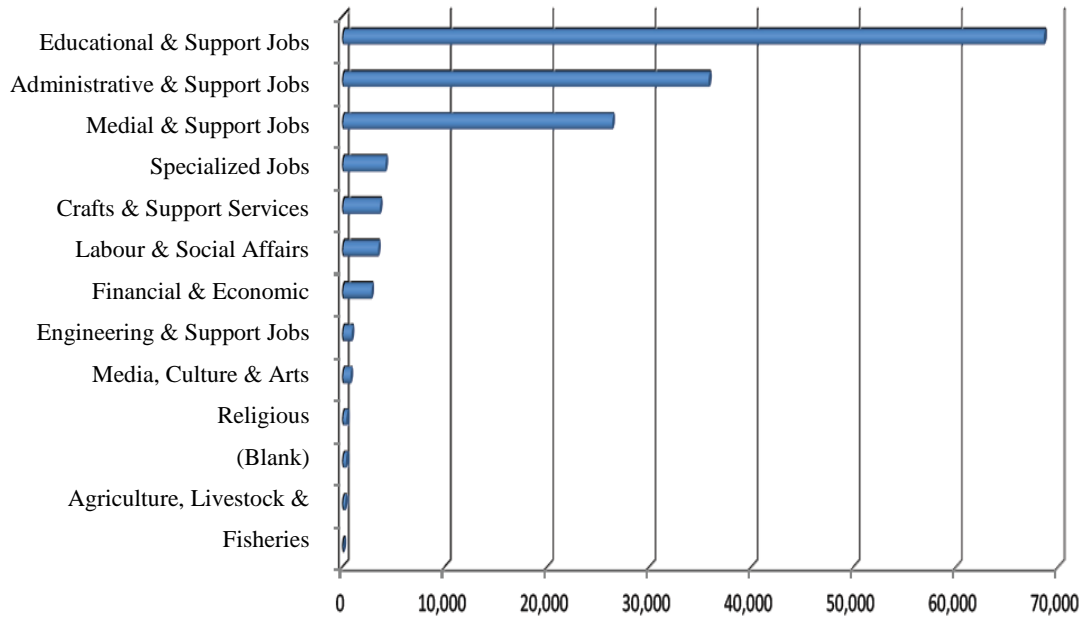
► Sick Leaves by Month



Status Analysis

It was found that sick leave rates are on the rise with the start of the semester

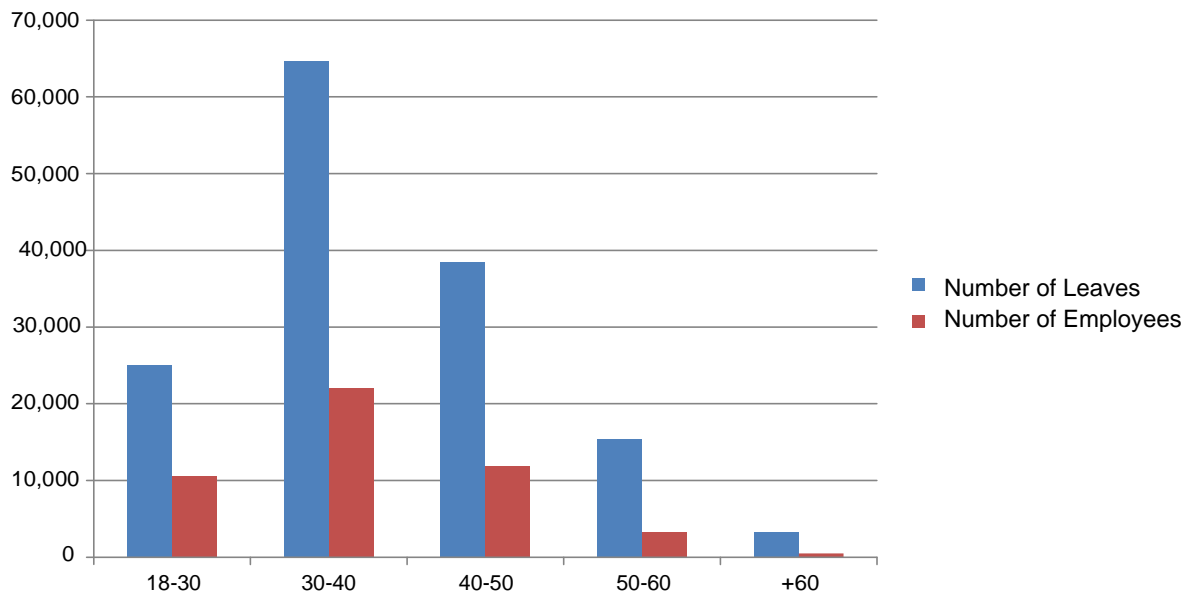
► Sick Leaves by job classifications, 2012



Status Analysis

Obviously, the percentages are higher in larger sectors like Education and Health

► Sick Leaves by Age Group



Status Analysis

Age Group 30-40 is the highest in sick leaves

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