



FAHR implements Remote Work System across all Federal Government entities



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the Smart Recruitment platform (Istiqtab) in the Federal Government

the new version of performance management system for Federal Government employees

11,500 people follow two HR Club virtual session in May, 2020

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The Federal Authority for Government Human Resources (FAHR) issued a circular to all ministries and federal entities regarding the recent Cabinet Resolution on Remote Work System in the Federal Government, one of the main work patterns implemented in the Federal Government after several experiments since 2017.



The system will be implemented, according to the circular, permanently by the federal authorities in normal situations, side by side with other types of traditional work currently implemented, after taking measures to organize government work under emergency conditions.

The Authority circulated the new remote work system to ministries and federal entities, explaining that it helps in creating new unconventional job opportunities, as well as providing multiple job options for employees and entities, to achieve a better work – life balance in a way that does not affect the achievement of the entity's goals.

According to the circular, the system will be applied to current and new national employees eligible to work remotely, as determined by the federal entities, in coordination with the Authority as per the standards contained in the system, HR procedures and electronic systems approved in the Federal Government.

The circular called on all ministries and federal entities to adhere to the criteria for determining the appropriate remote jobs, as well as the mechanism for selecting employees to work remotely contained in the system. Federal entities were also required to provide the Authority with the information requested as soon as possible to make sure that the required conditions

are fulfilled according to the rules, before the final approval and notification of the federal entity prior to implementation of the system, after completion of the measures taken to organize government work under emergency conditions.

The circular expressed the Authority's readiness to provide the necessary support and assistance to the ministries and federal entities with regard to the implementation of remote work system in the Federal Government.

Objective of remote work

The Authority explained that remote work system in the Federal Government under normal situations, helps in talent attraction and retention, reduction of operational costs, and provision of government services outside official working hours.

Types of remote work

Remote work system is divided into two types: partial remote work, where the employee can, at the request of his employer, divide work time between the original workplace and remote workplace in equal or different proportions per day/week/month; Full-time remote work, which means jobs that can be performed completely from outside the original workplace.

Criteria for choosing suitable jobs for working remotely

The Authority urged federal entities select jobs suitable for remote work in accordance with the following criteria: jobs must be of divisible nature, can be automated, require specific inputs that are handled through electronic systems.

Mechanism for choosing employees to work remotely

According to Cabinet Resolution, employees may be selected to work remotely in accordance with a set of criteria, including that the employee must: be occupying a job that can be performed remotely; not have been subject to any administrative measures for breach

of Code of Ethics and Professional Conduct for Civil service; be honest and abide by quality and accuracy of work and confidentiality of information, and have attained at least 'Meets Expectations' rate in the last performance appraisal.

The Cabinet Resolution also states that the rules and mechanisms of remote work system, as well as employment criteria contained in the Federal Government's HR Law and related regulations, shall apply to newly appointed employees.

Probationary Period for new employees for new employees

A new employee appointed under remote work system shall be placed on probationary period for six (6) months, renewable for three (3) months. Prior to the end of probation period, the employee shall undergo a performance review by the immediate supervisor to assess his / her capabilities, to either recommend regular appointment of the employee or termination of employment.

Salaries and Financial Benefits

Employees working remotely shall be entitled to salaries and financial benefits according to Grade & Salary Scale for Federal Government employees approved by the Cabinet.

Performance Appraisal of Remote Employees

The Authority pointed to the need to observe the provisions contained in Performance Management System for the Federal Government employees regarding evaluation of employees performing remote work. In addition, they must also be evaluated according to a set of criteria, namely productivity, in terms of the number of outputs and their quality, and percentage of tasks performed to target. Other criteria include number of deliverables, meeting deadlines for delivering tasks within the time frame specified in the contract, and percentage of abidance by the plan in agreement with the employer.

FAHR reveals the results of its study on Remote Work System in the Federal Government under emergency situations

The Federal Authority for Government Human Resources (FAHR) revealed the results of a recent study prepared on the implementation of the remote work system in light of the current exceptional circumstances at the Federal Government level. The study was conducted at the level of 53 ministries and federal entities, in which 6327 employees participated, with a questionnaire circulated via the HR Management Information System "Bayanati" and containing 32 questions distributed over a group of topics.

In this regard, HE Aisha Al-Suwaidi, Executive Director of HR Resources Policies Sector at the Federal Authority for Government Human Resources confirmed that the study is part of important steps and procedures taken by the Authority, at the Federal Government level, under the exceptional emergency conditions due to Coronavirus outbreak, especially Organizing the remote work process in emergency cases, to ensure business continuity and provide the best services.

She stated that the study had reached important results that would help the federal entities in general, and the Authority in particular, especially in terms of setting policies, preparing better for the future, and organizing remote work; in order to achieve the best desired results regarding protection of employee health and safety.

HE Aisha Al-Suwaidi said: "The results of the study showed that 91% of Federal Government employees are satisfied with introducing the remote work system under the current situations, and 96% of them confirmed that their entities are implementing remote work system under the current exceptional circumstances, while 92% of respondents said that their tasks are being documented and their accomplishments

monitored on a weekly or daily basis, during remote work period.

"The study also showed that 85% of respondents felt that their employers provided the necessary technological requirements for working remotely, and 61% of them confirmed that they did not encounter any difficulties in coping with working remotely."

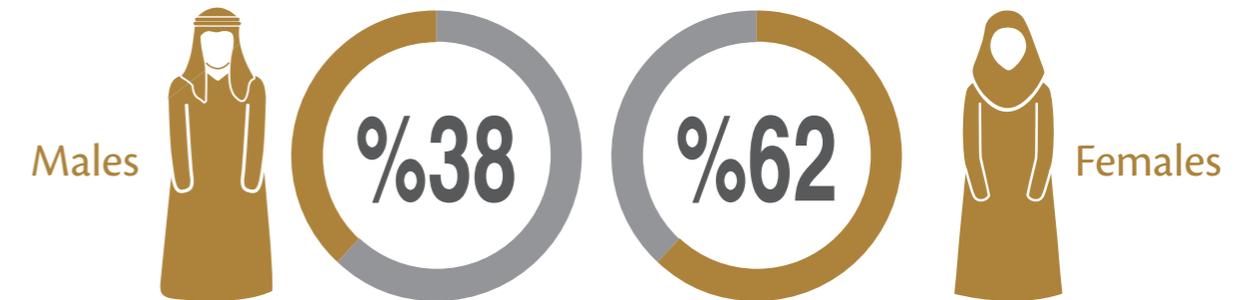
92% of employees have their performance documented

According to the results of the study, 92% of the employees have their tasks and achievements monitored on a weekly and daily basis, (50% of participants are documenting their tasks through periodic reports that are shared with the entity's officials, while 37% of them are doing so through electronic systems.

62% of respondents are female

The study also reveals that 76% of respondents are holders of bachelor's and graduate degrees (master's and doctorate), and that females constitute 62% of the total participants, while 35% work in specialized jobs, and 34% work in executive positions.

The study was conducted at the level of 53 ministries and federal entities in which **6327** employees participated



73% of employees perform their duties fully remotely

The results indicated that 73% of employees are performing their duties 100% remotely, while 22% perform remote part-time jobs.

According to the results of the study, 2327 participants are in jobs that do not require providing government services to external customers, but their work requires the use of electronic or smart systems to complete. In contrast, 1959 participants perform jobs that need communicating with customers to provide services through the use of electronic and smart systems, or completing government transactions through service delivery centers, while the jobs of 823 of employees participating in the survey require their physical presence at the workplace, to perform tasks that cannot be completed remotely using electronic systems.

90% claimed that their leaderships trust their ability to work remotely

About 90% of the study participants stated that the senior leadership in their entities trusts the employees' ability to perform the tasks assigned to them satisfactorily during their work remotely, while 83% of them claimed that the customers were satisfied with the services remotely provided by their institutions.

Nearly 45% of respondents saw that their employers have succeeded in converting the services provided to customer into electronic and 100% smart, while 43%

believed that more than 80% of services provided by their entities to the customers were transformed into electronic and smart.

Development proposals for remote work system in the Federal Government

During the study, the Authority explored the participants' opinions and suggestions, to develop the remote work system in the Federal Government. Suggestions received in this regard included using electronic and smart systems to monitor and document performance remote work period, reviewing different types of contracts in the Federal Government, and making flexible work options available, to be integrated into HR electronic systems.

participants suggested developing remote work system, in a way that does not contradict with achieving work – life balance for the employees, as well as maintaining their occupational health and safety during remote work period from a distance to ensure their safety and health, and providing technical systems related to Cybersecurity during remote working hours.

The employees participating in the study also suggested creating mechanisms to follow up essential jobs, e.g. supervisory, policy-making, research related jobs. They proposed preparing employees to carry out jobs that require working remotely, and gradually providing remote work opportunities for employees who will retire within 3 to 5 years.

Dr. Abdulrahman Al-Awar: The UAE has turned COVID-19 pandemic challenge into a real opportunity to develop the government sector

His Excellency Dr. Abdulrahman Abdul Mannan Al-Awar, Director General of the Federal Authority for Governmental Human Resources (FAHR) confirmed that the United Arab Emirates, thanks to its advanced infrastructure at all levels, especially in the technological field, has managed to limit the effects of Coronavirus pandemic on various business sectors, whether in the government or private sector. HE praised the great success achieved by government agencies in implementing the remote work system during the past period, which contributed to ensuring business continuity and services provision to customers through smart and electronic channels.



Abdullah bin Touq



Dr. Abdulrahman Al-Awar



Dr. Nasser Al-Qahtani



Dr. Ahmed Darweesh

His Excellency's assurances came during his participation in the virtual interactive meeting held by the Arab Administrative Development Organization (ARADO) in Cairo, under the title "Remote Work .. An Opportunity". The event, which was moderated by HE Dr. Nasser Al-Hattlan Al-Qahtani, Director General of ARADO, also hosted HE Abdullah bin Touq, Secretary General of the Council of Ministers, and HE Dr. Ahmed Darwish, former Minister of Administrative Development in the Arab Republic of Egypt.

Dr. Abdulrahman Al-Awar said: "The UAE did not find it so difficult to adapt to the current situation imposed by COVID-19 outbreak. Remote work system has been implemented in all governmental institutions. The system was there since 2017, implemented experimentally in some federal entities, and certain jobs. The Council of Ministers recently adopted the remote work system in the Federal Government in normal conditions, as a main pattern to be implemented side by side with office work."

He added: "The new remote work system implemented in normal conditions will help create new unconventional job opportunities, as well as provide multiple job options for employees and entities, to achieve a work – life balance in a way that does not affect the achievement of the entity's strategic goals.

"The governments and organizations around the world are struggling to deal with many challenges and obstacles during this period. The most important challenges include how to ensure business continuity, flexibility in providing government services, employee productivity and efficiency while working remotely, and how to upgrade the skills and competencies required for remote work. The UAE Government could turn these challenges into real opportunities, thanks to the flexibility of its legislation and policies, and its smart and sophisticated human resource systems."

The Director General of the Authority pointed to the creative initiatives launched by the Authority recently, which contributed significantly to strengthening the institutional work system in ministries and federal entities, especially in light of the current circumstances.

Among the most outstanding of these initiatives, according to HE, is the e-Learning Portal initiative in the Federal Government (Al-Mawrid), which played a key role in providing training and e-learning services to Federal Government employees, and providing them with reliable quality online training programs

He said: "The Authority has successfully developed a robust infrastructure for the smart government, and launched HR projects taking advantage of artificial intelligence technologies. These projects include developing a proactive indicator panel to predict to predict the levels of performance of entities and employees, joint support procedures and services project, using robotics, as well as a mechanism to measure employee productivity and performance through highly accurate electronic systems."

HE hailed the UAE Government's efforts to quickly cope with the Coronavirus pandemic, and deals with its developments with high professionalism, through setting up teams to develop a new system of government work, based on the lessons learned from the current crisis. He called on the world governments to follow the example of the UAE Government, and invest in smart technological systems that support the business environment, as relying on artificial intelligence technologies has become a necessity to develop the e-government business model, and not a luxury.

HE Abdullah bin Touq, Secretary-General of the Council of Ministers, said: "UAE Government has made ten dynamic changes since Coronavirus outbreak. These included providing banking facilities, implementing remote work and distance education, launching the national sterilization program, launching a flexible visa system, as well as dealing transparently with the public, fighting rumors, regular virus tests, gradual business reopening, and providing humanitarian assistance to all countries affected by the pandemic.



For his part, Dr. Nasser Al-Hattlan Al-Qahtani, Director General of ARADO, praised the UAE Government's experience in the field of electronic transformation during the previous twenty years, which greatly helped the implementation of remote work system during COVID- 19 crisis, stressing that the UAE digital Government is capable of dealing with such crises.

Finally, HE Dr. Ahmed Darwish, the former Minister of Administrative Development in the Arab Republic of Egypt, said that remote work has been around for twenty years, but we, as human beings, are accustomed to classic work systems. However, he added, Coronavirus pandemic has forced us to work remotely, noting that remote work does not require face-to-face dealing with customers, and has clear guidelines for performance and electronic monitoring with utmost transparency.

UAE announces return office work in the federal entities by 30%, starting May 3, 2020

The Federal Authority for Government Human Resources (FAHR), has announced the return of work in all federal ministries and entities as of Sunday, May 31, 2020, so that the percentage of workers in the workplaces does not exceed 30% of the total number of employees in any entity, provided that the gradual percentage of increase gradually should be based on developments .

The decision, which was circulated to the federal bodies, came as part of the efforts to enhance the continuity of government work, the gradual return of employees and the provision of government services. It also comes in conjunction with the implementation of remote work system for workers who are excluded from the decision, and the need to adhere to precautionary measures to prevent the spread of the Coronavirus (COVID-19)).

A number of employee categories have been excluded by the decision from returning to office work to continue working remotely. These included pregnant women, people of determination, and those with chronic diseases, respiratory problems and weak immune system, such as asthma and diabetes, according to approved medical reports. Other categories excluded are employees aged 60 and above; and mothers of children in G-9 and below with duties that do not necessitate physical presence at workplace, until the end of the current school year, as well as those who have children to take care of at home, whose health condition requires permanent care in light of emergency condition.

The decision also excluded employees who live with people most vulnerable to health risks in the same housing and who are in close contact with them, such as the elderly, those suffering from chronic diseases or weak immunity, and people of determination.

According to the decision, all federal entities are required when implementing the gradual return of employees to their workplaces, to take health precautionary measures, such as social distancing and hygiene at workplaces, proper office space arrangement to receive employees, customers and suppliers. It also called for putting in

place precautionary measures and procedures, as well as planning to ensure a strong electronic infrastructure and systems supportive of remote work for excluded groups, and a flexible attendance and departure system to maintain the safety of employees while moving to and from workplaces.

The decision also stressed on the importance of reviewing the implementation of attendance and associated precautionary measures every week. The Federal Authority for Government Human Resources will issue detailed regulations to be circulated at a later time to all government agencies about arrangements for smooth return to work in the agencies, along with implementation mechanisms.

Virtual workshops on gradual return to work

In its circular No. 17 of 2020, the Federal Authority for Government Human Resources announced a series of virtual workshops at the federal government level, to be broadcast via live streaming tech, with the aim of supporting and enabling ministries and federal agencies to gradually return to workplaces, according to the mechanisms referred to in the decision, health precautions measures and social distancing in the work environment.

The Guide to Remote Work recently prepared by the Authority was attached to the circular, to help ministries and federal entities to abide by and provide the highest occupational health and safety standards for their employees and customers, together with clear health instructions and guidelines, to protect them and their family members.

FAHR launches the Smart Recruitment platform (Istiqtab) in the Federal Government

The Federal Authority for Government Human Resources (FAHR) has launched a new platform for smart recruitment (Istiqtab) at the Federal Government level. The system is enhanced with AI technologies and allows matching vacancies to job seekers, and will also support employers in selecting the most suitable candidates based on certain job descriptions.

In this regard, HE Leila Obaid Al Suwaidi, Executive Director of Programs and Human Resources Planning Sector at the Authority stressed that "Istiqtab" is a smart platform for employment, and will help ministries and federal entities to choose the most suitable candidates for vacancies, by making use of artificial intelligence technologies, as it is based on previous search and employment records of entities, and builds upon the current and future directions in search for top talents.

She said: "The Smart Recruitment System will help HR departments and officials find the best candidates for jobs easily and electronically in light of the large number of employment applications, rather than searching in a manual way that would represent a real burden on recruitment directors to select only one candidate, wasting much time and effort.

"To address these issues, we worked at the Federal Authority for Government Human Resources to develop a smart central recruitment system, which will enable the entities to choose the best candidates for jobs, in an easy and automated way, which serves the Federal Government's direction to attract and retain the best talents."

Salwa Abdullah: "Istiqtab" is rich in smart features and indicators

For her part, Salwa Abdullah, Director of Projects and Programs at the Authority, explained that the Smart Recruitment System "Istiqtab" is rich in smart features

and indicators, as it will enable human resources officials to search in a common database that brings together job seekers, with an automatic filtering system for competencies and hidden skills in personal resumes. It will also provides a dashboard full of important information, regarding the comprehensive recruitment process, with many important statistics, which help in making wise decisions, she added.

Salwa Abdullah concluded: "The Federal Authority for Government Human Resources recently launched its strategic artificial intelligence plan for human resources in 2019, including a set of initiatives and projects enhanced with artificial intelligence technologies. The plan serves human resources in the Federal Government in several areas such as: training and development, productivity measurement, employment, and predictive reporting on future human resource trends in the Federal Government.

"These projects are a great leap forward towards a future government, upgrade the skills of the government workforce and boost its performance and efficiency. Moreover, these projects, enhanced with AI technologies, represent an important platform in the field of qualitative upgrading of government work mechanisms, supporting decision-makers in the federal entities, and enabling them to manage their human resources efficiently, according to a methodology. The projects will also help strengthen the skills of Federal Government employees, especially in light of emergency conditions prevailing today."

FAHR launches the new version of performance management system for Federal Government employees

The Federal Authority for Government Human Resources (FAHR) has launched the new version of Performance Management System (PMS) for Federal Government employees, endorsed by Cabinet Resolution No. (35) of 2020 as a key federal system for the development of human capital.

In this regard, His Excellency Dr. Abdulrahman Abdel Manan Al-Awar, Director General of the Authority stressed that PMS has been developed according to global best practices, and has been a great success since it was released first in 2012. The system was transformed into smart through “Bayanati” system In 2014, thus enabling monitoring its indicators and results via smart screens, HE explained, pointing out that it is the second amendment to the system, which reflects the Authority’s keenness to keep pace with developments, support and measure government employees’ efficiency and performance.

HE said: “The Authority has received feedback about the system, conducted benchmarking studies, reviewed the best practices applied globally regarding measuring employee performance, besides holding consultative and brainstorming meetings with ministries and federal entities to explore views and observations on PMS. Questionnaire surveys have been conducted before updating the system, which helps create greater flexibility for feedback, enhances productivity, as well as promoting harmony between employees, their organizations, and line managers.

“Modernization of PMS comes as part of the Authority’s efforts to update HR policies, legislation and regulations in force at the Federal Government level, to keep pace with local and global developments and changes, and to achieve the visions and aspirations of our wise leadership, to see the UAE as one of the best countries in the world at all levels.”



Dr. Abdulrahman Al-Awar

The Key Modifications

HE Aisha Khalifa Al Suwaidi, Executive Director of HR Policies Sector in the Authority highlighted the most important amendments to PMS, explaining that they are centered around weights of employee career goals, and flexibility of modifying the goals throughout the year by agreement between the employees and their line managers. Employees can also document their outputs throughout the year, expand the scope of performance results and adopt behavioral competencies in line with the UAE Model for Government Leadership approved by the Council of Ministers.

HE indicated that PMS’s updates included amending the classification of the final performance results according to moderation committee’s mechanisms contained in the system. She explained

that the system is based on five main principles: fostering a performance-oriented culture; involving the employee in planning and setting individual objectives; encouraging fair, accurate and proactive feedback from line managers in respect to the performance of their direct reports; establishing a clear link between on-the-job performance and incentives such as annual increase, promotions and training and development opportunities; and providing a consistent, fair and credible employee performance management system, through setting clear standards, policies and procedures. Performance Management System for Federal Government employees is one of the most important and best practices for human resource

development. It links employee individual goals to organizational goals and the UAE Government’s vision. It establishes an approach that ensures linking rewards, incentives and bonuses to the level of performance, and improving and increasing employee productivity based on the annual performance in line with the Federal Government’s goals.

The system evaluates the employee’s performance in comparison with the objectives and key performance indicators (KPIs) set jointly between both the employee and the line manager for the period during which the review is taking place, noting that these objectives and KPIs are originally defined at the beginning of the review period during the performance period in order to take into account any major changes in tasks or responsibilities.

Performance evaluation process relies on ongoing feedback throughout the three performance review phases: Performance Planning, Interim Review and Annual Performance Review.

Scope

EPMS applies to all employees of federal entities regardless of the type and duration of the contract, including part-time employees.

Smart Skills Bank

When formulating smart goals, it should be taken into account that they are ambitious and challenging enough to contribute to realizing the goals of UAE National Agenda. All goals must be geared towards achieving the strategic plan of the federal entity, and it is possible to use the 5000 smart electronic goals available in the “Smart Goals Bank” for assistance jobs.

Evaluating Exceptional Cases

The federal entity may, when evaluating the performance results of employees who are enrolled in the National Service and Reserve or who have extended study permits, be guided by the evaluation results of those concerned at the National Service and Reserve for the purposes of evaluating the concerned employee or based on the academic results of the employee exempted for study purposes or that the entity automatically conducts the

evaluation process for this category.

As for the new employee in the probation period, a performance form is dedicated for him/her according to the PMS, and his/her performance is evaluated at the end of the probation period (6 months, and it may be extended for a period of 3 months). If his/her job competency is proven, he/ she will be granted permanent status and his/her objectives will be updated for the remainder of the year. If the remaining period is (6) months or more, he/she will be evaluated at the end of the year like other employees, but if the period is less than (6) months, he/she will not be included in the annual performance cycle.

Behavioral and Professional competencies

Performance Management System is based on Behavioral Competency Framework in the Federal Government compatible with the UAE Model for Government Leadership, which applies to all grades from the undersecretary to Grade (7), and consists of three main axes: leadership spirit, future outlook, accomplishment and influence. Each pillar consists of a set of criteria which, combined constitute a realistic picture of the leadership model.

The Leadership Spirit pillar includes 3 behavioural competencies: empowering, role model and open to the world, while Future Outlook consists of 4 behavioural competencies: future shaper, innovative, catalyst for radical change, familiar with

advanced technology, and life-long learner. The third and final pillar, Accomplishment and Influence, consists of 3 competencies: flexible and fast, makes smart, efficient and effective decisions, focuses on and achieves higher goals of government.

The entity may not amend the results of its employees’ performance evaluation for previous years retrospectively unless there is a clear material error, or if it becomes apparent that the data on which an employee’s evaluation was found to be incorrect. In the event that the employee obtains performance assessment rate of 5, 4 or 1 The next supervisor higher than the line manager reviews and approves the final result.



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11,500 people follow two HR Club virtual session in May, 2020

The Federal Authority for Government Human Resources (FAHR) organized in May two HR Club virtual sessions, using live streaming tech, via the Internet. The events saw the highest viewership rate since the launch of the virtual Club sessions in 2019. The first sessions was followed by more than 7,500, and the second by 4000 Club associates and those interested in human resources inside and outside the country.

The first session discussed how to manage generational differences in the workplace, how to develop and manage the architecture of generational diversity in enterprises, and invest them as a competitive advantage.

The first session discussed how to manage generational diversity in the workplace

The session, entitled “Engineering of Generational Diversity in the Workplace”, discussed several important topics and issues such as: Building trust and respect in the workplace, defining key features of generational differences in the workplace, how to develop and manage the architecture of generational diversity in enterprises, and invest them as a competitive advantage.

In this context, Salwa Abdullah, Director of Projects and Programs Department at the Authority confirmed that the new trend adopted by the Authority since 2019 to broadcast the HR Club’s sessions using live streaming technique has proven its effectiveness. Through this technology the club was able to reach a larger segment of the public, as noticed clearly from session to session, with the number of followers and those interested in these sessions increasing steadily, she argued, indicating that the Club is one of the Authority’s strategic initiatives,

and has become an important intellectual and knowledge communication platform bringing together thousands of people interested in its discussion topics, whether in human resource or support services issues.

Salwa Abdullah said: “The HR Club, launched by the Authority in 2010 is an important professional strategic window that brings together HR specialists and people interested in human resources locally, regionally and globally.

“The live broadcast of the Club’s sessions via the Internet reflects the Authority’s keenness to transfer knowledge, best experiences, global practices in human resources for all interested and specialists from within and outside the UAE. It also enhances the country’s direction towards employing modern technologies to ensure business continuity in the Federal Government, and protect the safety and health of community members and Federal Government employees, under the current circumstances.”

The session hosted Dr. Maria Jad Catlan, faculty member at the College of Business Administration at Ajman University, who delivered a speech on the importance of human element for organizations at the present time, the methods adopted in developing the capabilities

of employees, and the methods to attract talents. She pointed to the great contribution of skilled workforce to the economies of the countries of the world.

She stated that the nature of the workforce differs at the present time from what it was in the past, as most of them are multi-generational. She explained that the success of organizations and their continuation in competition depend on their ability to manage this diversity, and to create harmony among the various generations, especially in light of the spectacular digital transformations we are witnessing today, which casts a shadow on the work environment.

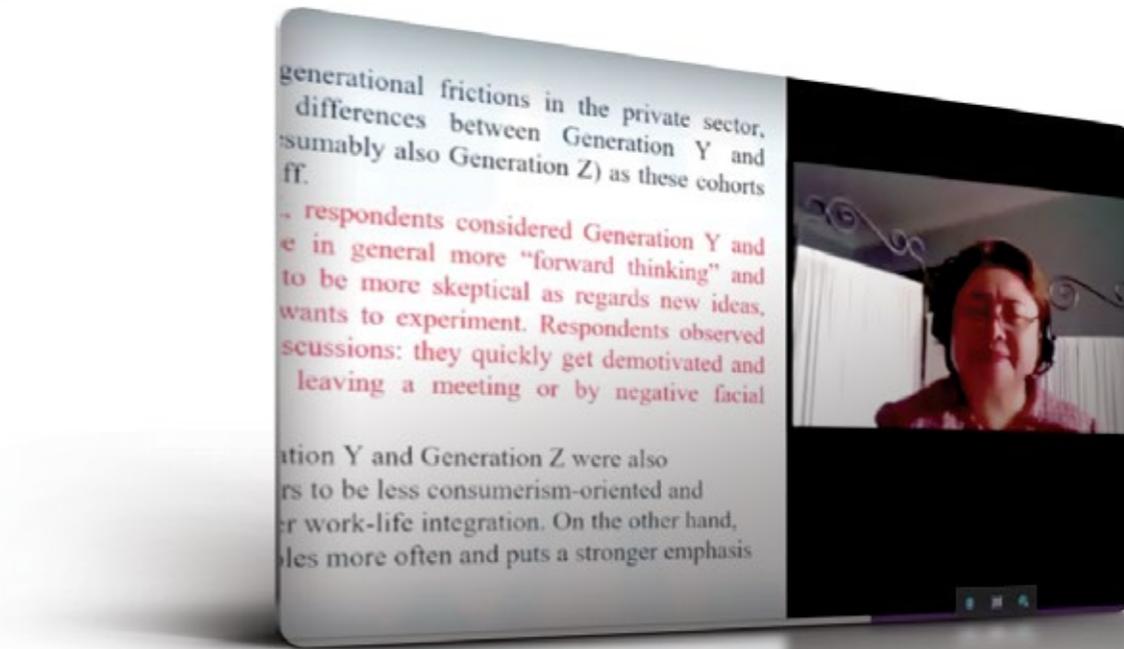
Dr. Maria added: “It is highly important to transfer knowledge and expertise between the different generations of the workforce, as an integral part of the institution’s assets. It is equally important to maintain mutual trust and respect among all employees of different age groups, so that transferring experience and knowledge cascade down to the younger generations and new employees in the organization smoothly.

She pointed out that organizations from around the world have become highly concerned with managing the diversity of generations in the workplace, realizing the

importance of this matter, as creating harmony between employees in the institution will contribute greatly to developing a positive and productive work environment, as employees will cooperate with them within An integrated business system, which constitutes an added value for the institution, and enhances its competitiveness.

“A study prepared by the Human Resources Management Association in 2017 showed that workplaces around the world are witnessing major transformations due to the rapid technological developments and artificial intelligence technologies. Workforces are composed of 5 different generations in the same workplace, which imposes on Institutions to define different needs of all generations, work to meet them, amend tools and methods for managing and evaluating employee performance, and apply flexible work systems.”

Dr. Maria continued saying that organizations should also amend their own human resource laws, policies and legislation, to suit the needs of different generations, improve health standards and requirements in the work environment, and adopt a wider succession planning, in addition to providing training and career development opportunities for employees and leaders alike.”



The Second session discusses how to detect fake news

The session, which was titled “Exposing Fake News and Disinformation”, discussed several important topics and issues, namely: The role of community members in limiting the spread of false news, or misleading information, the effect of social media in accelerating spread of fake news, the role of governments in limiting gossip and fake news, and the impact of the current exceptional situations the world is witnessing or crises that some countries may experience such as conflicts and wars in passing rumors and false news.

Salwa Abdullah, Director of Projects and Programs Department at the Authority confirmed that the new approach adopted by the Authority since 2019 in broadcasting the Club’s sessions, using direct broadcast techniques achieved remarkable success. It enabled the Club to reach a larger segment of the public, which contributed to achieving its goals as one of the Authority’s strategic initiatives and an important intellectual and knowledge communication platform that brings together thousands of people interested in HR issues, support services or general and emerging issues.

Salwa Abdullah said: “HR Club has made since its launch, great strides and was received enthusiastically by specialists and those interested in human resources locally, regionally and globally. The live streaming used in broadcasting the Club’s sessions via the Internet, reflects the Authority’s keenness to transfer knowledge, best practices, and global experiences in the field of human resources to the largest segment of audience within the country or abroad.

“This shift to modern technology serves the UAE Government’s directions towards working remotely, and employing the latest technologies to ensure business continuity in the Federal Government, as well as protect the health of community members, and Federal Government employees, under the current circumstances.”

The session hosted Dr. Hossam Ali Salama, Dean, Faculty of Information at Ajman University, who spoke about the problems related to the news industry, ways to detect fake news, mechanisms for verifying news credibility, and the negative role that social media played

in the rapid spread of fake news and malicious rumors.

He said: “Rumors and fake news are not new, they are there since time immemorial, but what is emerging today is how quickly and easily information, both true and false, is widely shared. Anyone today can publish their stories on social media sites like Facebook, Twitter or Instagram and share with people around the world.”

Dr. Hossam Salama explained the many reasons rumors and fake news spread quickly. The most important reasons, according to him, are that most people do not verify the validity of the information they receive, and they do not make the slightest effort to verify the source of this information, but rather share it immediately, allowing its spread quickly like wildfire.

He cited a study conducted by the Massachusetts Institute of Technology in 2018, whose results concluded that false news and rumors spread on social media much faster than real news, as this type of false news creates feelings of fear, making people more and more interested in reading and sharing it with others.

The speaker added: “Some people read fake news and share it with others because they believe the information received confirms their preconceived convictions, and, repeating information again and again make it more realistic and credible. So, members of society have to deal carefully with news and information and verify what they receive from the source. It is very important to make sure of the authenticity of any information whether in the form of video clips, pictures or news, before sharing with others, as such information must be obtained from reliable and official sources, to prevent rumors and misleading news.

Dr. Salama highlighted some of the methods that help in detection of fake images, which are edited and the modifications and effects of them are introduced through modern image editing programs, pointing out that some tools such as Google Reverse Image can be used to ensure if the image has been modified or used in a wrong context.

“Some sites and programs detect fake images by identifying details of published images in terms of date, size and context of publication, and any modification that has been made,”he noted.



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FAHR and Dar Al-Bir launch the “Eid Clothing” campaign for the fourth year in a row

The Federal Authority for Government Human Resources (FAHR) recently launched, in cooperation with Dar Al Bir Society, the “Eid clothing” campaign, which aims to assist needy children and bring joy and happiness to them by providing them with Eid clothing.



Mahmoud Al Marzouqi, Director of the Government Communications Department at the Authority, stressed that the campaign, being launched for the fourth year in a row, in cooperation with the Dar Al-Bir Society, comes as part of a series of joint charitable, humanitarian and community initiatives between the Authority and Dar Al-Bir.

He said that the Authority has publicized the campaign at the Federal Government level to allow the opportunity for the largest number of employees of the ministries and federal entities to participate in

community work and charitable giving by contributing in the campaign through their various social networking accounts or via the Federal Government’s HR Management Information System (Bayanati).” He called on all segments of the society to donate for the campaign

The Authority seeks through its community initiatives, to maximize the benefit inside and outside the country, consolidate the values of volunteerism and giving, enhance the spirit of social responsibility, and promote loyalty and career happiness by volunteering.

Donations collected through Eid Clothing Campaign amounted to **AED 53,350**

In Conjunction with Zayed Humanitarian Work Day FAHR and Dar Al Bir launch Mir Ramadanani initiative

The Federal Authority for Government Human Resources (FAHR), in cooperation with the Dar Al Bir Society, launched Mir Ramadanani initiative, to provide food baskets to needy families in UAE, as well as various forms of support, under the exceptional emergency circumstances around the world due to Coronavirus (COVID-19) outbreak.

In this regard, Hanan Mohammed bin Nassif, Director of Government Communications Department in the Authority explained that the initiative coincides with Zayed Humanitarian Work Day, which falls on 19th Ramadan every year, and comes within the framework of the existing cooperation between the Authority and Dar Al Ber Society in charitable work.



Hanan Mohammed bin Nassif

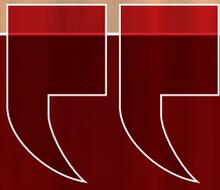
She stressed that the aim of the campaign is to alleviate the suffering of some families affected by the repercussions of COVID -19, pandemic by providing the needy with essential food items.

Hanan Mohammed bin Nassif said: “The Authority publicized the initiative at the Federal Government level and in society, to give the opportunity to the largest number of government employees and the public to participate in doing good, and contribute in the initiative through social media and Baynati System.”

She invited all to support the campaign, and donate AED 10 by sending the word “Mir” in an SMS via Etisalat Or du.

The Authority seeks through its community initiatives to maximize participation within and outside the country, and to consolidate the values of volunteerism and philanthropy, promote the spirit of social responsibility, and instil the values of loyalty and career happiness by volunteering.

Donations collected through Mir Ramadanani initiative amounted to **AED 54,220**



Life goes on, achievements continue, and experience made us stronger, better and faster. The next stage needs new spirit, thinking differently and a more flexible and smarter working style.

**His Highness
Sheikh Mohamed bin Rashid Al Maktoum**

