

Decree No. (27) of 2021
Forming the Emirati Human Resources
Development Council in Dubai¹

We, Mohammed bin Rashid Al Maktoum, Ruler of Dubai,

After perusal of:

Law No. (5) of 1995 Establishing the Department of Finance;

Law No. (3) of 2003 Establishing the Executive Council of the Emirate of Dubai;

Law No. (31) of 2009 Establishing the Dubai Government Human Resources Department and its amendments;

Law No. (1) of 2016 Concerning the Financial Regulations of the Government of Dubai;

Law No. (2) of 2021 Concerning the Knowledge and Human Development Authority in Dubai;

Decree No. (28) of 2015 Concerning Governance of the Boards and Committees Affiliated to the Government of Dubai;

Decree No. (29) of 2020 Forming the Supreme Committee for Development of the Government Sector in the Emirate of Dubai;

Executive Council Resolution No. (13) of 2005 Forming the Board of Trustees of the UAE Programme for the Development of National Human Resources;

Executive Council Resolution No. (35) of 2007 Affiliating the UAE Programme for the Development of National Human Resources to the Knowledge and Human Development Authority in Dubai;

Executive Council Resolution No. (54) of 2016 Approving the Organisational Structure of the Knowledge and Human Development Authority in Dubai; and

The presentation of the Chairman of the Supreme Committee for Development of the Government Sector in the Emirate of Dubai,

Do hereby issue this Decree.

©2021 The Supreme Legislation Committee in the Emirate of Dubai

¹*Every effort has been made to produce an accurate and complete English version of this legislation. However, for the purpose of its interpretation and application, reference must be made to the original Arabic text. In case of conflict, the Arabic text will prevail.*

Definitions

Article (1)

The following words and expressions, wherever mentioned in this Decree, will have the meaning indicated opposite each of them unless the context implies otherwise:

UAE:	The United Arab Emirates.
Emirate:	The Emirate of Dubai.
Ruler:	His Highness the Ruler of Dubai.
Government:	The Government of Dubai.
Executive Council:	The Executive Council of the Emirate of Dubai.
DGHR:	The Dubai Government Human Resources Department.
KHDA:	The Knowledge and Human Development Authority in Dubai.
EHRDC:	The Emirati Human Resources Development Council in Dubai formed pursuant to this Decree.

Formation of the EHRDC

Article (2)

- a. Pursuant to this Decree, a permanent council named the "Emirati Human Resources Development Council in Dubai" is formed. The EHRDC will be supervised by the Executive Council.
- b. The EHRDC will be comprised of a chairman, a vice chairman, and a number of experienced, competent, and specialised members, representing the Government and private sectors and appointed pursuant to a resolution of the Chairman of the Executive Council.

Objectives of the EHRDC

Article (3)

The EHRDC will have the following objectives:

1. to promote and enhance Emirati human resources development schemes, and to achieve the objectives of involving Emiratis in vital and strategic economic sectors;

2. to support the Emirate's efforts in developing and employing the Emirati human capital in the private sector; and to follow up, and assess the progress in, the implementation of the relevant plans, policies, and programmes;
3. to serve as a reference entity that represents the entities concerned with the development of Emirati human resources in the private sector;
4. to secure an environment that attracts and encourages the private sector in the Emirate to recruit Emirati human resources; and
5. to ensure the alignment of the educational outcomes of UAE national graduates with the labour market demand in the Emirate, particularly in high priority strategic sectors.

Functions of the EHRDC

Article (4)

For the purpose of achieving its objectives, the EHRDC will have the duties and powers to:

1. establish the strategic orientations pertaining to the development of Emirati human resources in the private sector, submit the same to the Executive Council for approval, and follow up their implementation;
2. develop the strategic plans for achieving the objectives for which the EHRDC is formed, and devise the action plans required for ensuring the implementation of the approved policies and strategies supporting the involvement of Emiratis in the private sector;
3. propose and review the policies and legislation that ensure the achievement of the objectives for which the EHRDC is formed or that affect the development of Emirati human resources in the private sector; and submit the same to the competent entities in the Emirate to take appropriate action in this respect;
4. approve the contracts, agreements, and memoranda of understanding aiming at achieving the sustainable development of Emirati human resources;
5. coordinate and cooperate with private sector employers in strategic sectors to increase the percentage of UAE-national employees working in these sectors, and establish and develop the relevant supporting programmes and policies;
6. develop, in coordination with the concerned entities, career planning and counselling programmes and policies;

7. develop counselling programmes for Emiratis to promote their participation and involvement in the private sector labour market, and coordinate with the concerned entities to provide Emiratis with suitable employment opportunities;
8. adopt and develop initiatives, projects, and programmes relating to qualifying, training, employing, and developing Emirati human resources in the private sector; and coordinate with the concerned entities to implement these initiatives, projects, and programmes;
9. keep abreast of the international best practices, conduct studies and research, make proposals, and issue bulletins and statistics as required to assist in formulating strategies for the development of Emirati human resources; and submit the same to the Executive Council;
10. set the EHRDC action plan, develop the performance indicators and quantitative goals to be achieved; measure progress in the implementation of the action plan; develop improvement plans in light of the achieved outcomes; and submit the relevant periodic reports to the Executive Council;
11. form permanent and temporary committees and work teams pursuant to the relevant resolutions issued by the chairman of the EHRDC to assist it in performing its duties. These resolutions will determine the duties, powers, and terms of reference of the committees and work teams and any other relevant matters;
12. seek assistance from experts and specialists as it deems appropriate, in which case they will not have a vote in the EHRDC deliberations or on its resolutions and recommendations;
13. enhance cooperation and coordination between the concerned entities in the Emirate and the private sector or any other entity with which cooperation and coordination is deemed necessary by the EHRDC to promote the employment of Emiratis in the private sector; and
14. exercise any other duties or powers assigned to it by the Ruler or the Chairman of the Executive Council.

Duties of the DGHR

Article (5)

For the purposes of this Decree, the DGHR will perform all the duties required for facilitating the work of the EHRDC. In particular, the DGHR will:

1. update the Emirati human resources development strategy, the Emiratisation strategy, and the human capital development and management strategy; and submit the same to the EHRDC for approval and subsequent adoption by the Executive Council;

2. plan the employment of workforce and human capital by exploring the needs of the labour market and strategic sectors in the Emirate, and determining supply and demand levels;
3. consider and propose amendments to the social and civil service policies, in coordination with the concerned entities;
4. consider and propose amendments to work policies and regulations in the Emirate, and submit the same to the EHRDC to take the appropriate decisions in this respect;
5. provide technical, administrative, and secretarial support to the EHRDC; and provide media coverage for the EHRDC work, activities, and achievements;
6. review, from a technical perspective, all matters listed on the agendas of the EHRDC meetings; and prepare the required relevant reports;
7. follow up the implementation of the resolutions, recommendations, and directives issued by the EHRDC;
8. ensure synergy and coordination between the EHRDC and the concerned entities and other entities;
9. follow up the work of the committees and work teams formed by the chairman of the EHRDC, and submit the relevant reports; and
10. perform any other duties assigned to it by the chairman of the EHRDC.

Duties of the KHDA

Article (6)

For the purposes of this Decree, the KHDA will enhance the quality of education, qualification, and training outcomes by linking them to the outcomes of educational institutions and the demands of the labour market in the Emirate in a manner that enables the EHRDC to achieve its objectives and perform its duties under this Decree and the resolutions issued in pursuance hereof. In particular, the KHDA will:

1. develop a database of all Emirati students in all Educational Stages in accordance with the relevant planning requirements and in coordination with the DGHR;
2. work with concerned entities in the UAE to enhance the quality of various types of educational outcomes in all Educational Stages of Emirati students in order to meet the labour market needs;
3. conduct the studies required to align educational outcomes with the labour market needs in coordination with the concerned entities;

4. develop academic and vocational counselling programmes and policies targeting Emirati students, and submit the same to the EHRDC for approval;
5. work with higher and vocational education institutions, and training institutes, to ensure the availability of academic and training programmes required for qualifying Emiratis who are employed or about to join the labour market; and develop, in coordination with the KHDA, programmes to support Emiratis in joining these institutions;
6. perform any other duties assigned to it by the chairman of the EHRDC.

Meetings of the EHRDC

Article (7)

- a. The EHRDC will convene, at least once every two (2) months or where required, at the invitation of its chairman, or vice chairman in case of absence of the chairman.
- b. The EHRDC meetings will be valid if attended by the majority of its members, provided that its chairman or vice chairman is in attendance.
- c. Resolutions and recommendations of the EHRDC will be passed by majority vote of the attending members; and in the event of a tie, the chair of the meeting will have the casting vote.
- d. Resolutions and recommendations of the EHRDC will be recorded in minutes signed by the chair of the meeting and the rapporteur of the EHRDC.
- e. Where a member objects to any of the decisions or recommendations of the EHRDC, this member may record his objection in writing in the minutes of the relevant meeting or in a separate written document.

Rapporteur of the EHRDC

Article (8)

- a. A rapporteur will be appointed to the EHRDC by the Director General of the DGHR from amongst the DGHR employees.
- b. The rapporteur of the EHRDC will have the duties to:
 1. prepare the EHRDC meeting agendas in accordance with the rules approved by the chairman of the EHRDC in this respect, and notify the EHRDC members of the same within sufficient time prior to meetings;

2. send invitations to the members of the EHRDC to attend its meetings at the time and place determined by the chairman of the EHRDC;
3. draft the minutes of meetings of the EHRDC and have them approved by the chairman of the EHRDC;
4. coordinate with the DGHR to follow up the implementation of the resolutions, recommendations, directives, and proposals of the EHRDC; and
5. perform any other duties assigned to him by the chairman of the EHRDC or the Director General of the DGHR.

Governance of the EHRDC

Article (9)

The provisions of the above-mentioned Decree No. (28) of 2015, or any other superseding legislation, will apply to the EHRDC business, particularly to the duties of the chairman and members of the EHRDC.

Transfer and Succession

Article (10)

- a. As of the date on which this Decree comes into force, the following will be transferred from the KHDA to the DGHR:
 1. the Manpower Planning and National Cadres Development Department of the Knowledge and Human Development Policies Sector included in the organisational structure of the KHDA approved pursuant to the above-mentioned Executive Council Resolution No. (54) of 2016. The Director General of the DGHR will, in coordination with the General Secretariat of the Executive Council, determine the organisational unit within the DGHR to which the duties of the said department will be transferred, and will approve the description of its functions;
 2. the employees of the department referred to in sub-paragraph (a)(1) of this Article and any other KHDA employees, as mutually agreed upon by the KHDA and the DGHR, to be transferred to the DGHR; and
 3. the financial appropriations allocated to the department referred to in sub-paragraph (a)(1) of this Article in the annual budget of the KHDA.
- b. All rights and obligations of the KHDA in relation to the department referred to in sub-paragraph (a)(1) of this Article are hereby transferred to the DGHR.

Financial Appropriations
Article (11)

The DGHR must coordinate with the Department of Finance to provide the financial appropriations required to enable the EHRDC to perform its functions under this Decree and the resolutions issued in pursuance hereof.

Cooperation with the EHRDC
Article (12)

All individuals and entities, including educational, vocational, and training institutions and private sector establishments, must fully cooperate with the EHRDC and provide it with the data, statistics, information, and studies it requires and deems necessary to enable it to achieve its objectives and perform its functions under this Decree and the resolutions issued in pursuance hereof.

Issuing Implementing Resolutions
Article (13)

The Chairman of the Executive Council will issue the resolutions required for the implementation of the provisions of this Decree.

Repeals
Article (14)

Any provision in any other legislation will be repealed to the extent that it contradicts the provisions of this Decree.

Publication and Commencement
Article (15)

This Decree will be published in the Official Gazette and will come into force on the day on which it is published.

Mohammed bin Rashid Al Maktoum
Ruler of Dubai

Issued in Dubai on 12 July 2021

Corresponding to 2 Thu al-Hijjah 1442 A.H.