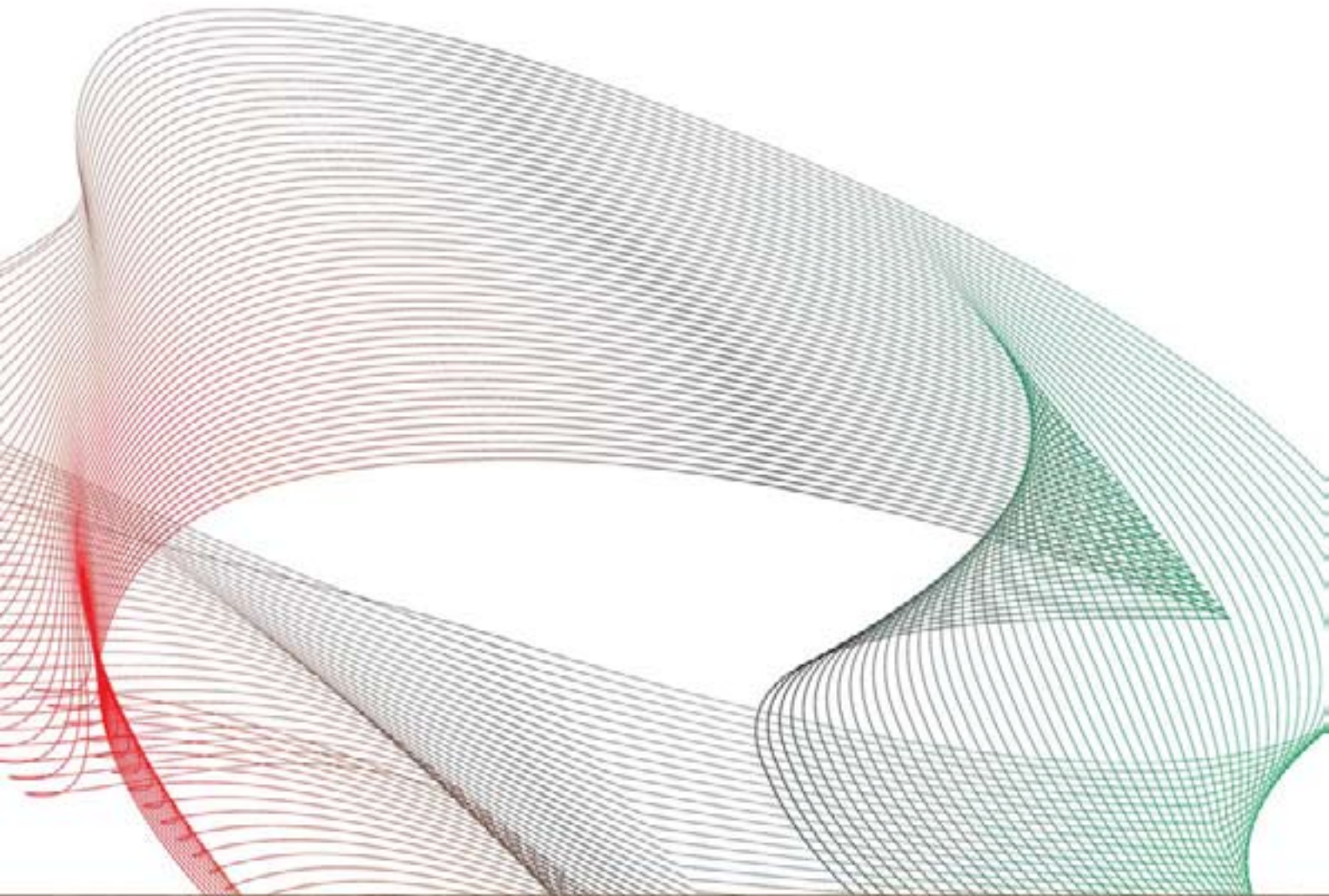




UNITED ARAB EMIRATES
MINISTRY OF STATE FOR
FEDERAL NATIONAL COUNCIL AFFAIRS



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H.H. Sheikh Khalifa Bin Zayed Al Nahyan
President of The United Arab Emirates

"In the coming stage of our journey and the region's transformations and reforms the role of the Federal National Council requires greater activation to become a supportive authority that guides and assists executive establishments."



**H.H. Sheikh Mohammed Bin Rashid Al Maktoum
UAE Vice President, Prime Minister and
Ruler of Dubai**

"We introduced in the new shape of the government, the Ministry of State for Federal National Council Affairs, which addresses the government's concern over the role of the Federal National Council"



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Introduction

The United Arab Emirates UAE has become a prominent landmark in the region. It is a model of progress, development, urbanisation, quality of services and standard of living. The country has reached great heights regionally and globally to join the ranks of those in the developed world, according to most internationally recognised measures of progress.

Today, the UAE is experiencing comprehensive development in all sectors and an example for turning a dream into tangible reality. These achievements would not have been realised without a clear vision being employed by the leadership.

Launched by H.H. Sheikh Khalifa bin Zayed Al Nahyan, the late UAE President, in December 2005, the national programme established a new phase of sustainable and balanced development for the benefit of the people.

"The next phase of our march, and the developments and reforms in our region, necessitates a bigger role for the Federal National Council (FNC). We need to empower it to be a supporting, guiding and assisting authority for the executive body" Sheikh Khalifa said.

To achieve the national programme goal of empowering the FNC, the UAE has adopted

several initiatives and policies. Among them, the Ministry of State for the Federal National Council Affairs (MFNCA) was established to realise the vision of the leadership to enhance political participation of the community and develop a legislative process within a tolerant and stable environment.

The Ministry has formulated its plans based on the UAE federal government's strategy to promote the country's standing by combining efforts and mobilising capabilities within a framework that benefits its people.

This brochure sheds light on the Ministry, its activities and plans.



Establishment

The Ministry was established through Federal Decree No. 10, dated 11/02/2006, which provided for the formulation of the Cabinet and establishing a specialised ministry for the first time to oversee the affairs of the FNC. The Ministry was also mandated to shoulder the responsibility of enhancing political participation in the society and developing a legislative process.

Roles and Responsibilities

The Ministry has been assigned several duties, which form the general framework of its objectives. These include:

- Coordinating between the government and the FNC regarding the Council's authorities.
- Participating in preparing laws relevant to the role of the FNC.
- Supervising media affairs pertaining to legislative affairs.
- Any other responsibility assigned according to the provisions of laws, regulations and resolutions of the Cabinet.



Vision

The Ministry has been inspired by the vision of the UAE leaders, as well as prospects and hopes of its citizens. The focus is to reach out to the majority of the citizens with regard to political participation, and engage in the responsibility and duty of building, developing and protecting the nation. In framing the vision of the Ministry, special effort has been taken to ensure that it is a source of inspiration, motivation and commitment for all those participating in this process. The following slogan encapsulates the Ministry's vision:

"Promoting Political Participation to Support National Growth"

Mission

The main mission of the Ministry is to work towards achieving the strategy of the UAE government. In short, it aims to do the following:

"Working to realise the vision of the leadership to enhance political participation and develop a legislative process in a tolerant and consistent environment that promotes public involvement through coordination among the UAE government, FNC and citizens, as well as partnership with the institutions in the country by using best human, infrastructure and technical resources"



Strategic Plan

The strategic plan of the Ministry emerges from the national programme launched by the President, H.H. Sheikh Khalifa bin Zayed Al-Nahyan, in his speech to mark the 34th National Day in December 2005. The programme includes a national plan of action to galvanise the role of the FNC to be a supporting and guiding authority for the executive body.

The plan was also inspired by the strategy of the UAE government as stated by H.H. Sheikh Mohamed bin Rashid Al Maktoum, UAE Vice-President, Prime Minister and Ruler of Dubai, which is intended to achieve sustainable and balanced development, along with ensuring prosperity for the people.

Strategic Goals

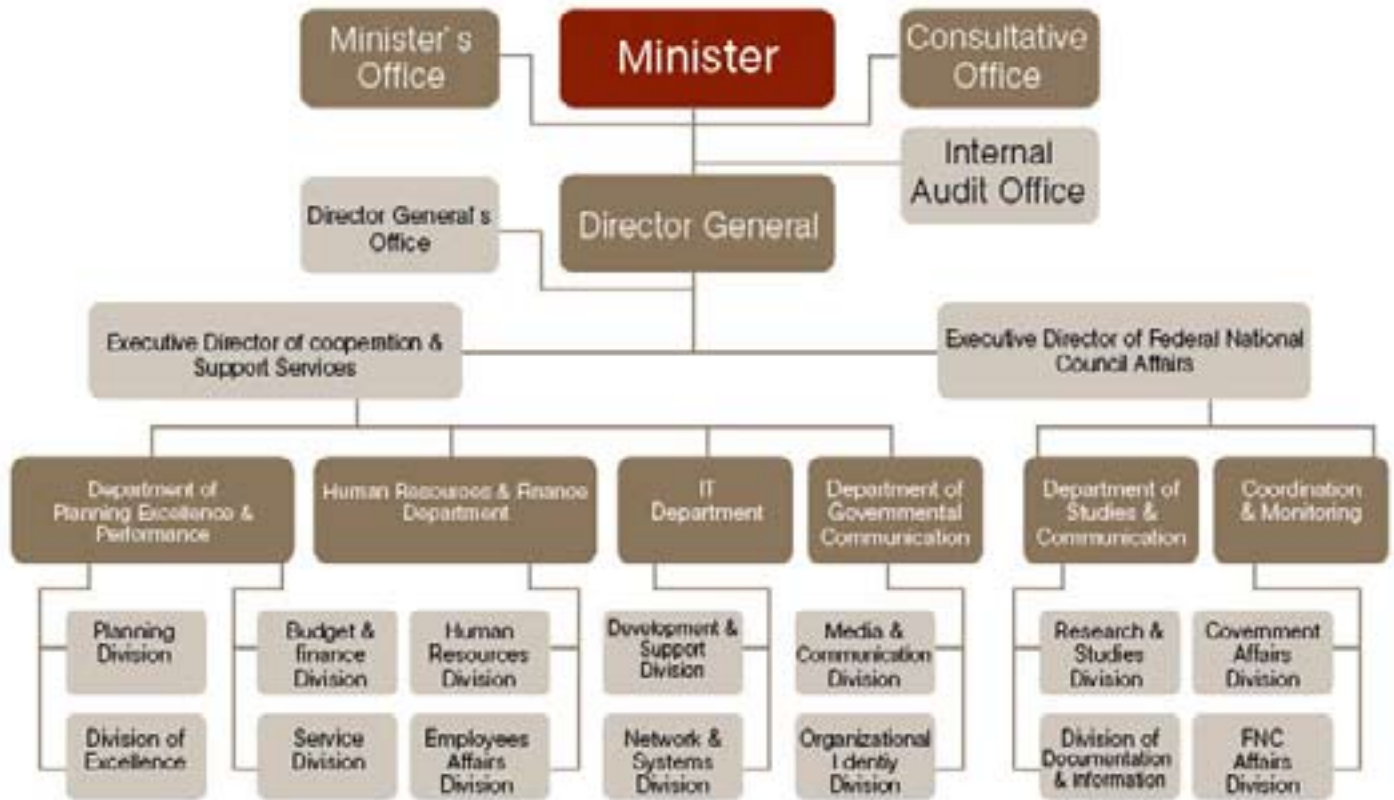
The Ministry's duties and objectives are defined under various heads. Some strategic goals have been listed for each objective in order to help achieve the desired targets, which embody the vision and mission of the Ministry.

- Contributing to the implementation of the President's national programme to develop the role of the FNC.

- Developing communication channels among the government, the FNC and the people.
- Promoting political culture and participation in the country .
- Achieving organisational excellence
- Providing technical and logistic support for national committees



Organisational chart of MFNCA



Organisational Values

The Ministry's organisational values are classified under three categories, namely participation; responsibility and work ethics; and team spirit. The details of each category are as follows:

Team Spirit

- Work collectively
- Delegation of authority and employee empowerment
- Partnership and cooperation
- Communication and coordination internally and externally

Responsibility & Work Ethics

- Rule of Law
- Professionalism and excellence
- Follow-up and persistence with achievement
- Justice and equality
- Fairness and impartiality
- Transparency and accountability

Participation

- Promoting National identity
- Engagement of all segments of the society
- Enhancing women's participation



Work Environment

The ministry has adopted the slogan "People first", making work environment full of confidence, transparency and harnessing people creativity and commitments which encourages team spirit and readiness to accept and contribute, to the advancement of society.

The Ministry is continuously striving to ensure that the above principles enhance the job satisfaction of the employees and add value to their skills, experience and knowledge base. The ministry has been particularly careful to eliminate barriers among employees by encouraging social interaction.

All these have had a visible impact on the Ministry's work culture and activities. The Ministry intends to further promote these principles by enhancing their quality, adopting an open plan of action, encouraging internal communication and positive dialogue, as well as constructive criticism based on an open - door policy.

By emphasising on the human element as an important component of development, the Ministry is keen on enhancing the capabilities

of different heads of departments and developing fresh leadership talent. These represent an example of the Ministry's belief in the principles of participation, dialogue and positive communication.

Human Resources

The Ministry firmly believes that human resources should neither be judged quantitatively nor as fixed assets, but should be viewed as a group of creative and talented people capable of achieving the official targets and vision. Thus, the Ministry is always keen on human resource development so that it simultaneously helps realise the interest of the concerned employee, the Ministry and the community as well.

To translate this into reality, the Ministry has put in place comprehensive strategies and plans covering all aspects of human resources working, as well as making arrangements to ensure that employees are familiar with their rights, obligations, and duties.



Training and Development

The Ministry has placed the issue of professional training and development as one of its top strategic goals to enhance the capabilities of its staff and further improve their performance levels because they are the cornerstone of progress and development initiatives. To realise this, frequent training programmes – focussing on the development of the employees personal, professional and public skills and knowledge – are arranged, after taking into account each one's interest and requirement. The employees are also encouraged to participate in several workshops, lectures and other forums that the Ministry organises from time to time, as well as other seminars and conferences at home and abroad.

Exploring Best Practices

Since its establishment, the Ministry has been applying policies after acquainting with and learning from domestic, regional and international best practices, as well as comparing their experiences before developing its work methodologies.



Motivation

The Ministry believes in the importance of appreciating the efforts and achievements of all its staff and rewarding them for the same, thereby encouraging their spirit of participation and loyalty. This facilitates the Ministry's endeavour to create a proactive and creative environment.

Communication Channels

The Ministry is committed to promoting the principles of dialogue, and encouraging discussion, expression of opinions and suggestions through comprehensive and effective communication between the Ministry and its staff, as well as tapping into modern technologies to maximise the utility of the communication channels.



› **Open-Door Policy**

The open-door policy allows employees to express their views and suggestions directly to the heads of their department without any reservations, which facilitates direct and proper decision making.

› **Periodic Meetings**

Employees are also encouraged to actively engage in discussions during periodic meetings, the minutes of which are recorded in order to ensure that decisive follow-up action is taken.

› **Culture of Dialogue and Constructive Criticism**

The Ministry leadership encourages employees to make their observations freely and is promoting this culture through dissemination of related information through emails and publishing of booklets.





“We Make it Happen” Programme

A new “We Make it Happen” programme has been launched to enhance performance levels in the Ministry and adopt the employment standards of Sheikh Khalifa Excellence government programme to increase efficiency. This is also meant to establish a culture of excellence in various activities undertaken by the Ministry, as well as help strengthen human capital, with high performance and development initiatives as the cornerstones. The programme seeks to learn from global models of excellence by launching a variety of initiatives that encourage creativity, loyalty and distinction among all the staff. With “What We Say is What We Do” as the motto, the Ministry believes that its ambitious goals and initiatives can only be achieved only through dedication and hard work, based on systematic principles and scientific approaches. In trying to achieve this through global best practices, the Ministry is mindful that being both flexible and quick to adapt to new situations are equally important.



Vision Program

Excellence in work systems and performance and excellence in service and results.

Message

Achieve excellence in the ministry and the results of its human resources through the application of a universal model of excellence and adopt development initiatives to promote a culture of loyalty, creativity and excellence among all staff.

Program Objectives

- improving performance through the recognition of the contributions of individual and collective rewards and working conditions have endorsed the spirit of positive competition and constructive cooperation.
- Dissemination of the concepts of excellence, innovation and quality.
- Provide guidance and establish a reference standard to measure the progress and development in the performance and the results of the Ministry.
- Ensure that the assigned duties and objectives are effectively carried out in an efficient and professional manner.
- Consolidate the work plans at all levels to achieve efficient use of resources and effectiveness to achieve the strategic objectives of the Ministry.



National Committees

The Cabinet assigned to the Ministry some additional responsibilities, which include managing the following committees:

- **The Permanent Committee for Monitoring the Issues Impacting the Reputation of the UAE**

The UAE has achieved a prominent international status in terms of its overall development, balanced, tolerant and moderate policies, as well as its belief in the principles of peace, dialogue and coexistence. These elements have helped the UAE graduate from being categorised as a third world country to the first world.

However, some foreign reports have highlighted the conditions of the expatriate workers in the UAE. They have been particularly critical about some policies, which are unavoidable in view of the existence of an extensive expatriate workforce and the country's rapid economic growth.

The Standing Committee to Follow-up and Monitor Developments Affecting the Reputation of the UAE, coordinated by the Ministry, comprises the Minister of State for the Federal National Council Affairs as the chairman, the Minister of Labour as its vice-chairman, and a number of representatives and officials, including the undersecretary of the Ministry of Interior, representatives of the Ministry of Foreign Affairs and Ministry of Justice, as well as two people from the public and private sectors.



The committee follows up on the developments and issues affecting the country's reputation abroad. The aim is to reflect the country's progress in the international media in a positive, balanced and objective manner, and without exaggeration or distortion, especially on issues related to foreign workforce, respecting human rights, or other issues that are repeatedly published or appear in the international media. The committee monitors these reports, suggests how they should be handled, and conveys the same to competent authorities to study and take necessary action. The final report is then submitted to the Cabinet.

• **National Committee to Combat Human Trafficking**

This Committee coordinates anti-human trafficking efforts at all levels in the country. It is headed by the Minister of State for Federal National Council Affairs and includes representatives from the federal ministries of Interior, Foreign Affairs, Labour, Health and Social Affairs, as well as from the State Security Authority and the UAE Red Crescent Society.

The responsibilities of the Committee include developing the framework by which the new anti-human trafficking Federal Law 51 is implemented; studying and revising human trafficking legislation with the aim of bringing the UAE efforts in line with international standards and improving national legislation to address realities on the ground; creating resources to increase public awareness of human trafficking issues; developing victim sensitivity training for the relevant bodies and individuals dealing with victims of trafficking; and representing the UAE officially in handling international requests, enquiries, and delegations related to human trafficking issues.



