

Pioneering in Legal Work

The Annual Report of The Government of Dubai Legal
Affairs Department 2024





**“The rule of law is above
all, without discrimination
or favoritism”**



**His Highness
Sheikh Mohammed Bin Rashid Al Maktoum**

**Vice President and Prime Minister of the United Arab Emirates and
Ruler of Dubai
(May God protect him)**



**“The performance of
Government services enhances
Dubai’s leading position on the
global stage”**



His Highness Sheikh

Hamdan Bin Mohammed Bin Rashid Al Maktoum

**Crown Prince of Dubai, Deputy Prime Minister, Minister of Defense,
Chairman of the Executive Council of the Emirate of Dubai.**



“Justice is the basis of a strong and proud nation and guarantees prosperity and stability. No one is above the law in Dubai”



His Highness Sheikh

Maktoum Bin Mohammed Bin Rashid Al Maktoum

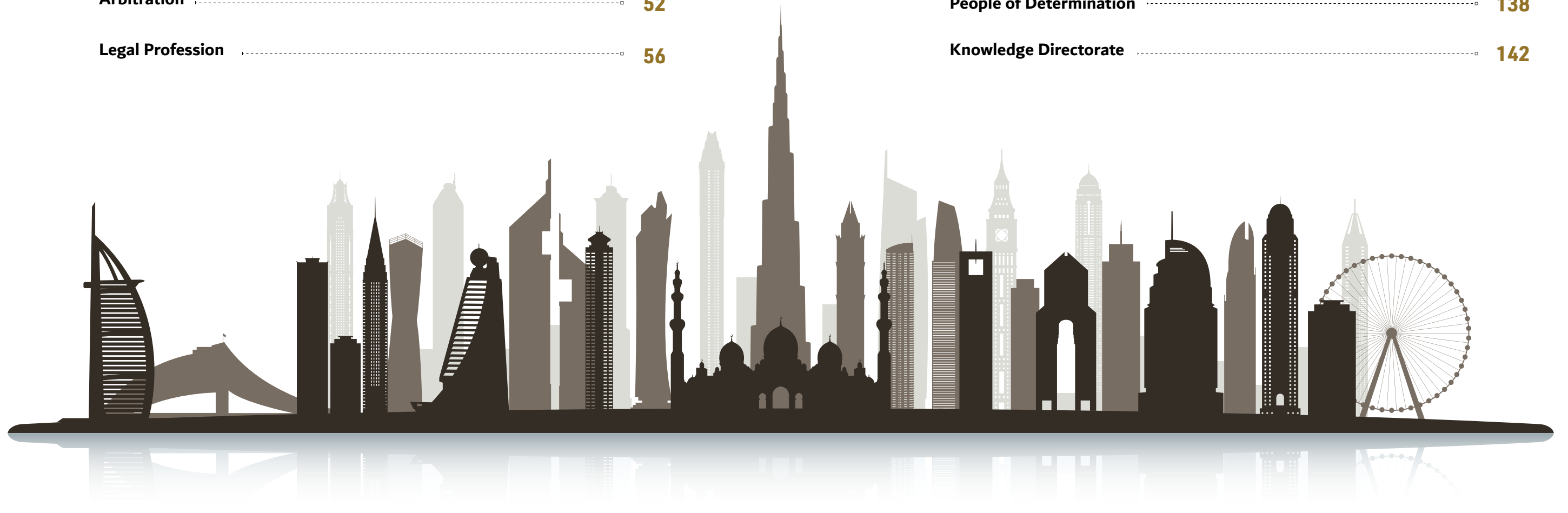
**First Deputy Ruler of Dubai, Deputy Prime Minister, Minister of Finance,
Chairman of the Judicial Council**

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Performance Competitiveness

Amidst a landscape of rapid global change and increasing challenges, the Government of Dubai Legal Affairs Department recognizes the importance of preparing for the future and developing flexible scenarios capable of adapting to changes, based on sustainable methodologies, innovative strategies, and proactive plans. This approach strengthens the Department's institutional capacity, ensuring competitiveness, efficiency, and excellence in the governmental and professional legal work sector.

Given the close link between legal work and vital sectors, most notably investment, the Government of Dubai Legal Affairs Department places the emirate's economic development at the heart of its strategies. In Dubai, where the law prevails and protects the rights of individuals and institutions, the Department is committed to providing highly efficient and high-quality legal services that keep pace with changes and exceed expectations. This commitment aligns with Dubai vision and reinforces Dubai's position as a leading global hub for entrepreneurship and a magnet for international investment.

This annual report, which highlights the achievements and performance indicators of the Department's sectors during 2024, reflects the Department firm commitment to moving forward in fulfilling its tasks and responsibilities. Through this report, the Department embodies its continuous journey towards development, committed to implementing the strategies of the Government of Dubai, which draw their visions from the directives of His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President, Prime Minister, and Ruler of Dubai (May God protect him). The Department plans and strategies also receive close follow-up from His Highness Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai, Deputy Prime Minister and Minister of Defence of the UAE and Chairman of the Executive Council, and His Highness Sheikh Maktoum bin Mohammed bin Rashid Al Maktoum, First Deputy Ruler of Dubai, Deputy Prime Minister, Minister of Finance, and Chairman of the Judicial Council.

The Government of Dubai Legal Affairs Department presents this report to its clients and stakeholders, reinforcing its dedication to advancing its vision of delivering innovative services that bolster the competitiveness of the government legal sector in Dubai. This commitment extends to fulfilling corporate performance development objectives by leveraging the necessary resources and tools, all while adhering to the highest standards that embody the Government of Dubai's established pursuit of leadership and excellence in public service.



Dr. Lowai Mohamed Khalfan Belhoul,
Director General



دائرة الشؤون القانونية لحكومة دبي

THE GOVERNMENT OF DUBAI LEGAL AFFAIRS DEPARTMENT

Since the onset of Dubai's developmental boom in the early 1970s, the late Sheikh Rashid bin Saeed Al Maktoum (may God have mercy on him) issued a decree to establish the Legal Advisor's Office for the Government of Dubai. This was to follow up on the many legal actions relating to the government, which started a new phase of governmental legal development in the emirate, especially with the many tasks assigned to the Office since its establishment.

The Office's mandate during that era encompassed a wide range of duties. Those included the drafting and review of legislation, contracts, and agreements to which the Government of Dubai or its affiliated entities were a party. Furthermore, the Office handled the registration of practitioners of advocacy and legal consultancy, as well as the licensing of local and foreign advocacy and legal consultancy firms in the Emirate.

Amidst the sweeping developmental expansion seen by Dubai, which necessitated a thorough development of legal work to meet its requirements, in 2008, His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President, Prime Minister, and Ruler of Dubai (may God protect him), issued his directives to establish the Government of Dubai Legal Affairs Department. That strategic decision established a specialized government entity, affiliated with the Ruler's Court, responsible for providing comprehensive legal services to Government entities in the Emirate and regulating the





legal affairs necessary to keep pace with the rapid changes in Dubai, within an integrated legislative framework. His Excellency Dr. Lowai Mohammed Khalfan Belhoul was appointed as the Director General of the Department. Pursuant to its Establishing Law No. (32) of 2008, the Department exercised all functions and duties, primarily in connection with the local legislation in the Emirate, issued bylaws, explanatory memoranda and legal opinions with regard to inquiries of Government entities, in addition to representing the Government and Government entities in all matters related to federal legislation and foreign agreements, as the Department played an instrumental

role in reviewing federal legislation through its membership in federal committees.

In June 2014, the establishment of the Supreme Legislation Committee, chaired by His Highness Sheikh Maktoum bin Mohammed bin Rashid Al Maktoum, marked a significant milestone in Dubai's journey towards legal excellence. The Committee assumed full responsibility for all matters pertaining to legislation within the Emirate.

The Department manages all matters pertaining to disputes which the Government or Government entities are a party to, by receiving complaints and claims against Government entities to reach an amicable settlement. In

addition, the Department represents the Government and Government entities in all disputes and lawsuits before the competent judicial authorities, reconciliation and arbitration centers. Pursuant to its establishing law, the Department regulates the advocacy and legal consultancy professions in the Emirate of Dubai, including licensing advocacy and legal consultancy firms operating in the Emirate, maintaining lists of registered advocates and legal consultants on the roll. The Department is also responsible for qualifying legal professionals by offering professional training courses, programs and workshops in all areas of law.

Since its establishment, the Department

was mandated to provide legal support to the Government and all Government entities in the Emirate, ensuring that all needs are met and enabling them to be at the forefront of all economic and social development sectors. To carry out this function, the Department was tasked with reviewing contracts and agreements to which the Government and Government entities are parties. Furthermore, the Department provides legal support and assistance in complying with the contractual terms and conditions during the negotiation stage to ensure their compliance with the relevant legislation in the United Arab Emirates, to ensure that all Government interests are protected.

Roles and Responsibilities of the Department



Pursuant to its establishing law, the Government of Dubai Legal Affairs Department undertakes the following roles and responsibilities:



Receiving complaints and claims against Government entities and seeking amicable settlement thereof, in accordance with applicable procedures.



Representing the Government and Government entities in claims and disputes, filed by or against them, before the competent judicial authorities, reconciliation and arbitration committees and centers



Providing legal opinions and advice on inquiries submitted to the Department by the Government or Government entities regarding any legal matter or legislation.



Drafting and reviewing contracts and agreements concluded by the Government or Government entities, upon the request of those entities, and representing them in related negotiations.



Reviewing all articles of association for institutions and companies established by the Government or Government entities, or to which they are a party.



Providing legal support to the Government and Government entities to enable these to effectively carry out the roles and responsibilities assigned to them.



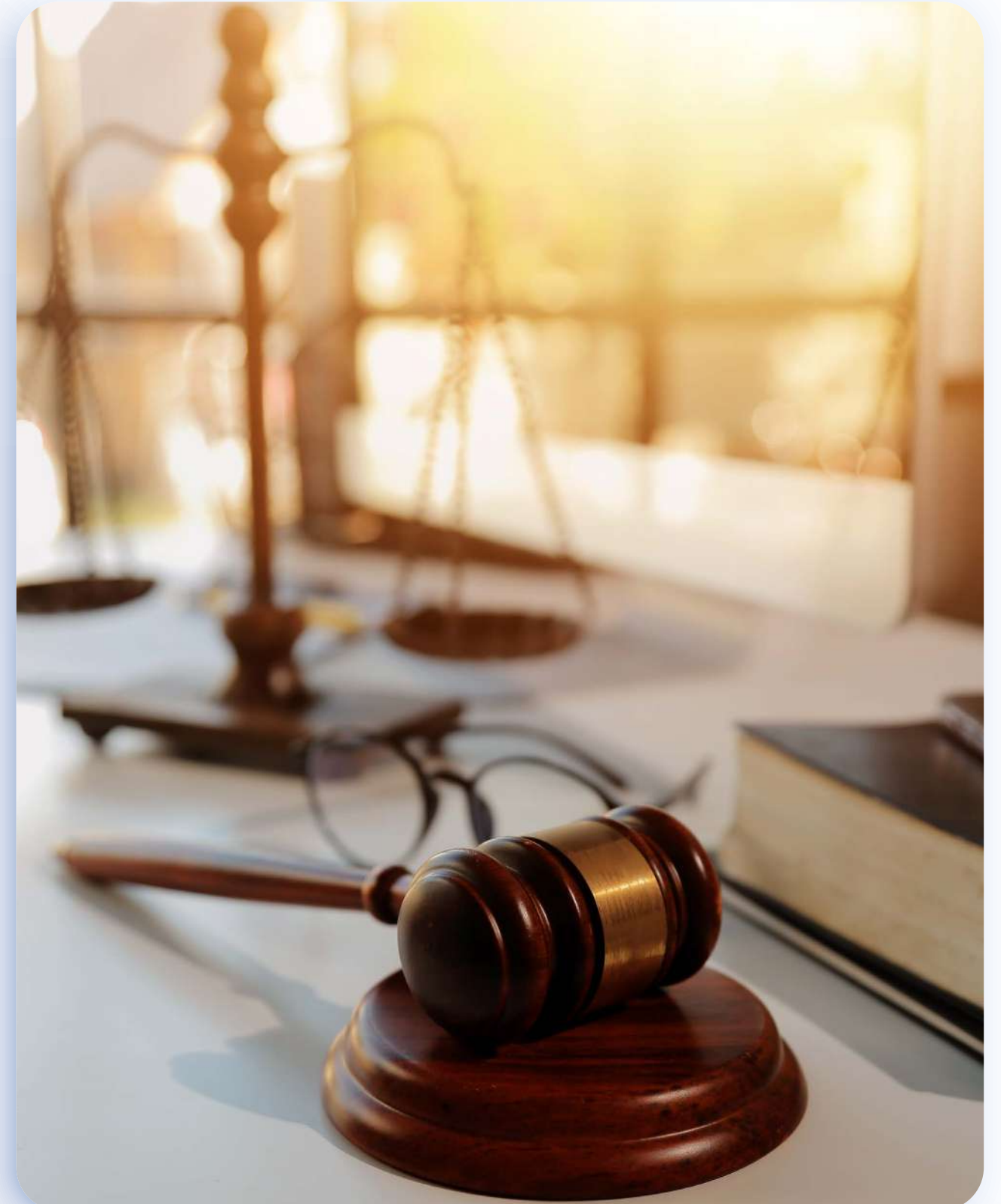
Licensing advocacy and legal consultancy firms and supervising their practice, as well as issuing the necessary rules, bylaws and resolutions, and supervising the training of legal consultants by conducting training programs and courses.



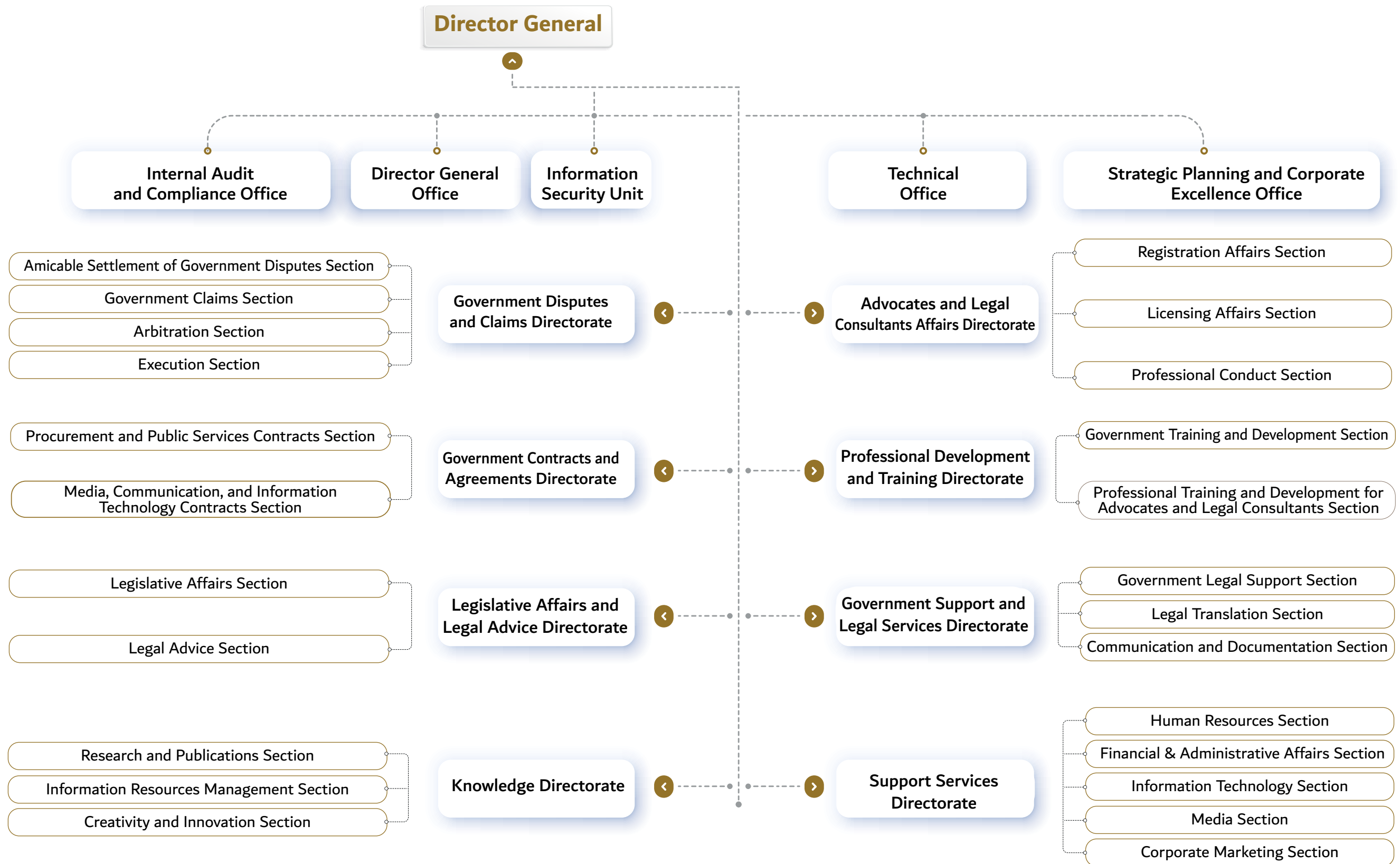
Preparing and publishing legal research, studies, and other legal publications.



Any other tasks falling within the scope of the Department's work, which include providing support and assistance related to legal affairs of the Government and Government entities in the Emirate.



Organizational Structure

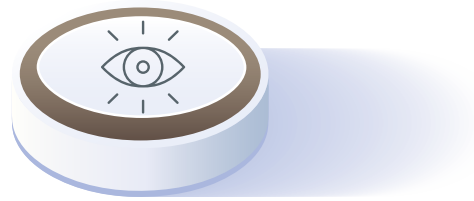




➤ **Strategy Elements** ◀

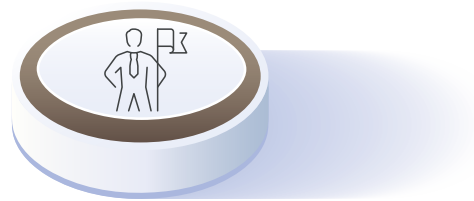


Vision



Pioneering and Excellence in the government and professional legal work in the Emirate of Dubai.

Mission



To provide an innovative service that enhances the competitiveness of the government and professional legal sectors in Dubai, and their contribution to sustainable development in the Emirate through proactiveness and digitalization.



Values



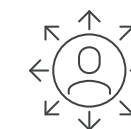
Partnership and Teamwork



Reliability and Customer Centricity



Innovation and Proactivity



Effectiveness and Efficiency



Agility and Resilience

Corporate Strategy

Competitiveness in the future of legal work

The Government of Dubai Legal Affairs Department recognizes that future competitiveness does not solely depend on institutional capacity related to adapting to changes. Instead, it relies more broadly on anticipating these changes and preparing the necessary capabilities to address them with agility, proactivity, and efficiency.

In its commitment to achieving leadership, the Department proactively embeds foresight within its strategic and institutional framework. This enables the Department to anticipate challenges and capitalize on opportunities, thereby enhancing the government legal sector, reinforcing the rule of law, and elevating the competitiveness and enhancing the contribution to the economic boom witnessed by the Emirate.



Shaping the Future: The Essence of Strategic Planning

To effectively overcome the accelerating challenges and harness opportunities of the future, the Department is shifting from traditional planning to a future-oriented strategic approach. This entails creating dynamic models that can shape the future, analyze emerging trends, and leverage them. The core principles of this approach are:



First: Analysis of changes and transformations: such as economic shifts, technological developments, changing social patterns, and changes in the legislative system both locally and globally, and assessing their impact on government legal work and legal profession practices. This analysis serves as a fundamental reference in building and updating the Department's strategy.



Second: Enhancing institutional readiness: by developing proactive specialized and knowledge-driven capabilities, enabling the Department to anticipate and respond efficiently to future challenges and opportunities. This involves modernizing and innovating services, delivered through cutting-edge channels, to ensure an exceptional client experience that meets their needs and gain their trust and satisfaction.



Third: Investing in Data and Technology: Data plays an instrumental role in enabling future foresight and understanding the evolving needs of clients and partners. Therefore, the Department focuses on qualifying its institutional data and integrating with relevant Government entities to complete data sets effectively and comprehensively. Furthermore, strategic investments in technological infrastructure empower the Department to continuously innovate its services and deliver an exceptional, evolving client experience.



Cornerstones of Future Readiness


01

Developing an integrated system for shaping the legal future:

- **Shaping the legal future:** This involves analyzing big data and global reports to pinpoint future trends and develop aligned strategies.
- **Innovation in legal work:** Through leveraging emerging technologies in legal practices, such as artificial intelligence, digital currencies, and the virtual environment, to ensure legal framework flexibility and adaptability.
- **Preparing specialized foresight studies:** These aim to evaluate the impact of technological innovations on the legal landscape, proactively manage risks, and anticipate future outcomes.

02

Enhancing Digital Transformation in Legal Work:

- **Building digital platforms:** Offering advanced legal services including digital legal consultations, case management, and real-time cases processing.
- **Integrating artificial intelligence into services and operations:** To improve the accuracy of legal services and support decision-making at all stages of service development and delivery.
- **Automating internal processes:** To save time, reduce errors and risks, contributing to raising institutional efficiency and improving quality.

03

Developing Human Capital to Shape the Future:

- **Foresight Training Programs:** These programs are designed to qualify the human resources of the Department to deal with future challenges by equipping them with the strategic analysis and innovative thinking skills necessary.
- **Future Leaders Development:** Managing programs to cultivate adaptive leadership capabilities, enabling effective management of change.
- **Innovation Ecosystem Development:** Through interactive workshops and platforms to foster collaborative idea sharing and future-oriented visions among Department staff.

04

Building Strategic Partnerships to Enhance Future Preparedness:

- **Collaboration with local and international research centers.**
- **Launching innovative community initiatives aimed at engaging the community in exploring future needs and formulating solutions.**
- **Enhancing integration with entities in the government and private sectors to develop joint projects that support sustainable legal transformation.**



Institutional Preparedness for Emergencies and Crisis Management

To guarantee business continuity under any circumstances, the Department has developed an integrated business continuity system, which includes the following:

Proactive Response Plans: To address emergencies, crises, and disasters, ensuring the continuity of critical service delivery at the highest quality levels.

Corporate Risk Management: To identify potential and future risks, and develop proactive mechanisms to minimize their impact on organizational performance.

Enhanced Service Resilience: By providing multiple service delivery channels, the Department ensures access to clients at all times.



Standards to support the quality of legal work



The Department's efforts to achieve corporate excellence are part of its keenness to ensure that its standards are in line with the best international standards that require strict adherence to quality requirements in corporate performance. The Department has maintained the standards that are linked to its operational systems, which are:



Quality management system: ISO 9001:2015

A set of policies, processes and procedures necessary to plan, implement and provide services. This system ensures the organization's ability to meet customer requirements and establish the principle of continuous improvement of the services provided.



Risk management system: ISO 31000:2018

This is an international standard for risk management that helps organizations through its general guidelines in risk analysis and assessment, enabling the organization to develop operational effectiveness, raise customer confidence, reduce potential losses, improve the organization's performance in health and safety, planning, management and communication, and build a strong system capable of taking appropriate decisions and encourage preventive management at all levels.



Business Continuity Management System: ISO 22301:2012

This system is a framework of international best practices that enhance the organization's resilience and help it operate under emergencies and save money and time by carrying out tasks properly.



Information Security Management System: ISO 27001:2013

This system offers a comprehensive approach to safeguarding all information through strict confidentiality, ensuring data integrity against threats, and adhering to international and local standards for information security risk management. The system establishes a framework that enables the organization to efficiently manage information security, incident response, and business continuity planning, while fostering effective interdepartmental communication at the security level.



Information Technology Service Management System: ISO 20000-1:2011

This system represents the first internationally recognized framework for IT service management, driving enhanced quality and effectiveness in service delivery. The system also establishes the requirements for developing and implementing a robust IT management system and showcases industry best practices for technical service management.

Government Disputes and Claims

Efficiency, Transparency, and the Rule
of Law



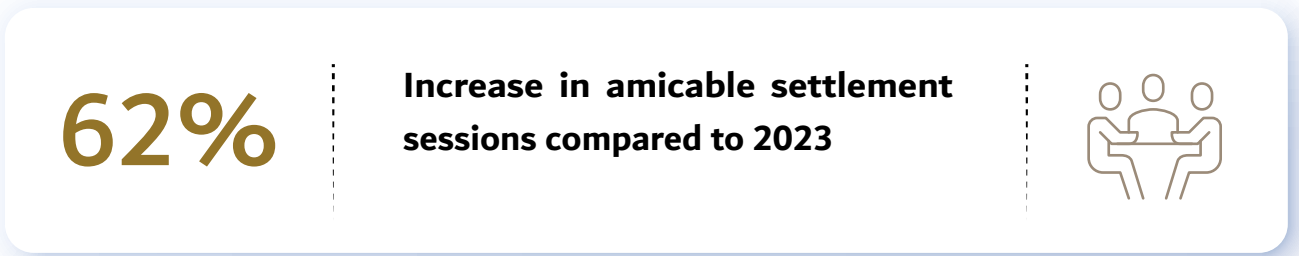
Amicable Settlement Efforts

The Department is mandated to receive complaints and claims filed against Government entities and seeks to amicably settle these by providing legal opinion, through negotiations aimed at resolving a dispute between two or more parties, whereby each party presents to the other acceptable solutions to reach an amicable settlement of the dispute, in accordance with the Government Claims Law No. (3) of 1998 and its amendments and Law No. (32) of 2008 Establishing the Government of Dubai Legal Affairs Department.



The Department's efforts in pursuing amicable settlements stem from Dubai's unwavering commitment to this approach and reinforce public trust in the emirate's judicial and legal system. The Department receives complaints against Government entities and endeavors to resolve them amicably before complainants can resort to litigation, through clear, impartial, and transparent procedures, ultimately achieving consensual, amicable resolutions and minimizing the need for litigation.

The Department attaches paramount importance to developing the mediation skills of its amicable settlement team, in accordance with the best international standards. Believing in the significance of effective communication in amicable settlement efforts, the Department employs a highly proficient team to accommodate the Emirate's cultural diversity.



In 2024, the Department successfully resolved 38.5% of complaints filed against Government entities through amicable settlements, out of the total Government disputes received by the Department. This was accomplished through 867 amicable settlement sessions, marking a 62% increase compared to 2023.



In 2024, the number of phone inquiries received from clients and handled was (998).



In 2024, the number of email inquiries received from clients that were handled and responded to was (511).

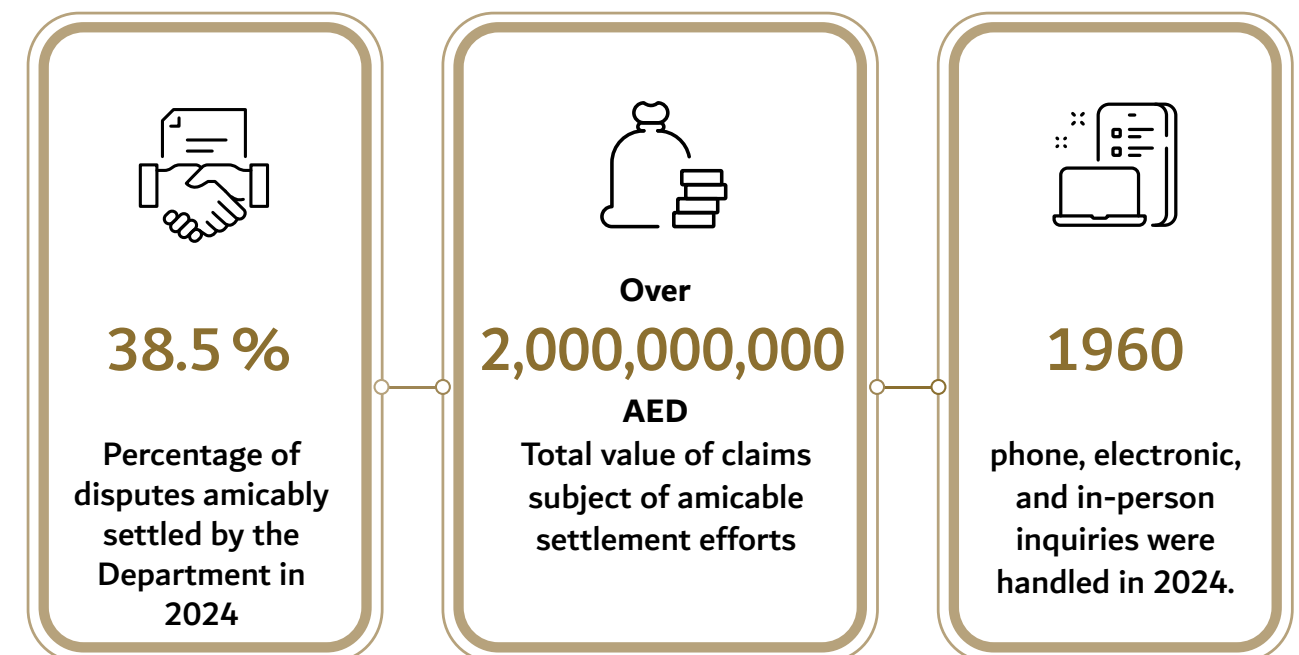


Number of in-person visitors whose requests and inquiries were handled by the Amicable Settlement Section in 2024 (451).



Total value of financial claims subject to complaints in 2024 is estimated at AED 2,017,571,382

Number of incoming phone and email inquiries attended to in 2024:



Government Coordination Meetings

As part of its efforts for amicable settlement and avoidance of litigation, the Government of Dubai Legal Affairs Department held coordination meetings during 2024 with legal affairs departments of key Government entities, such as Dubai Police, Dubai Municipality, Roads and Transport Authority, Mohammed bin Rashid Housing Establishment, and the Dubai Land Department. Those meetings aimed to enhance cooperation and coordination, improve legal and procedural compliance in complaints, and promote amicable settlement before resorting to litigation, in accordance with clear and transparent procedures.

The meetings emphasized that ongoing cooperation with Government entities in this regard contributes to reinforcing public confidence in the Government and the judicial and legal system in the Emirate of Dubai. This is achieved through the procedures followed by the Department in its role as a mediator, in accordance with the best international standards and practices, which is reflected in year-on-year increase in the percentage of complaints settled amicably by the Department.



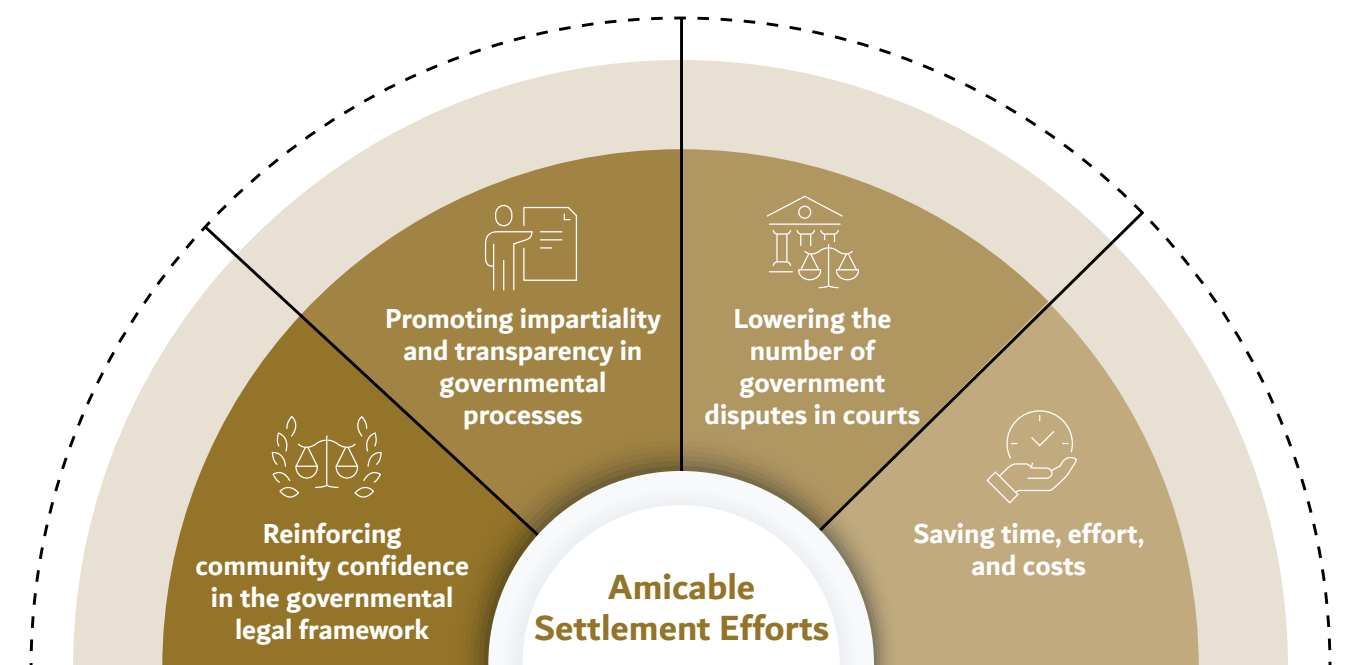
Expeditious Complaint Resolution Procedures

In 2022, the Department initiated a procedure by assigning a communication coordinator in each Government entity liaise with on a daily basis. This procedure aims to expedite the resolution of complaints, as the complainant is referred to the coordinator immediately upon receiving the complaint to explore the possibility of resolving it quickly. This procedure contributed to resolving 121 complaints during 2024, representing 24.5% of the total complaints referred to the Department, without the actual commencement of formal settlement procedures by the Department. The achievement reflects the effectiveness of the procedure in saving time and effort and enhancing customer satisfaction with the Government of Dubai.

The Department's amicable settlement efforts have contributed to reducing disputes against Government entities that would otherwise have been brought before judicial authorities.

24.5%

of complaints were resolved in 2024 without the Department actually commencing settlement procedures, through communication coordinators with Government entities, saving both parties to the complaint time, effort, and expenses.



Government Claims

Pursuant to its Establishing Law, the Department is mandated to represent the Government and Government entities in lawsuits filed by or against such entities before judicial bodies of all types and degrees, conciliation and arbitration tribunals and centers, by taking all legal action necessary in lawsuits to which the Government or Government entities are a party.



In 2024, the Department, via various channels, received 533 lawsuits, for which the Department initiated legal and judicial proceedings to uphold the rule of law and protect rights, representing a 10% increase in application volume compared to 2023.

533

Lawsuits were received by the Department in 2024



First: Representing the Government and Government entities in Lawsuits filed by them:

The Department receives requests from Government entities to file lawsuits. Immediately upon receiving such requests, the Department examines the legal position of the requesting entity and making efforts to amicably settle the dispute, if both parties are willing to do so. If that is not possible, the Department initiates legal action before competent judicial authorities.

In 2024, the Department represented the Government and Government entities in numerous requests and lawsuits filed by them: The Department received requests with a financial value of AED 266,562,344



266,562,344

(AED)

Total value of claims in lawsuits filed by Government entities

Second: Representing the Government and Government entities in Lawsuits filed against them:

The Department undertakes legal representation before judicial authorities of all types and degrees, once it receives – via applicable channels - a statement of claim from the judicial authority in respect of a lawsuit filed against the Government or a Government entity.

3,699,883,794

(AED)

Total value of claims in lawsuits filed against the Government and Government entities

In 2024, the Department represented the Government and Government Entities in lawsuits filed against them, with the financial claims in such lawsuits totalling AED 3,699,883,794. These included civil, commercial, real estate, rental, and administrative lawsuits.

In 2024, the Department achieved financial savings for the Government in the above claims amounting to AED 3,699,583,794.

3,699,883,794

(AED)

financial savings achieved by the Department in representing the Government and Government entities before courts.

92%
of lawsuits were awarded in favor of the Government and Government entities.

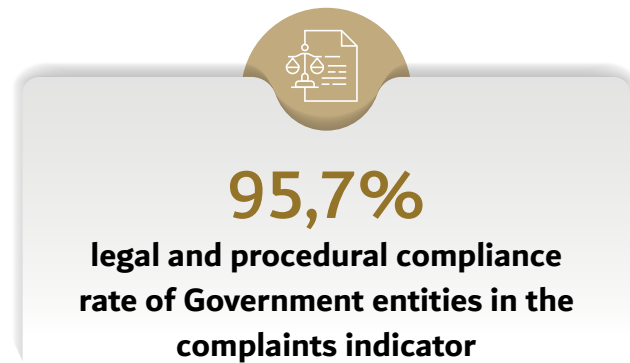
According to its performance indicators, the Department saw 92% of lawsuits awarded in favor of the Government and Government entities.

Measuring the legal compliance level

According to the key performance indicators pertaining to governance in Dubai Government Excellence Program, the Department is mandated to measure two indicators; namely, the legal compliance of Government entities and compliance of Government entities in lawsuits filed by or against such entities as well as the legal and procedural compliance indicator in complaints submitted against entities falling within the Department's jurisdiction.

1

First Indicator: The level of legal and procedural compliance in complaints against Government entities, where the indicator result reached 95.7% in 2024.



The Department reviewed 775 sub-reports to derive the main reports issued by the Department in measuring the two indicators, totalling 29 reports, for all entities to which the compliance indicator applies.

775

sub-reports reviewed to issue compliance indicator reports in 2024



29

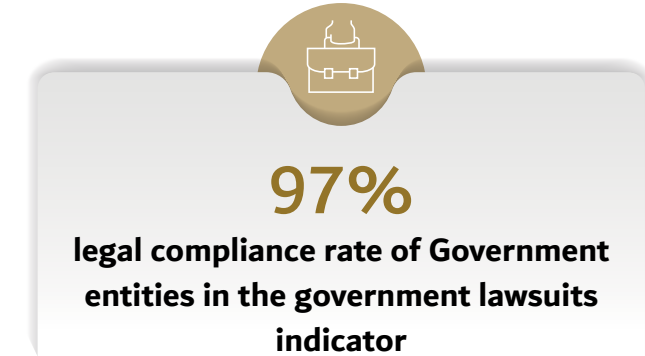
main reports issued by the Department in the compliance indicators during 2024



Through those reports, the Department ensures the governance of Government entities' practices, their compliance with legislation, and achieves improvement and development, to bring Government entities' practices to the maximum level of legal compliance.

2

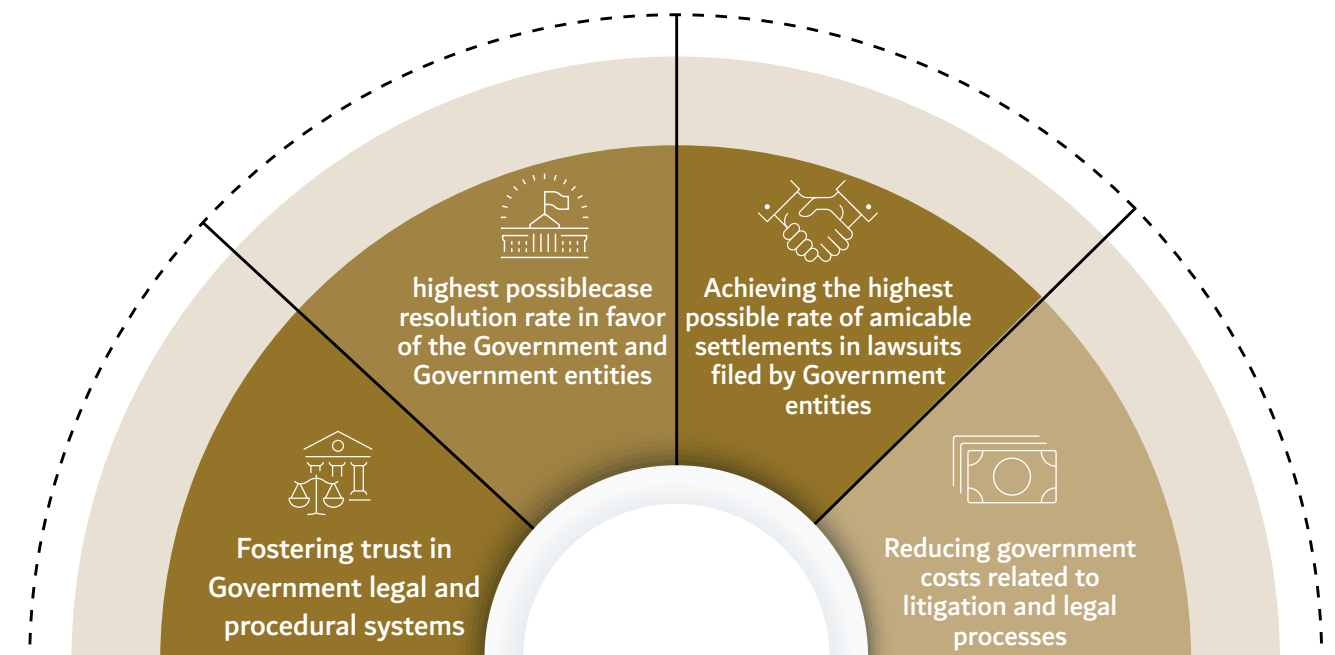
Second Indicator: being the legal and procedural compliance in complaints against Government entities. Government entities scored 97% in 2024.



Governance of Government Legal Practices

The Department utilizes procedures that guarantee optimal governance in the management of complaint and lawsuit files, thereby safeguarding the public interest.

The implementation of governance procedures for government legal practices has contributed to the following:

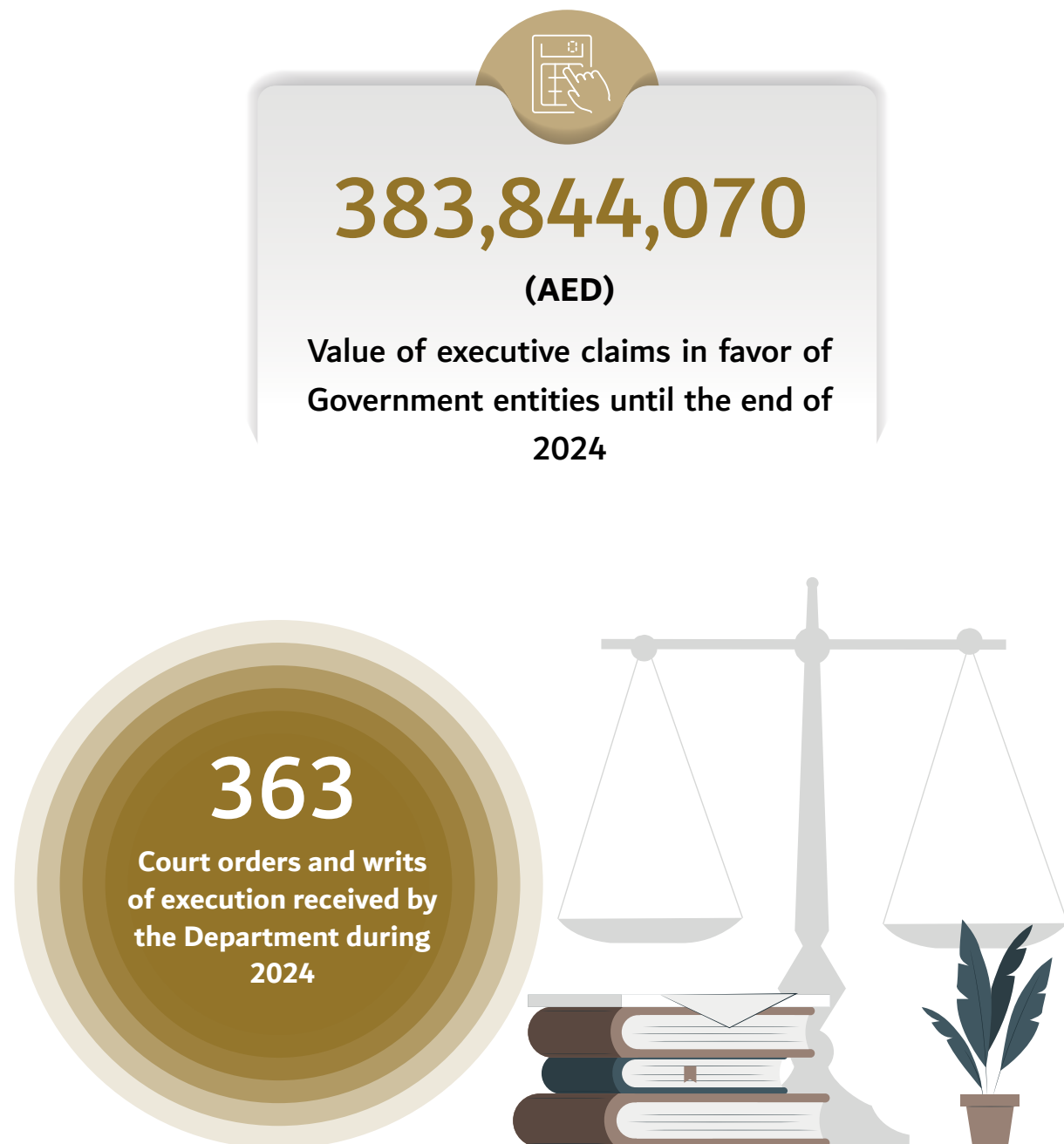


Execution of Judgments and Writs of Execution

As part of its duties, the Department is responsible for executing judgments and writs of execution for the Government and Government entities. The Department takes all necessary legal measures to execute rulings rendered by courts, judicial committees, conciliation and arbitration centres, in addition to administrative resolutions and checks as writs of execution. The Department is also responsible for executing judgments. issued against Government entities.



In 2024, the Department received 363 enforceable judgments and writs of execution. The Department took all necessary measures to implement these writs of execution, including registering them with various court systems, submitting requests for asset inquiries, attachments, sales, and executing eviction orders. The rate of eviction orders executed in favor of the government reached 95%, and the total value of the executive claims for Government entities amounted to AED 383,844,070.



Execution of cheques

Pursuant to the provisions of Federal Decree by Law Concerning Promulgating the Commercial Transactions Law, the Department is responsible for the execution of cheques as writs of execution and is competent to represent Government entities in execution disputes related thereto. In 2024, the Department received (117) cheques execution requests with a total value of (78,860,353) AED, representing over 32% of the total execution requests. This reflects the significance of the new legislation that made cheques writs of execution, free from any procedural and judicial restrictions, thereby enhancing stakeholder confidence, providing financial security, facilitating the protection of rights, reducing litigation, and solidifying expeditious justice for investors from around the globe.





Strengthening Frameworks of Cooperation

The Department was committed to holding coordination and consultative meetings with a number of entities, aiming to strengthen frameworks of collaboration with them. Through those meetings, the Department sought to raise the efficiency of procedures for executing judgments and writs of execution in favor of the Government and Government entities, and to promote amicable settlement efforts to pay the amounts due. The meetings also aimed to enhance compliance with laws, develop technical solutions related to the process of inquiring about the funds and assets of the judgment debtors, and organize the process of selling assets judicially seized or offered for sale. These entities included: Dubai Courts, the General Secretariat of the Judicial Council, the General Directorate of Residency and Foreigners Affairs, the Department of Finance, the Dubai Police General Headquarters, Dubai Customs, the Roads and Transport Authority, Dubai Municipality, Jebel Ali Free Zone Authority, the Department of Economy and Tourism, Dubai Culture and Arts Authority, the Department of Islamic Affairs and

Charitable Activities, Dubai Integrated Economic Zones Authority, the Mohammed bin Rashid Space Centre, Dubai Health Authority, Dubai Women Establishment, Dubai Future Foundation, Dubai Racing Club, Dubai Airports, dnata, Neda Professional Communication Corporation, and Emirates Auction.

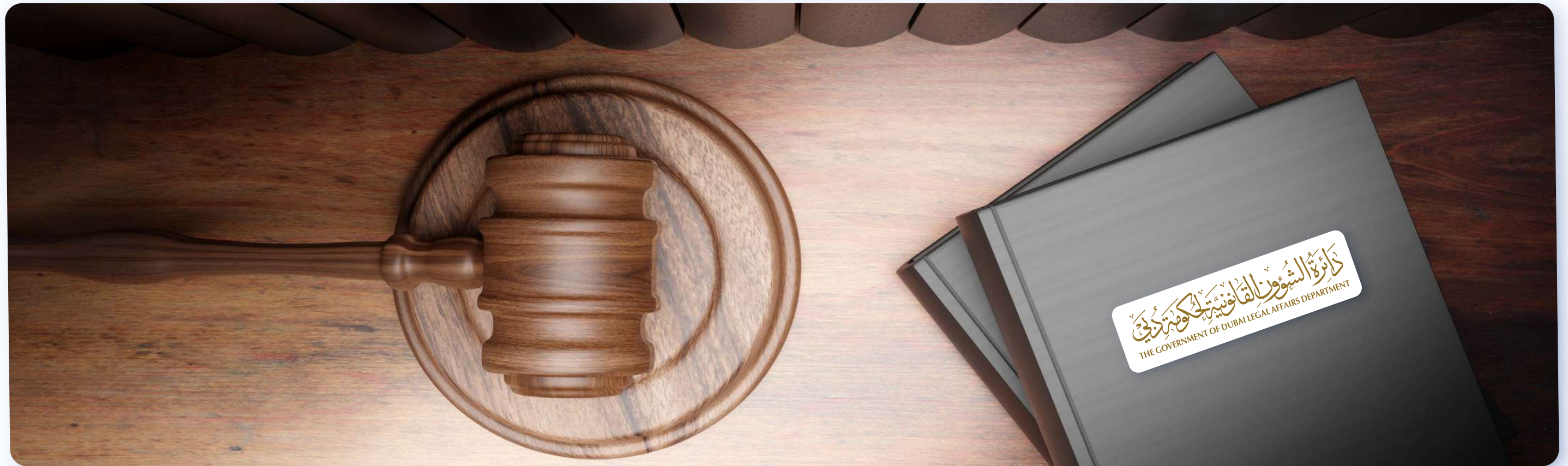
The Department has also been keen to strengthen its partnership frameworks with relevant Government entities. In this regard, the Department concluded a collaboration agreement with the General Directorate of Residency and Foreigners Affairs in Dubai, which aims to provide appropriate solutions, world-class smart infrastructure and services to improve and develop the quality of service delivery, achieve integration, and enhance the quality of life. The agreement also stipulated the Department's use of the Dubai Digital Authority's (GSB) platform for data exchange and coordination with the Directorate regarding the electronic linkage process.

Arbitration

Alternative Methods for Dispute Resolution

Arbitration is a dispute resolution method used by Government entities as an alternative to litigation. The Department represents Government entities in disputes through arbitration in most lawsuits where there is an agreement between the parties to settle their disputes through arbitration. The Government submits its request to the arbitration tribunal, either as a party seeking arbitration (claimant) or defending the Government entity as a party against whom arbitration is sought (respondent) throughout the arbitration proceedings, or representing them in either capacity in the arbitration proceedings. The arbitration tribunal makes a binding decision in the dispute. Sometimes, during the arbitration proceedings, the Department reaches an agreement to settle the dispute amicably between litigants; which then agree to end the arbitration proceedings.





In 2024, in addition to handling ongoing arbitration cases from previous years, the Department received (3) arbitration cases with a total financial value of (751,455,480) AED, and rate of 100% with rulings rendered in favor of the Government.

751,455,480

(AED)

Arbitration cases in 2024



Over the past five years, the Department handled arbitration cases with a financial value exceeding 12 billion dirhams, across 31 arbitration lawsuits. This number of cases, characterized by the diversity in the type of arbitration disputes the Department deals with, enhances the expertise of its team in this regard. The arbitration cases included, for example, local and international disputes related to construction contracts, others related to technical systems in the health sector, land development contracts, and disputes related to the establishment of energy and infrastructure projects.

12+
AED billion

the value of arbitration cases handled by the Department over the past five years



3

Arbitration cases in 2024



100%

Percentage of awards in favor of Government entities



31

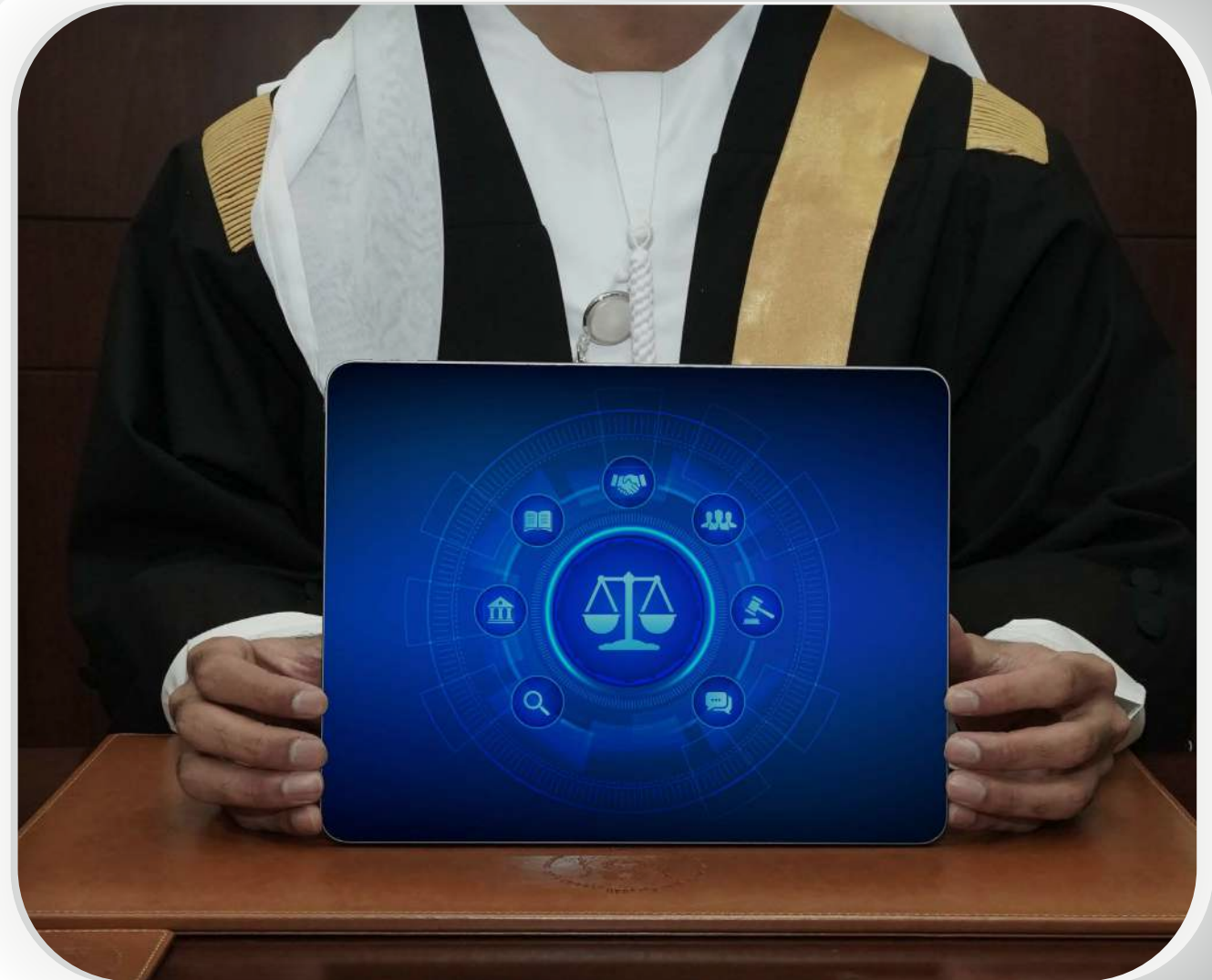
arbitration cases handled by the Department over the past five years



The Legal Profession

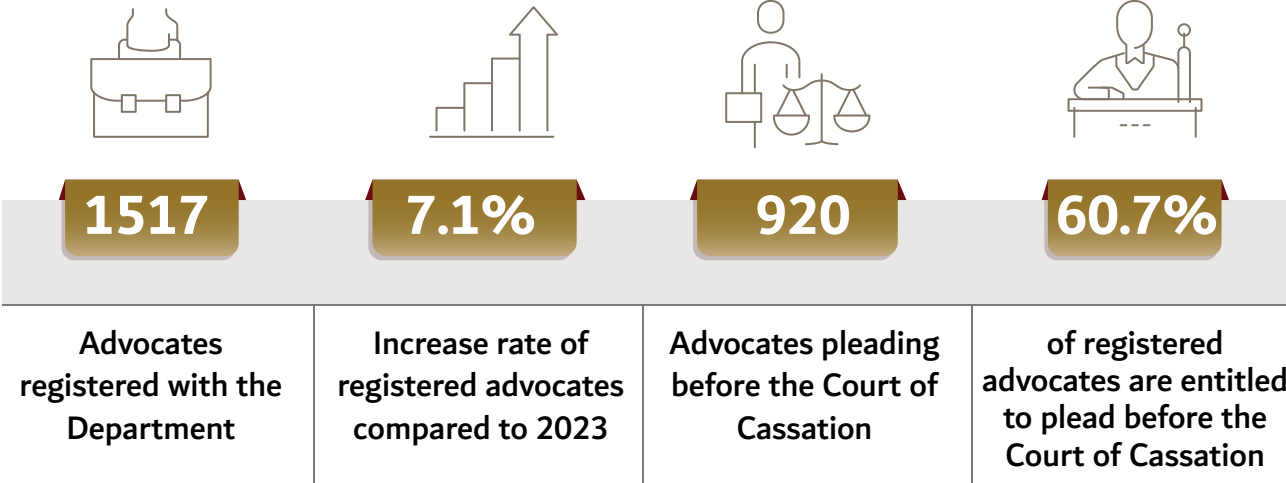
Upholding Justice and Rule of Law

In accordance with its establishing law, The Government of Dubai Legal Affairs Department is responsible for: licensing advocates, legal consultants, and law firms; overseeing their operations; promulgating necessary regulations and decisions; and supervising the qualification and training of legal consultants. The Department has diligently worked to provide comprehensive support to this sector, ensuring the effective upholding of the rule of law. This, in turn, strengthens Dubai's economic landscape as a globally recognized hub for entrepreneurship and a forum for international legal expertise.

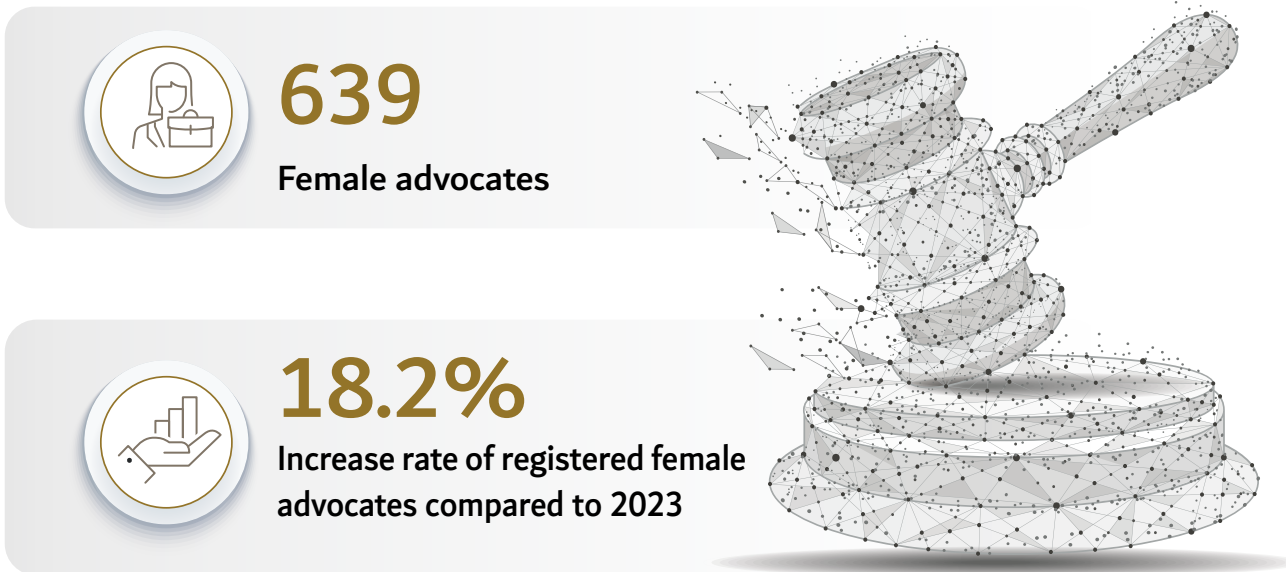


Practitioners of Advocacy

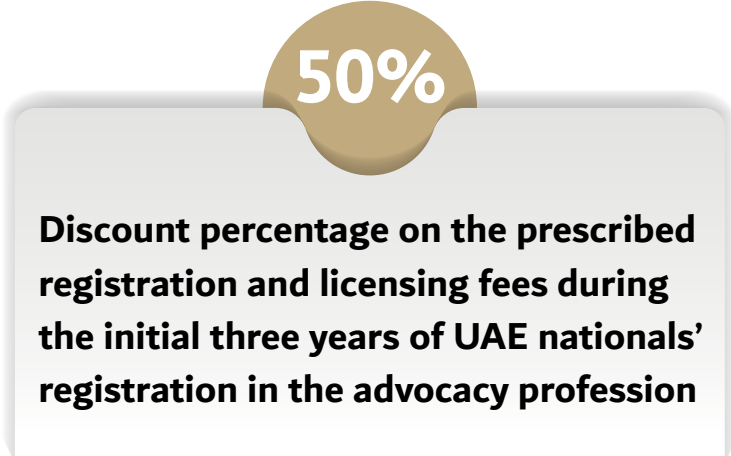
The number of advocates registered with the Department witnessed an increase in 2024, with a total number of 1517 registered advocates of both genders, representing an 7.1% increase compared to 2023. Among them, 920 advocates can plead before the Court of Cassation, the highest level of litigation in the emirate, representing 60.7% of the total number of advocates registered with the Department.



Emirati women entering the field of advocacy increased to 639 in 2024, an 18.2% rise compared to 2023, demonstrating growing interest among qualified female legal professionals in this sector.



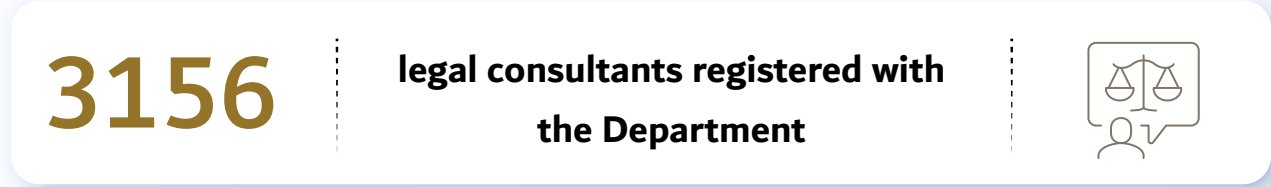
The increase in the number of registered advocates reflects the Department's efforts to attract national talent to practice the legal profession by providing incentives and supporting services. Emirati practitioners are granted a 50% exemption on prescribed registration fees for the initial three years of practice, and a corresponding exemption on firm licensing and renewal fees for Emirati advocates and legal consultants working in or owning the firm, for a period of three years.



Practitioners of Legal Consultancy

Statistics revealed an increase in the number of legal consultants registered with the Department during 2024, with the number of registered practitioners reaching 3,156 legal consultants, representing a 4.2% increase compared to 2023.

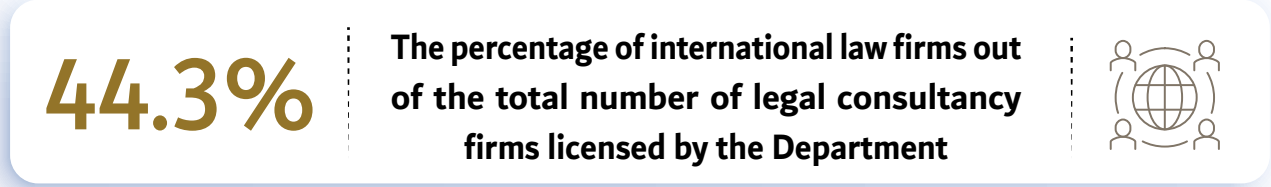
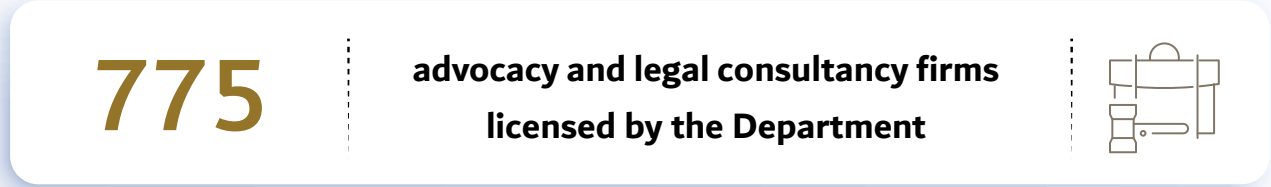
Given the competitive investment climate that characterizes the Emirate of Dubai, and the associated requirements for diversity in legal expertise and specializations that meet the aspirations of investors in a regional hub for many global economic activities, the number of nationalities of legal consultants reached 80 from various Arab and foreign nationalities.



Pursuant to Administrative Resolution No. (51) of 2022 Adopting the Bylaws Concerning the Registration of Advocates and Legal Consultants in the Emirate of Dubai, the Department may, upon a request, authorize the registration of a visiting consultant to plead in specific cases and for a specific period, in accordance with the conditions stipulated in the resolution. The number of requests accepted by the Department in this regard reached (82) out of (102), in accordance with its established procedures.

Licensed law firms

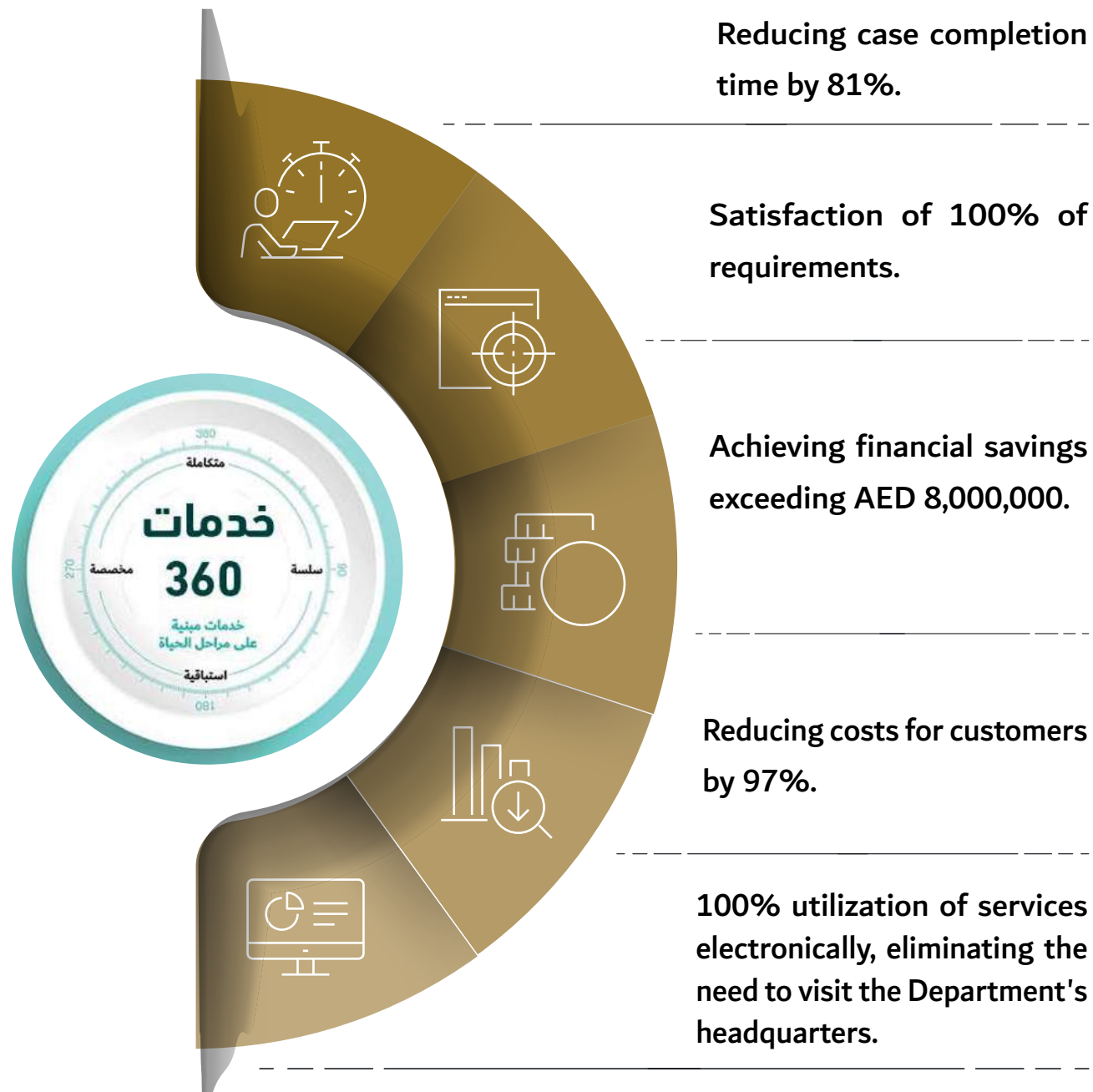
All advocates and legal consultants registered with the Department practice their legal services through 775 licensed law firms, comprising 603 advocacy firms with a 6% increase compared to 2023, while the number of legal consultancy firms reached 172, with a 2.3% increase compared to 2023. The number of international law firms licensed by the Department during 2024 reached 78 law firms, with a 3% increase compared to 2023, and international law firms represent 44.3% of the total legal consultancy firms licensed by the Department.



Digitalization of Services and Reduction of Requirements

In line with the Dubai Government's 360 Services Policy, the Department prioritized the digitalization of its services, particularly within the legal professions sector, to enhance efficiency and reduce costs for both clients and the Department.

During its first year participating in the Hamdan bin Mohammed Program for Government Services and implementing the 360 Services Policy, the Department achieved significant advancements in the legal professions sector, including:



In the second phase of its participation in the initiative and the implementation of the Policy, the Department was able to achieve the following:



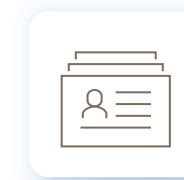
Completion of the redesign of the customer journey for more than (30) services for advocates and legal consultants.



Linking the services of advocates, legal consultants, and their law firms with Government entities, such as Dubai Police, Digital Dubai represented by the Digital Identity, the Department of Economy and Tourism, the General Directorate of Residency and Foreigners Affairs, and the Ministry of Human Resources and Emiratization.



This linking contributed to reducing service requirements by 50% as a result of the linkage with the relevant authorities, thereby saving client time and effort, thus enhancing the flexibility and ease of procedures, and taking into account the priority of obtaining distinguished government services.



Exempting practitioners of the profession from providing several documents, including their labor card, Emirates ID, passport, residency (for non-citizens), criminal record certificate, and professional licenses.

Field Visits

To ensure compliance with the controls and requirements of practicing the profession, in accordance with the applicable regulations and decisions in this regard, the Department conducted several field visits to licensed advocacy and legal consultancy firms through specialized teams of judicial officers in the Department. Those inspections verified compliance with professional practice standards, including timely license renewals and accurate registration and licensing information. The Department also inspected firms where individuals not registered or licensed with the Department were providing legal services in violation of the regulations and instructions issued by the Department, failing to display licenses, or committing other regulatory violations that require the imposition of legally prescribed penalties. The number of violation reports issued by the Department in 2024 reached (74) violations against registered legal practitioners, including advocates and legal consultants.

Those inspections serve to maintain the quality of legal services provided in the Emirate, safeguard the interests of the Department's clients who adhere to the procedures and regulations governing the provision of legal services in the Emirate of Dubai by legal practitioners, and protect the interests of their clients as well.

Awareness sessions for new practitioners

In line with its commitment to training and qualifying legal practitioners in the Emirate, the Department conducted 21.5 hours of awareness sessions for advocates and legal consultants in 2024 in favour of 596 legal practitioners.

Those sessions provided an overview of essential local and federal legislations and decisions in force regulating the legal and consultancy professions, including administrative resolutions issued by the Department adopting the bylaws for registering advocates and legal consultants in the Emirate of Dubai, which specify the registration conditions, the authorized levels of pleading for advocates before the Dubai Courts, along with the corresponding regulatory conditions. The sessions included the obligation to ensure the compliance of advocates and legal consultants with regard to combating money laundering crimes and financing terrorism and illegal organizations, thereby enhancing confidence in the legal system in the Emirate.

Those awareness sessions also emphasized professional and ethical standards in relation to the practice of the profession, ensuring legal practice aligns with Dubai's reputation for quality legal services provided to clients of its licensed law firms, and ensuring compliance with professional obligations and preventing any deviation from established practice standards in interactions with clients, the judicial authority, colleagues, or any members of society.

Professional Training and Development

The Department is committed to fulfilling its role of qualifying and training legal practitioners. This plays a vital role in fostering a conducive investment climate and promoting entrepreneurship within the Emirate. Furthermore, it strengthens public trust in the legal system by consistently enhancing the efficiency of legal services provided by the Department.



The Department, fulfilling its mandate to qualify registered legal consultants, delivered (28554) training hours to 2,898 participants. Those programs, designed to cover all legal specializations and reflect current legal practice, were offered through both in-person and video conferencing sessions.

The Continuous Legal Professional Development training program offered by the Department to its registered legal consultants mandates that, the purpose of the annual renewal of registration, each legal consultant must obtain sixteen (16) points, divided into eight (8) mandatory points for programs as determined by the Department, and eight (8) additional points covering topics selected by the legal consultant from external training providers accredited by the Department.

Enhancing Knowledge Awareness of Advocacy Firms Management Skills



In 2024, the Department organized a workshop on the essential skills required for providing legal services, which was presented by several international experts specializing in professional and technical development, in collaboration with a global training institution. The workshop, attended by 66 trainees including advocacy and legal consultancy firms' managers, legal practitioners, and representatives of legal units in some local institutions, showcased competitive tools and guarantees of excellence in providing distinguished legal operations and services. This is particularly important in light of the rapid developments in the labor market, including the requirements for providing a secure electronic environment for storing virtual data, and considering the elements of confidentiality and credibility in handling clients' informational assets in cyberspace, which has become significantly linked to legal practice.

The workshop highlighted the impact of technological development on shaping the future of legal practice in advocacy and legal consultancy firms and the requirements for technical infrastructure, cognitive capabilities, and human skills. Additionally, the workshop explored the successful practices, the development of strategies and work methodologies that make the provision of legal services more flexible, efficient, competitive, and effectively contribute to the investment climate in the country. The workshop also underlined the necessary tools for managing stress and pressure in the workplace.

Global Partnerships and Exchange of Expertise

In 2024, the Department held meetings and gatherings with several international legal entities, as part of its efforts to enhance frameworks for cooperation in the legal professional sector. Key highlights include:



Ministry of Justice of the Hong Kong

The Department received His Excellency Paul Lam SC, Secretary for Justice of the Hong Kong Special Administrative Region, and his accompanying delegation, which included the Chairman and members of the Law Society's Board of Directors, the Chairman of the Bar Association and a number of its members, and the Deputy Executive Director of the Trade Development Council. The visit aimed to know about the Department's practices in regulating the advocacy and legal consultancy professions, and to discuss areas of joint cooperation in legal work.

His Excellency Dr. Lowai Mohamed Belhou, Director General of the Department, showcased the efforts made by the Department in regulating the legal professional sector in the Emirate of Dubai, emphasizing its commitment to continuous legislative evolution. Dr. Belhou highlighted the Department's strategic efforts to ensure the legal sector remains agile and responsive to the demands of Dubai's dynamic global investment environment. Furthermore, Dr. Belhou detailed the Department's pioneering initiatives in training and qualifying legal consultants across diverse areas of law, aligning with international best practices to continuously elevate legal professionals.

For his part, His Excellency Hong Kong's Secretary for Justice provided a comprehensive overview of the legal framework in the Hong Kong Special Administrative Region, highlighting the Ministry's pivotal role in providing legal advice and judicial representation to the government, and alternative dispute resolution through mediation and arbitration. He emphasized these efforts as cornerstones for upholding the rule of law. Discussions also centered on the professional standards for legal practitioners in the Hong Kong Special Administrative Region, with a focus on the Law Society and Bar Association's crucial role in regulating the legal profession, and training and qualifying legal practitioners.



All China Lawyers Association:

The Department received a delegation from the All-China Lawyers Association, which included the Secretary-General of the Association, the Presidents of the Lawyers Associations in Jiangsu and Xinjiang, the Vice President of the Beijing Lawyers Association, the Director of the International Department of the All China Lawyers Association, and others, to discuss expanding collaborative opportunities within the legal profession sector. The delegation was briefed on the Department's role in regulating the advocacy and legal consultancy professions, overseeing their work, and issuing relevant regulations and resolutions. They were also informed about the Department's efforts to continuously enhance the legal sector by qualifying and training registered legal practitioners, conducting comparative studies to benchmark against international best practices, and exploring development opportunities that align with the Government of Dubai directives and to achieve the Department's strategic objectives and vision in this regard.



The Standing Committee on Justice, Legal Affairs, and Human Rights of the Republic of Kenya

The Department received Ms. Fatuma Adan Dullo, Deputy Majority Leader in the Kenyan Parliament, and her accompanying delegation from the Standing Committee on Justice, Legal Affairs, and Human Rights of the Republic of Kenya, to learn about the Department's practices in regulating the advocacy and legal consultancy professions in the Emirate of Dubai.

His Excellency the Director General, Dr. Lowai Mohamed Belhoul, briefed the delegation on the regulation of the legal professional sector in the Emirate of Dubai, emphasizing the efforts made in developing the legislative system in force for regulating the advocacy and legal consultancy professions. He underscored strategic efforts to ensure the sector's agility and responsiveness to global investment trends.

The visiting delegation was also briefed about the Department's experience in establishing the role of the professional sector in humanitarian and volunteer work, in which registered advocates and legal consultants participate by providing voluntary legal services to members of the public seeking free legal consultations through the smart platform launched by the Department.

Regulatory Mentoring of Professional Conduct Violations

Pursuant to its mandate to regulate and supervise the advocacy and legal consultancy professions in the Emirate of Dubai, the Department takes all supervisory measures such as field visits of judicial officers, following up on any violation of legislation regulating advocacy and legal consultancy professions, and recording and issuing violation reports against violating legal professionals related to registration and licensing; to protect the reputation of the profession in the Emirate.

Under its Establishing Law, the Department receives professional conduct complaints that involve any breach of the duties of advocates and legal consultants, which may result from any act that degrades the profession, prejudices the rights of clients, or involves failure to defend clients as established in legislation and required under the power of attorney, in addition to any other acts against their clients, the judicial authority, colleagues, or any member of the public.

During the verification phase, any complaint falling outside the jurisdiction of the Professional Conduct Committee for Advocates and Legal Consultants is dismissed, after collecting the necessary evidence and information pertaining to complaints, to ensure accuracy of procedures and protect the reputation of legal professionals.

In 2024, the Department, through the committee formed for this purpose, reviewed (370) complaints. The committee's decisions were distributed as follows: 8.3% for lack of jurisdiction, 46.4% for convictions, and 45.1% for dismissals. Consequently, the conviction rate is (3.4) per every 100 advocates and legal consultants.

370

professional conduct complaints reviewed by the Department in 2024



3.4

conviction rate per every 100 advocates and legal consultants



As part of its commitment to the highest level of transparency and integrity, the Department allows both parties to the complaint, the complainant and the respondent, to appeal against decisions of the Professional Conduct Committee before the Grievance Committee formed in the Department. These appeals undergo a thorough review and are determined based on clearly defined, best-practice standards.

Voluntary Legal Services

In 2018, the Department launched the Voluntary Legal Services Smart Platform to offer free legal consultations. This initiative underscores the commitment of the legal profession and legal consultancies to supporting voluntary and humanitarian endeavours. The platform has been awarded the Dubai Endowment Sign (Waqf) sign by the Mohammed Bin Rashid Global Centre for Endowment Consultancy, recognizing its sustainable community contributions rooted in the concept of innovative endowment.



In 2024, (991) pro bono legal services were provided, totalling more than (247) hours, all facilitated through a 100% automated system.



Pro bono legal services provided by registered legal consultants to members of the community through participation in the Platform are credited towards their non-mandatory Continuing Legal Professional Development (CLPD) activities, which are required for the annual renewal of the legal consultant's registration with the Department.



The Government of Dubai Legal Affairs Department, in collaboration with the Digital Dubai Authority, has made pro bono legal services accessible through Dubai's unified government services application, "DubaiNow".

Government Legal Support

The Government of Dubai Legal Affairs Department provides legal support to Government entities to enable them to carry out their work in accordance with applicable legislation to further solidify the trust the Emirate of Dubai commands across a range of sectors, both regionally and internationally.



Drafting and Reviewing Contracts and Agreements

Pursuant to its establishing Law, the Department is tasked with drafting and reviewing contracts and agreements entered into by the Government or Government entities, upon their request, as well as representing them in pertinent negotiations. The Department also provides legal support pertaining to negotiations in the pre-conclusion phase.



Achievements and Figures

The Government of Dubai Legal Affairs Department achieved a significant milestone in 2024 by completing the drafting, review, and provision of advice for 730 contracts and agreements, a growth of over 8% from 2023. The aggregate financial value of these finalized agreements exceeded 39 billion dirhams, underscoring Dubai's strong economic and legal environment, which attracts investments prioritizing strict legal compliance and the protection of all rights and interests.

+39
Billion

The financial value of contracts and agreements completed by the Department in 2024



The Department's handling of government contracts and agreements has surged by 58% in the last five years, demonstrating the strong trust government entities place in the legal support services provided by the Department for drafting and reviewing government contracts and agreements. These services have encompassed numerous government projects across various sectors in the Emirate of Dubai, which aligns with the rapid and continuous growth in its investment and economic activity.

730

The number of contracts and agreements completed by the Department in 2024



8%

Increase rate in the number of contracts and agreements completed by the Department in 2024



58%

Increase rate in the number of government contracts and agreements handled by the Department in the last five years



Significant projects

There has been a significant increase in the volume of complex agreements and contracts referred to the Government of Dubai Legal Affairs Department. These often involve innovative financial structures, leading-edge technologies, industry transformation, and projects related to data, digital transformation, artificial intelligence, cybersecurity, fintech, and other high-value initiatives. The drafting and review of contracts and agreements are pivotal for supporting and sustaining the comprehensive economic and developmental progress across government sectors in the Emirate of Dubai.

The Government of Dubai Legal Affairs Department delivers this government legal support leveraging its in-house legal experts who collaborate with government entities to develop contractual legal frameworks for numerous high-value, high-risk, and complex strategic projects. This directly contributes to achieving economic objectives, promoting sustainable development in the Emirate, and enhancing its global image as an attractive destination for investments and business.

Legislative Support and Legal Advice Services

In 2024, the Department received (300) legal support requests, comprising the following:



300 legal support requests received by the Department

1

Legislative Support Services: This type of support involves preparing initial legal drafts or conducting substantive and formal studies and reviews of draft legislation referred to the Government of Dubai Legal Affairs Department by Government entities. The number of requests received during 2024 reached (110) requests. Notably, among the legislation studied, reviewed, and commented on at the request of Government entities were: a draft review of administrative decisions implementing Law No. (12) of 2020 Concerning Contracts and Warehouse Management in the Emirate of Dubai (received from the Department of Finance); the preparation of a draft law for Dubai Healthcare City 2024; the review of a draft decree establishing the Administrative Grievances Center for Dubai Government employees; the draft law regulating the granting of judicial officer capacity in the Government of Dubai for 2024; draft resolution on procedures for submitting expropriation requests for buildings and facilities on real estate in the Emirate of Dubai; draft law establishing the Real Estate Rental Dispute Settlement Center in the Emirate of Dubai; review of a legislative proposal regulating long-term lease rights; draft law regulating the emblem of the Emirate of Dubai and the Government of Dubai 2024; and draft law establishing the Dubai Center for Judicial Technical Expertise.

Federal legislative projects include: a draft law issuing the Civil Transactions Law; a draft Cabinet Resolution on licenses for private mediation centers and branches of foreign mediation centers, as well as their operating procedures; a draft Cabinet Resolution on the Executive Regulations of Federal Decree-Law No. (36) of 2023 Concerning the Regulation of Competition; and the exemption of companies owned by the Government of Dubai from the application of the provisions of Federal Decree-Law No. (36) of 2023 concerning the Regulation of Competition and its Executive Regulations.



110
Number of Legislative Support Requests Received in 2024

2

Legal Opinion Services: this type of support entails providing legal advice in response to inquiries received from the Government and Government entities concerning various legal issues referred to the Department at the request of those entities. There was a total of (147) requests for legal advice received by the Department, some of which were delivered in Arabic and some in English.

3

Other Legal Services: In addition to legislative support and legal advice services, there were other legal support requests with a total number of (43) requests in 2024. These included various types of requests such as drafting and reviewing constitutional documents of corporations and companies that the Government or Government entities wish to establish or to be a party thereof; drafting, reviewing or amending articles of association of those corporations and companies, and providing legal services related to intellectual property rights and other legal support requests.



Membership of Government Committees

The Department, represented by its legal counsels, joined several committees on administrative violations by employees as well as committees on grievances and complaints formed in Government entities, at their request. This is in addition to joining committees on tenders, negotiated tenders and Government procurements.

Index of Compliance with Legislation in Force

In 2024, the Government of Dubai Legal Affairs Department achieved a 100% compliance rate in the Index of Compliance with Applicable Legislation. This index, measured by the Supreme Legislation Committee, is a key central indicator for Government entities in the Emirate of Dubai, including the Department. The index measures the Department's adherence to the legislation governing its operations in terms of implementation and application. This achievement reflects the efficiency of government work through commitment to the standards and procedures that are subject to legislative frameworks. It underscores the Department's commitment to providing legal services with the highest level of procedural accuracy, contributing to upholding rule of law in government work, and reinforcing an institutional structure befitting the leadership and global prominence of the Government of Dubai. This achievement also advances its objectives of bolstering stakeholder and partner confidence in the Emirate's legal framework.

100%

The Result for the
Department in the
Compliance Index with
the Applicable
Legislation in 2024



Enhancing awareness of legislative compliance tools

As part of its commitment to upholding the rule of law and enhancing the capabilities of its employees, thereby contributing to the continuous improvement of institutional performance, the Government of Dubai Legal Affairs Department held a workshop in 2024 to augment its employees' understanding of legislative compliance tools.

The workshop provided an overview of the Government of Dubai's methodology for evaluating Government entities' compliance with their governing legislation. This aims to ensure adherence to applicable laws through awareness and application, to identify and address any gaps in proper implementation, and to facilitate corrective actions that may arise from central legislative oversight reports on Government entities.

Legal Cases Management

The Department offers a technical infrastructure that supports the Government of Dubai's goal of automating internal operations and service delivery. The Department's Case Management System (Tawtheeq) is a key digital platform that streamlines the documentation and processing of all requests within the Department's jurisdiction, as well as managing internal task and project workflows.

The system streamlines case management by establishing completion deadlines and assigning specific responsibilities for effective follow-up. This involves forming dedicated work teams, identifying lead and assigned members, and linking progress to weekly reports. By documenting all steps within the system, it facilitates real-time tracking of case developments from submission to closure. This achieves the Department's data management objectives of efficiency, effectiveness, and accuracy.

Since the system's launch in 2013, (49,233) cases have been registered, while (5,978) cases were registered in 2024.

5978

Cases were registered on Tawtheeq in 2024



These cases included government disputes, lawsuits, arbitration, execution, legal support requests, matters related to regulating the advocacy and legal consultancy professions, government contract and agreement services, and all internal affairs related to the Department's work.

49233

Cases have been registered on the Tawtheeq system since its launch



As part of its commitment to maintaining business continuity and ensuring optimal information security, effectiveness, and confidentiality in its systems, the Department has developed and updated its risk register, in accordance with the ISO 31000 standard for risk management systems applied in the Department, facilitating risk reviews according to its approved risk manual.

Legal Representation and Support Services for the Government of Dubai

The Government of Dubai Central Legal Services Portal, one of the channels provided by the Department to its clients, serves as a digital interface through which government entity representatives can request legal services within the Department's mandate. The number of requests received through the portal during 2024 increased by 35.2% compared to 2023.



Effective Communication Management with the Department's Clients

The Department adheres to its approved customer service charter when handling client calls, demonstrating its commitment to achieving the highest levels of excellence required by the Government of Dubai from its Departments, authorities, and institutions in managing communication with its clients.

The Department received 15,909 calls in 2024. In accordance with its policy, unanswered calls are returned on the same day. A text message is sent to confirm the callback if there is no response, to ensure assistance is provided.

15909

The number of client phone calls handled by the Department in 2024



Specialized Legal Translation

In light of the cultural diversity and the multitude of nationalities and languages in the legal environment of the Emirate of Dubai, translation plays a vital role in the Department's legal operations. The Department, represented by the Legal Translation Section, utilizing its team's six languages, completed 1,229 fully automated cases/requests in 2024.

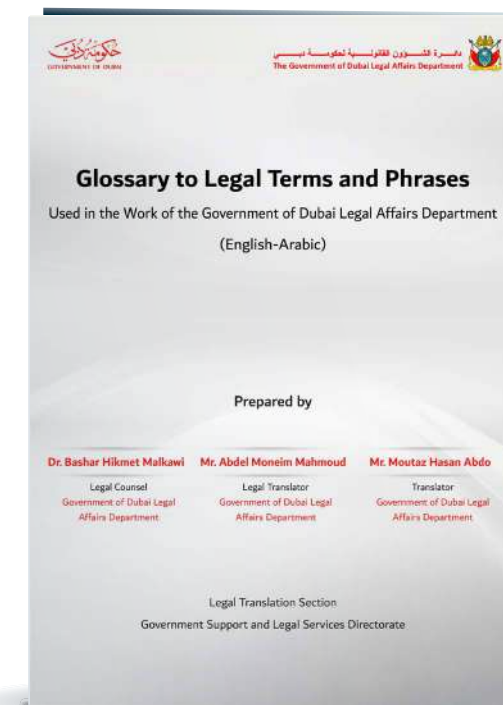
The Department handled requests for translating draft legislations, contracts, agreements, memoranda of understanding, administrative decisions, and other legal documents, totaling (1,017,661) words.

The Legal Translation Section of the Department offers consecutive and simultaneous translation services crucial for daily tasks and activities. These services support prosecution and complaint sessions, training programs, and other bilingual activities. In 2024, the Department provided a total of (361) hours of consecutive and simultaneous translation.



Workshop on the techniques of legal translation

As part of its commitment to knowledge sustainability and to mark International Translation Day, the Department held a workshop to raise awareness among its employees on the technicalities of legal translation. The workshop covered the required proficiency and in-depth understanding of source and target languages, emphasizing accurate and reliable conveyance of information. The workshop also addressed UAE translation legislation, stressing the importance of legal language specific to the jurisdiction. Furthermore, the workshop explored modern legal translation methods, technological advancements, and associated challenges.



Preparation of a glossary of legal terms

Recognizing the distinct nature of legal language and its specialized terminology, alongside the constant evolution of language use, the Department compiled a bilingual Arabic-English glossary of legal terms. This glossary serves as a resource for both written and simultaneous translators, as well as legal and non-legal staff within the Department, and comprises over 1,150 terms relevant to the Department's work.

Innovation and the Foresight of Legal Future

Leading Institutional Projects

Recognizing that "innovation is not merely an option but a cornerstone of future sustainability and competitiveness," a principle articulated by His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, may God protect him, the Department has fostered a culture of innovation throughout all facets of its work. This dedication serves as a driving force towards the future, realized through the launch and development of projects that enhance its efforts in envisioning the legal future and building an innovative business model that achieves leadership and sustained excellence in governmental and professional legal work.





Mediation Program for Resolving Disputes

Qualification and Knowledge-sharing Partnerships

Since 2022, the Department has adopted an ambitious project to enhance mediation in resolving civil and commercial disputes, in collaboration with the European Mediation Center (ADR Center), which is considered one of the most important and largest centers specialized in the field of civil and commercial dispute mediation in Europe, given its annual mediation volume.

The Department, in this project, has drawn up a clear vision and action plan, which was highlighted by the Department's leadership in an article published in a local newspaper coinciding with the International Day of Law. The plan emphasizes building capabilities and skills to acquire negotiation tools, facilitating knowledge exchange of practical experiences that deepen individual and institutional practices in mediation, and raising widespread awareness of mediation's importance as a means of achieving justice. Furthermore, the plan leverages international expertise through partnerships, thereby supporting the effective implementation of national mediation legislation in line with international standards, which ensures the highest levels of trust, integrity, transparency, and impartiality. This initiative introduces new judicial avenues that directly align with the UAE's legislative goals and values, supporting the investment climate, streamlining procedures to guarantee justice, and saving time, effort, and costs associated with traditional litigation by promoting alternative dispute resolution methods such as conciliation, arbitration, and amicable settlement.



Graduation of New Batches

In 2024, three new batches (sixth, seventh, and eighth) graduated from the Certified Mediators Program for Civil and Commercial Dispute Resolution. A total of 75 trainees successfully completed the program, encompassing 3,000 training hours, with each trainee completing 40 hours of training.

Since its launch in 2022 and until the end of 2024, 225 trainees graduated from the program, representing 9,000 training hours delivered by the Department. This diverse group includes 183 government employees, 34 legal professionals, and 8 individuals from the business and finance community.



75
Trainees in civil and commercial dispute resolution during 2024



225
Trainees in civil and commercial dispute resolution between 2022-2024



9000
training hours completed by the Department in the mediation program between 2022-2024 for all trainees



The Department is the only entity globally that has a mediation team whose primary language is Arabic and holds international accreditation.



Upon completing the program, the trainees received international accreditation from the International Mediation Institute as qualified mediators in resolving civil and commercial disputes.

These efforts align with the Department's strategic priorities to promote and facilitate all forms of alternative methods for dispute resolution, fostering dispute resolution pathways that uphold the rule of law and deliver efficient justice, while also enhancing public understanding of this effective means of resolving disputes in accordance with applicable legislation.

The Department is the only entity in Arab countries boasting (13) accredited mediators who hold the highest international accreditation worldwide from the International Mediation Institute, in addition to qualified mediators. The Department is also the only global entity with an Arabic-speaking team holding this international accreditation according to the data available at the International Mediation Institute.



The Legal Affairs Department and Dubai Multi Commodities Centre sign MOU in Mediation for Dispute Resolution

The Government of Dubai Legal Affairs Department, Dubai Multi Commodities Centre (DMCC), and the European Mediation Center (ADR Center) signed a MOU to collaborate in the field of mediation for resolving disputes, building on the existing strategic partnership between the Department and ADR Center.

The agreement promotes mediation as a dispute resolution method among DMCC employees and registered companies, empowering them to achieve amicable settlements

The agreement includes joint initiatives to raise awareness about mediation and its role in dispute resolution. The agreement also sets out procedures for prioritizing mediation in disputes involving companies registered with the DMCC. The Department, in partnership with the DMCC, also provides training programs to promote dispute prevention through amicable resolution, thereby supporting their investment objectives. Furthermore, the agreement aims to develop DMCC employees' capabilities, positioning DMCC as a leading example for free zone companies in resolving disputes amicably through mediation.



Learning from the Italian Experience in Dispute Resolution Mediation

To gain insights into best practices in dispute resolution mediation, a delegation from the Government of Dubai Legal Affairs Department visited the leading European Mediation Center (ADR Center) in Italy. The delegation was briefed on the legislative frameworks regulating mediation in Italy, best practices in organizational and operational management of mediation centers, including technical and legislative requirements. The delegation was also informed on the latest technical systems used in managing and governing disputes referred to mediation.



Training Systems

The European Mediation Center briefed the visiting delegation about the technical system used in managing mediation files, which the center makes available to both disputing parties and appointed mediators. The Center also showcased the training and qualification programs it offers in qualifying certified mediators, including advocates and legal consultants, in accordance with internationally recognized standards and in compliance with the legislation regulating mediation practices in Italy.



The Knowledge Platform

In this context, the delegation also explored the electronic knowledge platform established by the Center to collect and exchange knowledge on all developments in the field of mediation. This platform is updated weekly with analyses of judicial rulings related to mediation, through reports sent to advocates and legal consultants registered in the Center's databases.



Visit to Specialized Centers

During their visit, the delegation also explored the experience of specialized government mediation centers in Italy. Accompanied by representatives from the European ADR Center, the delegation visited the largest such center to understand their mediation approach, aiming to identify differences from specialized private centers and leverage the government model's strengths.



Participation in the Executive Benchmarking Program

The Department participated in the sixth cycle of the Benchmarking Program, organized by the Dubai Government Excellence Program under the General Secretariat of the Executive Council of the Emirate of Dubai, which spanned throughout 2024, with a project to establish a specialized mediation center. The Department's project was among 11 projects accepted from across projects submitted at the Dubai government level. The program aims to design, plan, and implement projects according to global best practices, and to enhance knowledge exchange among government entities, thereby fostering a culture of institutional learning across the Government of Dubai.



Under the Sponsorship of the Dubai Government Excellence Program, the Department's team received the necessary training on how to plan and implement projects according to global best practices using the (TRADE) methodology. Participation in the program included project planning, conducting desktop and field research and studies, and benchmarking against global best practices in the field of mediation.

The benchmarking included remote meetings and field visits to international mediation and arbitration centers across four continents (Europe, Asia, North America, South America). The team conducted a thorough technical analysis of global best practices in mediation, and presented a comprehensive report, a detailed planning, and a presentation to an evaluation committee comprising international experts and senior officials from the Government of Dubai specialized and assigned by the Government Excellence Program. The project received an initial evaluation of 7-star rating out of 7.



The mediation project received a seven-star rating in the Executive Benchmarking Program

Project for Classifying Legal Specializations for Practicing Advocates and Legal Consultants

As part of its commitment to launching innovative projects and initiatives that support easy access for the public to specialized legal services that meet their needs, and to empower service providers to effectively showcase their specialized fields, the Government of Dubai Legal Affairs Department is working on launching an initiative, via its website, to classify the legal specializations of advocates and legal consultants registered in the Emirate of Dubai, by identifying their specific areas of legal practice.



The Department participated with the proposed initiative in the Government Accelerators program, which aims to expedite the implementation of strategic programs that elevate government services. Through this initiative, the Department aims to achieve the following:

Developing a methodology for classifying the legal specializations of advocates and legal consultants in the Emirate of Dubai, characterized by flexibility and adaptability to changes in the professional legal labor market.

Preparing a comprehensive list of legal practice areas for classification purposes, to be available to clients to choose legal services that suit their requirements according to the desired field.

Developing a reliable platform that allows the public to search for advocates and legal consultants by their areas of legal practice and provides their contact information with ease.



Mechanism for the Public to Benefit from the Proposed Initiative:

01

Visit the Department's website.

02

Click on the "Search for a Lawyer/Legal Consultant" icon.

03

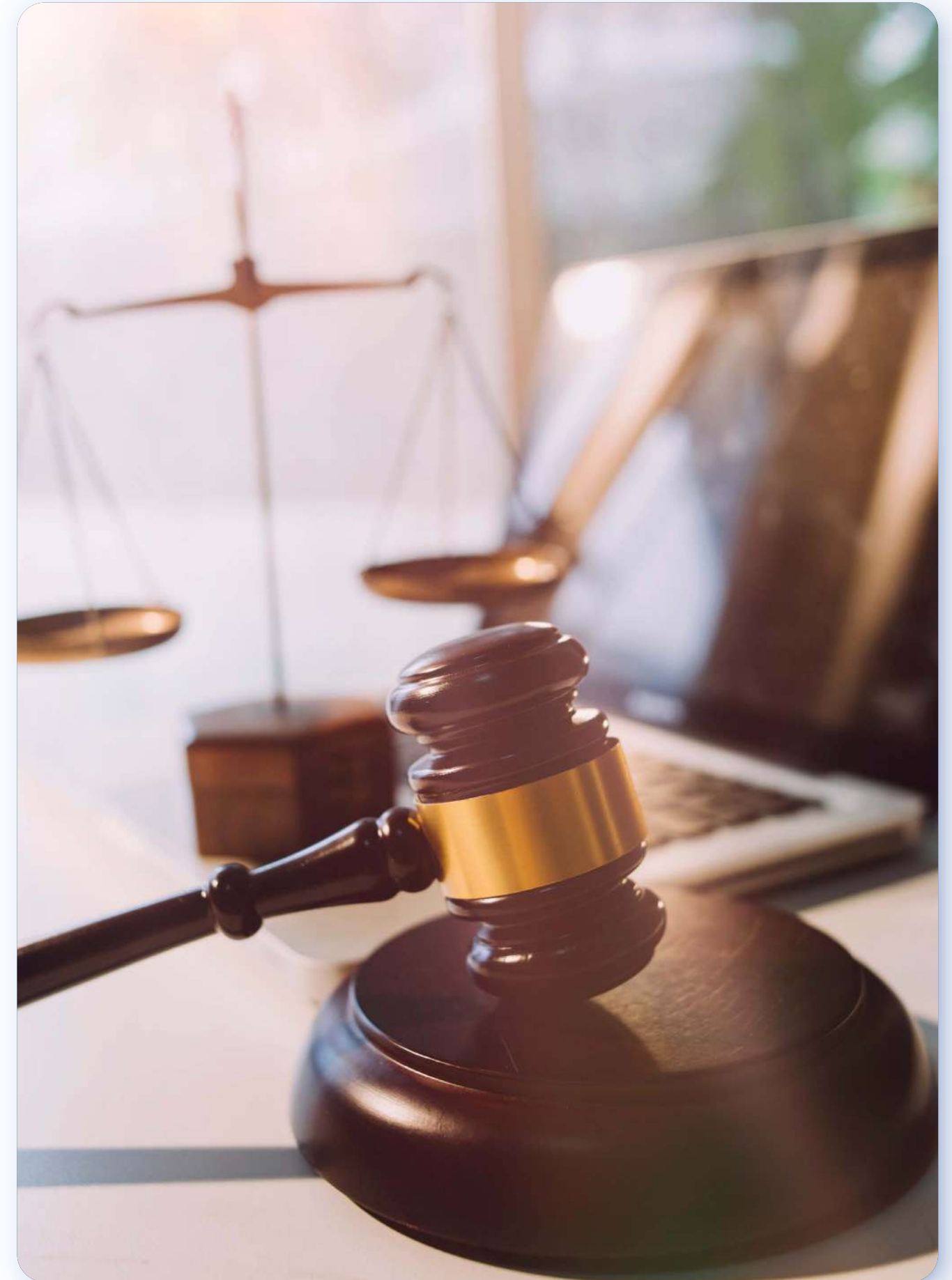
Specify the main or sub-field within which a legal service is required.

04

Select the appropriate choice from the list of names of lawyers and legal consultants who have expertise in the desired field.

05

Click on the name of any lawyer or legal consultant to view their personal profile, which includes their contact information.



Corporate Innovation

Enhancing the Department's Services and Processes through Employee Ideas

The Department has been keen to provide the resources to foster a nurturing environment where its employees can present innovative ideas, thereby embedding a culture of creativity. This is integral to the Department's ongoing commitment to continuous improvement, where innovation serves as a key enabler for advancing government work, reinforcing the values of excellence, enhancing the level of services, and improving and developing procedures to enhance the customer experience. Furthermore, it contributes to raising performance indicators and proactively shapes the future with creative thinking.

Figures and Statistics

Statistics indicate that the number of suggestions submitted by the Department's employees in 2024 reached 2,530, reflecting a growth of over 165% compared to the figures for 2023. This notable achievement was supported by the Department's innovative ideas and suggestions management system, which is characterized by rapid response and ease of use.



2530

Suggestions were submitted by the Department's employees in 2023.



+165%

Increase in the Number of Suggestions Compared to 2023



Dear Employees of the Dubai Government Legal Affairs Department,

The Department of Innovation and Creativity at the Knowledge Management Directorate extends its warmest regards. In line with the department's commitment to fostering a culture of innovation as a cornerstone for institutional excellence, we are pleased to announce the launch of the "Innovation Hackathon: Creative Ideas for a Better Future" initiative, aimed at encouraging employees to compete in submitting innovative development suggestions.

Participation Criteria:

- 01 suggestions must be submitted within the specified competition period: December 4–23, 2024.
- 02 suggestions should present creative solutions that contribute to enhancing institutional processes and improving the quality of services offered by the department.

Recognition of Winners:

The top five employees who submit the highest number of suggestions within the specified timeframe will be honored. To qualify as a winner, employees must have submitted a minimum of 24 suggestions throughout the year of 2024.



السادة / موظفي دائرة الشؤون القانونية لحكومة دبي المحترمين

بدايةً، يهديكم قسم الإبداع والابتكار بإدارة المعرفة خالص تحياته، وفي إطار حرص الدائرة على تعزيز ثقافة الابتكار في تحقيق التميز المؤسسي، يسرنا أن نعلن عن إطلاق مبادرة "هاكاثون الابتكار: أفكار مبتكرة لمستقبل أفضل"، والتي تهدف إلى تحفيز موظفي الدائرة للتنافس في تقديم مقترحات تطويرية مبتكرة.

شروط المشاركة:

- 01 أن يكون تقديم المقترحات خلال المدة المحددة للتنافس في المبادرة، وهي 4-23 ديسمبر 2024م.
- 02 أن تقدم المقترحات حلولاً إبداعية تساهم في تطوير العمليات المؤسسية، وتحسين جودة الخدمات بالدائرة.

تكريم الفائزين:

سيتم تكريم أول خمسة موظفين من حيث عدد المقترحات المقدمة في المدة المحددة للمشاركة في المبادرة، علماً بأنه يشترط أن يكون الحد الأدنى لإجمالي المقترحات المقدمة من الموظف (24) مقترحاً خلال 2024، ليكون ضمن الفائزين.

Launching Innovation Hackathon:

In 2024, the Department launched the Innovation Hackathon initiative under the slogan "Innovative Ideas for a Better Future." This initiative aimed to motivate its employees to present innovative development ideas and suggestions that contribute to enhancing the Department's processes and services, continuously improving its institutional capabilities, and strengthening its efforts in providing services within governmental and professional legal work in the Emirate, adhering to the highest benchmarks of leadership and excellence. The initiative resulted in the submission of (1076) development suggestions spanning various aspects of work procedures, with the participation of all Department employees across different job levels.

"Innovative Ideas for a Better Future"
theme of Innovation Hackathon Initiative 2024

1076

development suggestions resulted from the 2024 Innovation Hackathon initiative



Digital Infrastructure

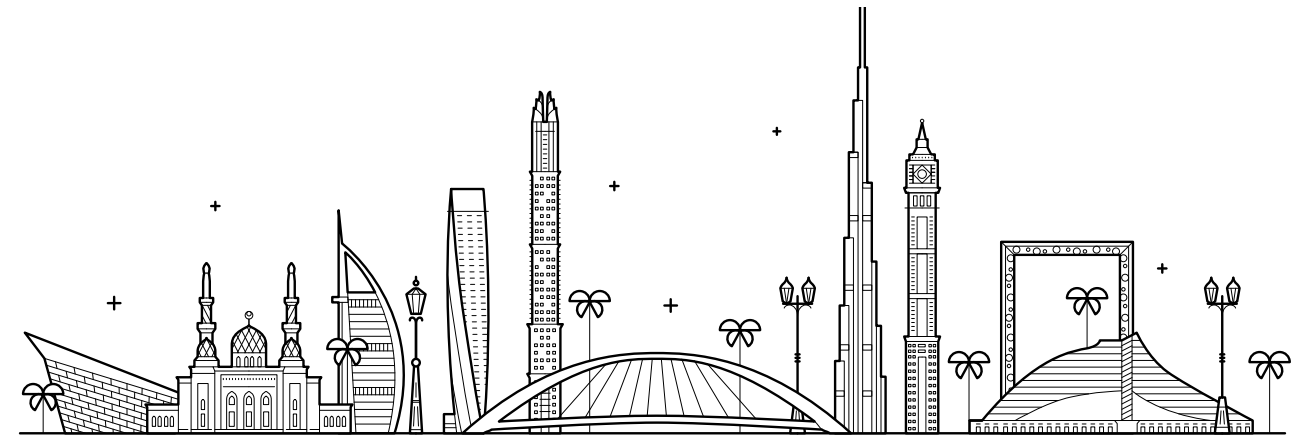
Innovative Services in a Secure Technical Space

The Department is preparing its technological infrastructure to achieve its future readiness strategy and manage its internal and external operations, ensuring quick and easy access to services for its customers through a reliable system that meets their needs and requirements, in line with the Dubai Digital Government's strategy.

In this context, the Department has adopted effective and secure digital systems to maintain the confidentiality and privacy of data and information. These systems align with all requirements of the Dubai Electronic Security Center and provide the highest standards of cybersecurity, in accordance with Dubai government policies.



Systems and Figures



The website:

serves as a primary channel for introducing the Department's services, facilitating applications, providing access to open data, and offering up-to-date information on all activities and initiatives of the Department. Designed with user-friendly tools and features to ensure a seamless customer experience, it aligns with the requirements of the Dubai Digital Authority and the 360 Services Policy. Website visits reached 98,333 in 2024, compared to 44,324 in 2023.

98,333

Website Visitors



The Department Smart Application:

The Department's application on smartphones represents an important means of improving the customer journey in using its services.

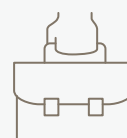


Legal Professions System:

A system dedicated to receiving applications related to practicing the professions of advocacy and legal consultancy. The system is accessible via the smart application and website. The number of applications submitted through this system reached 7,764 during the year 2024.

7764

Legal Professions System Users



The Voluntary Legal Services Smart Portal:

A platform launched by the Department through which pro bono legal consultation services are provided. A total of (2,272) requests were received through the platform in 2024, across (44) areas of law.



Labeah System:

A system that handles all internal requests within the Department. In 2024, it processed 4,600 requests related to technical and IT support, human resources, corporate marketing and media, financial and administrative affairs, and strategic planning and institutional excellence, achieving 100% usage among the Department's employees.

4600

Requests through Labeah System



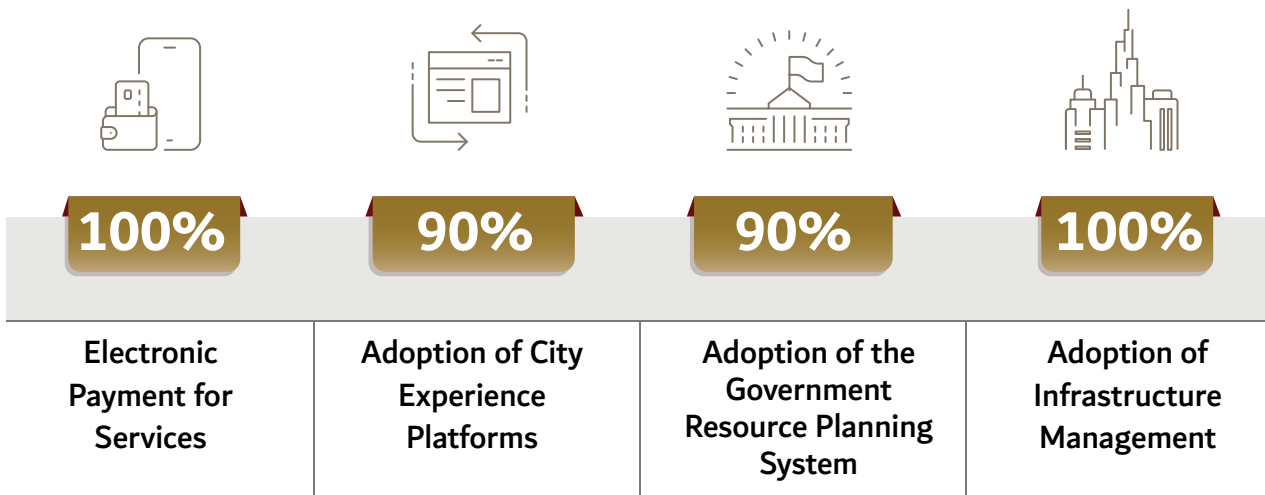
2272

Voluntary Legal Services Smart Portal Users

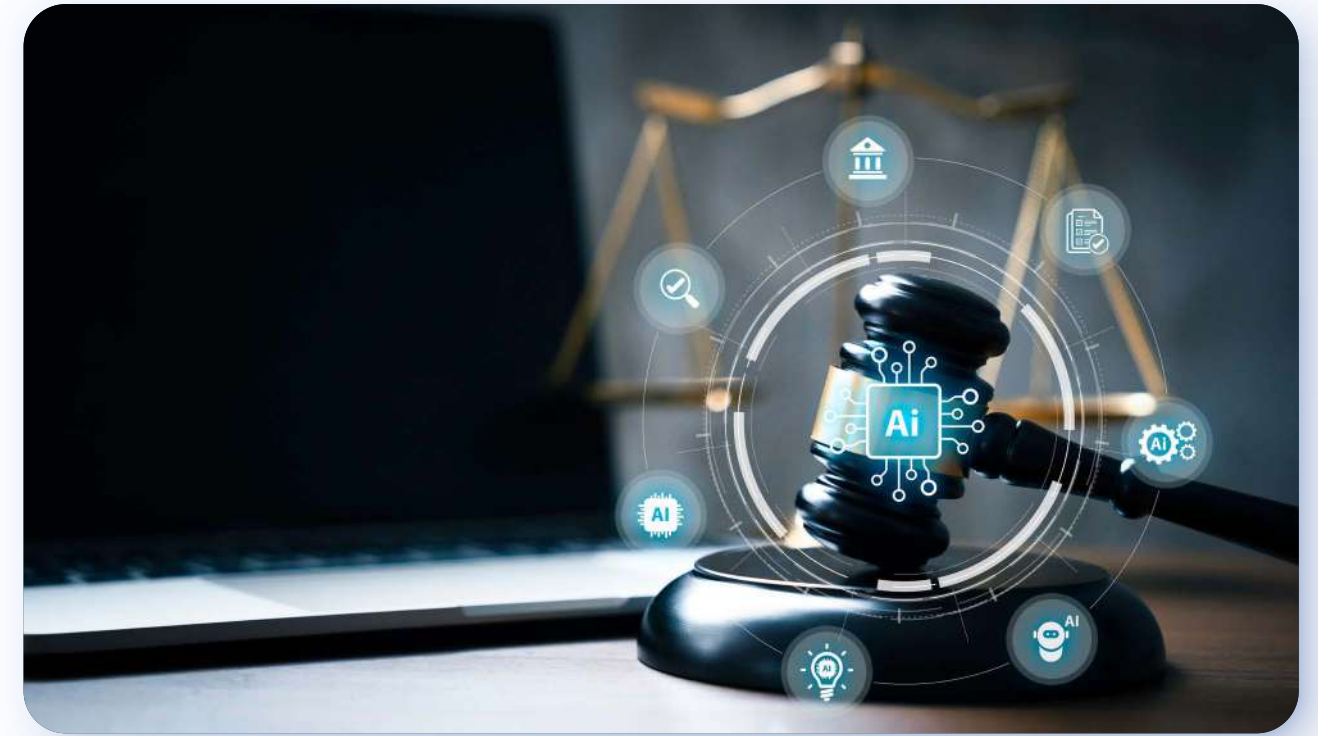


Digital Maturity

The Department has made remarkable progress in digital maturity, achieving 93% according to reports from relevant authorities. The Department has also maintained a high level in several key digital maturity indicators. These include a [100]% adoption rate for the "Dubai Pay" e-payment gateway for individual services, a [90]% adoption rate for the City Experience platforms "Platform 04 (the unified communication platform between the Dubai government and its customers)" and "Dubai Services Platform," a [100]% adoption rate in infrastructure management, a [90]% adoption rate in the Government Resource Planning (GRP) system for human resources, finance, and training services.



Advanced Indicators in Cybersecurity



Technical Development of Services

The Department has launched a project to develop its technical infrastructure with the aim of completing a leading digital transformation in the field of legal services provided to the public, legal professionals, and Government entities. The project stems from the strategic directives for implementing the Dubai Government's 360 Services Policy, launched by His Highness Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai, Deputy Prime Minister, Minister of Defense, and Chairman of the Executive Council of Dubai.

The project aims to unify and integrate internal legal operations systems into a single advanced platform, leveraging modern Microsoft technologies, thereby ensuring high operational efficiency, enhancing user experience across various digital channels, and implementing advanced security controls and procedures to ensure data security and compliance with government security standards.

During the first phase of the project, the Department developed the customer journey for obtaining its training services offered to practitioners of legal consultancy, aiming to improve customer experience and save their time and effort, by reducing the steps for the registration service in the Continuous Legal Professional Development program.

In its commitment to leveraging AI for enhanced training service delivery, the Department introduced a virtual platform in the metaverse, mirroring the Department's physical customer reception center for continuous legal professional development. This technological advancement allows users to personalize their experience through virtual avatars and engage with center personnel via smart devices to obtain information about, enroll, and participate in training courses utilizing visual technologies, thereby providing a flexible and innovative remote access solution for its services.



Digital Awareness

The Department was keen to enhancing its employees' awareness of digital security standards, tools, and cybersecurity, while also bolstering their understanding of artificial intelligence applications in the digital transformation era. This was achieved through comprehensive awareness training programs encompassing:

- | | |
|---|---|
| 01 Information Security Awareness. | 05 The Era of Digital Transformation and Artificial Intelligence Applications. |
| 02 Information Security Policies. | 06 Data Science and Artificial Intelligence. |
| 03 The Concept of Electronic Security. | 07 Artificial Intelligence in Government Work. |
| 04 Electronic Security System. | 08 Artificial Intelligence Program |



Participation in GITEX GLOBAL

The Department participated in GITEX GLOBAL 2024 as part of the Dubai Digital Government platform pavilion and showcased its latest digital initiatives, highlighting its ongoing commitment to providing innovative government legal services.

The Department's participation featured the introduction of the updated Case Management (Tawtheeq) project, aligned with the Dubai Government's 360 Services Policy. This AI-powered platform manages, stores, and documents all requests received by the Department and also handles cases related to internal tasks and projects. Furthermore, the Department's platform includes the technical infrastructure project, which enhances operational efficiency and ensures maximum data security.

The Department's participation provided an opportunity to present the design of its new smartphone application, which is aligned with the introduction of the Department's revised corporate identity in 2024 and incorporates advanced technical specifications to optimize user experience in accessing its services. Moreover, the application features integrated interactive artificial intelligence, offering users immediate responses to their queries through a smart assistant at any juncture.

Human Capital

The Cornerstone of Institutional Development

The Department understands that achieving its development plans and targets, ensuring efficient internal operations, fostering innovation and growth, and delivering exceptional client services are directly linked to investing in human resource development. This is achieved by implementing effective training programs, cultivating a positive work environment, and adopting strategies that drive continuous performance, efficiency, and productivity enhancements, ultimately contributing to the achievement of the goals of the government sector in the Emirate of Dubai.





The following outlines the Department's key human resources achievements in 2024, building upon its continuous efforts in this sector:

Development of training programs

The Department has developed a training plan within its annual training framework, tailored to continuously enhance the skills and competencies of its employees and achieve institutional excellence, thereby fulfilling the aspirations of leadership in governmental legal work in the Emirate of Dubai.

In its professional development programs, the Department is keen to include employees from all job levels, creating specialized modules and comprehensive tools to enhance employees' specialized skills. The Department also emphasizes a diverse training portfolio, encompassing specialized, skill-based, and technical training areas.

The procedures for training human resources have relied on the use of technology, which has contributed to reducing significant time, effort, and costs in managing the training process, and enhancing employee performance through self-learning courses and other types of training.

In 2024, the Department implemented (100) training programs, totaling (248) training hours, with a total of (6465) training hours.

As part of its commitment to diversifying its training programs through external courses attended by some staff, within the existing partnership with certain Government entities and training institutions, the number of external workshops attended by the Department's employees reached (48) training workshops, totaling (1053) training hours, representing an increase exceeding 11% compared to 2023.

The number of internal trainers who provided training courses to the Department's employees reached (25) employees.



The Department is committed to surveying its staff on training programs. The Department uses questionnaires to measure the impact of training, content, trainers, and methods; thereby ensuring the highest level of benefit and feedback. This approach enhances the indicator of achieving the objectives of these programs in improving performance levels and raising cognitive awareness.

Specialized Qualification Programs

The Department was keen to enhance the capabilities of its employees by enrolling them in specialized programs that directly reflect in the development of the Department's institutional performance, including:



2- Artificial Intelligence Program:

One female staff successfully completed the requirements of the Artificial Intelligence Program, participating in its fifth batch. The program, conducted in collaboration with the University of Birmingham, aligns with the joint initiative to realize the objectives of the UAE Strategy for Artificial Intelligence 2031 and supports Dubai's strategy to accelerate AI adoption. It aims to develop a new generation of digital leaders, empower national talent, and equip them with the necessary skills and knowledge to integrate AI technologies, enabling them to keep pace with global changes.



3- Government Auditor Program:

The Department, through one of its female staff, participated in the Professional Diploma for the Government Auditor Program, implemented by the Mohammed bin Rashid School of Government in collaboration with the Financial Audit Authority. The program qualifies government auditors and develop their capabilities and skills in performing their job duties in the field of financial audit, in line with the vision of the Government of Dubai to enhance transparency, integrity, and raise performance efficiency to provide the best government services.

المسرعات الحكومية
GOVERNMENT ACCELERATORS
UAE Government Initiative مبادرة من حكومة الإمارات



1- Government Accelerators Program:

An employee from the Department participated in the Government Accelerators Program, an initiative launched by His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President, Prime Minister, and Ruler of Dubai (may God protect him). This program serves as a platform to expedite the implementation of strategic initiatives, enhance government services, and address challenges faced by Government entities within accelerated timelines. The Department contributed to this program with an initiative to categorize the legal specializations of registered advocates and legal consultants in the Emirate of Dubai. This involved defining their respective areas of law and disseminating this information through a dedicated platform accessible on the Department's website.

Initiatives to enhance health and happiness at workplace



Raising Awareness of Mental Health:

To foster a positive work environment that enhances both professional and personal well-being, ultimately boosting productivity, the Department conducted a lecture on mental health in the workplace. The lecture addressed key elements for promoting mental well-being, including task prioritization and daily goal setting to mitigate distraction and psychological stress. The lecture also emphasized the importance of work-life balance, healthy lifestyle choices, and cultivating positive interpersonal relationships. These factors contribute to a healthy and safe work environment, enabling the institution to achieve its functional and professional objectives.



Weekly Walking Initiative:

Aligning with the leadership's directives to promote sustainable sports practices and as part of the Department's commitment to fostering a healthy, positive work environment that enhances employee well-being, the Director General launched a weekly Friday morning walking initiative. The initiative, designed to support employee physical and mental health and strengthen team spirit, has received a 94.3% satisfaction in employee surveys.

Health Prevention Initiatives:

The Department organized and participated in initiatives to promote employee well-being through health prevention. Those efforts included collaborating with the Emirates Health Services Establishment on the 'Your Heart, the Pulse of Your Life' campaign for early cardiovascular disease detection. Furthermore, in partnership with the Department of Finance, the Department participated in organizing an initiative to provide the seasonal influenza vaccine, to preserve the health and safety of the Department's employees from seasonal diseases.



Employees Ramadan Iftar:

To reinforce the positive values championed by the Government of Dubai in fostering a work environment marked by close-knit relationships among its employees, the Department held a Ramadan Iftar banquet in 2024. The banquet brought employees together during the holy month of Ramadan, featuring cultural and recreational competitions that offered a break from the work atmosphere and a valuable opportunity to strengthen social bonds.



Happiness and Positivity Team Initiatives:

The Department has re-established its Happiness and Positivity Team, tasking it with implementing initiatives designed to strengthen employee relationships, foster work-life balance, and cultivate a strong sense of institutional belonging and professional loyalty. Those diverse initiatives successfully achieved their objectives. Throughout 2024, the team implemented a range of initiatives aimed at enhancing employee happiness and promoting a positive work environment, including:

- ⦿ Initiatives to communicate with employees by sending them messages on their special occasions, such as 'Congratulations on Your Newborn,' 'Welcome Back,' and 'Congratulations on Returning from Hajj.'
- ⦿ Granting employees early leave on certain occasions and events, such as the Government Games, the first week of the academic year to accompany their children, and Eid Al-Fitr and Eid Al-Adha.
- ⦿ Providing adjustable standing desks to promote physical well-being in the workplace.
- ⦿ The "Our Flexible Summer" initiative, implementing reduced working hours during September.

The Happiness and Positivity Team is delighted to announce that (50) category (A) cards for the Global village parking are available.

Those who want to get a parking card may contact the Happiness and Positivity Team via email to happiness@legal.dubai.gov.ae

Cards shall be granted to the first (50) employees who will send an email to request the card.

يسر فريق السعادة والإيجابية، أن يعلن عن توفر (50) بطاقة مواقف للقريبة العالمية من الفئة (A).

فعلى الراغبين في الحصول على البطاقة إرسال بريد إلكتروني إلى فريق السعادة والإيجابية، عبر البريد التالي: happiness@legal.dubai.gov.ae

سيتم منح البطاقات لأول (50) موظفًا ممن سيقومون بإرسال بريد إلكتروني لطلب البطاقة.

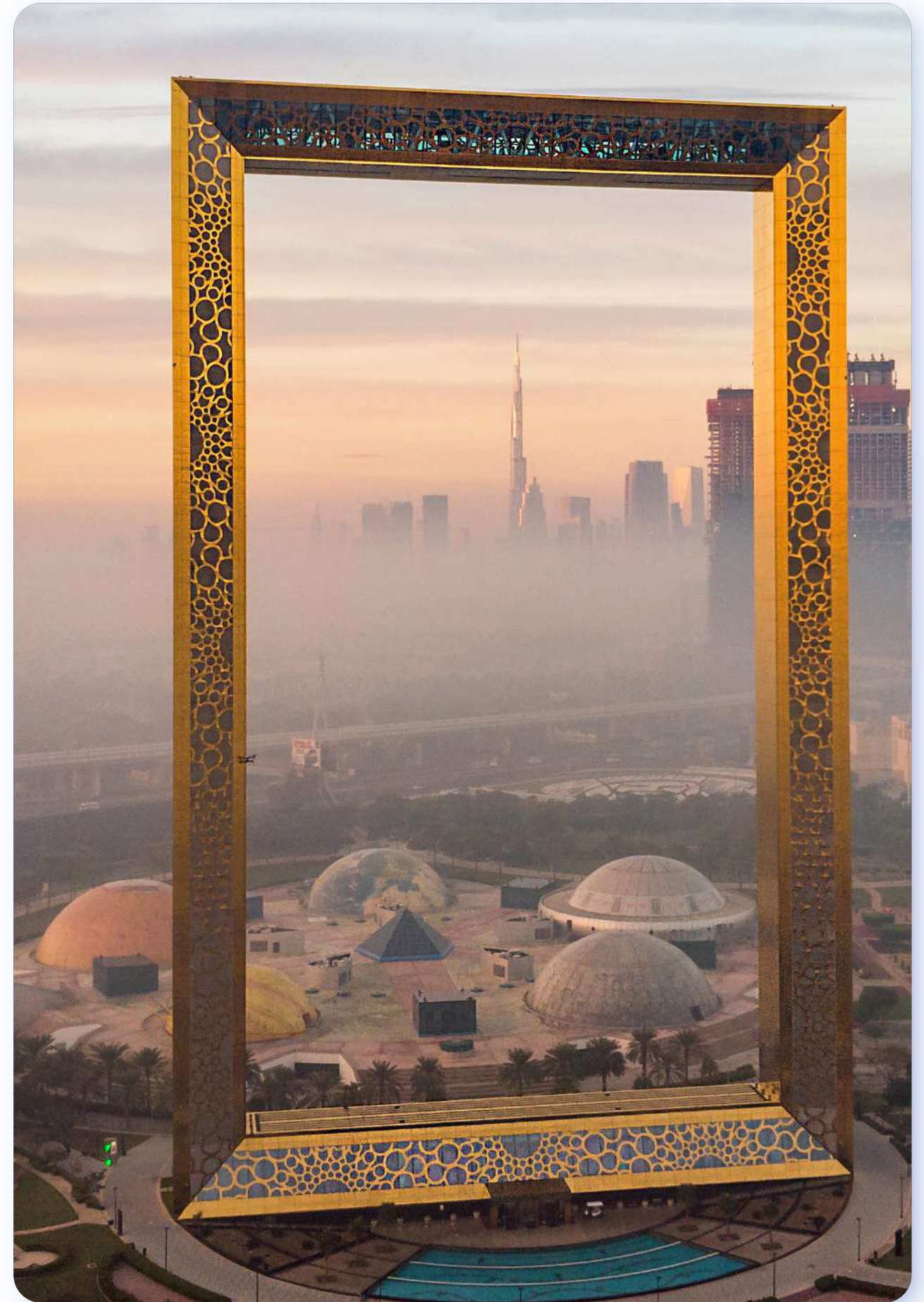


Employee Happiness Index

The initiatives launched by the Department are instrumental in nurturing a strong team spirit and fueling a drive for professional growth among its employees. The commitment ultimately culminates in the attainment of the highest echelons of quality and professional and institutional excellence in a happy and positive work environment. Consequently, this positively shapes the quality of services its employees deliver to customers. The tangible impact of those initiatives is reflected in the Department's achievement of 83.9% in the employee happiness index, as reported in the 2024 survey conducted by the General Secretariat of the Executive Council of the Emirate of Dubai across its diverse departments, entities, and institutions.

83.9%

The Department's employee happiness rate, as indicated by the 2024 survey results from the General Secretariat of the Executive Council.



Corporate communication

Effective Framework for Enhancing the Department's Institutional Identity

The Department's corporate communication principles are built upon a specialized strategic roadmap. This roadmap aims to achieve the goals and principles of the government communication process, as outlined in the General Guide for Government Communication applicable to the departments, authorities, and public institutions affiliated with the Government of Dubai.



Launch of the New Institutional Identity

In the second half of September 2024, the Department announced the launch of its new institutional identity. The step comes as part of its commitment to continuous modernization, a well-established approach within its strategy and a fundamental aspect of its deeply rooted values in keeping pace with developments.

The new logo features the Department's name in gold, presented horizontally in both Arabic and English. This reflects its dedication to sustained excellence, achievement, and the delivery of added value. The font used is inspired by the profound authenticity of Arab culture, which is ingrained within this visual identity.

That update marks a new phase of ambitious future aspirations, which the Department is committed to continuously solidifying through updated strategies that adapt to evolving landscapes and incorporate global best practices. These efforts aim to elevate its performance indicators in line with the highest standards of services it provides in this vital sector.



Growth in Legal News Output

In light of the Department's active role within Dubai's legal ecosystem, and its responsibilities within both governmental and professional legal sectors, the Department's strategic media and marketing efforts are designed to underscore its contributions and strengthen its institutional image. As a result, overall news output in 2024 has risen by over 30% compared to the previous year.

Furthermore, news pertaining specifically to the Department's legal mandate has seen a substantial growth, with an increase of over 170% in news published in 2024.

30%

Increase in the number of published news compared to 2023



+170%

Increase in published legal news compared to 2023



Leveraging New Media

The Department leveraged new media channels, alongside traditional print media, to showcase its achievements, raise awareness of its services, enhance its institutional reputation, and promote its initiatives. This was achieved by diversifying the communication tools for engaging stakeholders.

The Department expanded its social media presence to 19,923 followers across all platforms in 2024.

The Department considered the cultural and social diversity of its target audiences by providing content in both Arabic and English across its various communication channels.



19,923

followers on the Department's social media platforms



12%

increase in the number of the Department's followers on its social media platforms



Internal Communication System

As part of its commitment to strengthening institutional loyalty and fostering a culture of happiness and positivity among its employees in the workplace, the Department has focused on supporting its internal communication system through:



Regular internal circulars, distributed via email or WhatsApp groups, from the Department's leadership to its employees, aimed at reinforcing a sense of professional belonging, in addition to in-person meetings.



Dedicated WhatsApp groups for the Department's employees to enhance the speed of internal communication.



National and Community Engagement

Impactful Contributions, Humanitarian Commitment

The Department's national and community responsibility stems from a deep-rooted commitment based on the strong values of national and humanitarian allegiance, which forms a sustainable approach for the Emirate of Dubai and the UAE. This resulted in numerous impactful participations in national and social initiatives and events throughout 2024, with key examples highlighted below:





National Occasion



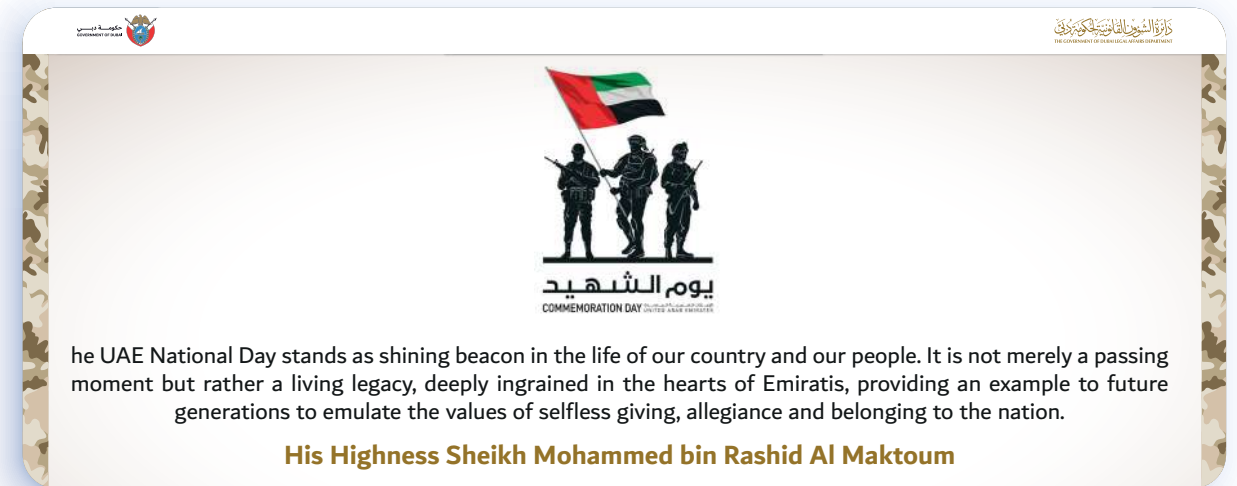
The 53rd National Day

In celebration of the UAE's 53rd National Day, the Department proudly commemorated this historic occasion, a day marking the convergence of the founding fathers' vision, forging a unified destiny and setting an unparalleled example of overcoming challenges to achieve the establishment of the Union. The UAE's remarkable achievements across all sectors are a testament to their unwavering will, foresight, and the dedicated leadership that followed, firmly believing in the potential of the people of the UAE.



Flag Day

In celebration of this day, which will forever remain in everyone's consciousness as a symbol of unity and cohesion, and a deep loyalty to the UAE and its leaders, the Department participated in the Flag Day celebrations. This day evokes pride in the nation's significant civilizational progress achieved under its glorious flag and its extraordinary development across diverse fields - achievements that that fill every Emirati and Arab with pride.



The UAE National Day stands as a shining beacon in the life of our country and our people. It is not merely a passing moment but rather a living legacy, deeply ingrained in the hearts of Emiratis, providing an example to future generations to emulate the values of selfless giving, allegiance and belonging to the nation.

His Highness Sheikh Mohammed bin Rashid Al Maktoum

Commemoration Day

To remember the noble sacrifice and deep devotion of those who gave their all for the nation, the Department commemorated Martyrs' Day. This day reminds us of their selfless commitment to protect the country and recognizes their utmost dedication to keep its flag flying high, radiant with the pride, vision, and determination of its leaders, and deeply rooted in the belonging and loyalty of its people. Their sacrifice will forever remain a beacon for generations to come, a profound example of boundless giving and a model for safeguarding the nation's sovereignty and defending its soil with the blood of its sons.



Religious and Community Events

دائرة الشؤون القانونية لحكومة دبي
The Government of Dubai Legal Affairs Department

يسر دائرة الشؤون القانونية لحكومة دبي، دعوتكم لحضور
المحاضرة الدينية التي سيقدمها- عن بُعد-
فضيلة الشيخ / عبدالله موسى البلوشي
بعنوان:

القيم في بيئة العمل

اضغط هنا

عبر برنامج (Microsoft Teams)
11:00 صباحاً
يوم الخميس
2023/04/13

Organizing Ramadan Religious Lecture

The Government of Dubai Legal Affairs Department organized an online lecture, titled “The Values and Ethics of the Public Service”, for its employees and employees of the departments attached to H.H. The Ruler’s Court. The lecture, held during the holy month of Ramadan, aims to foster a religious culture within the workplace.

During the lecture, the speaker emphasized that public service is a religious and ethical responsibility deeply connected to the essence and values of Islam. The speaker highlighted Islam’s call for truthfulness, sincerity, and diligently in fulfilling the trusts placed upon employees in serving their community and nation. The speaker also pointed out that violating any work values contradicts the principles that Islam calls for, especially when it relates to the rights of others.



Celebrating Returning Pilgrims

As part of its commitment to enhance internal communication, the Government of Dubai Legal Affairs Department celebrated the return of its employees who performed Hajj in 1444 A.H corresponding to 2023. The Department presented them with gifts to congratulate them for completing their holy journey and returning to work.



Celebration of the 15th of Sha'ban

To mark traditional events rooted in Emirati customs, the Department celebrated 'Mid-Sha'ban Night' or 'Hag Al Laila.' The celebration included distributing sweets to employees to bring joy to their children on this occasion, which draws inspiration from Emirati heritage and traditions tied to a religious event ingrained in the community's customs for years.



Emirati Women's Day

The Department participated with its female employees in celebrating Emirati Women's Day, which falls on the twenty-eighth of August every year. The Department hailed its female employees as a partner in community and national giving, in addition to their valuable contribution to achieving the Department's strategy and goals.



Volunteering Initiatives

المساهمة في حملة الهلال الأحمر الإماراتي "رمضان عطاء مستمر"
Contribution to the Emirates Red Crescent Campaign "Ramadan Continuous Giving"

The Support Services Directorate extends its best regards. As the Department is keen to support charitable and humanitarian activities of the United Arab Emirates and contribute to support the seasonal campaign launched by Emirates Red Crescent Authority "Ramadan Continuous Giving", which aims to support beneficiaries of the campaign main projects (Iftar meals, Zakat Al-Fitr, Ramadan Food Box, Eid Clothing, Zakat, Sadaqat), employees of the Department who wish to support the campaign are kindly requested to contact Mr. Rashid Ali Al Yamahi, Director of the Fundraising Department at Emirates Red Crescent Authority through mobile no. (05027 12111) or via email: Rashed.alyammahi@rcuae.ae

بدايةً نهدىكم إدارة الخدمات المساندة خالص تحياتها، وفي إطار حرص الدائرة على دعم الجهود الخيرية والإنسانية التي تبذلها الدولة، وإسهاماً منها في دعم الحملة الموسمية التي أطلقتها هيئة الهلال الأحمر الإماراتي (رمضان عطاء مستمر)، والتي تهدف إلى دعم المستفيدين من المشاريع الرئيسية للحملة (إفطار الصائم، زكاة الفطر، العيد، كسوة العيد، زكاة المال، الصدقات)، يرجى من السادة موظفي الدائرة الراغبين في دعم الحملة التواصل مع السيد/ راشد علي الياحى، رئيس قسم جمع التبرعات، بهيئة الهلال الأحمر الإماراتي، على الهاتف رقم (05027 12111)، أو عبر البريد الإلكتروني: Rashed.alyammahi@rcuae.ae

داعين الله - العلي الكريم - أن يتقبل صالح أعمالكم
We pray Allah - The most High, The Exalted, The Bountiful - to accept your good deeds.

Ramadan ... Continuous Giving

In collaboration with the Red Crescent Authority, and to contribute to the charitable and humanitarian endeavours of the UAE, the Department participated in supporting the (Ramadan Continuous Giving Campaign), which aims to provide (Iftar for the fasting person, Zakat al-Fitr, Ramadan food parcels, Eid clothing, zakat money, alms) to categories and segments targeted by the campaign. That contributes to promoting the values of volunteerism and charitable work among employees of the Department.

المشاركة في حملة الأضاحي 1445-2024
Participation in Sacrifice Campaign 1445-2024
Under the Slogan "Your Giving... Makes their Eid"

إدارة الخدمات المساندة
تعميم رقم (27) لسنة 2024

المشاركة في حملة الأضاحي 1445-2024
تحت شعار (عطاؤكم عيدهم)

السادة/ موظفي دائرة الشؤون القانونية لحكومة دبي المحترمين

بدايةً نهدىكم إدارة الخدمات المساندة خالص تحياتها، وفي إطار جهود الدائرة الرامية إلى دعم الأعمال التطوعية والإنسانية بالدولة، وإسهاماً منها في المبادرة التي أطلقتها هيئة الهلال الأحمر الإماراتي، بشأن حملة الأضاحي 1445-2024، تحت شعار (عطاؤكم عيدهم)، والتي تهدف إلى دعم المستفيدين من الأسر المتعففة والأيتام، فإننا ندعو جميع السادة الراغبين في التبرع ودعم الحملة، إلى مسح رمز الاستجابة السريعة الموضح أدناه.

داعين الله - العلي الكريم - أن يتقبل صالح أعمالكم
May Allah, the Almighty accept all your good deeds.

Sacrifice and Eid Clothing Project campaign

The Department participated in Sacrifice and Eid Clothing Project campaign launched by the Emirates Red Crescent Authority under the slogan "Your Giving... Their Eid". The campaign aims to alleviate suffering and improving life of needy families and orphans.

دائرة الشؤون القانونية لحكومة دبي
EMIRATES RED CRESCENT

الإمارات معك يا لبنان
#الإمارات معك يا لبنان

إدارة الخدمات المساندة
تعميم رقم (48) لسنة 2024
بشأن المشاركة في حملة (الإمارات معك يا لبنان)

Support Services Directorate
Circular No. (48) of 2024
on the Participation in (Emirates Stands with Lebanon) Campaign

السادة/ موظفي دائرة الشؤون القانونية لحكومة دبي المحترمين

بدايةً، نهدىكم إدارة الخدمات المساندة خالص تحياتها، والتزاماً من الدائرة بدعم جهود الدولة التطوعية والإنسانية، وإسهاماً منها- من خلال التعاون مع هيئة الهلال الأحمر الإماراتي- في المشاركة ضمن حملة (الإمارات معك يا لبنان)، التي تستهدف توفير التبرعات الإغاثية للأشقاء اللبنانيين، فإننا ندعو جميع موظفي الدائرة الراغبين في التبرع، إلى الدخول عبر الرابط التالي، واختيار القيمة المالية للتبرع:

To: Employees of the Government of Dubai Legal Affairs Department

As part of the Department's commitment to support the voluntary and humanitarian activities of the UAE and as part of its contribution to the (UAE Stands with Lebanon) Campaign which aims to provide relief donations to support Lebanese brothers, in collaboration with Emirates Red Crescent Authority, the Support Services Directorate invites all employees who wish to donate to click the following link and select the amount they wish to donate:

emiratesrc.ae الهلال الأحمر الإماراتي

داعين الله - العلي الكريم - أن يتقبل صالح أعمالكم
May Allah Almighty accept your good deeds

UAE Stands with Lebanon Campaign

The Department, in collaboration with the Emirates Red Crescent Authority, participated in the "UAE Stands with Lebanon" Campaign, which aimed to provide relief donations to Lebanese people. This engagement reflects the Department's commitment to supporting the humanitarian endeavors of the UAE.

حكومة دبي
GOVERNMENT OF DUBAI

الهلال الأحمر الإماراتي
EMIRATES RED CRESCENT

دائرة الشؤون القانونية
THE GOVERNMENT OF DUBAI LEGAL AFFAIRS DEPARTMENT

إدارة الخدمات المساندة
تعميم رقم (45) لسنة 2024
بشأن حملة بالعلم نمكن

بالعلم نمكن

بمساهمتكم نفتح أبواب المستقبل
لطلاب العلم

السادة/ موظفي دائرة الشؤون القانونية لحكومة دبي المحترمين

بدايةً، تُهديكم إدارة الخدمات المساندة خالص تحياتها، وفي إطار حرص الدائرة على دعم الأعمال الخيرية والإنسانية المختلفة، وإسهامًا منها في دعم الحملة التي أطلقتها هيئة الهلال الأحمر الإماراتي تحت شعار (بالعلم نمكن) لعام 2024، والتي تهدف إلى توفير فرص التعليم لكافة المستحقين من أبناء الأسر المتحففة والأيتام؛ وعليه فإنه يرجى من السادة موظفي الدائرة الراغبين في دعم الحملة والمساهمة في هذا العمل الإنساني، إلى مسح رمز الاستجابة السريعة الموضح أدناه.



داعين الله- العلي الكريم- أن يتقبل صالح أعمالكم.
وتفضلوا بقبول فائق التقدير.

With Knowledge, We Empower Initiative

The Department participated in the 'With Knowledge We Empower' campaign, in collaboration with the Emirates Red Crescent. The campaign aims to provide educational opportunities for all eligible individuals from underprivileged families and orphans, based on the belief that knowledge is the key to their future.

حكومة دبي
GOVERNMENT OF DUBAI

الهلال الأحمر الإماراتي
EMIRATES RED CRESCENT

دائرة الشؤون القانونية
THE GOVERNMENT OF DUBAI LEGAL AFFAIRS DEPARTMENT

إدارة الخدمات المساندة
تعميم رقم (44) لسنة 2024
بشأن مبادرة سقيا الماء

مبادرة سقيا الماء

لا تنسونهم

السادة/ موظفي دائرة الشؤون القانونية لحكومة دبي المحترمين

بدايةً، تُهديكم إدارة الخدمات المساندة خالص تحياتها، وفي إطار جهود الدائرة الرامية إلى دعم الأعمال التطوعية والإنسانية بالدولة، وإسهامًا منها في المبادرة التي أطلقتها هيئة الهلال الأحمر الإماراتي، بشأن سقيا الماء، تحت شعار (لا تنسونهم)، والتي تهدف إلى مساعدة المناطق التي تواجه موجة الحر الشديد في مناطق واسعة من العالم، وذلك من خلال توزيع المياه ومعبئات تخفيف الحرارة على العمال والمحتاجين؛ فإنا ندعو جميع السادة الراغبين في المشاركة ودعم الحملة، إلى مسح رمز الاستجابة السريعة الموضح أدناه.



داعين الله- العلي الكريم- أن يتقبل صالح أعمالكم.

Giving Water Campaign

The Department coordinated with the Emirates Red Crescent Authority to support the giving water initiative, which aims to help areas facing an extreme heat wave across the world, by distributing water and help workers and the needy relieve the heat.

دائرة الشؤون القانونية لحكومة دبي
The Government of Dubai Legal Affairs Department

إدارة الخدمات المساندة

تعميم رقم (00) لسنة 2024

بشأن دعوة للمساهمة في مبادرة (تداوي) لعلاج المرضى المعسرين

السادة/ موظفي دائرة الشؤون القانونية لحكومة دبي المحترمين

بدايةً، تُهديكم إدارة الخدمات المساندة خالص تحياتها، وفي إطار حرص الدائرة على دعم الجهود الخيرية والإنسانية التي تبذلها الدولة، وإسهامًا منها في دعم مبادرة (تداوي) لعلاج المرضى المعسرين، التي أطلقتها جمعية بيت الخير حتى نهاية العام الجاري؛ فإنا ندعو جميع السادة موظفي الدائرة الراغبين في دعم المبادرة إلى التبرع عن خلال الدخول عبر الرابط التالي:

داعين الله- العلي الكريم- أن يتقبل صالح أعمالكم.

Click here

We pray Allah to accept you good deeds.

Beit Al Khair Society

"Tadawi" Initiative for Treating Indigent Patients

In support of the charitable and humanitarian efforts undertaken by the UAE, the Department participated in supporting the campaign launched by Beit Al Khair Society, (Tadawi), that aims to treat insolvent patients.

Sport Activities



Gov Games

The Department participated in the 2024 Gov Games with men and women teams. Participation aimed to foster a spirit of unity and teamwork among employees of local and federal Government entities. The Games comprise a series of physical and mental challenges in which participants compete.



Sheikha Hind Women's Sports Tournament

The Department participated in the twelfth edition of the Sheikhha Hind Women's Sports Tournament 2024, which was held in October. This reflects the Department's efforts in encouraging sports in general and women's sports in particular.



Dubai Fitness Challenge

The Department participated in the 2024 Dubai Fitness Challenge (30x30) events to foster a healthy and motivating work environment that enhances the quality of life both within and outside of work and achieves happiness and positivity that boosts productivity.



People of Determination

Knowledge and Community Initiatives

In line with the wise leadership's vision to make Dubai a friendly city for People of Determination and to enhance the effective integration of this cherished category into society, the Department has been keen to develop policies and launch initiatives that support the empowerment of People of Determination. This includes ensuring its facilities are compatible with their requirements, using Braille in various internal office signs, empowering People of Determination within the Department by appointing one of its female employees as the Acting Head of the People of Determination Friendly Government Entity Team in the Government of Dubai Legal Affairs Department, providing training to reception staff to communicate in sign language, and establishing a policy for dealing with People of Determination internally and externally. Furthermore, the Department has made all its digital service delivery channels 100% friendly to People of Determination, in addition to preparing a glossary of legal terms in sign language, accessible to the public on its website, and launching the "With Determination" campaign aimed at promoting community awareness of the rights of People of Determination"

In 2024, the Department implemented a series of initiatives to support its social responsibility towards People of Determination, including:



Participation in the AccessAbilities Expo

The Department participated in the International AccessAbilities Expo 2024, which was held from October 7-9, 2024, at the Dubai World Trade Centre. During the expo, the Department showcased its initiatives supporting People of Determination and the tools employed to facilitate their access to all its services, as well as providing the enablers that create a suitable environment to meet their needs in receiving those services. Additionally, the Department explored the best experiences and practices related to the technical and innovative services offered by various participants in the Expo, which enhances the Department's efforts in supporting the National Policy for Empowering People of Determination.





A Panel Discussion on the UAE's Efforts in Supporting and Empowering People of Determination

On the sidelines of its participation in the International AccessAbilities Expo 2024, the Department held a panel during which it discussed the efforts made by the UAE in supporting and empowering People of Determination.

The session began by emphasizing that UAE legislation has prioritized the support, care, and empowerment of People of Determination by providing inclusive education at all levels, ensuring access to specialized preventive and therapeutic healthcare, organizing rehabilitation services, and providing supportive government programs that guarantee their full integration into society.

The Head of Internal Operations at Dubai's Knowledge and Human Development Authority (KHDA) stated that the wise leadership's directives and vision in establishing a national policy for People of Determination had a significant and inspiring impact, enabling the overcoming of obstacles to achieve their aspirations. She added that the country has transformed the provision of disability enablers into a driver for excellence. The Acting Head of the People of Determination Friendly Government Entity Team at the Government of Dubai Legal Affairs Department emphasized the crucial role of the work environment in providing supportive enablers for inclusive job performance. The Acting Head of the People of Determination Friendly Government Entity Team at the Government of Dubai Legal Affairs Department also underscored the importance of initiatives that reinforce the UAE's national policy on protecting the rights of People of Determination and ensuring equal access to services, aligned with global best practices. This includes offering opportunities and resources to nurture their skills for active



Workshop on the Rights of People of Determination in International Conventions and Local Legislation

The Department organized a workshop, held online, on the rights of People of Determination in international conventions and local legislation, coinciding with the International Day of Sign Languages.

Attended by over 370 participants from Government entities in the Emirate of Dubai, members of the public, advocates, and legal consultants, the workshop introduced the International Convention on the Rights of Persons with Disabilities, which the UAE actively supports, adopted by the United Nations General Assembly, which the UAE was keen to join in support of international efforts in this regard.

The workshop further covered the protection of People of Determination's rights under Law No. (3) of 2022 concerning the Rights of Persons with Disabilities in the Emirate of Dubai. The law aimed to establish the legal framework guaranteeing the inclusion of People of Determination in all aspects of life, granting them the right and the ability to live independently on an equal footing with others, while involving them in the development of Government policies, plans, legislation, and programs, as well as decisions affecting their lives.

Legal Knowledge Management

Leveraging Knowledge Tools in Building Institutional Capabilities

The Department is keen to foster legal knowledge and leverage it to build an institutional culture that embraces knowledge acquisition, experience exchange, and employee access to necessary data. To this end, the Department has established databases, an innovative ideas platform, and a knowledge storage and documentation system, alongside launching numerous events and initiatives. These initiatives contribute to institutional development, ensuring sustainable growth, continuous learning, and increased job productivity.



In 2024, the Department implemented several key knowledge practices and initiatives, which are detailed below:

Enriching the Library with the Latest Publications

In 2024, the Department enriched its library with specialized books and studies in different domains, as well as innovation and future foresight. This was achieved by visiting international book fairs in the UAE and acquiring prominent publications recommended by the Department's legal counsels to support their work. A total of 52 specialized books were acquired, and the library recorded 115 book loans and 313 visits during 2024.

52

specialized books were added to the Department's library during 2024

313

library visits in 2024



Providing Legal Databases

The Department provided immediate access to specialized databases related to law, totaling (5) five local and international databases in both Arabic and English. The employees of the Department can benefit from the latest information and research.

The Department also provided subscriptions to some public libraries in the country. This ensures the provision of additional resources and specialized databases to enhance continuous learning and knowledge development for its employees.

Benefiting from the Law Library Initiative

Through its Law Library Initiative, the Department provides access to all employees of H.H. The Ruler's Court and its attached Departments to the extensive information resources available in its law library featuring numerous references and electronic databases.

Providing Tables of Content of Books on the Electronic Library

In conjunction with updating its library holdings, which amounted to more than (4700) books, the Department provides all its employees with tables of content for these books on the electronic library. This facilitates browsing and understanding the relevance of a book to the needs of library users.

Furthermore, (44) circulars were sent to employees regarding the new books acquired in 2024.



Celebrating the UAE Reading Month

As part of the UAE's National Reading Month celebrations, the Department actively engaged in several events and initiatives, recognizing reading as a vital tool for knowledge acquisition and sharing, and a gateway to experiences and practices that enhance skills and capabilities. The Department's involvement in this national event encompassed:

Initiative to Donate Used Books:

As part of its commitment to knowledge sharing and community support, the Department launched an initiative coinciding with the UAE Reading Month inviting employees to voluntarily donate their used books to relevant charitable organizations, thereby.

دائرة الشؤون القانونية بحكومة دبي
The Government of Dubai Legal Affairs Department

تطور حركة التعليم في دولة الإمارات

في ضوء الاحتفاء بشهر القراءة الوطني 2024، ونظرًا لطبيعة الارتباط بين القراءة والتعليم في أي مجتمع من المجتمعات، نضع في هذه الإضاءة المعرفية المختصرة نبذة عن مراحل تطور حركة التعليم في دولة الإمارات، باعتباره داعمًا أساسيًا في تعزيز القراءة في المجتمع

المرحلة الأولى: التعليم التقليدي (المطوّع): بدأ التعليم في دولة الإمارات بالدراسة في (الكتاب) الذي اعتمد عليه في تحفيظ القرآن والفتيات القرآن الكريم، والأحاديث النبوية الشريفة، وتعليمهم بعض علوم الدين، وأساسيات القراءة والكتابة، والحساب، وعلوم اللغة والشعر، وكان يعرف المعلم في هذا التعليم التقليدي بـ(المطوّع) الذي كان ينهض بدور كبير في تعزيز القيم الدينية والأخلاقية لدى الناشئة، إلى جانب تلك المعارف الأساسية؛ ومن ثم حرصت الأسر على إلحاق أبنائها بتلك الكتابات التي انتشرت في عديد من أنحاء الإمارات، حيث أدت دورًا أساسيًا في وضع اللبنات الأولى للعملية التعليمية للمجتمع قبل المدارس النظامية، وقد ظلت مدارس المطوع في الإمارات تؤدي رسالتها في تنشئة وتهذيب الأبناء، وتفاوت نشاط تلك المدارس التقليدية، إذ اعتمد ذلك على ثقافة المطوع ومعرفته.

المرحلة الثانية: المدارس الأهلية: ظهرت بعد مرحلة المطوع بعض المدارس الأهلية التي أنشئت بجهود كبار التجار والأعيان والوجهاء الذين تبنا أفكارها والإنفاق عليها، وهي مدارس شبه نظامية، تنوعت الدراسة فيها بين العلوم والمعارف اللغوية والدينية، والتاريخ والسيرة، والرياضيات، وبذلك انتقل التعليم في إمارات الساحل إلى مرحلة جديدة. وقد أخذت تلك المدارس في الانتشار بأثناء واسعة من الإمارات، منها في أبوظبي: ابن عتية (1903)، ودرويش (1940)، وفي دبي: الأحمديّة (1912)، والسالمية (1924)، والسعادة (1926)، والفلاح (1927)، وفي الشارقة: الخليف (1902)، والتيمية المحمودية (1907)، والوهيبيّة (1911)، والنابودية (1923)، والتيمية (1928)، والإصلاح (1935)، وفي عجمان: الفتح (1928)، وفي أم القيوين: ابن عتيق (1945)، وفي رأس الخيمة: مدرسة الشيخ سلطان بن سالم (مطلع الثلاثينيات)، والمعيروض (1934)، والفتح (منتصف الأربعينيات)، وأم البراميل (أواخر الأربعينيات)، والهداية (1950)، وقد حرصت تلك المدارس على تعزيز السلوك الأخلاقي لدى طلابها، إلى جانب رسالتها التقليدية.

المرحلة الثالثة: التعليم النظامي: بعد هذه المرحلة من التعليم الأهلي / شبه النظامي أخذ التعليم في مرحلة متطورة انتقل فيها من الاعتماد على الجهود التطوعية لكبار التجار ووجهاء المجتمع إلى مرحلة الاعتماد على الإشراف والدعم الحكومي الكاملين، والاستفادة من الخبرات العربية في دعم العملية التعليمية، كما تم إرسال طلاب للالتحاق بالدراسة في بعض الدول العربية كمصر والأردن والكويت والبحرين وغيرها، إلى جانب البعثات التي كانت ترسلها تلك الدول لدعم التعليم في الإمارات وتحديثه، ولاسيما دولة الكويت التي قدمت دعمًا كبيرًا للتعليم الإماراتي في مراحل نهضته الأولى، وهذه الجهود جميعها قد هيأت لصعود جيل أوفر حظًا في التعليم، قادر على صياغة واقع ثقافي واجتماعي جديد.

المرحلة الرابعة: مرحلة النهضة التعليمية: مع التحول الذي شهدته الدولة وتدفق الثروة النفطية، توجهت الجهود إلى دعم التعليم نوعيًا وماديًا، والعمل على الارتقاء به وبمخرجاته، بوصفه إحدى أولويات بناء المجتمع الحديث، وتم وضع أحدث النظم التعليمية، وأنشئت المدارس والمعاهد والجامعات، ونظمت البعثات الدراسية إلى كبرى الجامعات العالمية؛ وهو ما دعم النشاط الثقافي والعلمي بشكل كبير من خلال وجود جيل واع يستوعب متغيرات واقعه، ويشارك في التنمية الاجتماعية والثقافية في وطنه.

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Overview of the Evolution of Education in the United Arab Emirates

To highlight the vital connection between reading and education in any society, the Government of Dubai Legal Affairs Department prepared an informational bulletin tracing the evolution of education in the UAE. The bulletin emphasizes education as a foundational element in fostering a reading culture, outlining four key stages: beginning with the traditional (Mutawwa') education phase, followed by private schools, formal education, and culminating in the educational development accompanied by scientific and cultural activity. This educational journey has cultivated a conscious generation capable of comprehending societal shifts and actively engaging in the social and cultural progress of their nation.



Sharing Legal Knowledge

As part of its commitment to enhancing employee knowledge, the Government of Dubai Legal Affairs Department facilitated internal knowledge sharing through the circulation of various bulletins. In 2024, 119 bulletins were shared, encompassing principles and rulings from Dubai Court of Cassation relevant to the Department's work. Legal counsels in the Department would select suitable rulings for circulation to employees, ensuring that information is appropriately directed according to team needs. In addition, rulings from cases handled by the Department are also shared.

119

specialized knowledge bulletins
circulated in 2024



Ensuring Linguistic Integrity and Stylistic Accuracy in Legal Texts

The Department is committed to providing all support for the UAE's efforts in preserving the Arabic language, aligning with the vision of His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai.

To ensure linguistic accuracy and stylistic precision in all its Arabic content, the Department has committed to specialized linguistic review – encompassing grammar, morphology, spelling, and style – for all work systems. This includes legislation and regulations, judicial memoranda, decisions of specialized legal committees, training materials, official correspondence, operational documents, internal and external circulars, publications, and other content. In 2024, the Department reviewed linguistically and stylistically (1,483) files, totaling (2,271,653) words. Furthermore, over the past five years, the Department completed the linguistic and stylistic review of a total of (8,045,786) words.

2,271,653

words linguistically and stylistically
reviewed in 2024



1483

files were linguistically and
stylistically reviewed in 2024



+8,000,000

words were linguistically and stylistically
reviewed over the last five years



دائرة الشؤون القانونية لحكومة دبي

THE GOVERNMENT OF DUBAI LEGAL AFFAIRS DEPARTMENT



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