

UNITED ARAB EMIRATES  
MINISTRY OF CULTURE & YOUTH



الإمارات العربية المتحدة  
وزارة الثقافة والشباب

المؤسسة الاتحادية للشباب  
FEDERAL YOUTH AUTHORITY

# YOUTH EMPOWERMENT YOUTH SURVEY

# TABLE OF CONTENTS

01	<u>YOUTH EMPOWERMENT FRAMEWORK</u>	<b>03</b>
02	<u>YOUTH EMPOWERMENT ASSESSMENT</u>	<b>04</b>
03	<u>YOUTH EMPOWERMENT SURVEY</u>	<b>05</b>
	Pillar 1: Voice	<b>06</b>
	Pillar 2: Recognition	<b>07</b>
	Pillar 3: Purpose	<b>08</b>
	Pillar 4: Guidance	<b>09</b>
	Pillar 5: Development	<b>10</b>
	Pillar 6: Opportunity	<b>11</b>
04	<u>EXCEPTIONAL LEADER NOMINATION</u>	<b>12</b>

# THE YOUTH EMPOWERMENT FRAMEWORK

**The Youth Empowerment Framework provides a unified definition to ensure consistency in the standards for youth empowerment across all federal entities.**

At the core of this framework, sit six pillars of youth empowerment. Entities should drive initiatives and behaviors across these six areas to create an environment for youth to thrive. All pillars are critical in unlocking the boundless value that can be generated by youth. They work hand in hand to collectively foster the desired environment and should therefore all be assessed and treated as priorities.

## **Voice**

Encouraging youth to openly communicate thoughts, ideas and concerns, and actively participate by contributing to decisions and having influence within the entity

## **Recognition**

Acknowledging and meritocratically rewarding and appreciating youth for their achievements, performances and efforts

## **Purpose**

Driving youth's commitment and loyalty towards their entity, and the broader role it plays in contributing to the UAE's vision, while fostering a sense of fulfillment in their work

## **Guidance**

Providing youth with the necessary coaching and mentorship to promote their personal and professional growth in both the short- and long-term

## **Development**

Enabling youth to continuously build their capabilities and skills in both technical and non-technical areas, as well as to continuously improve their job performance

## **Opportunity**

Creating equal opportunities for youth to take on new and broader responsibilities, and progress in their careers

# THE YOUTH EMPOWERMENT ASSESSMENT

**The aim of the Youth Empowerment Assessment is to quantify and measure youth empowerment across federal entities. Measuring youth empowerment will require an objective and comprehensive assessment of both an entity's efforts towards empowering its youth, as well as how empowered youth feel within their entities.**

**The Assessment will be gathered from three sources:**

## **1. Federal Entity Submission**

Indicators measuring an entity's current efforts to empower its youth

An Entity Submission Form was developed to objectively capture an entity's current efforts to empower its youth across the six empowerment pillars. UAE federal entities will be required to complete this Form and asked to provide supporting evidence and documentation for each of the indicators.

## **2. Youth Survey**

Indicators measuring youth's sentiment on their own empowerment

A Youth Survey was developed to allow us to capture youth's self-assessment across the six empowerment pillars. This survey will be implemented centrally on an annual basis, and distributed to all youth across UAE federal entities.

## **3. Centrally Captured Indicators**

Indicators gathered centrally to complement each entity's submission

We will be collating indicators from central entities such as the Prime Minister's Office, Federal Authority for Government Human Resources, and the Federal Competitiveness and Statistics Centre that indicate an entity's youth empowerment efforts. No action is required from entities with respect to these indicators.

# THE YOUTH EMPOWERMENT SURVEY

**The Youth Survey has been developed in a manner that allows us to capture the way youth currently feel within their entity across the different components of youth empowerment. This survey will be launched centrally on an annual basis to youth across all UAE federal entities.**

Please take 15 minutes to complete this survey. Your responses to this survey will be kept confidential and anonymous. Results will be aggregated and reported at the entity level only.

# VOICE

**This section is designed to measure the extent to which you feel you are able to speak up, share your thoughts, meaningfully participate in discussions, represent your entity, contribute to key decisions and are listened to.**

Question	Not at all	—————	Completely	Subcomponent		
1.1.1 To what extent do you feel that you are able to communicate openly with your line manager and/or department heads?	1	2	3	4	5	Communication
1.1.2 To what extent do you feel that you are able to communicate constructively with your peers?	1	2	3	4	5	Communication
1.1.3 To what extent do you feel that you are able to communicate work-related risks and issues to your line manager and/or HR?	1	2	3	4	5	Communication
1.1.4 To what extent do you feel that you can raise personal concerns to your line manager and/or HR?	1	2	3	4	5	Communication
1.1.5 To what extent are you able to share your ideas and suggestions?	1	2	3	4	5	Communication
1.1.6 To what extent do you feel your ideas and suggestions are being considered by your line manager?	1	2	3	4	5	Communication
1.1.7 Do you feel like your entity's internal communication is relevant for you?	1	2	3	4	5	Communication
1.2.1 Do you feel your entity provides an environment that enables and encourages innovation?	1	2	3	4	5	Participation
1.2.2 To what extent do you feel that you are given the opportunity to represent your entity externally (e.g. at key events, conference, and delegations)?	1	2	3	4	5	Participation
1.2.3 To what extent are you able to influence decisions and contribute to key discussions with management and leadership?	1	2	3	4	5	Participation
1.2.4 Are you aware of your entity's youth council and its initiatives? (Yes: 5, No: 1)	1	2	3	4	5	Participation

# RECOGNITION

**This section is designed to measure the extent to which you feel acknowledged and meritocratically rewarded for your achievements, performance and efforts.**

Question	Not at all	—————	Completely	Subcomponent		
2.1.1 To what extent do you feel that you are being financially rewarded for your achievements?	1	2	3	4	5	Reward
2.1.2 To what extent do you feel that you are being non-financially rewarded for your achievements (e.g., additional annual leave days)?	1	2	3	4	5	Reward
2.1.3 To what extent do you feel that rewards are fair and transparent in your entity?	1	2	3	4	5	Reward
2.2.1 To what extent do you feel your efforts are appreciated by your line manager?	1	2	3	4	5	Appreciation
2.2.2 To what extent do you feel that your efforts are appreciated by leaders in your entity?	1	2	3	4	5	Appreciation
2.2.3 To what extent do you feel that your achievements are being acknowledged?	1	2	3	4	5	Appreciation

# PURPOSE

**This section is designed to measure your sense of belonging and loyalty towards your entity, in addition to your sense of satisfaction and pride in the your work.**

Question	Not at all	—————	Completely	Subcomponent		
3.1.1. Do you know the goals and vision of your entity? (Yes: 5, No:1)	1	2	3	4	5	Commitment
3.1.2 To what extent do you feel inspired by the purpose and strategy of your entity?	1	2	3	4	5	Commitment
3.1.3 To what extent do you feel your entity's objectives are aligned with the vision of the UAE?	1	2	3	4	5	Commitment
3.1.4 To what extent do you feel a sense of belonging to your entity?	1	2	3	4	5	Commitment
3.2.1 To what extent do you feel proud to be working for your entity?	1	2	3	4	5	Fulfilment
3.2.2 Do you feel your contributions are important and have an impact on your entity?	1	2	3	4	5	Fulfilment
3.2.3 To what extent do you feel fulfilled by the work you do?	1	2	3	4	5	Fulfilment
3.2.4 To what extent do you feel that you have an acceptable work-life balance?	1	2	3	4	5	Fulfilment

# GUIDANCE

**This section is designed to measure the extent to which you feel you are getting mentorship through trusted advisors and role models, and the extent to which you feel you are coached and supported by your line manager to help you identify and achieve your career ambitions.**

Question	Not at all	—————	Completely	Subcomponent		
4.1.1. Do you feel you have access to a mentor who can guide you to do your work successfully? (Yes: 5, No: 1)	1	2	3	4	5	Mentorship
4.1.2 Do you have role models in your entities that you are inspired by? (Yes: 5, No: 1)	1	2	3	4	5	Mentorship
<b>Please rate your level of agreement with the following statements:</b>						
Note: If you currently do not have a Mentor, please skip to Q4.2.1						
4.1.3 My mentor gives me honest and constructive feedback about my career development	1	2	3	4	5	Mentorship
4.1.4 My mentor connects me to relevant opportunities	1	2	3	4	5	Mentorship
4.1.5 My mentor is always available when I need him/her	1	2	3	4	5	Mentorship
4.1.6 My mentor is actively involved in my career journey and is guiding me through it	1	2	3	4	5	Mentorship
4.1.7 All in all, I am satisfied with the quality of my mentoring relationship	1	2	3	4	5	Mentorship
Question	Not at all	—————	Completely	Subcomponent		
4.2.1 To what extent do you feel your line-manager is actively supporting you in achieving your duties?	1	2	3	4	5	Coaching
4.2.2 To what extent do you feel that you are able to get advice from your line-manager?	1	2	3	4	5	Coaching
4.2.3 To what extent are you encouraged to take risks?	1	2	3	4	5	Coaching
4.2.4 To what extent do you feel that failure is accepted and seen as a learning experience?	1	2	3	4	5	Coaching

# DEVELOPMENT

**This section measures the extent to which you feel able to continuously develop and build soft and technical skills through learning and development programs, and the ability to incorporate them into behaviors and ways of thinking to enhance performance and continuously grow.**

Question	Not at all	—————	Completely	Subcomponent		
5.1.1 Are you aware of your entity's learning platforms and resources available to you? (Yes: 5; No: 1)	1	2	3	4	5	Capability
5.1.2 How often do you use your entity's learning platforms and resources? (Always: 5; Not at all: 1)	1	2	3	4	5	Capability
5.1.3 To what extent do you feel the courses / trainings are beneficial to your capability development?	1	2	3	4	5	Capability
5.1.4 To what extent are you able to apply what you learn to your work?	1	2	3	4	5	Capability
5.1.5 To what extent do you feel equipped with the tools and training necessary to succeed in your work?	1	2	3	4	5	Capability
5.1.6 Are you able to propose trainings that are of interest to you to HR?	1	2	3	4	5	Capability
5.2.1 To what extent are you aware of your own strengths and areas for improvement?	1	2	3	4	5	Performance
5.2.2 To what extent are you able to clearly define your annual objectives as part of the performance management process?	1	2	3	4	5	Performance
5.2.3 To what extent do you feel your line-manager is involved in your annual objectives setting?	1	2	3	4	5	Performance
5.2.4 To what extent do you feel that your annual assessment/ appraisal accurately reflects your performance?	1	2	3	4	5	Performance
5.2.5 To what extent do you feel that you receive adequate and constructive feedback on your performance from your line manager?	1	2	3	4	5	Performance
5.2.6 To what extent do you feel that the annual objectives and performance management process is useful for your development?	1	2	3	4	5	Performance



# OPPORTUNITY

**This section measures the extent to which you feel you are provided with the opportunities for growth through broader responsibilities and career progression.**

Question	Not at all	—————	Completely	Subcomponent		
6.1.1 To what extent do you feel you are encouraged to take on different responsibilities in your job, such as leading a project, managing a team, presenting your work, or others?	1	2	3	4	5	Responsibility
6.1.2 To what extent do you feel you can own and drive the work you do?	1	2	3	4	5	Responsibility
6.1.3 To what extent are you able to make decisions and resolve problems without seeking approval from your line manager?	1	2	3	4	5	Responsibility
6.1.4 To what extent does your entity provide visibility on entity-wide opportunities and openings?	1	2	3	4	5	Responsibility
6.1.5 How easy is it for you to sign up for the opportunities that are of interest to you?	1	2	3	4	5	Responsibility
6.1.6 To what extent do you feel opportunities and responsibilities are given in a fair manner?	1	2	3	4	5	Responsibility
6.1.7 How easy is it for you to request a horizontal transfers in your entity, for example moving across departments?	1	2	3	4	5	Responsibility
6.2.1 To what extent do you feel you are getting promoted in a fair and timely manner?	1	2	3	4	5	Progression
6.2.2 To what extent do you feel that you are being considered for leadership positions?	1	2	3	4	5	Progression
6.2.3 To what extent do you have clarity on your career path?	1	2	3	4	5	Progression
6.2.4 To what extent do you feel like there is positive and healthy competition amongst employees in the workplace?	1	2	3	4	5	Progression

# EXCEPTIONAL LEADER NOMINATION

Youth Empowerment requires dedicated efforts from entities, leaders, and youth themselves. That said, however, some leaders demonstrate exceptional behavior and attitude when it comes to empowering youth within their teams and their entity as a whole. We want youth across federal entities to speak up and share their views on whether there is an exceptional leader who is always advocating for youth empowerment, and who takes action to instill it within your entity's culture.

**Name of nominated leader:**

**Role of nominated leader?**

**What has this leader done to be seen as an exceptional advocate for youth empowerment?**