



United Arab Emirates

Federal Authority for Government Human Resources

**Questions and Answers related to Masaar program
For National High School Graduates
In the Federal Government Sector**

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Question 1: What is the responsible entity for obtaining student's academic admission? Is it the scholarship entity or the student must be responsible for obtaining such academic admission?

Answer: The Federal Authority (Human Resources Departments or Continuing Training and Education Department) shall coordinate with universities directly regarding the academic admission.

Question 2: What is the responsible entity for covering learning expenses and fees?

Answer: The Federal Authority

Question 3: Is the Federal Authority for Government Human Resources entitled to intervene in case of breach of obligations by either party?

Answer: No, the matter shall be addressed according to the provision set forth in the Ministerial Resolution No. (31) of 2010 and the provisions of the contract executed with the student or the guardian.

Question 4: Shall the contract be renewed annually?

Answer: No, the term of contract shall be throughout the prescribed and scheduled time of the study program as determined by the university

Question 5: Will there be a new contract to be concluded with the student if he/she reaches the legal age of maturity before the end of the academic year? And if the student breaches the contract after this/her stage, then who shall be responsible for fulfilling the financial obligations?

Answer: The guardian signature that has been affixed at the beginning of the contract shall be effective regardless the student legal age.

Question 6: Shall the certificates of the applied institutes be accepted in United Arab Emirates?

Answer: Yes, if the equivalence conditions, applicable in Ministry of Higher Education and scientific research, are applied.

Question 7: Can the scholarship entity adopt such procedures similar to those applicable procedures upon appointment when choosing the scholarship students?

Answer: Yes, the Scholarship entity shall be entitled to adopt such procedures similar to those applicable upon appointment when choosing the scholarship students.

Question 8: If the university accepts the excuse of the absent student from exams while the scholarship entity does not accept the same excuse, how can you solve this/her matter?

Answer: Acceptance of an excuse shall be referred to the established system applicable in the university, and then, scholarship entity shall accept the same.

Question 9: Shall the appointment be made during "three months" from obtaining a test success statement? Or shall the scholarship student wait till he/she is given an official document of graduation?

Answer: Appointment may take place after he/she scholarship student obtains a statement evidencing that he/she has passed the academic program successfully.

Question 10: What are the identification criteria for the "right job" for the scholarship student, which the scholarship entity shall consider when testing the scholarship students?

Answer: Appointment shall be made in accordance with the adopted regulations and laws in this regard within the Federal Authority in respect of appointment and recruitment.

Question 11: What are the types of "admission tests" proposed to scholarship entities?

Answer: Determination of "admission tests" shall be left for the scholarship entities.



Question 12: If the field of specialization was canceled or the college of scholarship student was closed, how can the scholarship student and the entity do in this matter?

Answer: This shall be deemed as imperative circumstance and the student shall not suffer the consequences thereof. The scholarship entity therefore shall reconsider the change of student specialization and directives.

Question 13: If the guardian of the scholarship student died, will there be a new contract with the new guardian?

Answer: The contract shall be effective on heirs and the Federal Authority shall be entitled to claim any of its rights against the heirs within the funds of the late guardian.

Question 14: It was stated in the financial expenses that “scholarship entity, under the approval of Council of Ministers, may exempt the scholarship student, who obtains its own scholarship qualification within the scheduled period, from returning any or all educational expenses granted to him/her for reasons beyond his/her control”? What is the entity that shall estimate the educational expenses and what are the reasons beyond control?

Answer: The Scholarship Entity shall do the same based on the reasons and justifications that the entity accepts.

Question 15: The contract addresses the inability of scholarship student to have paid or unpaid employment within any entity.

1- Is this applied on two working periods?

Answer: Yes

2- Is this applied within the annual leave of scholarship student?

Answer: Yes, the student can work for one month only during his/her summer leave for the scholarship entity (Training Period)

Question 16: If the scholarship student works as a volunteer for any entity, shall this be deemed as a breach of Contract?

Answer: The student may volunteer as to undertake volunteerism /charitable works during the study period since that same shall not affect his/her study and his/her academic achievement provided that a written consent to undertake these activities is to be obtained from the scholarship entity since he shall devote him/herself for study only.

Question 17: The contract has not addressed the geographical scope of work, what are the procedures adopted if the scholarship student refuses to work within a geographical scope determined by the scholarship entity?

Answer: This shall be deemed a breach of the contract and student shall fulfill all prescribed obligations.

Question 18: Some of the problems that encounter the Federal Government Authorities are the financial problems related to cancelling some job grades or reducing the budget, how to overcome this matter regarding the implementation of “Masaar”?

Answer: Early and ongoing coordination with Ministry of finance should be considered in this regard.

Question 19: Is it possible to make an overseas scholarship in order to obtain the required qualification?

Answer: Scholarship is limited to higher education institutions within the State only.

Question 20: Is it possible to increase the financial provisions over AED (4000) in case of scholarship for rare specializations?



Answer: According to the Ministerial Resolution, the financial provisions shall be AED (4000) only.

Question 21: If the study period exceeds the period provided in the contract due to circumstances associated with the student, is it required to obtain a prior consent from scholarship entity?

Answer: Yes, a written consent shall be required

Question 22: Shall the student continue to receive financial provisions during the educational leave?

Answer: Yes, the student shall receive financial provisions during the educational leave and shall not receive any salary for working in a scholarship entity during the educational leave (Training Month)

Question 23: Shall the scholarship student be appointed before the end of study period by agreement of both parties whereby he/she shall work on part-time basis and complete his/her study at the same time?

Answer: The Ministry may not appoint scholarship student before he/she completes his/her prescribed period of study.

Question 24: What is the matter of the Federal Authorities that have been applying the scholarship system before issuance of the Ministerial Resolution no. (31) of 2010; Shall this Resolution be applied to scholarship students before the application of this system?

Answer: The provisions of Ministerial Resolution no. (31) of 2010 shall apply on the students who shall have scholarships after the issuance of this Resolution.

Question 25: Shall this program have a special financial clause?

Answer: Yes, the Federal Authority shall coordinate with the Ministry of Finance to provide a special regulation on “Masaar” program provisions

Question 26: If the appropriate financial and job grade not available after the graduation of the scholarship student under the contract between the two entities, shall he work for a scholarship entity after the expiry of three months from his/her graduation?

Answer: The Federal Authority shall implement its contractual obligations regarding the appointment of the student for three months as the student is entitled after the expiration of this period to claim damages and defects suffered as a result of non-appointment.

Question 27: Shall the study period be considered within the duration of the actual service?

Answer: The study period in the institute or university shall not be considered within the duration of the actual service for the scholarship student when he joins the work in the Federal Authority later.

Question 28: Shall the basic or preliminary period of study (for example: learning English Language for some specialization, in particular scientific one) be considered within the actual study period?

Answer: Yes, it shall be considered within the actual study period and the student is entitled to all prescribed contractual rights.

Question 29: Shall the study expenses (such as accommodation, transportation and Health insurance) be included in the provisions which scholarship entity has to grant to the student?

Answer: It depends on the nature of specialization and the approval of scholarship entity in conformity with the student and university.

Question 30: What is the duration of the scholarship?

Answer: There are some universities adopt the accredited years system and others adopt accredited hours system. This leads to variation of the study period which the student spends in the university. Therefore, the scholarship entity shall consider the duration in which the monthly allocation are disbursed, given that the scholarship entity shall assume all study fees for the accredited hours required for graduation and



in case of any failure by the student to pass the accredited hours, then the student shall return the fees paid against these hours.

Question 31: What are the forms of “School Failure” which the student may encounter?

Answer: There are some examples of school failure such as the non-achievement of the required cumulative average (3) for each semester.

Question 32: How the Federal Authority communicates with higher Education Institutions to which the scholarship students join?

Answer: Human Resources Departments or Continuing Training and Education Departments shall be responsible of coordinating and obtaining periodical reports regarding the student academic achievement directly from his/her university on a regular and continuous basis.

Question 33: What is the role of Federal Authority for Government Human Resources regarding the application of Ministerial Resolution no (31) of 2010?

Answer: Federal Authority for Government Human Resources shall be responsible for interpreting the Ministerial Resolution, further; it shall be concerned with expressing opinion on issues encountered with implementation of this Resolution. It shall also be concerned with the issuing of any related instructions at the Federal Government level. Each Federal entity therefore shall provide the Authority at the beginning of scholarship process with statements of all personal information of scholarship students, their academic specializations and the expected academic qualifications to be obtained and the jobs expected to be appointed in after the end of study period. The Federal Authorities shall also specify the concerned employee with the scholarship (Coordinator) to enable the Authority to communicate with student directly.