



**United Arab Emirates**  
**The Federal Authority for Government Human Resources**

This translation of the text of Federal Law by Decree No. 11 of 2008 on human resources in the federal government for the purpose of identifying articles of the law and have no legal authority and the Arabic text in the case of disagreement.

**UNITED ARAB EMIRATES  
THE CABINET**

**Council of Ministers` Resolution No. 14/1982  
Housing System for Federal Employees working in Abu Dhabi**

**Council of Ministers:**

- Having reviewed the provisional Constitution;
- Federal Law No. 1/1972 concerning functions of Ministries and Ministers` powers and the amending laws thereof;
- Federal law no. 8/1973 concerning the Civil Service in the Federal Government and the mending laws thereof;
- Federal Law No. 17/1976 concerning the system for employment of non-UAE national and the amending laws thereof, and the Council of Ministers` Resolution No. 2/1977;
- Council of Ministers Decision No. 4/1978 concerning housing allowance system for teachers, and employees of Ministry of Health to whom the Ministry provides a joint Government accommodation, or working in remote areas and staying in Government accommodation;
- Council of Ministers Decision No. 295/1/1982 approving accommodation for UAE national and expatriate employees of local contracts and in Grades (1/1) to (2/3) in Abu Dhabi and Al Ain and;
- Based on the proposal by the Minister of Finance and Industry and taking the opinion of the Civil Service Council;

Decides

**Article (1)**

Without prejudice to the provisions of the Council of Ministers` Resolution No. 2/1977 hereinabove, the provisions of this system shall be applicable to the UAE civil employees in Grade 2/3 and above to Grade 1/1 whose jobs are incorporated in the Union General Budget whether UAE national or expatriates appointed under local employment contracts.

The provisions of this system shall be applicable also to civil employees working under special laws in a manner that will not contradict with such laws, and civil employees appointed under special systems issued by Council of Ministers, provided that their basic salaries will be equivalent to the basic salary of Grade 2/3 and above to Grade 1/1.

### **Article (2)**

An employee shall have the option of obtaining a government accommodation in accordance with the prescribed rules, or to continue receiving the housing allowance prescribed under the rules. This option will be deemed final, unless the employee is found to be single or widower and his marital status has changed. In this case he shall have the right to the said option within thirty days from date of the change of marital status and his option will be final.

### **Article (3)**

In all cases where an employee chooses a government accommodation in accordance with the provisions of this system, the Government shall provide such accommodation only when available as per the category prescribed thereto in accordance with Article (12) of this system and subject to the priority provided for in Article (17) hereof.

### **Article (4)**

No furniture or water and electricity allowance will be paid as a result of allocating government accommodation in accordance with the provisions hereof.

### **Article (5)**

A married female employee in the Federal Government may not be entitled to a government accommodation under provisions hereof, in the following events:

1. If the husband is an employee in one of the general authorities, establishments or companies to which the State contributes or one of the emirate which are members of the Union.
2. If the husband is working in the private sector.

### **Article (6)**

Where both husband and wife are employees in the Federal Government, or either of them is a Federal Government employee and the other an employee in one of Abu Dhabi Government departments or entities, with the one working in the Federal Government granted housing allowance being the recipient of the higher salary, the latter shall be given the option of obtaining a government accommodation or to continue receiving the housing allowance according to this system, while the other shall not be entitled to housing allowance.

### **Article (7)**

An unmarried female employee shall continue receiving a housing allowance under single category in accordance with the rules, and if married, she may either choose to have an accommodation in accordance with the provisions hereof or continue to receive the prescribed housing allowance. Such choice shall be within thirty days from the date of marriage as a final option.

### **Article (8)**

A divorced female employee taking custody of her children shall be given the option of either being provided with accommodation in accordance with the provisions hereof or continue receiving the prescribed housing allowance. If she is supporting children from her disabled ex-husband, then she will be treated as married, subject to submission of necessary documents to prove disability of her ex-husband.

### **Article (9)**

A female employee who supports her children after husband's death, shall be treated as married and shall have the right to choose between obtaining an accommodation in accordance with the provisions hereof, or continue to receive the prescribed housing allowance as final option unless her marital status changes.

### **Article (10)**

A divorced employee shall be treated as single if not supporting children, and chooses to be provided with accommodation in accordance with the provisions hereof.

### **Article (11)**

A widowed employee supporting his children shall be treated as married if he chooses to be granted accommodation in accordance with the provisions hereof.

### **Article (12)**

Allocation of the government accommodation shall be according to employee`s grade, marital status and number of family members. The employee must submit to the Ministry of Finance and Industry the necessary documents required for allocation of such accommodation.

Subject to the provisions of Article (3) hereof, allocation of accommodation Shall be as follows:

#### **Single:**

Separate room for shared accommodation.

#### **Married with no Children:**

Two bed room`s accommodation.

#### **Married with one, two or three children (below 10 years.)**

Two bed rooms` accommodation.

#### **Married with three or more children (below 10 years.)**

Three bed rooms` accommodation.

### **Article (13)**

Where employees entitled to accommodation under this system are desirous to continue in their existing accommodations, Property Department at the Ministry of Finance and Industry may transfer the tenancy contracts of such accommodations if owners so approve, provided that the accommodations will be within the limits of the category assigned to the employee according the provisions of the foregoing Article.

### **Article (14)**

Save the provisions of the Council of Minster`s Decision No. 4/1978 hereinabove, the full housing allowance prescribed for employees working in Abu Dhabi other than remote areas, shall be deducted if provided with a shared accommodation within Abu Dhabi or Al Ain at their own option and according to the provisions hereof,

### **Article (15)**

Where spouses are employees in Federal Government and their workplaces are 100 km or more apart from each other, both of them may be granted government accommodation under married category, and discontinue the housing allowance from the other.

### **Article (16)**

To be eligible for an accommodation, a national employee must fulfill the following conditions:

1. Must not be owner of a house or Government villa within Abu Dhabi.
2. Must have not constructed a house on a residential plot allocated for him within Abu Dhabi provided that the accommodation is suitable for living.
3. Must not have constructed a commercial building on a commercial plot allocated for him within Abu Dhabi provided that the building is suitable for living.

UAE national must submit the necessary evidencing papers from the relevant Municipality, Department of Social Services and Commercial Buildings or any other entity determined by Ministry of Finance and Industry, indicating fulfillment of the said conditions.

### **Article (17)**

Priority in earmarking accommodations in accordance with the provisions hereof shall be given to employees in Grades 1/1 then step-by-step down to Grade 2/3 subject to the applicable priorities system in the Ministry of Finance and Industry.

### **Article (18)**

Employee is prohibited from using the accommodation allocated for him for purposes other than residential purposes for which the accommodation is allocated.

### **Article (19)**

Every employee applies for earmarking of accommodation in accordance with the provisions hereof, must submit a statement of his marital status according to the form designed by Ministry of Finance and Industry, and should inform the Ministry to which he belongs of every change takes place

in such statement within thirty days from the date of occurrence of such change.

#### **Article (20)**

Where the service of employee for whom an accommodation is allocated has been terminated for any reason whatsoever, the respective Ministry must notify him within a period not exceeding 10 days from date of its decision terminating his service, to evacuate the accommodation previously allocated for him with a copy of such notification to Ministry of Finance and Industry (Property Department). The respective Ministry shall bear all financial impacts resulting from failure to notify employee within the said period.

#### **Article (21)**

Employee must evacuate the accommodation allocated for him and hand over the keys to Ministry of Finance and Industry (Property Department) within a period not exceeding fifteen days from the date of receiving the notification provided for in the foregoing Article, without prejudice to the wife's right to stay in the allocated accommodation in the event of her husband's death, for the period prescribed in Article (52) repeated of the Federal Law No. 8/1973 hereinabove referred to. The employee shall bear the financial impacts resulting from failure in handing over within the said period.

#### **Article (22)**

The respective Ministry shall bear the rent value of the accommodations allocated for its employees including the period during which such accommodations are vacant without being allocated due to service termination of some of its employees, until reallocated to another Ministry or expiry of their tenancy contracts.

#### **Article (23)**

No new accommodations shall be rented if there are accommodations already rented and have become vacant for any reason whatsoever and are in the same standard of the accommodations required to be rented.

#### **Article (24)**

The Minister of Finance and Industry must issue the decisions necessary for implementing the provisions of this Decision.

### **Article (25)**

This decision shall come into force as from the date of issuance and will be published in the Official Gazette.

Prime Minister

Issued in Abu Dhabi:

On: 15 Shawal 1402H

Corresponding to: 4 August 1982

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