



United Arab Emirate
The Cabinet

Cabinet Resolution No (31) for 2010
On Sponsorship System for UAE National High School graduates in
the federal Government sector

The Cabinet,

Having reviewed the Constitution;
And perusal to:

- Federal Law No. (1) for 1972 on the jurisdictions of ministries and powers of ministers as amended;
- Federal Law No. (4) for 1984 regarding scholarships and study aid;
- Federal Law by Decree No. (11) for 2008 regarding federal government human resources as amended;
- Cabinet Resolution No. (5) for 1985 regarding financial regulations for Federal Law No. (4) for 1984 regarding scholarships and study aid and amending decision;
- Cabinet Resolution No. (13) for 2012 on the executive regulations of Federal Law No. (11) for 2008 regarding federal government human resources as amended;
- And based on what was presented by Chairman, Board of Directors of Federal Authority for Government Human Resources, and approval of the Cabinet;

Decides as follows:

Article (1)
Definitions

State: United Arab Emirates

Federal Government: Government ministries and entities



Authority:	The Federal Authority for Government Human Resources
System:	Sponsorship system for UAE Nationals graduates of high schools in the federal government (Massar Program)
Sponsoring Entity:	Ministries and federal entities sponsoring high school graduates to study according to this System
Student:	Any high school graduate awarded sponsorship as per this System
Financial Allocation:	The lump -sum granted to student monthly by sponsoring entity
Tuition expenses:	All fees and expenses paid to receiving institution

Article (2) **Applicability**

This System shall apply to sponsorships awarded by the government sector to UAE national high school graduates within UAE

Article (3) **Objective**

This System aims to recruit and sponsor UAE national high school graduates in order to obtain one of the academic qualifications set out herein and occupy civilian positions in the federal government sector

Article (4) **Implementation Restrictions**



1. Sponsored students shall study specializations that are relevant to the work nature and activity of sponsoring entity and according to the actual its requirements for technical and professional staff
2. The sponsoring entity shall coordinate with receiving institution to provide periodic reports on the students' progress, with copies to the Authority
3. The number of sponsorships per entity shall be determined on an annual basis in proportion to number of employees, as shown below:

Number of Employee	Maximum Number of Sponsorships
1-300	20
300-1000	25
1000-3000	40
3000+	60

Article (5) **Conditions of Sponsorship**

A nominee for Sponsorships must:

1. Be a UAE national
2. Meet standards of good conduct
3. Obtain high school certificate or equivalent with an aggregate of at least 75% or a 3.0 GPA
4. Not have obtained high school certificate or equivalent three years prior to application date
5. Secure acceptance from a recognized educational institution within UAE to obtain one the following qualifications:
 - (a) Diploma
 - (b) Higher Diploma
 - (c) Bachelor's degree
6. Successfully pass entry tests conducted by receiving educational institution
7. Not be employed or combine between two sponsorships



8. Not have been dismissed from an educational institution on disciplinary grounds or multiple unexcused absences
9. Not have been terminated on disciplinary grounds from a government entity

Article (6) **Sponsored Student's Obligations**

The student shall abide throughout the sponsorship duration by the following:

1. Must display good behavior and avoid committing any act of serious misconduct
2. Observe the educational institution's systems and regulations
3. not change the study course prescribed or the college/university/faculty without written consent of sponsoring entity
4. Complete the study program within the period specified
5. Join the sponsoring entity as trainee during official vacation for a period not exceeding one month, if so required by the entity
6. Work for sponsoring entity for a period equal to sponsorship duration, or any other government entity subject to approval by the competent minister
7. Refund all fees and expense received while on scholarship to sponsoring entity upon failure to abide by the provisions of this System and scholarship contract

Article (7) **Expenses & Financial Aid**

1. The sponsoring entity shall bear the tuition fees determined by receiving educational institution
2. The student is entitled to an amount of AED 4000 monthly in aid throughout the scholarship period



3. The sponsoring entity may, subject to Cabinet approval, exempt a student who fails to obtain the required qualification at the end of his / her sponsorship, from refunding all or part of the tuition fees and expenses incurred, if such failure was due to reasons beyond his / her reasonable control.

Article (8) **Sponsorship Contract**

1. A contract shall be made between the sponsoring entity, student and the guardian, if the student is minor
2. The contract shall define all rights and responsibilities of parties contained herein

Article (9) **Termination of Sponsorship**

The sponsoring entity may terminate the student's sponsorship in the following instances:

1. If the student breaches the provisions of this System or the sponsorship contract
2. If the student fails to make satisfactory progress in study, without an excuse acceptable to sponsoring entity

Article (10) **Appointment**

The sponsoring entity shall appoint the sponsored student in a position commensurate with the academic qualification obtained. Appointment must take place within the first three months from the date the student gets the qualification, provided the student assumes his / her duties within a period not exceeding one month from notification.

Article (11) **Closing Provisions**



Any provisions in any regulations, decisions, directives or orders shall be cancelled to the extent they contradict with the provisions of this Resolution.

This Resolution shall be implemented by competent entities, each within its area of competence.

Article (12)

This Resolution shall be published in the Official Gazette and shall come into effect from the day following the date of its publication.

Mohamed Bin Rashid Al Maktoum
Prime Minister

Issued by Us

On 1st Ramadan, 1431 Hijri
Corresponding to August 11, 2010