



جامعة الإمارات العربية المتحدة
United Arab Emirates University

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Master Thesis Defense

Entitled

GUARANTEES OF DISCIPLINE OF PUBLIC EMPLOYEES IN THE LIGHT OF UAE FEDERAL LEGISLATION

(Comparative Study)

By

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Abstract

The UAE Federal legislator gave legal protection to the employee by nullifying all procedures related to disciplinary sanctions unless they were within the context prescribed by the law. The employee also committed to the duties stipulated in the laws and prohibited him from doing some work that would violate the laws and regulations. Contravenes the duties prescribed by law and legislation or out of duty in the work of his job is administratively permissible. Since all the violations attributed to the employee must be carried out in accordance with procedures before his innocence or before his death. All the legislations stressed that the employee should have committed an administrative violation that guarantees his right and must be available prior to signing any disciplinary penalty against the employee. The penalty and post-issuance; there are several guarantees and procedures that the management must follow before the imposition of a penalty in the right of the employee, if the administration has the authority to sign the penalty on the employee when he was discharged or committed the duties of the prohibitions, it must follow the procedures provided by the legislation for the employee protection For Kaf The actions to be taken against it. I have chosen for this research several reasons, including the difficulty and practical problems during the implementation of the disciplinary procedures that are a guarantee for the employee and the reflection of the effects of non-application of the disciplinary guarantees prescribed by the law as a right of the employee, which requires the employee's progress to grievance due to arbitrariness of the administration because of non-compliance with the law, And the consequences of this procedure, such as the appeal or judicial challenge, as this study included a comparison between the federal legislator and the local legislator of the Emirate of Abu Dhabi, and what is the difference between the two legislators.

Keywords: disciplinary decision, disciplinary safeguards, investigation authority, administrative grievance, administrative penalty, defense right, administrative investigation.