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**Master Thesis Defense**

Entitled

*ADMINISTRATIVE INVESTIGATION REGULATIONS FOR PUBLIC EMPLOYEE IN UNITED  
ARAB EMIRATES  
(COMPARATIVE STUDY)*

By

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Abstract

This study includes administrative investigation regulations with the public employees in French and Emirati Disciplinary System and with the local rules which apply on the civilian and military employees who are working in the emirates of Dubai. This study aims to reinforce the principals of transparency, justice and accountability. The study also aims to balance between using the administration rights to take disciplinary actions towards employees who violate job duties from side, and protect the employees and provide legal guarantees for them in administrative investigation stage from other side. This study was divided into three chapters, the study touched in primer chapter which comes under outline what is the administrative investigation with the public employee, this chapter includes two researches, in the first research identified the definition of public employee in term of legislative, jurisprudential and judicial, the second research identified administrative investigation and the difference between this and criminal investigation. On the first chapter, the study was subject to procedural controls for administrative investigation in France and United Arab Emirates and Dubai, and it showed the previous disciplinary process in issuing the disciplinary decision on employees who violated, through clarifying the specialized authority to referral the violated employee to the investigation and how this will be effected and the Specialized Authority to begin the investigation and to decide on the investigation after reviewing the facts and evidences and hearing the testimony of witnesses and any other order determine the status of the accused. The second chapter specialized to study disciplinary guarantees in administrative investigation stage, which is at prior stage of the issuance of disciplinary decision against the accused employee, and these guarantees includes: writing the minutes of the investigation and the formal controls for it, to be neutral towards investigation section, and to face the accused on the violations related to him, and reviewing the investigation file, and to allow the employee to defends on himself or hire a lawyer to defend him. This study ended with set of conclusions and recommendations.

**Keywords:** Public Employee, Administrative Investigation, Referral to the Investigation, begin the investigation, handle the investigation, Investigation Guarantees.