



Circular No. 24 of 2020 on Cabinet Resolution No. 76/11/2020
regarding Regulating the Federal Female Employees who have
Children Studying on Remote Learning Basis

To: All Federal Ministries and Agencies

After Greetings,

The Federal Authority for Government Human Resources (FAHR) extends to you the best greetings, wishing you continued good health.

With reference to the above-mentioned subject, further to the FAHR circular issued under No. 23 of 2020 regarding back to school policy and pursuant to the Cabinet Resolution No. 76/11 of 2020 on regulating the federal female employees who have children studying on remote learning basis, and for the purpose of enabling the federal ministries and agencies to take the necessary measures towards giving effect to the above-mentioned Cabinet Resolution, the FAHR is pleased to circulate the provisions contained therein as follows:

First, the federal agency may allow the working mother to work remotely if she has a child enrolled at the academic stage from grade 6 and below, or those of determination (children with special needs) suffering from chronic diseases and need to have a person accompanying him or her. Thus, it has been decided to apply the remote learning to such children throughout the school year of 2020 – 2021.



Second, in order to obtain the approval as per first section above of this Resolution, the following requirements must be met:

1-The job occupied by the female employee must meet all terms, conditions and criteria specified in the remote working system as approved by the Cabinet Resolution No. 27 of 2020.

2-The approval issued for the working mother must not affect the workflow of the federal agency concerned.

3-The approval must be granted as per a school schedule adopted by the school where the child is registered.

4-The flexibility mentioned in this Resolution shall be only limited to remote learning days as determined by the school, according to the school schedule adopted by it, stating that the child is enrolled in the remote learning during such days.

5-The female employee concerned shall submit a medical report to her employer, proving that her child belongs to people of determination (people with special needs) to which remote learning shall be applied, or those suffering from chronic diseases and need to have a person accompanying him or her.

6-The working mother must not be a medical or teaching staff member.

Third, the federal agency may allow the male employee to work remotely in case his working spouse is employed as a staff in the medical or teaching field, according to the conditions set out in section two of this Resolution.



Please be advised that FAHR is fully willing to provide any support or assistance to the federal ministries and agencies in all matters relating to the implementation of the aforementioned Resolution.

Federal Authority for Government Human Resources (FAHR)

Issued by us on 31/08/2020

This translation of the Federal Law by Decree No. 11 of 2008 on Human Resources in the Federal Government only aims at identifying and clarifying the Articles of the Law and relevant policies (and procedures) .In case of any conflict between the Arabic and English versions, the Arabic version shall prevail and overcome.