



Circular (N0. 22) for 2021

Organizing the work of the Federal Government's Working Mothers

To: All Ministries and Federal entities

The Federal Authority for Government Human Resources (FAHR) extends its greetings wishing you all the success in your endeavors.

With reference to the subject mentioned above, in light of shifting to the distance learning system for the first two weeks of the second semester, which begins on Monday, January 3, 2022, and based on the directives issued to support Federal Government working mothers with children pursuing distance learning; the Authority would like to inform the federal entities of the following:

Clause 1: Federal entities may allow working mothers to work remotely if they have children in the school – grade 6 and below, or a child of determination who suffers from chronic diseases, and needs a caregiver, while learning remotely.

Clause 2: The approval mentioned in clause (1) above requires the following:

1. The mother worker's job must fulfill all the conditions, controls and standards contained in the remote working system approved by Cabinet Resolution No. (27) for 2020 and any subsequent amendments.
2. Her working remotely does not affect the workflow in the federal entity.
3. The approval is based on the schedule prepared by the child's school.
4. The flexibility mentioned in the circular is only valid during the distance education decided by the competent authorities in the country.



5. The working mother who has a child of determination pursuing distance learning must present a medical report to her employer showing that her child needs the presence of an accompanying person.
6. The working mother should not be part of the medical or educational faculty.

Clause 3: A federal entity may allow the employee to work remotely if his wife, works in the medical or educational sector, and in accordance with the conditions contained in Clause (2) of this circular.

Clause 4: Federal entities operating the HR Management Information System “Bayanati”, must activate the mechanism attached to this circular, while those connected to “Bayanati” System through the Enterprise Service Bus (ESB), must adjust their systems to suit the attached mechanism and provide the Authority with data related to this procedure through the link between their systems and the “Bayanati” System.

Finally, the Authority is fully prepared to provide any support or assistance to the ministries and federal entities in their efforts to implement the provisions mentioned above

Thank you for your cooperation

The Federal Authority for Government Human Resources