Launch of a Guideline Clarifying the Regulations for Implementing the Part-Time Work Model in the Federal Government

H.E Laila Obaid Al Suwaidi, Director General of the Federal Authority for Government Human Resources (FAHR), affirmed that FAHR has strengthened the part-time work experience with a specific guideline. This guideline outlines the regulations and details related to the implementation of this model in the federal government, ensuring it aligns with the provisions of the Federal Government Human Resources Law and its executive regulations.

She explained that the guideline aims to regulate the procedures and mechanisms for calculating wages, leave, promotions, and other benefits for employees working under this model. It also provides ministries and federal entities with mechanisms for appointing employees in accordance with it, following the rules outlined in the executive regulations of the Human Resources Law.

The coordination is currently underway with the General Pension and Social Security Authority (GPSSA) to address matters related to the registration of part-time employees. This model will be implemented in the 4th quarter of 2024 for UAE nationals working part-time in the federal government, who have not previously been employed by entities covered by the GPSSA. The second phase of implementation will extend to other participants in the 2nd quarter of 2025.

The implementation of the part-time work model reflects the flexibility provided by human resources legislation and supports the country’s efforts toward governance of future work requirements. It also helps attract and retain skilled and talented individuals, while enhancing the efficiency of the human resources system at the UAE government level.

She considered the part-time employment model as a qualitative addition that reinforces the approach of proactivity and adaptability. It also supports the UAE’s future directions and the objectives of the “We the UAE 2031” vision, which focuses on building the most pioneering and outstanding system by enhancing government performance, developing the best flexible work models that contribute to achieving optimal results, and establishing the best model for managing human resources and government talents.

The part-time work model keeps pace with the rapidly evolving changes in the work environment and adopts new and future trends in government work. These trends have led many institutions around the world to embrace new and flexible work systems.

Enhancing labor market flexibility

His Excellency Younis Haji Al Khoori, Undersecretary of the Ministry of Finance, emphasized the importance of launching the part-time work guideline in enhancing labor market flexibility and driving sustainable development. He pointed out that this launch represents a significant step toward a more flexible future of work, as it expands employment opportunities and offers new possibilities for a wide range of society. This contributes to increasing productivity, reducing costs, and enhancing efficiency. Additionally, this employment model helps attract skilled talent, which strengthens the competitiveness of the national economy.

He added, “Part-time work is not just a new employment option; it is also an investment in the future of our economy. It contributes to achieving a balance between professional and personal life, supports the growth of various economic sectors, and helps realize the vision of ‘We the UAE 2031’ in building a sustainable, knowledge-based economy.”

Resolution of the General Pension and Social Security Authority

His Excellency Faras Abdul Kareem Al Ramahi, Director General of the General Pension and Social Security

Authority, stated that the GPSSA's Board of Directors issued a resolution to include part-time employees under the provisions of the pension laws. This decision specifies its application to citizens working part-time for a single employer and outlines the mechanism for calculating the adjusted salary for contribution purposes, as well as the pension calculation for part-time insured individuals.

He explained that this resolution will be implemented in the 4th quarter of this year for UAE nationals working part-time in the federal government and local government entities who have not previously been employed by organizations covered by the GPSSA. The second phase of implementation will apply to other participants in the 2nd quarter of 2025.

He added that a part-time employee enjoys the same rights as a full-time employee in terms of the benefits provided by the Pension and Social Security Law. He also mentioned that expanding the coverage to include the private sector will occur at a later stage.

Workshops

In a special circular, the FAHR confirmed that it is preparing to hold a series of virtual workshops to explain the part-time work guideline in the government during October and November. These workshops will involve representatives from its partners in implementing the part-time model (the Ministry of Finance and the Pension and Social Security Authority). The workshops target human resources managers and officials in federal ministries and entities to ensure the proper application of the guideline and to inform entities about the mechanisms for appointing part-time employees according to the procedures outlined in the executive regulations of the Human Resources Law, including how to calculate (monthly salary, entitled leave, promotions, and other benefits).

Part-time model

Part-time work is one of the employment models defined by the Federal Government Human Resources Law. It involves working for a federal entity for a specified number of work hours or days, either from the workplace, remotely, or in a hybrid work model, based on the employment contract or as agreed upon between the federal entity and the employee.

Flexibility in work types

In exceptional cases, a federal entity may choose one of the appropriate work types for employees appointed under the part-time employment model, or combine them, according to specific regulations. These include: (part-time remote work within the country, part-time remote work from outside the country, and part-time hybrid work, which combines working from the office and remotely within the country).

End of service

A UAE national employee working part-time is registered in the pension fund approved by the General Pension and Social Security Authority for a single entity where they are employed part-time, provided that the entity is subscribed to the fund, even if the employee works for multiple employers.

A non-Emirati employee working part-time is entitled to an end-of-service gratuity, calculated proportionally according to the mechanism specified in the Federal Government Human Resources Law and its executive regulations. This is based on a percentage of the basic salary for the employee's job grade, provided that their continuous service with the federal entity is not less than one year.