



Circular No. (03) of 2026

Regarding

Supporting Families During the Period of Distance Learning in the Federal Government

To all esteemed Ministries and Federal Entities,

Greetings,

The Federal Authority for Government Human Resources (FAHR) extends to you its sincere regards and wishes you continued success and prosperity.

Within the framework of the "Year of the Family," and in support of the educational process in the State, the Authority hereby announces to all Ministries and Federal Entities the following:

First:

The possibility of granting flexible working arrangements through remote work for employees who are caregivers to children (father or mother), during the period in which the competent authorities adopt the distance learning system for students **from kindergarten through Grade Eight, as well as for children officially enrolled in nurseries. The same flexibility shall also be granted to either parent who has children of determination officially registered in care centers for people of determination.**

Second:

Approval pursuant to Clause First of this Circular shall be subject to the following conditions:

1. The position held by the caregiving employee (father or mother) must meet all the terms, controls, and standards set forth in the remote work system approved by Cabinet Resolution No. (27) of 2020 and any subsequent amendments thereto.
2. Granting such approval to the employee (father or mother) must not adversely affect the workflow within the federal entity.
3. The flexibility stipulated in this Circular shall be limited strictly to the period of distance learning as determined by the competent authorities in the State.
4. The employee (father or mother) must not be part of special cadres or positions exempted from the application of remote work by a decision of the employing entity.
5. The employee (father or mother) must submit a request for remote work flexibility and obtain prior approval from the direct supervisor through the approved electronic systems of the employing entity, in accordance with the attached mechanism.



In all cases, the flexibility stipulated in this Circular shall be granted to only one of the parents (either the mother or the father) employed within the federal government.

Third:

To obtain the remote work flexibility referred to in Clause First above, the employee (father or mother) must, through updating their personal data related to their children in the "Bayanati" system or integrated systems, establish that they have one or more children enrolled in Grade Eight or below, or have a child of determination.

Fourth:

Federal entities operating the Human Resources Information System in the Federal Government ("Bayanati") shall follow the mechanism attached to this Circular. As for federal entities integrated with the "Bayanati" system through the Enterprise Service Bus, they shall update their systems in accordance with the attached mechanism and provide the Authority with the relevant data pertaining to this procedure through the existing integration between their systems and the "Bayanati" system.

The Authority affirms its full readiness to provide any support or assistance to Ministries and Federal Entities regarding the implementation of the provisions set forth above.

Thank you in advance for your cooperation.

Please accept our highest consideration and respect.

Federal Authority for Government Human Resources



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