



Circular No. (12) of 2026

Regarding

The “Back to School” Policy for the Academic Year 2026–2027

To the Kind Attention of All Ministries and Federal Entities,

Greetings,

The Federal Authority for Government Human Resources (FAHR) extends its sincere greetings to you, wishing you continued progress and success.

Pursuant to the “**Back to School**” approved by the esteemed Council of Ministers, and further to the Authority’s circulars issued in this regard, the Authority is pleased to circulate to all ministries and federal entities the provisions of the aforementioned Policy, with the aim of enabling their employees to benefit from the flexibility provided therein, in accordance with the following provisions:

First: The First School Day (Primary School and Above):

1. Employees shall be granted flexibility in reporting to and leaving work on the first school day of the new academic year to accompany their children to and from school or home.
2. The flexibility referred to in Item (1) above shall not exceed a total of three hours on the first school day.
3. The different school start dates shall be taken into consideration, based on the curriculum prescribed for the school by the competent authorities.
4. Flexibility in reporting to and leaving work shall be granted in accordance with the regulations applicable at the entity and subject to the approval of the direct manager.

Second: Flexible Working Hours During the First Week for the Care of Children in Nurseries and Kindergartens:

1. Employees shall be granted flexibility in reporting to and leaving work throughout the first week of the new academic year to accompany their children to and from the nursery or home.
2. The flexibility referred to in Item (1) above shall not exceed a total of three hours throughout the first week.
3. The different school start dates shall be taken into consideration, based on the curriculum prescribed for nursery or kindergarten by the competent authorities.
4. Flexibility in reporting to and leaving work shall be granted in accordance with the regulations applicable to the entity and subject to the approval of the direct manager.



Third: Flexible Working Hours on Other Occasions and in Other Circumstances Related to the Academic Year:

Federal entities in the country shall issue the necessary internal regulations to enable their employees to support their school-going children in the following areas, if this does not affect the continuity of work at the entity or conflict with the Human Resources Law in the Federal Government:

1. Employees may be granted permission for a period not exceeding three hours to attend parents' meetings at their children's schools, in implementation of the Parents' Councils Regulation.
2. Employees may be granted permission for a period not exceeding three hours to attend graduation ceremonies and their children's special occasions and activities.

The Authority also reaffirms its keenness to provide support to federal entities regarding any matters related to the implementation of the above-mentioned provisions, through communication with the Authority via the channels indicated below.

Yours sincerely,

The Federal Authority for Government Human Resources



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For further enquiries, please contact the Authority through the following channels:

- Unified Contact Centre: 600525524
- Customer Happiness System (CHS): <https://www.fahr.gov.ae/CRM/en>