

# **The Federal Authority for Government Human Resources: The guideline for part-time work model is a new pioneering and proactive approach**

As the Federal Authority for Government Human Resources (FAHR) is constantly striving to bring the federal human resources system to advanced levels worldwide, it has launched creative pioneering initiatives and projects that enhance this approach with the enabling human resources policies, legislations and the electronic supporting solutions and systems.

The latest of these distinguished projects launched by FAHR was a guideline that outlines the regulations governing the part-time work model in the federal government, as stipulated in the executive regulations of the Human Resources Law in the federal government, and was actually applied in ministries and federal entities to newly recruited employees, and it should include employees who are on duty by the second quarter of 2025.

The part-time work pattern is one of the four employment patterns adopted in the federal government, which are: full-time work, part-time work, temporary work, and flexible work. This comes in line with the rapid changes occurring in the work environment, and embraces new and future trends in government work, which prompted many institutions around the world to adopt new and flexible work systems.

There is no doubt that implementing the part-time work pattern reflects the flexibility provided by human resources legislation, and enhances the UAE strategy in regulating future work requirements, attracting and retaining skilled and competent employees, and enhancing the efficiency of the human resources system at the UAE government.

The new guideline will enhance the proactive approach and support the future strategies of the UAE and the objectives of the "We the UAE 2031" vision, which focuses on building the most pioneering and advanced system by enhancing government performance, developing the best flexible work models that contribute to achieving the best results, and building the best model for managing human resources and government competencies.

FAHR sought through the guideline to enhance the part-time experience, clarify the regulations and details related to how to apply this model in the federal government, organize the procedures and mechanisms for calculating wages, leaves, promotions and other benefits for employees working under this model. It also provides ministries and federal entities with mechanisms for appointing employees accordingly, following the rules stipulated in the executive regulations of the Human Resources Law.

**Amna Al Mandoos**

**Director of the Policies and Legal Affairs Department**

**Federal Authority for Government Human Resources**

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