



UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

PATERNITY POLICY

Uzbekistan State World Languages University

Date policy approved: **January 2025**

Date for review of policy: **January 2027**

1. Introduction

Uzbekistan State World Languages University (UzSWLU) is committed to promoting gender equality and supporting shared parenting responsibilities. The UzSWLU Paternity Policy encourages non-gestational parents — fathers or partners — to take an active role in childcare, which in turn supports women's continued participation in academic and professional life. The policy ensures that non-gestational parents among University staff and students have the resources and flexibility needed to fulfil their parental duties.

2. Objectives

The main objectives of the UzSWLU Paternity Policy are to:

- Enable parental participation: support non-gestational parents in taking an active role in early childcare, fostering a balanced family dynamic.
- Promote work-study balance: provide flexible arrangements that allow parents to balance professional, academic and parenting responsibilities.
- Support women's academic and professional engagement: by encouraging shared childcare, the policy helps women remain engaged in their studies and careers.

3. Scope

This policy applies to all non-gestational parents among staff and students at UzSWLU who require support for childcare responsibilities.

4. Policy statements

4.1 Leave for non-gestational parents

As an institutional benefit going beyond current national legislation, UzSWLU grants non-gestational parents among its staff short paid leave around the birth of a child, arranged with the Human Resources Development Department, together with additional unpaid leave available on request for a longer period with their family.

Non-gestational parents who are students may request individual arrangements for the same period through the Department of Youth Affairs, Spirituality and Enlightenment, including rescheduled assessments and adjusted attendance requirements.

4.2 Flexible work and study arrangements

UzSWLU offers flexible scheduling options for non-gestational parents, including adjusted working hours for staff and, where the curriculum allows, online or rescheduled study options for students. These arrangements allow non-gestational parents to attend to childcare responsibilities while maintaining their academic or professional commitments.

4.3 Childcare facilities

Non-gestational parents may use the same childcare facilities available to mothers at the University. A children's room operates within the Mother and Child Room at the Main Building, staffed by one supervisor and one educator, free of charge, for children up to six years of age of University staff and students. The room is fully equipped, including toys and smart TVs and boards, and is supervised from 08:00 to 18:00; it is coordinated with the University psychologist, and children's health is monitored by the University medical point. In addition, UzSWLU's 2023 memorandum with the “Nihol” private kindergarten near the main campus provides staff and students with childcare on a fully free-of-charge basis.

4.4 Health and counselling services



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Non-gestational parents may access the University's psychological and medical support services on the same basis as other staff and students. The University psychologist provides individual counselling on request, including support with balancing family, study and work responsibilities, and the University Medical Unit provides round-the-clock initial medical care, with referral to the University's partner, Tashkent City Hospital No. 16, when specialist treatment is required.

4.5 Parenting support programmes

UzSWLU organises workshops and informational sessions for parents on topics related to parenting, work-life balance and family wellbeing, open to non-gestational parents on the same basis as mothers, and provides resources to help non-gestational parents adapt to shared childcare responsibilities.

5. Monitoring and review

Implementation of this policy is monitored jointly by the Human Resources Development Department and the Department of Youth Affairs, Spirituality and Enlightenment, together with the Women's Advisory Council, which collect feedback from parents to assess the policy's effectiveness. An annual report is produced to review outcomes and identify improvements.

This policy is reviewed every two years to ensure it remains aligned with national legislation and the evolving needs of non-gestational parents at the University.