UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

MATERNITY POLICY

Uzbekistan State World Languages University

Date policy approved: January 2025

Date for review of policy: January 2028

1. Introduction

Uzbekistan State World Languages University (UzSWLU) is committed to supporting women's participation in both academic and professional settings by providing comprehensive maternity support. This policy ensures that female staff and students receive the necessary assistance during and after maternity, promoting a balanced and inclusive university environment.

2. Objectives

The main objectives of the UzSWLU Maternity Policy are to:

- Provide financial and logistical support: offer paid leave and flexible arrangements to support women's continued participation in the University.
- Ensure health and well-being: provide access to health services and counseling to address the physical and mental health needs of mothers.
- Facilitate work-study balance: enable women to balance academic or professional commitments with maternity responsibilities.
- Prevent disadvantage: ensure that no woman is treated less favourably at the University because of pregnancy or maternity.

3. Scope

This policy applies to all female staff and students of UzSWLU who are expectant or new mothers, including women who adopt a newborn child to the extent provided by the legislation of the Republic of Uzbekistan.

4. Policy statements

4.1 Maternity leave and job retention for staff

Female employees are entitled to paid maternity leave in accordance with the Labor Code of the Republic of Uzbekistan, without financial hardship. Under national legislation, pregnancy and maternity leave is granted for 70 calendar days before childbirth and 56 calendar days after childbirth (70 calendar days after childbirth in the case of complicated childbirth or the birth of two or more children), with state social insurance benefits paid during the leave.

At the employee's request, childcare leave is granted after maternity leave until the child reaches the age of two, with the benefit established by law, and additional unpaid leave may be granted until the child reaches the age of three. During maternity and childcare leave, the employee retains her position.

4.2 Workplace protection during pregnancy and after childbirth

- Pregnant employees are not assigned to night work, overtime work or weekend work, in accordance with national legislation.
- Employment may not be refused, pay may not be reduced and the employment contract may not be terminated on the University's initiative because of pregnancy or because an employee has a young child, except as national legislation permits.
- A parent caring for a child under the age of two is entitled to additional breaks for feeding the child, in accordance with national legislation.

4.3 Flexible study options for students

Female students who are expectant or new mothers have access to flexible study arrangements, including online classes, extended assignment deadlines and modified examination schedules. Academic advisers work with these students on customised study plans to accommodate their needs during maternity.

4.4 Childcare facilities and support for mothers

Each University campus has a children's room, available free of charge and staffed by a supervisor and an educator. The room cares for the children of students and staff who are attending classes or working at the University, and educational activities are conducted with the children. This allows student mothers to attend classes and returning employees to carry out their duties.

At the Main Building, the children's room is part of the Mother and Child Room, which is fully equipped for young children, with toys, modern smart TVs and boards. Children up to six years of age are cared for there, and their health is monitored by the University medical point. The room is supervised during working hours, from 08:00 to 18:00.

The University also has an agreement with a private kindergarten, Nihol, located next to the Main Campus, under which children of University employees and students are cared for free of charge.

4.5 Health and counseling services

- The University offers health and wellness support through its medical unit and Psychological Service. Expectant and new mothers have access to health check-ups, counseling and maternity-related advice.
- Mental health support is available to help mothers manage the transition into parenthood and balance their roles.

4.6 Awareness and support initiatives

- UzSWLU organises informational sessions and workshops for mothers-to-be, providing guidance on maternity leave options, health resources and support services available at the University.
- University staff and faculty receive guidance on supporting colleagues and students who are new mothers, promoting a culture of empathy and support.

4.7 Non-discrimination and complaints

Pregnancy and family status are protected grounds under the University's Anti-Discrimination and Anti-Harassment Policy. A woman who believes she has been disadvantaged because of pregnancy or maternity may raise a concern through the reporting procedure set out in that policy, which also prohibits retaliation against anyone who reports a concern in good faith.

5. Monitoring and review

The Human Resources Development Department and the Department of Youth Affairs, Spirituality and Enlightenment, together with the Women's Advisory Council, monitor the effectiveness of this policy and address any challenges faced by mothers at UzSWLU. Feedback from staff and students is gathered annually to assess the policy's impact and to make improvements.

This policy is reviewed every three years to ensure that it remains aligned with national legislation and best practice in maternity support and gender inclusion. The next review is due in January 2028.