UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Childcare Facilities for Staff and Faculty

Free campus children's rooms | Supervisor and educator | Leave and job protection | Kindergarten partnership

Uzbekistan State World Languages University provides childcare facilities for its staff and faculty. Each campus has a children's room, available free of charge, where a supervisor and an educator look after the children of University employees and students while their parents work or attend classes. The arrangement is published in the University's Maternity Policy, and is complemented by a partnership with a private kindergarten beside the main campus.

Campus children's rooms

Every University campus has a dedicated children's room. Each room is staffed by one supervisor and one educator, who provide supervision and age-appropriate educational activities for the children of staff and students who are on campus. The service is available free of charge.

The rooms are located on the campuses where employees work and teach. Academic staff, administrative employees and returning mothers can therefore carry out their duties, deliver classes and attend meetings knowing that their children are cared for on site.

At the Main Building, the children's room is part of the University's Mother and Child Room, which is equipped with the essential items needed for young children and offers full child-friendly conditions, from toys to modern smart TVs and boards. Care in the room is free of charge and is provided mainly for the children of University employees and students. Children up to six years of age are cared for there, and their health is monitored by the University medical point. The room is coordinated by the University psychologist and is supervised during working hours, from 08:00 to 18:00.

The Mother and Child Room is also used for child-focused educational and cultural activities, including fairy-tale and stage performances, a Child Protection Day event, and a New Year meeting at which the Rector and the Trade Union Committee Chair met employees' children and presented gifts.





New Year meeting with employees' children organized by the Rector and the Trade Union Committee, 25 December 2025

Partnership with a private kindergarten

A private kindergarten, Nihol, operates next to the University's main campus. In 2023 the University concluded an agreement with the kindergarten, under which children of University employees and students, who are its main users, are cared for free of charge. The kindergarten offers full child-friendly conditions, from toys to modern smart TVs and boards. This gives staff families a second free option alongside the campus rooms, which offer the same conditions inside the University.

Supporting arrangements for working parents

The Maternity Policy sets out further measures that help staff combine work and childcare, in accordance with the Labor Code of the Republic of Uzbekistan:

- Paid pregnancy and maternity leave of 70 calendar days before and 56 calendar days after childbirth (70 days after childbirth in the case of complicated childbirth or multiple births).
- Childcare leave until the child reaches the age of two at the employee's request, and additional unpaid leave until the age of three, with the employee retaining her position.
- Additional breaks for feeding the child for a parent caring for a child under the age of two.
- Protection of pregnant employees from night work, overtime work and weekend work.
- Health check-ups, counseling and maternity-related advice through the University's medical unit and Psychological Service.

Policy basis and review

The Maternity Policy, approved in January 2025 and due for review in January 2028, applies to all female staff and students who are expectant or new mothers. It provides that each campus has a children's room, available free of charge and staffed by a supervisor and an educator, and that the University has a memorandum of cooperation with a private kindergarten next to the Main Campus. The Human Resources Development Department and the Department of Youth Affairs, Spirituality and Enlightenment, together with the Women's Advisory Council, monitor the policy and gather feedback from staff and students annually.

Conclusion

UzSWLU provides childcare facilities for staff and faculty: free children's rooms on every campus staffed by a supervisor and an educator, a free-of-charge partnership with a private kindergarten next to the main campus, and statutory leave, feeding breaks and job protection for working parents. These arrangements are published in the University's Maternity Policy.

Official evidence links

- UzSWLU Maternity Policy — childcare facilities (Section 4.4), leave and job protection for staff; approved January 2025 — https://uzswlu.uz/backend/web/uploads/pagepdf/icon/17925798992947.pdf
- Women's Advisory Council — support and assistance route for women students and staff — https://uzswlu.uz/xotin-qizlar-maslahat-kengashi
- Psychological Service — confidential counseling and support for staff and students — https://uzswlu.uz/en/psychological-service
- Child Protection Day event — child-focused educational and cultural activities — https://uzswlu.uz/en/news/child-protection-day-event-held-1732625228
- New Year meeting with employees' children — Rectorate and Trade Union Committee family-support event — https://t.me/UzSWLU/48956
- Rectorate — institutional contact route — https://uzswlu.uz/en/rectorate