

Approved by



**B. Sulaymonov**

Rector of Tashkent State  
Agrarian University

2 Jul 2020

## **MATERNITY AND PATERNITY POLICIES FOR PROMOTING ON-CAMPUS WOMEN'S PARTICIPATION**

### **1. Purpose**

- 1.1. This policy is aimed at protecting maternity and paternity rights, especially women's rights towards supporting them to participate in their study and work.
- 1.2. This policy has been formulated to enhance women's economic empowerment, especially for professors/teachers and staff of university. Tashkent State Agrarian University (hereinafter, TSAU) believes that being pregnant and parent should be not an obstacle for students and employees to study and work.

### **2. Rationale**

- 2.1. During the maternity and paternity period, student and employees are facing barrier and discrimination by other people and current system. Therefore, this policy aims to ensure that there is fair and consistent treatment for students and staff who are in period of being parent.
- 2.2. The health and safety of pregnant students and employees, and childcare and are vitally important at all time.

### **3. Scope**

- 3.1. This policy applies to students and employees who are pregnant or become parent during their study and work at TSAU.
- 3.2. This policy is an internal document, outlines strategies and plans of TSAU on how to protect right of people who become parent during their study and work. TSAU is committed to make flexibility for pregnant students and employees towards maintaining high academic standards.

### **4. Policy**

- 4.1. Each department and faculties need to plan their strategies to support people expecting to take maternity and paternity leave.

- 4.2. Study and work of students and employees who give a birth are automatically stopped for up to **ONE** year, and even they can willingly extend it.
- 4.3. Students and employees on maternity and paternity leave will hold their university cards and have access to online materials, email and university library in particular. Noteworthy, students and employees are not supposed to study, work and teach during their maternity and paternity.
- 4.4. Organizes timely arrangements for returning students and employees to study, work and teaching after maternity leave, which is done by supervisor or any other staff of university.
- 4.5. Helps to issue and prolong student visa for overseas students after maternity and paternity period towards continuing their study.
- 4.6. Father can take up to **TWO** weeks or **TEN** working days leave during their partner's pregnancy period.

## 5. Monitoring and compliance (optional)

- 5.1. Any compliance with this policy will be report to representatives of university towards solving issue raised by any dissatisfied students employees who became parent
- 5.2. The university regularly monitor procedure of supporting people on maternity and paternity period towards identifying barriers for them to back to study and work.

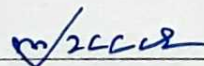
## 6. Entry into force



Prof. Dr. Botirjon Sulaymonov


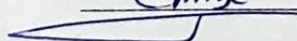
Rector of Tashkent State Agrarian University

**AGREED ON**



Prof. Dr. Sokhib Islamov

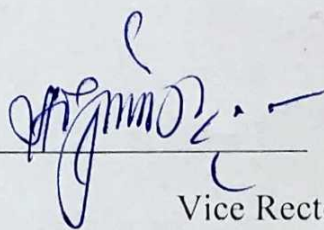
Vice Rector for Academic Affairs

Prof. Dr. Komolitdin Sultonov

Vice Rector for Research and Innovations





Dr. Abduaziz Abduvasikov

Vice Rector for International Cooperation

02/07/2020

Date

## 7. Review date

Review foreseen every **five** years on

01/07/2025

Date