



TERMEZ STATE UNIVERSITY

**FEMALE EMPLOYEES AND MATERNITY LEAVE
POLICY**



**Achieve gender
equality and
empower all
women and girls**

Termez 2025

PREAMBLE

Termez State University recognises the vital contribution of female employees to the life of the institution, and affirms its commitment to fairness, dignity, equality, and protection of rights for all women in its workforce. In line with the labour laws of the Republic of Uzbekistan, this policy sets out the university's approach to working conditions for female staff, night work restrictions, equal pay for equal work, and the institution's support for maternity leave and related protections.

1. EQUAL TREATMENT AND COMPENSATION

Female employees assigned to perform roles that are traditionally or presently undertaken by male colleagues shall receive compensation equivalent to that of their male counterparts for the same work, in recognition of equal value of their labour. The university endorses the principle that job assignment shall reflect competence and performance, not gender, and compensatory conditions shall reflect equality in pay and benefits. The standard working hours for women shall align with those of male employees; however, to safeguard health and wellbeing, the university restricts the assignment of women to night shifts. Accordingly, female employees shall not be scheduled to work between 5:00 p.m. and 8:30 a.m. in general operations. Exceptions are made for specific service sectors in which night operations are integral—namely, clinical facilities, pharmacies, hotels, nursery schools, homes for persons with disabilities, airlines, tourism offices, theatres, and entertainment venues—where female employees may be rostered beyond standard hours, subject to voluntary consent and safe conditions. In cooperative societies, public-utility enterprises, beauty salons, tailoring shops, banks and administrative offices, women may be permitted to work at night until midnight. During special periods such as Ramadan, public holidays or festive days, the university may approve extended night-time hours, provided that transportation and

enhanced safety arrangements are provided by the employer (the university or affiliated unit) in respect of all female staff working the late shift.

2. MATERNITY LEAVE AND PROTECTION

Termez State University provides full protection and support for female employees during pregnancy, childbirth and early childcare, in harmony with Uzbekistan's legal framework. Pregnant women shall be entitled to a paid maternity leave period of 70 calendar days before the expected date of delivery and 56 calendar days after childbirth, with extension up to 70 days after delivery in cases of complicated birth or multiple children. This period shall be treated as continuous or may commence from the 30th week of pregnancy upon medical certification. During this leave, the employee retains her contractual status, wage protection and position as guaranteed by law.

Following maternity leave, a female employee may request additional unpaid leave for childcare, up to three years if desired, while preserving her employment rights and returning to her previous post or equivalent position. The university prohibits termination of the employment contract solely on the grounds of pregnancy, childbirth, maternity leave, or childcare responsibilities. The institution also secures the right of the returning mother to two one-hour nursing breaks during working hours, without reduction in pay, to support breastfeeding or milk expression.

In recognition of the child-care demands, the university shall ensure suitable accommodations for female employees returning after childbirth, including flexible work arrangements when feasible, and safe premises for nursing mothers.

3. NIGHT AND SHIFT WORK, TRANSPORTATION, AND SAFETY

Female staff engaged in permitted night-time or shift work shall be provided safe means of transportation to and from their workplace, especially when

hours fall outside normal commuting times. The university will ensure that shifts assigned to women working late are properly documented, with clear start and finish times, and include appropriate rest periods, access to refreshment, and safe workspace conditions, in compliance with national labour normative requirements.

The university will refrain from assigning women to hazardous or high-risk work at night unless all safety safeguards, training, and voluntary consent are ensured. Supervisors must assess working conditions and adjust assignments accordingly.

4. RESPONSIBILITIES OF THE UNIVERSITY

Termez State University, as the employer, affirms its responsibility to monitor and enforce this policy through its Human Resources Department, the Women's Affairs Office (or equivalent), and faculty or departmental leadership. All recruitment, assignment, shift planning, pay decisions and leave administration shall reflect gender-equitable practice. Human Resources shall maintain records of night work assignments of female employees and ensure compliance with the permitted hours. The Women's Affairs Office shall provide guidance, counselling and liaison for pregnant staff, returning mothers and those working shifts, ensuring that university policies reflect national law and best practice.

5. COMPLIANCE WITH NATIONAL LEGAL FRAMEWORK AND INTERNATIONAL STANDARDS

This policy aligns with the Labour Code of the Republic of Uzbekistan, as amended. According to Article 99 of the Labour Code, maternity leave is set at 126 calendar days (70 days before childbirth and 56 days after; extended to 70 post-delivery in cases of multiple births) and includes job protection and benefit entitlement. Women's night work protections, equal pay obligations,

and termination protections are drawn from the broader principles of non-discrimination under Uzbek law and international instruments. The university further embraces the International Labour Organization's Maternity Protection Convention and Sustainable Development Goal 5 on gender equality.

6. MONITORING, REVIEW AND CONTINUOUS IMPROVEMENT

The university will annually review the effectiveness of this policy, with oversight by the Women's Affairs Office and the Human Resources Department, in consultation with relevant stakeholders. Monitoring will include metrics on female employment ratios, shift assignments of women, uptake and return from maternity leave, and reports of policy breaches or grievances. Should gaps or emerging issues be identified, the university commits to revise procedures, strengthen training and update working practices accordingly.

7. ENTRY INTO FORCE AND REVIEW

The policy is effective from 1 January 2025.

It shall be reviewed every three years, or within six months following any relevant legislative change.

8. RESPONSIBLE UNIT AND CONTACT

Termez State University Council on Women's Issues

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Signed by the Rector:

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Chairwoman of the University Women's

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