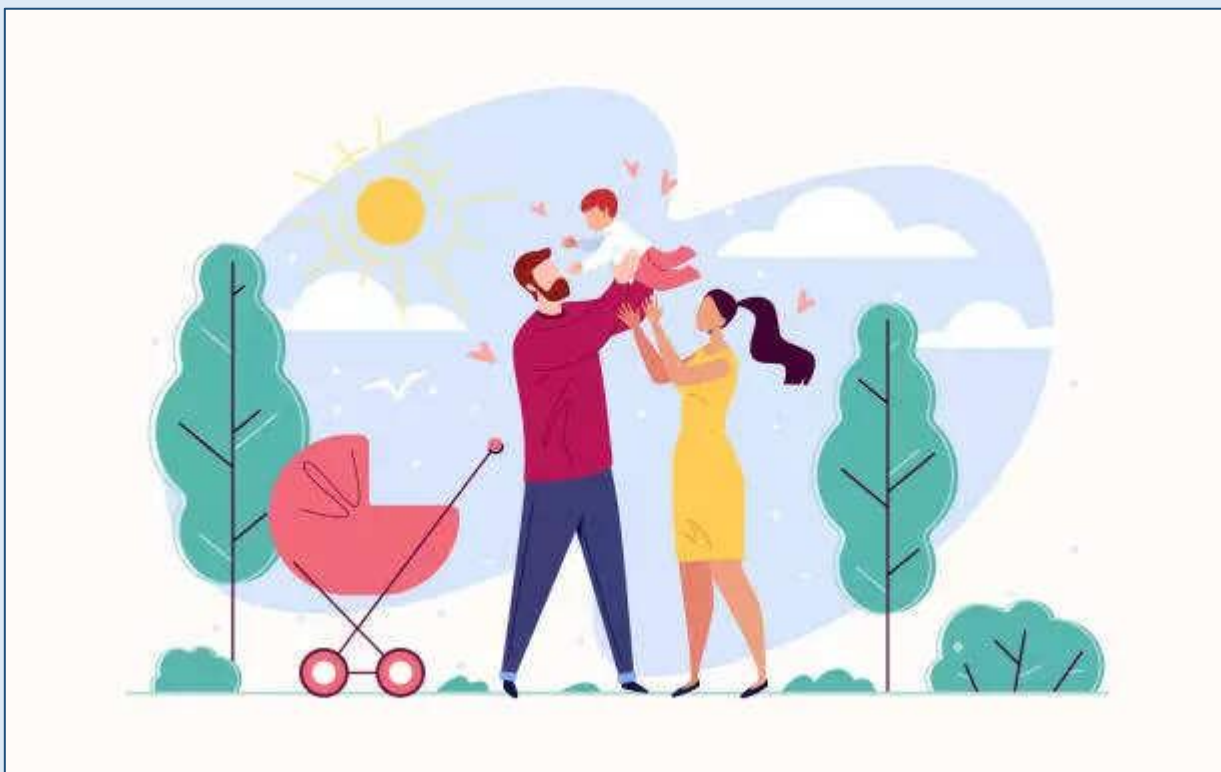




TERMEZ STATE UNIVERSITY

PATERNITY LEAVE AND SHARED CHILDCARE SUPPORT POLICY



Termez 2025



PREAMBLE

Termez State University recognizes that the active participation of both parents in childcare is fundamental to gender equality, family wellbeing, and professional balance. Non-gestational parents, particularly fathers or partners, play a critical role in supporting women's participation in education, research, and employment. By enabling fathers and partners to engage in childcare responsibilities, the University ensures that women are not disproportionately burdened with domestic duties, thereby fostering equitable opportunities for all.

This policy is developed in accordance with the Constitution of the Republic of Uzbekistan, the Labour Code of Uzbekistan (2022), the Law on Guarantees of Equal Rights and Opportunities for Women and Men (2019), the Family Code, and relevant international conventions ratified by Uzbekistan. It complements existing university policies on maternity leave, anti-discrimination, gender equality, and work-life balance, creating a comprehensive framework to support families and empower women within the University community.

PURPOSE AND OBJECTIVES

The purpose of this policy is to establish clear standards that allow male employees and non-gestational parents to participate actively in child-rearing, while simultaneously ensuring women's uninterrupted access to academic and professional opportunities. By providing paternity leave, shared childcare leave, and supportive work arrangements, the University aims to strengthen family cohesion, promote gender equality, and improve the overall wellbeing of staff and students. This policy is intended to remove systemic barriers that prevent women from fully participating in academic and administrative roles and to create an inclusive environment where family and professional responsibilities are balanced.



LEGAL FRAMEWORK

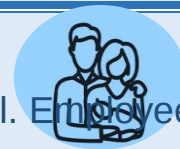
This policy draws on the Constitution of the Republic of Uzbekistan, which guarantees the protection of the family and the rights of both parents. It is also guided by the Labour Code, which provides for parental leave, non-discrimination in employment, and flexible working arrangements. The Law on Guarantees of Equal Rights and Opportunities for Women and Men underscores the principle of shared family responsibilities and equal access to employment and educational opportunities. Furthermore, this policy aligns with international conventions ratified by Uzbekistan, including the International Labour Organization's Maternity Protection Convention (No. 183) and the Workers with Family Responsibilities Convention (No. 156), both of which obligate institutions to support parents in balancing work and family life.

SCOPE AND APPLICABILITY

This policy applies to all employees of Termez State University, including academic, administrative, and technical staff, as well as postgraduate students engaged in research or teaching roles supported by the University. It governs all aspects of paternity leave, shared childcare leave, and associated flexible work arrangements, ensuring that non-gestational parents have equal opportunities to care for their children while continuing their professional or academic commitments.

PATERNITY LEAVE

All male employees or non-gestational parents are entitled to ten working days of paid paternity leave following the birth or legal adoption of a child. This leave must be taken within three months of the child's birth or adoption. Additional unpaid leave of up to fourteen calendar days may be requested and granted in



accordance with the Labour Code, subject to managerial approval. Employees on paternity leave retain all their rights and benefits, including salary, position, and access to institutional resources, ensuring that family responsibilities do not hinder professional progression.

Eligible individuals include biological fathers, spouses, partners, or legally recognized guardians of the child. Proof of birth or adoption must be submitted to the Human Resources Directorate within ten working days of the event. During paternity leave, employees may also attend to childbirth-related medical care and support the mother or child as required, with the University accommodating such needs through short-term leave arrangements.

SHARED CHILDCARE LEAVE

To encourage joint parental responsibility, the University allows shared childcare leave, enabling either parent to take leave following the conclusion of maternity leave. Parents may transfer up to sixty calendar days of unpaid leave to the non-gestational parent, ensuring the equitable distribution of caregiving responsibilities. During this period, employees maintain job protection and may request flexible or part-time work arrangements to gradually reintegrate into professional duties. The University provides access to childcare facilities, including day-care centers and early development programs, to support parents during this period. This framework enables mothers to return to work or study without compromising child welfare, thereby promoting gender equity within the academic and professional environment.

FLEXIBLE WORK ARRANGEMENTS

Termez State University supports flexible working arrangements to help parents balance professional duties and childcare responsibilities. Employees



with children under the age of three may request partial remote work for up to fifty percent of their working hours per week. Faculty members and administrative staff may also request adjusted schedules or temporary workload reductions to accommodate family responsibilities. The University ensures that use of such flexible arrangements does not negatively affect promotions, salary progression, or participation in academic duties, maintaining equity and fairness for all employees.

NON-DISCRIMINATION AND EQUAL OPPORTUNITY

The University affirms that no employee shall experience discrimination, dismissal, or disadvantage for utilizing paternity or shared childcare leave. By enabling fathers and partners to actively participate in childcare, the University removes barriers that disproportionately affect women, fostering an environment in which both parents can contribute to professional and domestic responsibilities. This approach directly supports Sustainable Development Goal 5 on gender equality and empowers all members of the University community to pursue academic and professional growth without compromise.

CHILDCARE INFRASTRUCTURE AND SUPPORT

In accordance with national labour standards, the University shall maintain or facilitate access to childcare facilities for employees and students. Departments with fifty or more female employees, or two hundred staff members in total, must ensure the availability of on-site childcare or partnerships with certified childcare institutions. Facilities include dedicated breastfeeding and rest areas for mothers, access to parental counseling services, and informational workshops for fathers on early childhood care and family balance. These measures strengthen family cohesion and reinforce equitable participation in childcare responsibilities.



IMPLEMENTATION AND MONITORING

The Human Resources Directorate, in coordination with the Women's Affairs Committee, is responsible for enforcing this policy, monitoring compliance, and reporting annually to the Rector's Office. Reports will include statistics on leave utilization, feedback on policy effectiveness, and recommendations for improvements. Any reports of retaliation or discrimination related to paternity or shared childcare leave will be investigated promptly, and corrective action will be taken in accordance with university regulations.

CONCLUSION

This Paternity Leave and Shared Childcare Support Policy affirms Termez State University's commitment to family-centered gender equality. By enabling both parents to participate in childcare responsibilities, the University supports women's reintegration into professional and academic life while promoting family wellbeing, fairness, and inclusion. This policy contributes to a sustainable and equitable work and learning environment, strengthening both individual careers and the broader University community.

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.

RESPONSIBLE UNIT AND CONTACT

Chairman of the Trade Union Committee and Head of HR Department.

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