



The University of World Economy and Diplomacy

SUPPORTING MATERNITY POLICY

Tashkent-2024

Regulation on "Supporting Maternity" of the University of World Economy and Diplomacy

I. General Provisions

1.1. This regulation is developed in accordance with the Constitution of the Republic of Uzbekistan, the Labor Code, the Family Code, the Education Law, and other applicable legal instruments. It aims to ensure and support the maternity rights of female staff and students at the University of World Economy and Diplomacy (*here referred to as the University / UWED*) while facilitating their educational and professional activities.

1.2. The regulation aligns with Uzbekistan's gender equality policies and UWED's internal documents.

The university seeks to provide favourable conditions for pregnant women and mothers, allowing them to care for their children without disrupting academic or work commitments.

II. Objectives

2.1 University undertakes the following tasks:

- to create economic conditions that ensure a decent standard of living and employment opportunities;
- to develop social infrastructure for new mothers among staff, academic researchers, and students;
- to collaborate with social services and state organisations;
- to provide various social services for women with children;
- to protect women's right to education;
- to ensure equal opportunities in professional and academic activities irrespective of pregnancy or motherhood;
- to create a supportive environment that enables staff, faculty, and students to balance motherhood with work or studies;
- to support the physical and mental well-being of mothers among staff, faculty, and students.

III. Core Principles

3.1. Discrimination based on gender, pregnancy, or marital status is prohibited

3.2. Protect the rights and legal interests of mothers

3.3. Support the continuation of professional and academic activities after childbirth.

3.4. Ensure confidentiality of personal information related to pregnancy or motherhood.

3.5. Adapt workplace or educational environments to meet the needs of mothers.

IV. Maternal Support for Faculty, Staff, and Students

4.1. Pregnant employees are entitled to:

- maternity leave as per Labour Code of the Republic of Uzbekistan;
- extension of employment contracts during maternity leave;
- flexible or remote working arrangements upon agreement with management;
- to return to their previous or equivalent position after leave;
- to have special working conditions for women with children.

4.2. Dismissal of women due to pregnancy or maternity leave is prohibited.

4.3. Pregnant students or those with children under three years old are entitled to:

- academic leave based on medical recommendations;
- individualised study schedules;
- psychological support and counselling services;
- social protection and financial assistance in accordance with the Family Code of the Republic of Uzbekistan.

4.4. Equal access to educational opportunities is guaranteed regardless of motherhood status.

V. Infrastructure Support

5.1. The university will provide:

- Mother-and-child rooms.

- Accessible facilities, including ramps for those using strollers or prams.
- Temporary childcare during university events to facilitate maternal participation.
- Childcare centers that meet all hygiene standards

VI. Responsibilities and Implementation

6.1. UWED's Human Resources department, the trade union committee, the Women's Advisory Council, deans' offices, and other relevant administrative bodies are responsible for overseeing this regulation.

6.2. Violations of maternity rights will be addressed individually according to labor and education laws. An anonymous reporting system, overseen by a dedicated monitoring group, will be implemented to protect women's rights.

VII. Final Provisions

7.1. Amendments to this regulation may be proposed by UWED management, trade unions, or staff and students.

7.2. This regulation takes effect upon approval by UWED management.