APPROVED
by decision of the Council of the Tashkent University of Information Technologies named after Muhammad al-Khwarizmi
«30» 08 2024

Vice-Rector for Academic Affairs
D.B.Sulaimanova

FAMILY-FRIENDLY POLICY

of the Tashkent University of Information Technologies named after Muhammad al-Khwarizmi

I. General provisions

1. This Policy sets out how the Tashkent University of Information Technologies named after Muhammad al-Khwarizmi (hereinafter "the University") supports employees and students who are expecting or raising children, so that parenthood does not prevent anyone, and women in particular, from working, studying and advancing, and so that fathers can take part in childcare.

2. The Policy has been prepared in accordance with the Labour Code of the Republic of Uzbekistan, the Law "On Guarantees of Equal Rights and Opportunities for Women and Men", the Law "On Education" and the regulations on academic leave. It applies to all employees and students of the University.

II. Maternity

3. The University supports women's participation in work and study through maternity provisions that protect their employment and career. Women employees receive maternity leave and childcare leave in accordance with the Labour Code, and their employment is protected during pregnancy and leave.

4. On return from leave, an employee is entitled to the same or an equivalent position. Periods of maternity and childcare leave do not count against her in attestation or competitive re-election, and the relevant deadlines are extended accordingly. A woman with a young child may take breaks for feeding the child.

5. A student who is pregnant or has given birth may take academic leave or study on an individual schedule while keeping her place, in accordance with the regulations.

III. Paternity and shared care

6. The University supports women's participation by ensuring that fathers can take part in childcare duties. Fathers are entitled to childcare leave on the same basis as mothers in accordance with the Labour Code. On the birth or adoption of a child, a father's request to take leave at that time is granted, and fathers of young children may request flexible or remote working (TUIT-SP-12).

7. No employee is disadvantaged in pay, promotion or assessment for taking maternity, paternity or childcare leave.

IV. Childcare support

8. The University supports students with young children, so that recent mothers can attend their courses, by helping them obtain places at preschool organisations through cooperation agreements and by providing a parent-and-child room on campus.

9. The University provides the same support to employees and academic staff, and publishes information on available childcare options on its website.

V. Flexible arrangements

10. Employees with young children or a child with a disability may request part-time work or flexible hours. Such requests are considered favourably and may be refused only for documented reasons related to the work of the unit.

VI. Responsibilities

11. The Human Resources Department arranges leave and informs employees of their rights; the Academic Affairs Department arranges academic leave and individual schedules for students; heads of units consider requests in a supportive manner.

VII. Monitoring and expected results

12. The following indicators are reported every year: employees who took maternity, paternity and childcare leave, by sex; the rate of return to work after leave; and the use of childcare support by students and employees.

13. Expected results: a high rate of return to work after maternity leave; a growing number of fathers using childcare leave or flexible working; childcare support information available to all students and staff.

VIII. Final provisions

14. This Policy is reviewed at least once every two years, and earlier if there are significant changes in legislation or in the activities of the University. Amendments are approved by the University Council.

15. This Policy enters into force on the date of its approval by the University Council and replaces the earlier provisions of the University on maternity and family support.

16. This Policy is published on the official website of the University (tuit.uz/sustainability) in Uzbek and English and remains publicly available.