

Navoi State Pedagogical Institute's maternity policy supports women's participation involves addressing various aspects of academic life and personal well-being. This maternity policy not only supports women during a critical life transition but also enhances their academic success and participation in university life. By addressing the diverse needs of new mothers, inclusive environment that values both academic and family commitments can be created. This approach not only benefits individual students but also enriches the entire academic community by fostering diversity and inclusion.

1. Purpose.

The purpose of this comprehensive maternity policy at NSPI is multi-faceted, aimed at fostering an inclusive and supportive academic environment for pregnant and parenting students.

- **Support for Pregnant and Parenting Students:** Provide the necessary resources and accommodations to help students manage their academic responsibilities while navigating the challenges of pregnancy and parenthood. Ensure that students have access to health and wellness resources, fostering their physical and mental well-being during this critical time.
- **Enhance Gender Equity:** Addressing systemic barriers that may hinder women's participation in higher education, promoting gender equity in academic settings. Enable women to pursue their academic and professional goals without compromising their roles as mothers.
- **Retention and Graduation Rates:** Minimize obstacles that can lead to higher dropout rates among pregnant and parenting students, ultimately supporting higher retention and graduation rates. Encourage students to remain engaged in their studies through flexible policies and support systems.
- **Create a Family-Friendly Academic Environment:** Foster a culture that values family and recognizes the importance of work-life balance, making the university more attractive to prospective students. Encourage connections among students, faculty, and staff, creating a supportive network for new parents.
- **Compliance with Legal and Ethical Standards:** Ensure that the university complies with local and national laws regarding maternity leave and parental rights, safeguarding the institution against legal issues. Demonstrate a commitment to social responsibility and ethical practices in supporting all members of the academic community.
- **Promote Academic Excellence:** Provide accommodations that allow students to maintain their academic performance during periods of maternity leave or parental responsibilities. Support the idea that education and parenting can coexist, encouraging students to continue their academic journeys.
- **Enhance University Reputation:** Position the university as a leader in supporting family-friendly policies, which can attract a diverse student body and faculty. Strengthen the university's image within the local and academic communities as a progressive institution that prioritizes the needs of its members.

2. Maternity policies:

1. **Paid Leave:** According to state regulations, a minimum of 126 days of paid maternity leave allows new mothers to recover physically and emotionally without financial stress. Moreover, it can be extended up to 160 days if necessary.
2. **Work load:** There is a unique provision that reduces the teaching load for pregnant female instructors, allowing them to have a 0% teaching load per semester in the third

trimester of pregnancy. Similarly, a pregnant employee's workload decreases throughout the third trimester of pregnancy.

3. **Transition Period:** Considered a phased return to work, where mothers can gradually increase their workload and responsibilities over several weeks.
4. **Partners inclusivity:** Extend leave benefits to partners (including same-sex partners) to share the caregiving responsibilities. This promotes gender equity in parenting roles.
5. **Flexible Use:** Allow partners to take leave at different times to support the family, especially if the mother requires additional help post-delivery.
6. **Remote Work Options:** Enable mothers to work from home, especially during the early months post-birth, which can help them balance childcare and academic responsibilities.
7. **Support Services:** Furthermore, with each new birth, the mother receives an additional monthly half income and financial aid. Under the scope of NSPI family planning services, every mom benefit from health care insurance for herself, her children, and even her husband, if the latter does not have health insurance.
8. **Flexible Deadlines for pregnant students:** Clearly outline the process for requesting extensions on assignments and exams due to maternity leave or childcare needs.
9. **Incompletes in Courses:** Allow students to take incompletes for courses they cannot complete due to pregnancy, with a clear plan for finishing the requirements.
10. **Support Groups:** Establish regular meet-ups for new mothers to share experiences, advice, and resources, fostering a sense of belonging and support.
11. **Faculty Training:** Conduct regular workshops for faculty and staff on the importance of supporting pregnant students and understanding the challenges they face.
12. **Awareness Campaigns:** Use campus-wide communication to raise awareness about the maternity policy and resources available.

3. Paternity policies:

1. All male employees are eligible for 7 days of paid paternity leave.
2. An employed father benefits from all of the above-mentioned family planning services, as do employed mothers, in terms of financial, insurance, educational, and other benefits.

4. Evaluation and Feedback Mechanism:

The Evaluation and Feedback Mechanism of a maternity policy is crucial for ensuring its effectiveness, relevance, and responsiveness to the needs of pregnant and parenting students. The Evaluation and Feedback Mechanism is essential for maintaining the relevance and effectiveness of the maternity policy. By actively seeking input from stakeholders and regularly reviewing the policy, universities can create a dynamic framework that adapts to the needs of pregnant and parenting students, ultimately fostering a more supportive and inclusive academic environment.

- **Utilization Rates:** Monitor the number of students utilizing maternity leave and support services to assess awareness and accessibility.
- **Satisfaction Surveys:** Conduct regular surveys to gather feedback on the policy's effectiveness, support services, and overall satisfaction among pregnant and parenting students.
- **Academic Outcomes:** Analyze retention and graduation rates of students who take maternity leave compared to those who do not.
- **Surveys and Questionnaires:** Implement anonymous surveys distributed to affected students and faculty, focusing on their experiences and suggestions regarding the policy.

- **Focus Groups:** Organize focus group discussions with diverse stakeholders, including students who have recently used the policy, to gather qualitative insights.
- **Feedback Forms:** Provide an online feedback form accessible through the university's website, allowing ongoing input from the university community.
- **Regular Check-Ins:** Schedule periodic check-ins with student groups, faculty, and support staff to discuss the policy, gather ongoing feedback, and address emerging concerns.
- **Awareness Campaigns:** Conduct awareness campaigns to keep the university community informed about the policy and encourage feedback.

Notification

It is hereby notified that the Competent Authority has approved the revised Policy for paternity support with immediate effect.

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