

Maternity Leave Policy at Baku Eurasian University

Revised at the meeting
№ES08-04/24 of Scientific
Council at Baku Eurasian
University on 26.04.2024

Purpose

At Baku Eurasian University, we are committed to fostering a supportive and inclusive environment that promotes equal opportunities for women's participation and advancement. Our Maternity Policy aims to create a respectful and empowering atmosphere that enables female employees to balance their work and family responsibilities, thereby enhancing gender equality and overall well-being.

Policy Statements

Empowerment and Inclusion of Women:

Baku Eurasian University commits to actively promote and ensure equal opportunities for women's participation across all sectors, fostering an environment where women can contribute and excel.

Baku Eurasian University aims to eliminate all forms of discrimination, bias, and barriers that hinder women's involvement, and seeks to create platforms for their leadership, skill development, and meaningful engagement, thus advancing gender equality and enriching the collective progress of our institution and society.

Maternity Leave:

Female employees are entitled to maternity leave as mandated by the prevailing labor laws and regulations according to Labor Code of the Republic of Azerbaijan.

The university fully adheres to legal requirements for maternity leave duration, benefits, and provisions.

Maternity leave requests are processed promptly and discreetly, ensuring privacy and dignity for the expecting mother.

Flexible Work Arrangements:

Female employees returning from maternity leave have the option to request flexible or hybrid work arrangements, including reduced hours, remote work, or part-time schedules, where feasible, compatible with job responsibilities and conforms with the internal guidelines of the university.

Workload Adjustment:

Female employees returning from maternity leave will have the option to discuss potential workload adjustments with their supervisors, ensuring a balanced distribution of tasks to support a smoother transition back to work.

Career Advancement and Development:

Maternity leave cannot be considered as hindrances to career advancement.

Performance evaluations and opportunities for professional development will be based on skills, competencies, and contributions.

Career Advancement and Development:

Leave of Absence for pregnant Students: Make sure that pregnant students have the option to receive academic help throughout their absence and that they are not penalized academically for taking maternity leave.

Flexible Course Options: Allow students who are pregnant or have small kids the option of longer deadlines and or exam rescheduling.

Continuity of Scholarship and Funding: Make sure that students receiving financial aid or scholarships are not penalized for taking time off

Career Advancement and Development:

Mental Health Support: Provide access to counseling or mental health services for issues relating to pregnancy, postpartum depression, or stress.

Implementation:

The Human Resources Department oversees the implementation of this policy and ensure that it is communicated to all employees.

Supervisors and managers receive training on effectively implementing this policy and handling maternity-related requests with sensitivity and respect.

The university will regularly review and update the policy to ensure its alignment with legal requirements and best practices.

At Baku Eurasian University, we believe that a supportive maternity policy is crucial to fostering a culture of gender equality and promoting the holistic well-being of our employees. This policy demonstrates our commitment to providing a work environment that empowers all female individuals to balance their professional and family responsibilities effectively.

Review

This policy will be reviewed annually to ensure alignment with evolving best practices, legal standards, and university values.