

PATERNITY POLICY

Scope:

This policy applies to all employees of Salim Habib University, recognizing the importance of fostering an inclusive and supportive work environment. It specifically addresses maternity and paternity leave, ensuring that both female and male employees have the necessary support to balance their professional and family responsibilities.

Objectives:

The primary objectives of Salim Habib University's Paternity Policy are to promote gender equality, support work-life balance, and create an environment that encourages the active participation in the workforce. The policy aims to provide comprehensive paternity benefits, acknowledging the diverse needs of employees during significant life events such as childbirth or adoption.

Paternity Leave:

Salim Habib University acknowledges the importance of fathers' involvement in the early stages of their children's lives. The policy grants eligible male employees a 3 days Leave (Normal Delivery) & 7 Days Leave (Complicated Delivery) of paid paternity leaves to support their partners and actively participate in the caregiving responsibilities during the critical post-birth period. This reflects the university's commitment to promoting shared parenting responsibilities.

Monitoring and Review:

Salim Habib University will regularly monitor the implementation of the Maternity and Paternity Policy to assess its effectiveness and identify opportunities for improvement. Feedback from employees will be actively sought and considered in the continuous effort to enhance support for women's participation and family-friendly practices at the university.

This policy affirms Salim Habib University's dedication to creating an inclusive and supportive work environment, where maternity and paternity policies contribute to the holistic well-being of its employees and the advancement of gender equality in the workplace.