

### **5.6.3: Maternity Policy**

This indicator assesses the university's efforts to support female staff during **maternity and family-related** circumstances.



#### **Maternity and Childcare Policy**

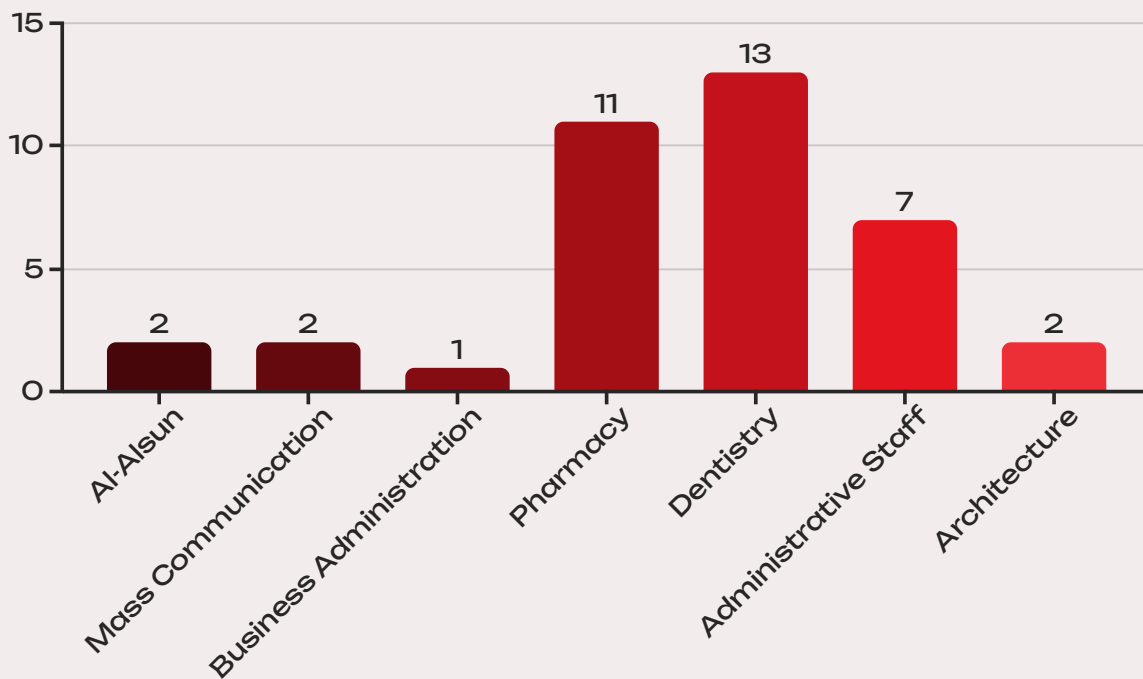
The university demonstrates its commitment to women's empowerment by providing a supportive environment that addresses maternity and childcare needs. This policy seeks to enable women to balance family obligations with their academic and professional life, ensuring their active engagement and equal opportunities within the university community.

*To view the full policy statement, please [click here](#).*

# Implementation and Data (2023-2024)

During the academic year 2023–2024, a total of **38 female employees** were granted exceptional maternity leave across different faculties. Furthermore, pregnant women were exempted from attendance starting from the ninth month of their pregnancy and were also provided with intermittent sick leave throughout their entire pregnancy period.

## Maternity Leave Distribution by Faculty



This data highlights MIU's active implementation of maternity support measures across academic and administrative sectors. Through flexible leave options, MIU ensures that women are able to manage maternity responsibilities without negatively affecting their career progression.

***To view the full document, click the file below.***