



## 5.6.9 Paternity Policy

This indicator highlights the university's efforts to promote family-friendly practices and **gender equality** by supporting male staff during key family-related events. MIU recognizes the vital role of fathers in family well-being and ensures that male employees have access to **fair** and **supportive paternity leave** arrangements.



### **Paternity Support Policy**

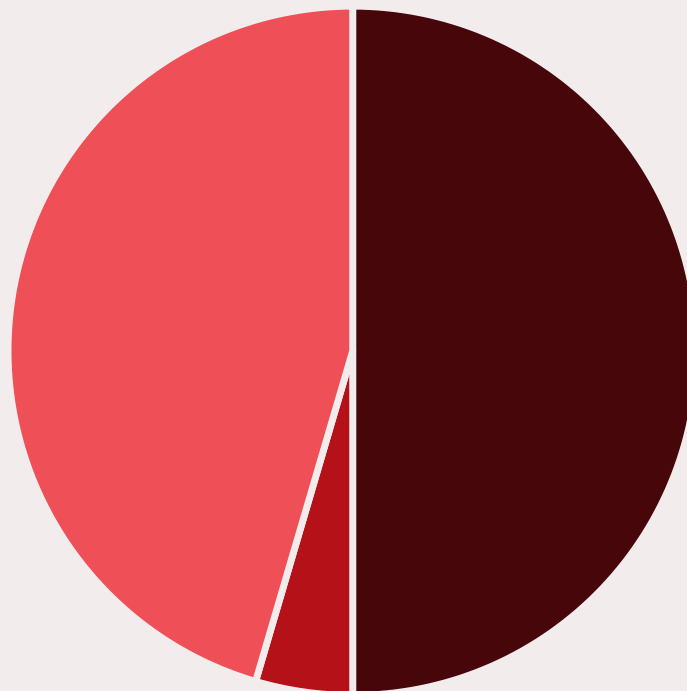
The university is committed to supporting fathers among faculty members, staff, and students, ensuring social and professional stability for families without discrimination. This policy reflects the university's commitment to promoting work-life balance and family well-being.

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

# Paternity Leave Data (2023-2024)

In addition to maternity leave, the university also implements its Paternity Support Policy, which allows male staff members to take leave under family-related circumstances. This includes cases such as child illness, wife's delivery, or wife's illness.

## Paternity Leave by Type



■ Child Illness

■ Wife's Delivery

■ Wife's Illness

**110**

**Total Paternity Leaves**

Granted during 2023-2024

**55**

**Child Illness Cases**

Majority of paternity leaves

**50**

**Wife's Illness Cases**

Supporting family health

**5**

**Wife's Delivery Cases**

Supporting new births

## Findings and Interpretation

The data indicates that during the 2023–2024 academic year, a total of **110 paternity-related leaves** were granted. The majority of these leaves (55 cases) were for child illness, followed by 50 cases related to wife's illness, and 5 cases for wife's delivery. This distribution suggests that MIU's paternity policy is effectively utilized by male employees, reflecting the university's commitment to promoting family welfare and gender balance. The inclusion of flexible leave options enables male staff to actively participate in family care responsibilities.

***To view the cases of paternity leave, click the file below.***



cases of paternity  
leave 23-24.xlsx