

Achieve Gender Equality and Empower All Women and Girls

5.6.3 *Sustaining Maternity and Childcare Support*

MIU continues to implement its Maternity and Childcare Policy, reaffirming its commitment to providing a supportive environment for female employees and students during pregnancy and maternity. The university maintains practical arrangements that address maternity-related needs, including exceptional leave, attendance flexibility, medical follow-up, and academic support.

Continued implementation through three areas

Employee care
Maternity leave and attendance arrangements

Medical care
Health monitoring and follow-up

Student support
Academic flexibility during pregnancy

MIU's Maternity and Childcare Policy continues to support women in balancing family responsibilities with their academic and professional commitments, while maintaining their opportunities to participate in university life.

View document – Full Maternity and Childcare Policy

Maternity Support for Female Employees (2024–2025)

During the academic year 2024–2025, 31 female employees across academic faculties and administrative units were granted exceptional maternity leave during pregnancy. In addition, pregnant employees were exempted from attendance starting from the ninth month of pregnancy and were granted intermittent sick leave throughout pregnancy, as needed.

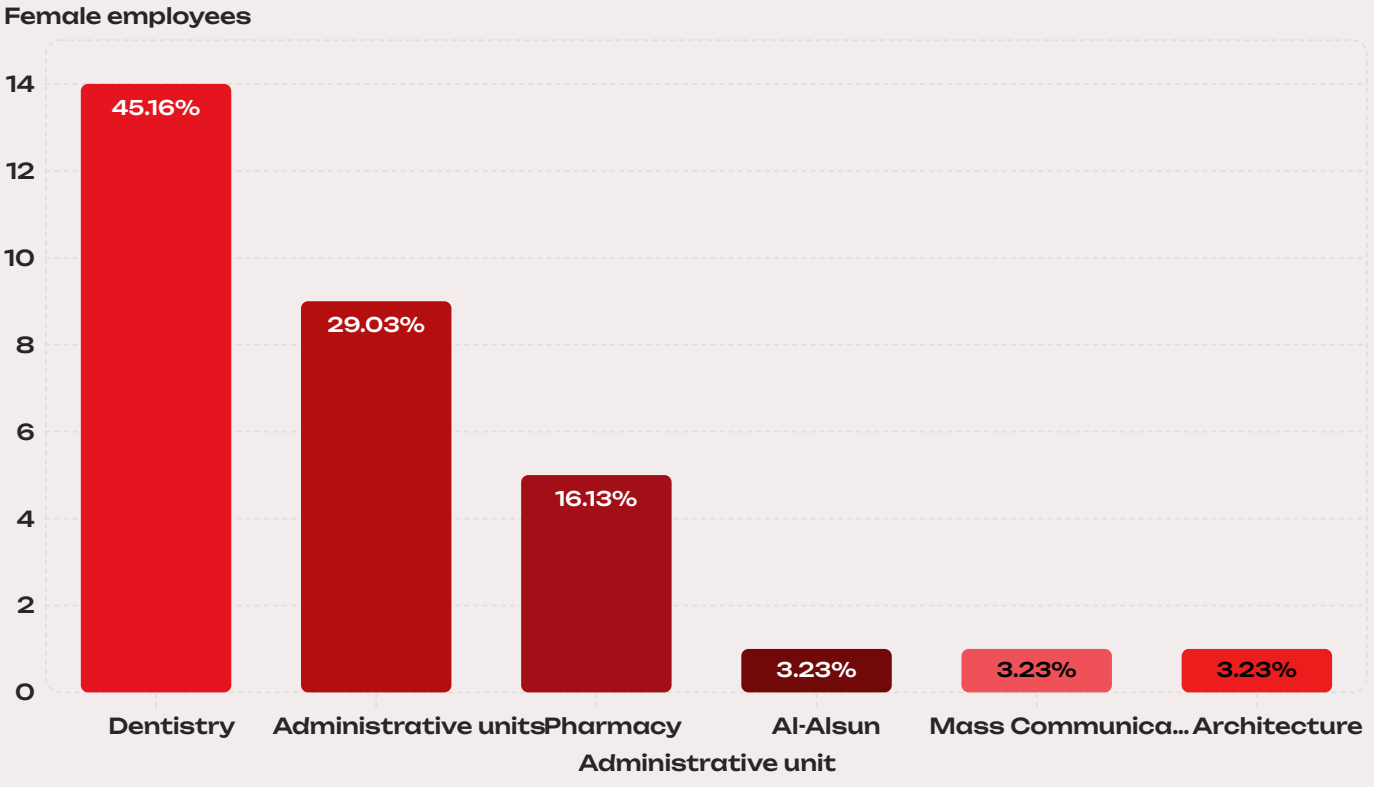
2024–2025 IMPLEMENTATION

31

Female employees granted exceptional maternity leave

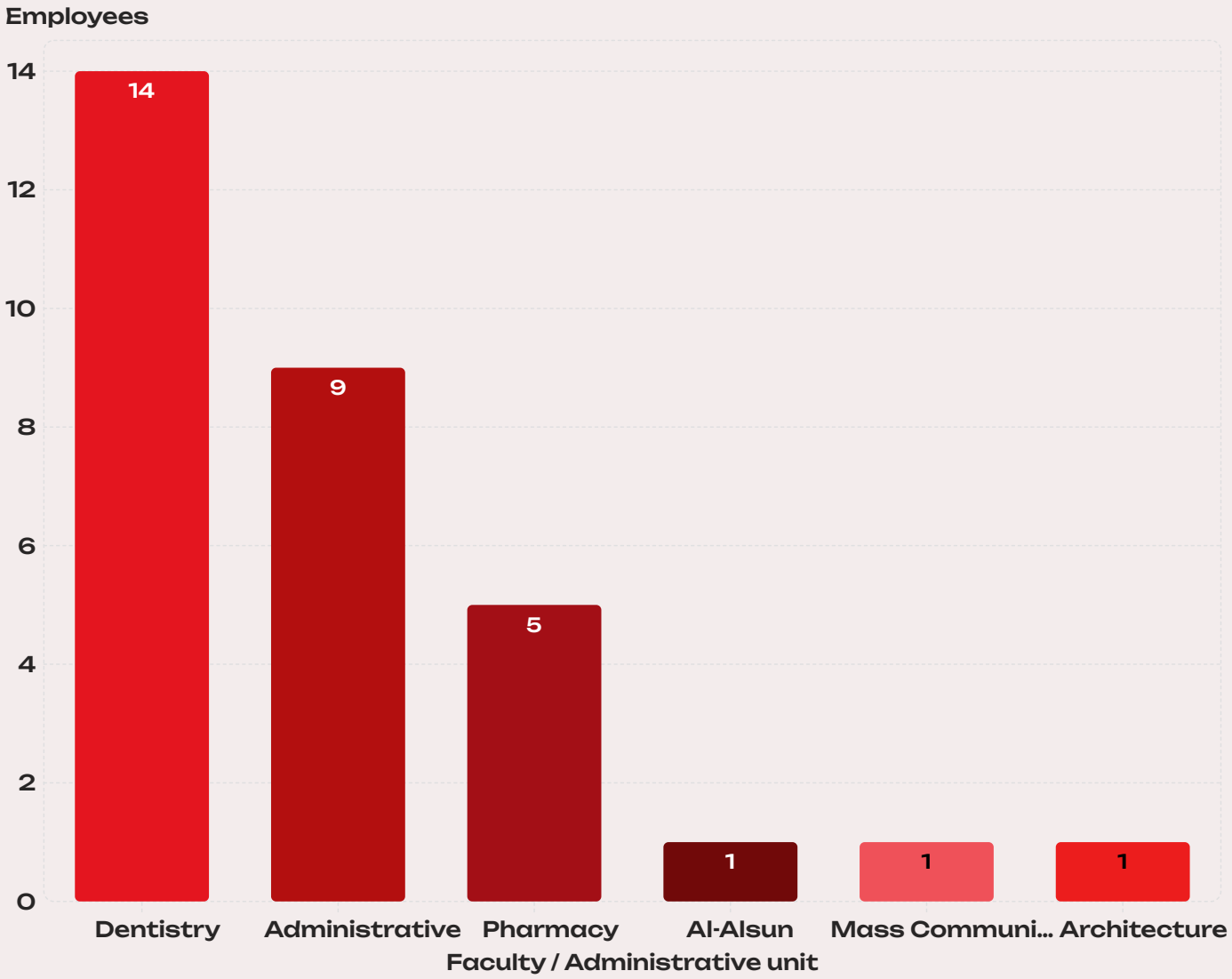
Across six faculties and administrative units

Distribution of maternity leave by faculty and administrative unit



31 female employees, academic year 2024–2025.

Maternity Leave Distribution by Faculty and Administrative Unit



Total: 31 female employees, academic year 2024–2025

Additional maternity arrangements

From the ninth month

Exemption from attendance for pregnant employees.

Throughout pregnancy

Intermittent sick leave as needed.

Maternity Support for Pregnant Students

MIU also maintains arrangements to support pregnant students through the University Clinic, ensuring access to medical follow-up and appropriate academic flexibility during pregnancy.

Medical follow-up and care

Health monitoring at the University Clinic, including blood pressure and blood sugar measurements, within available facilities.

Attendance and medical excuses

Acceptance of medically supported excuses throughout pregnancy, subject to university attendance regulations.

Examination arrangements

Rescheduling examinations when illness during pregnancy prevents attendance, once the student's health permits.

Academic and financial flexibility

When a treating physician recommends extended medical leave, students may withdraw from the semester until after childbirth, retain their earned grades, and transfer tuition fees to the following semester.

These measures help pregnant students manage health-related circumstances without unnecessarily compromising their academic progress or imposing an additional financial burden.

Continued Implementation and Evidence

MIU's 2024–2025 records demonstrate the continued implementation of maternity support arrangements for both employees and students, reflecting the university's ongoing commitment to accommodating maternity-related needs across its academic and administrative community.

Maternity leave statistics

2024–2025 (31 employees)

Faculty-level distribution chart

Breakdown of maternity leave across faculties

Sample attendance exemption record

Employees exempted from attendance (personal information concealed)

University Clinic procedures

Maternity and Childcare Policy

Procedures for pregnant students

View document