

Achieve Gender Equality and Empower All Women and Girls

5.6.9 Paternity Policy

This indicator highlights MIU's continued efforts to promote **family-friendly practices** and **gender equality** by supporting male employees during important family-related circumstances. Recognizing fathers' role in family well-being, the university maintains **supportive leave arrangements** that enable male staff to participate in family care responsibilities.

Paternity Support Policy

MIU continues to implement its Paternity Support Policy, which supports fathers among faculty members and staff and promotes family stability, work-life balance, and equal opportunities without discrimination.

*To view the full policy statement, please **click here**.*

Paternity Leave Data (2024–2025)

During the 2024–2025 academic year, 23 male employees were granted exceptional leave to attend to family health-related circumstances, including the illness of their children or wives.

23

Male Employees

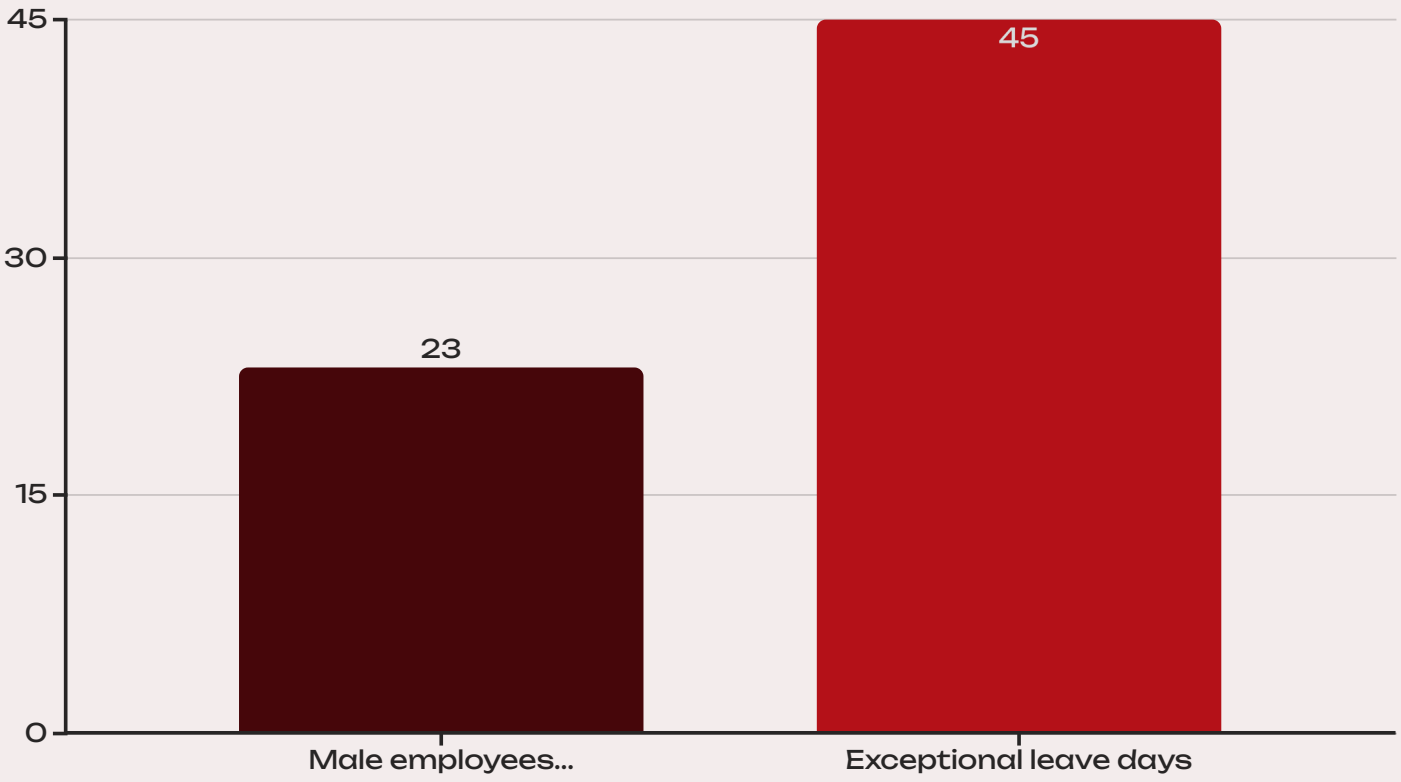
Recorded cases

45

Total Exceptional Leave

Leave days

Comparison of Totals



Paternity Leave by Type

The recorded cases covered two main family-care circumstances:

Child illness

Leave granted to fathers caring for sick sons or daughters.

Wife's illness

Leave granted to male employees to support their wives during illness.

Findings and Interpretation

23

Male Employees Benefited

Supported under the Paternity Support Policy

45

Exceptional Leave Days

Granted for family-care responsibilities

The 2024–2025 records demonstrate the continued implementation of MIU's Paternity Support Policy, with **23 male employees** benefiting from a total of **45 exceptional leave days** to fulfil family-care responsibilities. These arrangements reflect the university's recognition of fathers' role in supporting family health and well-being and its efforts to accommodate employees' family circumstances alongside their professional commitments.

The continued availability and use of these arrangements reinforce MIU's commitment to family-friendly practices, work-life balance, and gender equality.