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Kurenkeyeva G.T.

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**Policy for the protection of motherhood, fatherhood
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Developed by	Deputy HR Managing Director	Madiyar A.S.		20.03.2025
Agreed with	Director of the ISM Department	Budnikova N.A.		20.03.2025
Agreed with	HR Managing Director	Tarenova Zh.M.		20.03.2025

Policy for the protection of motherhood, fatherhood and childhood at EI "Almaty Management University"

EI "Almaty Management University" (hereinafter referred to as AlmaU) is committed to strategic values that emphasize the importance of diversity and inclusion. We value diversity and strive to create an environment of mutual respect where every employee and student can contribute and succeed.

This Policy (hereinafter referred to as the Policy) for the Protection of Motherhood, Fatherhood and Childhood reflects AlmaU's desire to create a safe and supportive environment and is aimed at creating favorable conditions for mothers, fathers and children, ensuring their social protection, health care and rights. This includes a number of socio-economic measures aimed at supporting family values, improving conditions and enhancing the quality of life of mothers, fathers and children. The Policy applies to all employees, students, partners and visitors to the University.

Principles and values

AlmaU strives to create an inclusive and supportive environment in which educational and professional responsibilities are harmoniously combined with family responsibilities, including childcare. Recognizing human capital as a key factor in social modernization, the university actively creates conditions that facilitate the disclosure of educational and professional potential of employees, students, partners and visitors.

The Policy is based in Article 27, paragraph 1 of the Constitution of the Republic of Kazakhstan, which enshrines the norm that marriage and family, motherhood, fatherhood and childhood are under the protection of the state and are among the fundamental constitutional values of the Republic. In this regard, the labor legislation (Article 99 of the Labor Code of the Republic of Kazakhstan) enshrines the norms on the rights of both parents to flexible forms of employment and parental leave

In addition, AlmaU relies on international norms and commitments adopted by the Republic of Kazakhstan. These include **the UN Convention on the Rights of the Child (1989)**, which enshrines the right of every child to protection, development and participation, as well as the need to support parents in fulfilling their educational responsibilities, **the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)**, which provides for measures to ensure equal opportunities for women in the professional and family spheres, and **ILO Convention No. 156 on Equal Treatment and Equal Opportunities for Working Men and Women with Family Responsibilities (1981)**, which obliges states to create conditions for combining parental responsibilities with work.

AlmaU follows these constitutional and conceptual principles, respects the rights of each member of its community and ensures their implementation in the educational process and the working environment. Respect and trust — key principles, which strengthen ours corporate culture and promote the harmonious development of the team.

The aim of this Policy is to create favorable conditions for a harmonious combination of an academic career with childcare responsibilities, as well as comprehensive support for students and employees who are parents ; development of parental awareness and formation of skills for a responsible parental position. The Policy is aimed at ensuring equal opportunities for all members of the University community, regardless of their gender, age and family status.

Definitions :

Childhood is the legal status of persons who have not reached the age of majority.

Motherhood is a kinship relationship between a mother and her children, the care of a mother for her child.

Fatherhood is a blood relationship between a father and his child, and the father's care for his child.

Protection of motherhood and childhood is a complex of state and public measures to protect the rights and health of mothers and children.

Scope of application

The Policy applies to all AlmaU employees, students, partners and visitors. It covers all aspects of working and studying on AlmaU premises, including events, workshops and extracurricular activities.

Responsibilities of all participants

All participants in the educational process and partnership activities are responsible for maintaining a safe and respectful atmosphere at AlmaU.

AlmaU management undertakes to support the Policy, and in order to create opportunities to combine family responsibilities with work activities, the Internal Labor Regulations in sections 8 and 11 reflect the norms that establish the specifics of regulating the work of employees with a child (children). AlmaU has introduced a flexible work schedule: joint employment, flexible work schedules, alternating four-day, five-day and six-day work weeks, platform employment, paid maternity leave, leave for employees who have adopted a newborn child (children), the employee retains his job (position) and makes appropriate payments in accordance with the standards.

Grants and discounts on tuition at the University for employees and their close relatives are provided for social support of employees.

A Code of Corporate Ethics has been developed, according to which AlmaU guarantees timely and complete consideration of all requests, wishes and complaints.

Consideration of an incident

If employees require clarification on the application of the rules and regulations in force at AlmaU, based on clause 8.1 of "Regulations on Internal Labor Regulations" they may contact: to the immediate supervisor; to the HR Department employee or to the HR Managing Director; to the Commission on Corporate Ethics; to the Ombudsman.

The process and rules for filing a complaint for students are described in the Regulations: Consideration of Student Appeals.

Responsibility for violation

At AlmaU, the persons found guilty of violating rights and legitimate interests regarding motherhood, fatherhood and childhood may face disciplinary measures, including dismissal or expulsion, depending on the nature of the incident and its consequences. In cases where the violation falls under criminal law, the perpetrators may be held criminally liable in accordance with the current legislative acts of the Republic of Kazakhstan.

Conclusion

AlmaU strives to create an inclusive and safe environment where everyone feels protected and respected. We encourage all members of our community to actively participate in maintaining a culture of respect and fair treatment for shared success and harmonious interactions.