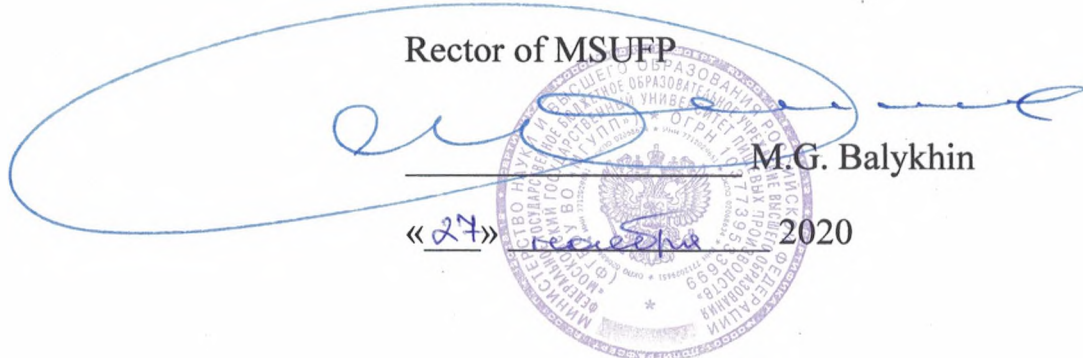


APPROVED

Rector of MSUFP



M.G. Balykhin

«27» ноября 2020

POLICY
on maternity and paternity

Moscow
2020

1. GENERAL TERMS

1.1. This policy has been developed for implementation at the Moscow State University of Food Production (hereinafter - MSUFP, the University).

1.2. MSUFP undertakes to regulate maternity and paternity based relationships.

1.3. The University has developed a set of measures aimed at improving the quality of life in the area of maternity and paternity.

2. SET OF MEASURES

2.1. According to the Labour Code of the Russian Federation, the University provides all the established possibilities for fathers and mothers to care for the child: the granting of childcare leave may be used in whole or in parts by the mother or father of the child until the child reaches the age of 3.

2.1.1. During the period of childcare leave, the employee retains his or her job (position).

2.1.2. Childcare leave is included in the total and uninterrupted work experience.

2.1.3. An employee with two or more children under the age of 14, an employee with a disabled child under the age of 18, a single mother raising a child under the age of 14, a father raising a child under 14 -years without a mother, a collective agreement may establish annual additional leave without pay at a time convenient for them, up to 14 calendar days. In this case, the aforementioned leave, at the request of the employee, may be attached to the annual paid leave or used separately or in parts. This leave may not be transferred to the following working year.

2.2. The University takes all appropriate measures to improve social support of maternity and paternity area:

2.2.1. develops measures aimed at developing human potential in the field of assistance to the family and children, organization of retraining, further training and methodical support of specialists on the basis of modern approaches.

2.3. The University carries out educational activities in the field of maternity and paternity.

2.4. The University cooperates with authorities, business and the public in the field of maternity and paternity.