

APPROVED

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Member of the Board

Al-Farabi Kazakh National University

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FATHERHOOD POLICY OF AL-FARABI KAZAKH NATIONAL UNIVERSITY

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Fatherhood policy of Al-Farabi Kazakh National University

1.1. General Provisions and Main Purpose of the Policy

The Fatherhood Policy of Al-Farabi Kazakh National University is aimed at creating favorable conditions and an effective support system for employees and students who have become parents, as well as at fostering a culture of responsible and active fatherhood.

The protection of the rights and legitimate interests of families with children has always been one of the key priorities of the state policy of the Republic of Kazakhstan.

The system of social protection of fatherhood at Al-Farabi Kazakh National University encompasses the following elements: social welfare, social security, social assistance, and social services.

This is achieved through a set of support measures that include:

1. Establishing appropriate economic conditions that ensure a decent standard of living, opportunities for employment, and income growth;
2. Developing social infrastructure that guarantees the protection of employees and students who have become parents;
3. Implementing systems of pensions, allowances, subsidies, compensations, and other forms of social benefits;
4. Organizing social services and institutions to support families, provide various types of social assistance, and offer material aid to citizens who have become parents.

The Policy is implemented in accordance with the United Nations Sustainable Development Goals (SDGs) and the University's Gender Equality Strategy.

The primary objective of this Policy is to create conditions under which male employees and students of Al-Farabi Kazakh National University can actively participate in childcare, maintaining a balance between family and professional responsibilities, while also promoting women's participation in educational, scientific, and professional activities within the University.

An additional objective of the Policy is to enhance parental awareness and develop the skills of responsible and positive parenting through information dissemination, promotion of family culture, and the development of effective communication skills between parents and children.

The parental role is regarded as a set of relationships that a parent establishes toward themselves, their child, their family, kin, society, educational institution, and the education system as a whole.

1.2. Key Principles of the Policy

- The University recognizes the importance of fatherhood and the shared responsibility of both parents in raising children.

- Support for fatherhood is viewed as an effective mechanism for strengthening gender equality and increasing women's engagement.
- The Policy excludes any form of discrimination based on marital status, parenthood, or the exercise of paternal rights.
- Responsible fatherhood is considered an integral part of the University's corporate culture and a key component of sustainable social development.

1.3. Main Objectives of the Policy

- To promote the development of effective social and family-demographic policies and to clarify the legislation of the Republic of Kazakhstan in the sphere of family relations;
- To organize awareness-raising and educational activities aimed at enhancing the prestige and importance of fatherhood among employees, students, and society at large;
- To promote and protect humanistic values, traditions, and national family heritage;
- To support and develop mentoring programs for orphans, children deprived of parental care, and children of single fathers;
- To engage in advocacy and public initiatives aimed at preventing discrimination against parenthood and childhood;
- To strengthen coordination among all structural units of the University in supporting families and enhancing the role of parents in child upbringing;
- To foster a positive image of the family and strengthen its social authority;
- To identify, disseminate, and promote best practices in successful parenting among employees and students;
- To participate in the implementation of sports, charitable, patriotic, tourism, environmental, and cultural programs aimed at strengthening family values;
- To contribute to shaping public opinion in favor of protecting families, preventing social orphanhood, and combating violence against children;
- To revive and develop traditional values of Kazakhstani families, strengthen marital relationships, and promote spiritual and moral values in society;
- To establish a system of parental education, developing modern parental competencies and skills of responsible fatherhood;
- To promote a healthy lifestyle, care for personal and family well-being, and resilience.

1.4. Rights and Guarantees for Fathers

- Employees and students who are fathers are entitled to flexible work or study schedules, part-time arrangements, or academic leave when childcare is required.
- The University encourages equal participation of fathers and mothers in childcare programs, including the use of "Mother and Child" and "Children's Corner" facilities.

- Fathers who exercise their right to parental leave shall not face any restrictions or adverse consequences in their academic or professional activities.
- The University ensures the confidentiality of all information related to family status and the use of paternal rights.

1.5. Mechanisms for Policy Implementation

- Oversight of Policy implementation is carried out by the Women's Union of Al-Farabi Kazakh National University, in collaboration with the Human Resources Department, faculty dean's offices, and the University Trade Union.
- Information on available fatherhood support measures is disseminated among all employees and students.
- The University collects and analyzes statistical data on fathers' participation in family support programs, including involvement in educational and developmental initiatives.
- Regular awareness campaigns and thematic events are organized to promote responsible fatherhood.

1.6. Interrelation with Other University Policies

The Fatherhood Policy forms part of the regulatory framework of Al-Farabi Kazakh National University and complements the **Maternity Policy** and the **Non-Discrimination Policy**, creating an integrated system of measures aimed at supporting families, ensuring equal opportunities, and enhancing women's participation in educational and scientific activities.

1.7. Accountability and Policy Review

Responsibility for implementing the provisions of this Policy lies with the University's structural divisions, faculty leadership, and the Women's Union of Al-Farabi Kazakh National University.

The Policy is subject to regular review at least once every three years to ensure its relevance in accordance with the legislation of the Republic of Kazakhstan, the University's Sustainable Development Strategy, and the principles of gender equality.