



Policy Name:	Maternity Policy
---------------------	------------------

Code:	BAU_023	Published date:	2016
Reviewed Date:	2020, 2023, 2025	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

Responsibilities:

Implementation:	All BAU's Academic Colleges, Administrative Units, and Scientific Centers.
Revision and improvement:	Development and Quality Assurance Center

Policy (Arabic):

تلتزم جامعة البلقاء التطبيقية بحماية حقوق النساء العاملات أثناء فترة الحمل والولادة من خلال توفير بيئة عمل شاملة وعادلة وداعمة من خلال منح الأم بعد الولادة إجازة أمومة مدفوعة الأجر 90 يوماً، وتوفير ساعات للرضاعة الطبيعية عند العودة إلى العمل، كما توفر حضانة أطفال في الحرم الجامعي، وتكفل ألا يؤثر أي شكل من أشكال التمييز على الوضع الوظيفي للموظفة أو تقدمها المهني أو فرصها المهنية. كما تعزز السياسة التكامل بين الحياة المهنية والأسرية. تنسجم هذه السياسة مع التشريعات الوطنية الأردنية وتسهم في تحقيق أهداف التنمية المستدامة للأمم المتحدة، وبالأخص الهدف الثالث: الصحة الجيدة والرفاهية والهدف الخامس: المساواة بين الجنسين والهدف الثامن: العمل اللائق ونمو الاقتصاد

Policy:

Al-Balqa Applied University is committed to safeguarding the rights of working women during pregnancy and childbirth by fostering an inclusive, equitable, and supportive work environment. This policy guarantees **paid maternity leave** of at least 90 days, provides **breastfeeding breaks** upon return to work, and ensures that no discrimination affects an employee's employment status, career progression, or professional opportunities. This policy encourages job integration and a balance between family and professional life. It aligns with **Jordanian national legislation** and contributes to the achievement of the **Sustainable Development Goals**, specifically Goal 3 (Good Health and Well-being), Goal 5 (Gender Equality), and Goal 8 (Decent Work and Economic Growth).



Scope:

This policy applies to all female employees of Al-Balqa Applied University, across all campus sites.

Objectives:

No.	Objective
1-	Ensure that women employees are entitled to maternity benefits and protections as stipulated by law.
2-	Support Maternal Health and Well-being
3-	Guarantee that pregnancy, childbirth, or maternity leave does not negatively affect employment status, career progression, or professional opportunities.
4-	Support women in keeping their jobs and continuing their careers with protected leave and easy ways to rejoin their duties.

Related Procedures:

No.	Procedure
1-	Ensure that all eligible women (women during childbirth) get at least 90 days of paid maternity leave in line with national legislation.
2-	Provide designated breastfeeding hours and appropriate facilities for women returning to work after maternity leave.
3-	Guarantee that no employee faces discrimination, disadvantage, or negative impact on employment status, performance evaluation, promotion, or career development due to pregnancy, childbirth, or maternity leave.
4-	Promote flexible work arrangements and initiatives that support employees in balancing professional responsibilities with family life.



[Signature]
Dr. Ameen