



Policy Name:	Paternity Policy
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Code:	BAU_055	Published date:	2022
Reviewed Date:	2025	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

Responsibilities:

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

Policy (Arabic):

تلتزم جامعة البلقاء التطبيقية بدعم المساواة بين الجنسين في بيئة العمل وتعزيز مسؤوليات الأسرة المشتركة، وتدرك الجامعة أهمية دور الأب في رعاية المولود حديث الولادة، وتسعى إلى تمكين الموظفين الذكور من المشاركة الفعالة في رعاية أسرهم دون التأثير على حقوقهم المهنية أو التقدم الوظيفي، من خلال منح الموظف إجازة مدفوعة الأجر حسب نظم إجازة الأبوة بموجب المادة 66 (ج) من قانون العمل الأردني، حيث يُمنح العامل إجازة أبوة مدفوعة الأجر لمدة ثلاثة أيام عمل عند ولادة زوجته.

Policy:

Al-Balqa Applied University is committed to supporting gender equality in the workplace and promoting shared family responsibilities. The University recognizes the important role of fathers in caring for their newborns and seeks to enable male employees to actively participate in family care without negatively affecting their professional rights or career progression. In line with Article 66(c) of the Jordanian Labor Law, male employees are entitled to paid paternity leave of three working days upon the birth of their child. This ensures that fathers can spend crucial time with their families while maintaining their employment benefits and professional standing.





Scope:

Members of the administrative and teaching staffs

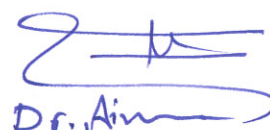
Objectives:

No.	Objective
1-	Supporting employees to balance their family commitments with work requirements without affecting performance.
2-	Increasing job satisfaction and reducing psychological and physical stress associated with balancing work and child-rearing.
3-	Maintaining a high level of productivity and academic performance by alleviating stress related to parental responsibilities.
4-	Ensure that taking paternity leave does not negatively affect employment status, career progression, or professional opportunities.
5-	Compliance with National Legislation

Related Procedures:

No.	Procedure
1-	Updating the university's procedures to ensure full compliance with Article 66(c) of the Jordanian Labor Law.
2-	Confirm that the male employee is eligible for paternity leave according to Article 66(c) of the Jordanian Labor Law.
3-	Tracking paternity leave usage and evaluation policy effectiveness




Dr. Aina