

5.6.9 Does your university as a body have paternity policies that support women's participation?

QU Maternity Leave Survey

<https://hr.qu.edu.sa/laravel-filemanager/files/shares/pdf/Publications/Services-Guide-Ar.pdf> [1]



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القسم المختص قسم الاستحقاقات

المرفقات
شهادة الميلاد أو بطاقة العائلة

مراحل الخدمة
3 | عمادة الموارد البشرية
الاعتماد وإصدار القرار
1 | صاحب الطلب
تقديم الطلب
2 | الجهة المرجعية
الموافقة

التواتح
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المرفقات
تقرير المستشفى

مراحل الخدمة
3 | عمادة الموارد البشرية
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Sixth: Leaves

<https://hr.qu.edu.sa/laravel-filemanager/files/shares/pdf/Policies/En/01.pdf> [2]

Item 38:

The female contractor shall be entitled to a **full salary of 45 days maternity leave**, the Muslim female contractor also has a right for a leave in the case of her husband death for the period specified by the Islamic religion and the non-Muslim female is issued a one month leave in the event of the death of the husband.

Item 39:

The contractor has the right to combine between more than one leave in the same year.

Leaves

<https://qa.qu.edu.sa/files/shares/handbooks/Employee%20Handbook.pdf> [3]

Maternity Leave: (for women) for sixty days with full salary.

Leve for women grieving her husband: (especially for women) given the amount of death specified by law, full salary

Maternity/Paternity Leave in Saudi Arabia

<https://www.globalization-partners.com/globalpedia/saudi-arabia-employer-of-record/> [4]

Female employees are generally entitled to 10 weeks of paid maternity leave, up to four weeks may be taken before the birth and at least six of the weeks must be taken after. During this leave, the employee is entitled to half pay if she has been employed for at least one year, and full pay if she has been employed for at least three years from the commencement date of the leave. However, if a female employee takes her annual vacation during the same year as her maternity leave, she will only be entitled during that vacation to half pay or to no pay, depending on whether she received half pay or full pay during her maternity leave. Medical expenses related to pregnancy and delivery must be paid by the employer.

3. Father Paternity Leave

<https://www.globalization-partners.com/globalpedia/saudi-arabia-employer-of-record/> [4]

Fathers are eligible for three days of paid paternity leave.