

5.6.9. Paternity Policy:

Manav Rachna University (MRU) is deeply committed to fostering an inclusive, equitable, and compassionate institutional culture that supports the holistic well-being of its faculty, staff, and students. The University recognizes that promoting gender equality is not merely a matter of providing opportunities to women - it equally requires enabling men to share responsibilities at home and in childcare. In this spirit, MRU's Paternity Policy, together with related parental support measures such as Parental Leave, In-Campus Crèche Access, and Flexible Working Hours, forms an integral part of the University's broader commitment to advancing gender equity, family-friendly practices, and work-life balance.

By acknowledging that both parents play vital roles in caregiving and child development, MRU's policy framework ensures that fathers are encouraged and empowered to take active responsibility in childcare duties. This, in turn, facilitates women's full and sustained participation in professional and academic life. Through a combination of institutional support, infrastructural provisions, and progressive human resource policies, MRU seeks to dismantle traditional gender stereotypes and create an environment where caregiving is recognized as a shared social responsibility.

1. Paternity Leave: MRU provides Paternity Leave to all eligible male employees upon the birth of a child. The leave entitlement is designed to allow fathers to actively engage in postnatal care, support their partners during recovery, and bond with the newborn.

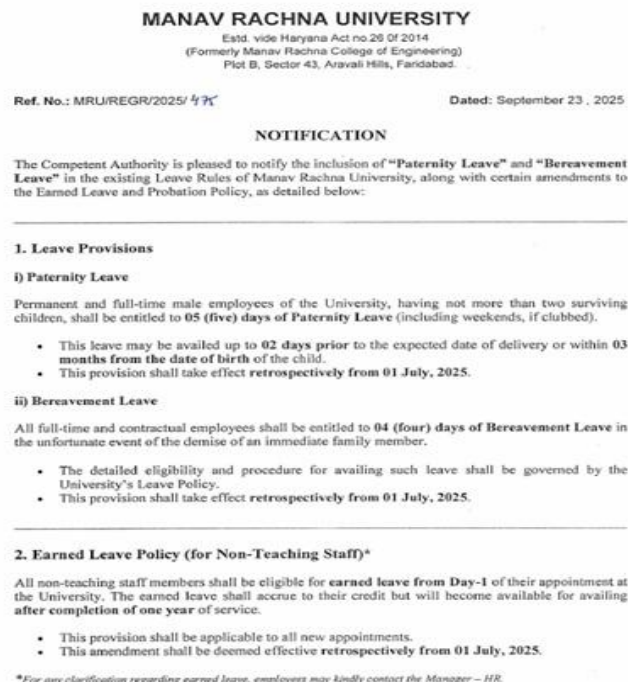


Fig. 1. Notification of Paternity Leave

2. In-Campus Crèche and Childcare Facilities: Recognizing the logistical challenges faced by working parents, MRU has established an on-campus crèche and daycare facility named **Bloomz** that serves as a vital component of its gender-inclusive ecosystem. The crèche is accessible to faculty and staff who may require childcare support.

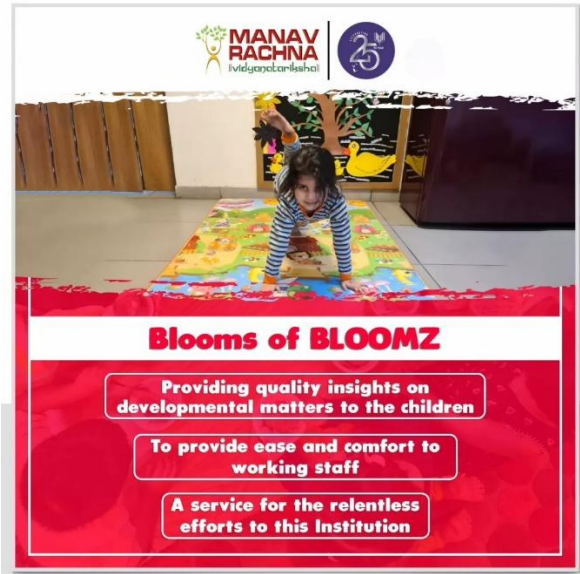
4. FACULTY AND STAFF WELFARE SCHEMES

The university will adopt all reasonable measures to promote the welfare of the employees. Special measures will be taken to recognize the needs of the female staff as they form the major work force of the university. The university will constitute a separate committee to develop and monitor welfare schemes for the employees. While adopting these measures, legal compliances will be fully taken care of.

- **PhD Fee Waiver:** The non-Ph.D faculty members and staff shall be encouraged to enroll themselves for Ph.D programme. Fee waiver to faculty members shall be provided for 4 years in PhD programme.
- **Seed Money:** Faculty members shall be eligible to seek seed money for research projects. Faculty members (guide of research project work) will be required to submit the request application to the Head of Department along with the complete Head wise financial details. The reviewed applications shall be submitted to the office of Registrar/PVC after due recommendation of respective Dean of the Faculty. Final approval authority shall be the Vice-Chancellor.
- **Cash rewards for indexed Publications:** Provision for Award of cash incentive to the faculty members for publication of research papers in the reputed 'Research Journals' shall be made. The information shall be collated by the Dean Research through the departmental Heads and respective Deans for subsequent approval by the competent authority.
- **Provision to avail Study Leaves for higher Education:** There is a provision for the faculty members to avail study leaves to pursue higher Education including Ph.D from other Universities as per provisions under the MRU leave Rules.
- **Fee Concession to wards of faculty/staff:** The University provides fee concession to wards of Faculty and staff pursuing education in any of the Institutions under the MREI including MRU. The application for Concession shall be submitted by the employee to the office of the Registrar with the recommendation of the HoD and Dean of Faculty concerned.
- **Day Care Facility:** In house Day care creche facility will be provided for the children of teaching and non-teaching members. The employees (both teaching and non-teaching) of University shall be eligible to avail this facility during their working hours. This facility shall be made available with well-trained day care staff to provide the best care to children and to engage them in meaningful manner. The request application/email may be submitted by the respective employee to the central HR with the recommendation of respective Head of the Department.
- **Medical Facility:** Apart from in-house medical facility, tie-up with Metro Heart Institute, Asian Hospital & Sarvodya Hospital, Faridabad made for providing Health Services to students, staff and faculty members. Sarvodya Hospital also provides medical assistance



Fig. 1. Notification of In-Campus Day Care Facility



CHILD CARE ENROLLMENT FORM

Child Information

1st Child First Name: KARTIK Last Name: ARORA
 Name child prefers to be called: KARTIK Grade/Class: 3
 Child's Address: 810 4th Floor, The Royal Homes Sec 29 Faridabad
 Gender: Male Female Date of Birth: 16.11.15
 Primary hours of care: From 1:PM To 5:00 PM
 Days of care: MONDAY to FRIDAY
 What languages are spoken with the child at home? ENGLISH AND HINDI
 Does the child attend school/ nursery/ play school/ baby sitter, etc.? Yes () No ()

If yes, give details:

i. Name of school/ play school: DPS FARIDABAD
 ii. Address and phone number: SECTOR-19, 0129-4241545
0129-4241549
 iii. Timings of School: 8:00 to 1:PM

Habits

Is the child Vegetarian () or Non-vegetarian ()
 Mention the food restrictions for your child and the reasons (medical, personal, religious, dislike, etc.)

Sleeping habits during the day:
 Timings: 2:10 to 4:PM
 Duration: 2-3 Hrs
 Any other information (such as sleeping with a favorite toy, music, etc.):
 Playing habits: -
 Toys/ games that your child is used to: -
 Briefly describe your child's daily routine and activities: -

CHILD CARE ENROLLMENT FORM


Registration Date: 01 July 2022


Parent/Guardian Information

Mother/Guardian First Name: SHARMISTHA Last Name: GOEL
 Address: 253 4th FLOOR BPTP PARKLAND SEC 77 FARIDABAD
 Faculty/ Institute/Company: MRDC Department: PUBLIC HEALTH
 Home Phone: 9953504536 Office Phone: 9910994759
 Work Address: MRDC Cell Phone: () Work: ()
 Email: sharmistha-goel@gmail.com
 Marital Status: Married Single Divorced Separated Widowed

Father/Guardian First Name: ARCHIT Last Name: AGRAWAL
 Address: 253 4th FLOOR BPTP PARKLAND SEC 77 FARIDABAD
 Faculty/ Institute/Company: FUTURE FROY Department: -
 Home Phone: 9910994759 Office Phone: ()
 Work Address: WOOD Cell Phone: () Work: ()
 Email: archit.agrawal25@gmail.com
 Marital Status: Married Single Divorced Separated Widowed

Emergency Contacts & Authorized Pickup Persons:

1st Contact/Pick up Name: SHARMISTHA Phone: 9953504536 Photo: 
 Relationship to the Child: MOTHER
 Able to pick up all children in the family

2nd Contact/Pick up Name: ARCHIT Phone: 9910994759 Photo: 
 Relationship to the Child: FATHER
 Able to pick up all children in the family

3rd Contact/Pick up Name: _____ Phone: _____
 Relationship to the Child: _____
 Able to pick up all children in the family

Fig. 2. Glimpse of Bloomz

Key features of the Bloomz include:

- Safe, hygienic and nurturing environment managed by trained caregivers and supervised by qualified early childhood educators.
- Age-appropriate learning and recreational activities to foster children's physical, emotional and cognitive development.
- Flexible timings aligned with the University's academic and administrative schedules.
- Affordable access for employees for free as part of the University's welfare measures.

This facility not only enables parents, especially mothers, to resume work without anxiety but also allows fathers to remain closely involved in daily childcare routines. Fathers can visit during breaks, share pick-up and drop-off responsibilities, and participate in their child's early learning experiences.

3. Flexible Working Hours and Family-Friendly Practices: MRU's Flexible Working Hours Policy is another crucial enabler of gender balance and parental participation. The University recognizes that rigid work schedules can disproportionately burden parents, particularly mothers, and create indirect barriers to women's participation in the workforce. To counteract this, MRU offers:

- Flexible working hours (working window 08:00 AM - 06:30 PM) for all.
- Reduced teaching load or administrative responsibilities for faculty members in the immediate postnatal period, upon request.
- Consideration in performance evaluations to ensure that temporary adjustments due to parental responsibilities do not disadvantage career progression.

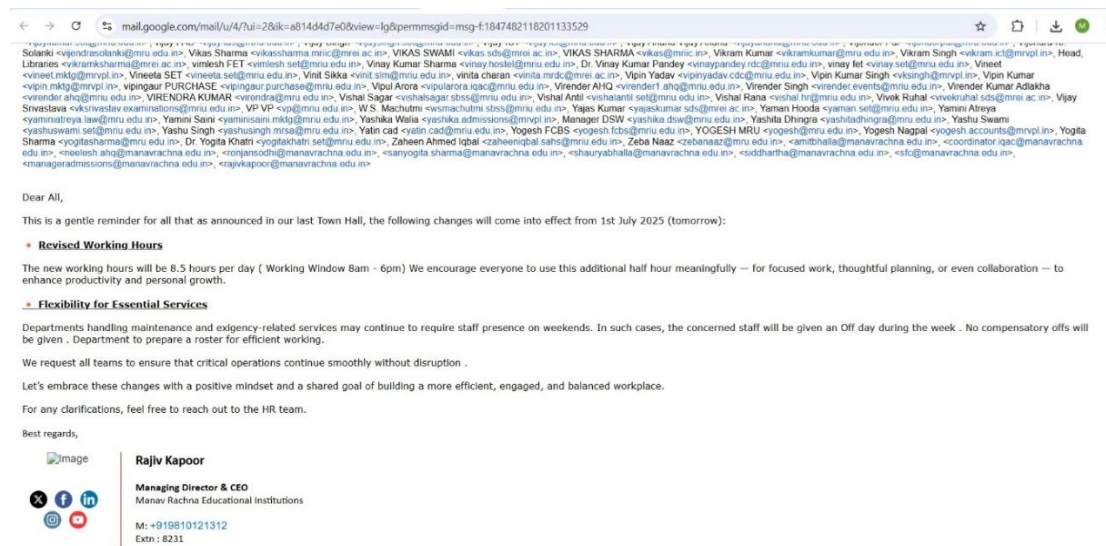


Fig. 3. Notification of Flexible Working Hours

These flexibilities are available to both male and female employees, ensuring that fathers can actively share domestic responsibilities without workplace penalties. This inclusive approach helps in redefining caregiving as a shared partnership rather than a gendered expectation.