

## Bylaws Women to Support Participation at Work

According to the law 12 for the year 2003 submitted by law of labor and, the bylaws of the University: the following policy was set

- 1- The rules of labor are applied with no women- discrimination (item 88 of the law 12 for the year 2003).
- 2- Women are not to work between 7 pm and 7 am to ensure fulfilling her domestic responsibilities outside working time (item 88 of the law 12 for the year 2003).
- 3- Women are not to work in any job that would expose her to any harmful actions healthily or ethically or any type of hard work that is indicated in item 90 of law 12 for the year 2003.
- 4- For pregnant woman who already spent 10 months in duty at the University, she has the right for a 90 days maternity leave with full salary provided that a medical/ health certificate is provided. The maternity leave will not be given more than twice during the total work period (item 91 of law 12 for the year 2003).
- 5- For the following two years after maternity leave, the working women have the right of having rest periods per day (each for ½ hour) for baby feeding during the working time. She also has the right to combine the two rest periods and have one full hour per day. The full salary still applies (item 93 of law 21 for the year 2003).
- 6- The working woman has the right to obtain a sabbatical leave (without salary) for two consecutive years after delivery for baby care. This can be repeated only twice during the total work period.
- 7- For institution having more than 100 working women in one premise, to establish a nursery for baby care of women working in this institution. This should abide with the rules and situations set by the minster in charge (item 96 of law 12 for the year 2003).
- 8- These bylaws should be available at the University boards in visible areas (item 95 of law 21 for the year 2003).
- 9- For all sectors and administrative departments to abide to this law