

## Social Impact

### Gender Equality

#### **5.2 Proportion of first-generation female students Year: 2023**

##### 5.2.1 Indicator: Proportion of women first-generation

Data Collected	Definition
Number of women starting a degree	974
Number of first-generation women starting a degree	73

#### **5.4 Proportion of senior female academics Year: 2023**

Data Collected	Definition
Number of senior academic staff	531
Number of female senior academic staff	270
Number of female senior academic staff	95

#### **5.5 Proportion of women receiving degrees Year: 2023**

Data Collected	Definition
Number of graduates: Total	1189
Number of female graduates: Medicine	679

## 5.6 Women's progress measures

N	Indicator	Action
5.6.1	<b>Policy of non-discrimination against women Year: in place by 2023</b>	NA
5.6.2	<b>Non-discrimination policies for transgender Year: in place by 2023</b>	NA
5.6.3	<b>Maternity policy Year: in place by 2023</b>	<p>5.6.3: Maternity and paternity policies</p> <p>National Iranian Women's Health Document:</p> <p>The National Document of Iranian Women's Health in the Islamic Republic of Iran in the period from 2019 to2025 includes three major goals:</p> <p>First, improving women's health in physical, mental, social and spiritual dimensions and preventing diseases and reducing the risk factors for women's health in all periods of life.</p> <p>Second, strengthening the central role of women in providing health for themselves, family and society and increasing their participation in different levels of policymaking, decision making and implementation.</p> <p>Third, correcting and removing social, political, legal, economic, and cultural obstacles related to women's health.</p> <p>Actions :</p> <ul style="list-style-type: none"> <li>• Mothers with children under 6 years old have one hour of milk pass.</li> <li>• Holding a "Haft Khan Khiyali" reading competition on the topic of raising children</li> <li>• Holding a drawing competition for employees' children</li> <li>• Holding a "Panaham Bash" reading competition on the topic of preventing abortion</li> <li>• Poster for creating culture to prevent abortion</li> </ul>

N	Indicator	Action
5.6.4	<p><b>Childcare facilities for students Year: 2023</b></p>	<p>5.6.4: Childcare facilities for students</p> <p>Family and Youth Protection Law:</p> <p>The 123rd principle of the Constitution of the Islamic Republic of Iran is:</p> <p>Protection of the family and the youth of the population, approved on 07/24/2023.</p> <p>This principle is in the joint commission of the youth plan of the population and family support in the Islamic Council in accordance with the eighty-fifth principle of the constitution.</p> <p>The implementation of the above-mentioned principle under the title of the Youth Plan of the Population and Family Support in the Islamic Council is subject to the approval of the Parliament to implement the plan for a trial period of 7 years from 12/26/2020</p> <p><b>Action:</b></p> <p><b>Mother and child room in the university headquarters building and hospitals</b></p>
5.6.5	<p><b>Childcare facilities for staff and faculty Year: 2023</b></p>	<p>5.6.5: Childcare facilities for staff and faculty</p> <p>Family and Youth Protection Law:</p> <p>The 123rd principle of the Constitution of the Islamic Republic of Iran is:</p> <p>Protection of the family and the youth of the population, approved on 07/24/2020.</p> <p>This principle is in the joint commission of the youth plan of the population and family support in the Islamic Council in accordance with the eighty-fifth principle of the constitution.</p> <p>The implementation of the above-mentioned principle under the title of the Youth Plan of the Population and Family Support in the Islamic Council is subject to the approval of the Parliament to implement the plan for a trial period of 7 years from 12/26/2020</p> <p><b>Action:</b></p> <p><b>Providing on-campus kindergarten services for students and staff</b></p> <p><b>Allocating daycare allowances to mothers working at the university</b></p>

N	Indicator	Action
5.6.6	Women's mentoring schemes Year: 2023	<ul style="list-style-type: none"> <li>• Holding a "Haft Khan Khiyali" book reading competition on the topic of raising children</li> <li>• Holding a "Panaham Bash" book reading competition on the topic of preventing abortion</li> <li>• Holding in-service courses</li> <li>• Preparing 3 educational podcasts (listed at the internet address <a href="https://dme.umsha.ac.ir/ZQ1V">https://dme.umsha.ac.ir/ZQ1V</a>)</li> </ul>
5.6.7	Track women's graduation rate. Year: 2023	NA
5.6.8	Policies protecting those reporting discrimination. Year: 2023	NA
5.6.9	Paternity policy Year: in place by 2023	According to the Youth Population Act, fathers are entitled to 14 days of paid leave after the birth of a child.

#### ماده ۲۲ قانون جوانی جمعیت

در راستای ماده ۲۲ قانون جوانی جمعیت دانشگاه علوم پزشکی همدان ۷ مهدکودک فعال در استان دارد که ۳۲ واحد تابعه دانشگاه از این ۶ مهدکودک استفاده می کنند قابل ذکر است که ۲۶ واحد از مهد کودک واقع در سایت پردیس دانشگاه استفاده می کنند..

✓ آیین نامه مرخصی زایمان:

پس از زایمان مدت مرخصی یک قلو ۹ ماه و دوقلو و بیشتر ۱۲ ماه تمام با پرداخت حقوق و فوق العاده های مرتبط

✓ مرخصی و دورکاری خاص بانوان:

شامل زنان کارمند خصوصا مادرانی که فرزند خردسال و یا معلول دارند و یا خود یا اعضای خانواده آنان مواجه با بیماری های خاص می باشند خواهد بود (بخشنامه سال ۸۹ - ۱۴۰۰) حداقل زمان دورکاری ۶ ماه می باشد.