



COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Cochin University P.O. Kochi – 22

8.2.2 Employment Practice Unions

Cochin University of Science and Technology (CUSAT) has established a comprehensive policy to recognize unions and protect labor rights for all employees. This policy highlights the university's dedication to creating an equitable and inclusive workplace, emphasizing workers' fundamental rights to organize and engage in collective bargaining.

CUSAT acknowledges the right of employees to form and join unions of their choice, maintaining neutrality regarding union formation. The university ensures no interference or discrimination based on union involvement. It allows the recognition of multiple unions, provided they comply with labor laws and university regulations. Employees are entitled to freely associate with colleagues to safeguard their interests, regardless of gender, nationality, or employment status. CUSAT supports union activities by providing necessary facilities and time, balanced with the institution's operational needs.

In terms of collective bargaining, CUSAT engages in good-faith negotiations with recognized unions concerning employment terms and conditions. The agreements reached through these negotiations are applied fairly across all employee groups. The policy strictly prohibits discrimination against employees due to union membership or activities, ensuring equal participation opportunities for women and international staff in union matters. A formal grievance procedure is in place to address conflicts between the university and unions or individual employees, with an impartial committee available to mediate disputes when necessary.

CUSAT provides regular training for management and employees on labor rights, union activities, and collective bargaining processes. Information about the policy is accessible in multiple languages to ensure international staff can fully understand their rights. A dedicated Labor Relations Office oversees the policy's implementation and compliance with labor laws. Regular audits are conducted to evaluate the policy's effectiveness and identify areas for improvement. The university strictly prohibits retaliation against employees engaging in union activities or exercising their labor rights, with any incidents promptly investigated and addressed through appropriate disciplinary measures.

Aligning with international standards, including those from the International Labour Organization (ILO), CUSAT regularly reviews its practices to ensure compliance with evolving global best practices in labor rights. Annual reports on labor relations, union activities, and collective bargaining outcomes are published to provide transparency and accessibility to all stakeholders. Open communication channels are maintained with unions and employees to address concerns and gather feedback.

This policy demonstrates CUSAT's commitment to fostering a fair and respectful work environment that values all employees' contributions, promoting a harmonious academic community that attracts talent from diverse backgrounds.

Supporting documents

- Policy document - 8.2.2 CUSAT Policy on Union Recognition and Labor Rights
https://iqac.cusat.ac.in/uploads/web/files/Policy_on_Union_Recognition_Labour_Rights.pdf
- List of Unions in CUSAT
https://iqac.cusat.ac.in/uploads/web/files/List_of_Organisations_in_CUSAT.pdf
- Annual reports from different unions-
 1. Annual Report of Cochin University Teachers Association
https://iqac.cusat.ac.in/uploads/web/files/CUTA_Annual_Report2023-24.pdf
 2. Annual Report of Cochin University Employees Assosiation
https://iqac.cusat.ac.in/uploads/web/files/Assosiation_Annual_Report.pdf
 3. Annual Report of Employees Union-
https://iqac.cusat.ac.in/uploads/web/files/Union_Annual_Report.pdf