



16/06/2023

POLICY ON UNION RECOGNITION AND LABOR RIGHTS

Overview:

This policy document outlines Cochin University of Science and Technology's (CUSAT) commitment to recognizing unions and upholding labor rights for all employees, including women and international staff. CUSAT acknowledges the fundamental rights of workers to freedom of association and collective bargaining as essential components of a fair and inclusive work environment.

Policy details:

1. Recognition of Unions:

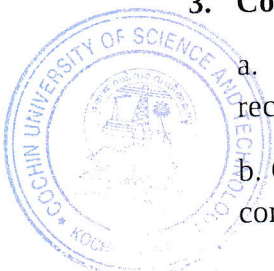
- a. CUSAT officially recognizes the right of all employees to form, join, and participate in unions of their choice.
- b. The university will maintain a neutral stance towards union formation and will not interfere with or discriminate against employees based on their union activities.
- c. Multiple unions may be recognized, provided they meet the criteria set forth by relevant labor laws and university regulations.

2. Freedom of Association:

- a. All employees, regardless of gender, nationality, or employment status, have the right to freely associate with colleagues for the purpose of protecting their interests.
- b. The university will provide appropriate facilities and time for union-related activities, subject to reasonable limitations, to ensure the smooth functioning of the institution.

3. Collective Bargaining:

- a. CUSAT commits to engaging in good faith collective bargaining with recognized unions on matters related to employment terms and conditions.
- b. Collective bargaining agreements will be negotiated fairly and implemented consistently across all relevant employee groups.



4. Non-Discrimination and Inclusivity:

- a. The university prohibits any form of discrimination against employees based on their union membership or activities.
- b. Special attention will be given to ensuring that women and international staff have equal opportunities to participate in union activities and collective bargaining processes.

5. Dispute Resolution:

- a. The grievance cell of university will address the labor-related disputes between the university and unions or individual employees.
- b. An impartial committee will be formed to mediate and resolve conflicts when necessary.

6. Training and Awareness:

- a. CUSAT will provide regular training sessions for management and employees on labor rights, union activities, and collective bargaining processes.

7. Monitoring and Compliance:

- a. A dedicated Labor Relations Office will oversee the implementation of this policy and ensure compliance with relevant labor laws.
- b. Regular audits will be conducted to assess the effectiveness of the policy and identify areas for improvement.

8. Protection Against Retaliation:

- a. CUSAT strictly prohibits any form of retaliation against employees who engage in union activities or exercise their labor rights.
- b. Any instances of retaliation will be promptly investigated and addressed through appropriate disciplinary measures.

9. International Labor Standards:

- a. The university commits to aligning its labor practices with international standards, including those set by the International Labour Organization (ILO).
- b. CUSAT will regularly review and update this policy to ensure compliance with evolving global best practices in labor rights.



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10. Transparency and Reporting:

a. Annual reports on the state of labor relations, union activities, and collective bargaining outcomes will be published and made accessible to all stakeholders.

b. The university will maintain open channels of communication with unions and employees to address concerns and gather feedback on labor-related issues.



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DIRECTOR

INTERNAL QUALITY ASSURANCE CELL