



COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Cochin University P.O. Kochi – 22

8.2.5 Employment practice equivalent rights outsourcing

CUSAT is dedicated to ensuring equitable employment practices for all, including outsourced employees, who are guaranteed rights and protections equivalent to those of direct employees. The policy emphasizes equal treatment and non-discrimination, ensuring all outsourced staff are treated with respect and dignity, free from discrimination based on race, gender, age, disability, religion, or any other protected characteristic. Fair compensation is a cornerstone of this policy, requiring that outsourced employees receive competitive wages and benefits such as health insurance, retirement plans, and paid leave comparable to those offered to direct employees. The commitment to a safe and healthy work environment is upheld through regular safety audits and training sessions to ensure compliance with health and safety regulations. Access to training and development is also prioritized, providing outsourced employees with opportunities to enhance their skills and career prospects in collaboration with outsourcing partners.

A transparent grievance redressal mechanism is established to allow outsourced employees to report any issues or concerns, ensuring prompt and fair resolution. Compliance with legal and ethical standards is mandatory for all outsourcing contracts, which must adhere to local, national, and international labor laws. Regular audits are conducted to ensure this compliance. To monitor and evaluate the implementation of this policy, CUSAT establishes a system that includes regular feedback from outsourced employees to continually improve employment practices. The university partners with reputable outsourcing firms that share its commitment to fair employment practices, mandating adherence to this policy through contractual clauses. The CUSAT administrative department under the Registrar is responsible for implementing and overseeing this policy, with regular training sessions conducted to ensure that both direct and outsourced employees are aware of and understand the policy. Annual reviews will keep the policy effective and relevant, incorporating updates as necessary to reflect changes in laws, regulations, and best practices.

Supporting document:

- Policy - Policy on Employment Practice: Equivalent Rights in outsourcing-
https://iqac.cusat.ac.in/uploads/web/files/Policy_on_Employment_Practice_Equivalent_Rights_in_Outsourcing.pdf