



20/06/2023

**EMPLOYMENT PRACTICE: EQUIVALENT RIGHTS IN
OUTSOURCING**

Overview

Cochin University of Science and Technology (CUSAT) is committed to ensuring fair and equitable employment practices across all its operations, including outsourced services. This policy outlines the university's commitment to providing equal rights and protections to outsourced employees as those enjoyed by direct employees.

Policy details:

1. Equal Treatment and Non-Discrimination

- o All outsourced employees shall be treated with the same respect and dignity as direct employees.
- o The university prohibits discrimination based on race, gender, age, disability, religion, or any other protected characteristic in all employment practices.

2. Fair Compensation

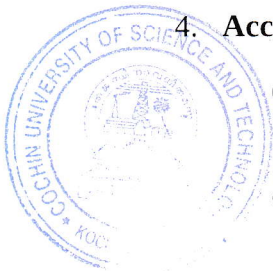
- o Outsourced employees must receive fair wages that are competitive and in line with industry standards.
- o Compensation packages should include benefits comparable to those offered to direct employees.

3. Safe and Healthy Work Environment

- o CUSAT is committed to providing a safe and healthy work environment for all employees, including those employed through outsourcing arrangements.
- o Regular safety audits and training sessions should be conducted to ensure compliance with health and safety regulations.

4. Access to Training and Development

- o Outsourced employees should have access to training and professional development opportunities to enhance their skills and career prospects.
- o The university will work with outsourcing partners to facilitate such opportunities.



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5. **Grievance Redressal Mechanism**

- o A transparent and accessible grievance redressal mechanism should be in place for outsourced employees to report any issues or concerns.
- o The university will ensure that all grievances are addressed promptly and fairly.

6. **Compliance with Legal and Ethical Standards**

- o All outsourcing contracts must comply with local, national, and international labor laws and ethical standards.
- o Regular audits and reviews will be conducted to ensure compliance with these standards.

7. **Monitoring and Evaluation**

- o The university will regularly monitor and evaluate the implementation of this policy.
- o Feedback from outsourced employees will be regularly sought to improve employment practices.

8. **Partnership with Outsourcing Firms**

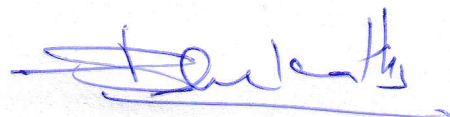
- o CUSAT will partner with reputable outsourcing firms that share its commitment to fair employment practices.
- o Contracts with outsourcing firms will include clauses that mandate adherence to this policy.

Implementation

- The CUSAT administrative department under the Registrar will be responsible for the implementation and oversight of this policy.

Review and Updates

- This policy will be reviewed annually to ensure its effectiveness and relevance.
- Updates will be made as necessary to reflect changes in laws, regulations, and best practices.



DIRECTOR

INTERNAL QUALITY ASSURANCE CELL

