



COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Cochin University P.O. Kochi – 22

8.2.9 Employment practice labour rights

CUSAT's employment practice labor rights policy is designed to create a supportive environment that acknowledges and safeguards the rights of all employees, especially focusing on the freedom to associate and engage in collective bargaining. This framework includes specific measures for women and international staff, recognizing their unique challenges and ensuring their rights are upheld.

A key aspect of the policy is CUSAT's commitment to labor rights, aligning with international standards such as those set by the International Labour Organization (ILO). This commitment ensures that employees have the freedom to form or join trade unions without fear of retaliation. CUSAT actively supports this right by not interfering with the operations of these organizations, promoting a culture of openness and respect.

Collective bargaining is another essential element, with CUSAT acknowledging the importance of negotiations between employees and management. The university engages in good-faith discussions with employee representatives, aiming to reach agreements that are beneficial for all parties involved. This process is inclusive, with special attention given to women and international staff to address any barriers they face in exercising their rights.

The policy also emphasizes non-discrimination and equal opportunity, ensuring all employees can participate in labor organizations without bias based on gender, nationality, or union activities. To further support this, CUSAT provides training and resources to enhance employees' understanding of their rights, conducting regular workshops to promote awareness.

Moreover, a clear grievance mechanism is established, allowing employees to report any violations without fear of reprisal. CUSAT is committed to promptly investigating and resolving such issues. The policy's effectiveness is ensured through regular monitoring and compliance checks, with potential oversight by an independent body.

By collaborating with external labor rights organizations, CUSAT stays informed on best practices and emerging issues, demonstrating a strong commitment to fostering a fair and inclusive workplace.

Supporting document:

- Policy - CUSAT Policy on Union Recognition and Labor Rights (Source: 8.2.2)-
https://iqac.cusat.ac.in/uploads/web/files/Policy_on_Union_Recognition_Labour_Rights.pdf
https://iqac.cusat.ac.in/uploads/web/files/Policy_on_Union_Recognition_Labour_Rights.pdf