

Recognizing unions and collective bargaining rights for all staff.

Introduction

Centurion University strongly upholds the principles of freedom of association, collective bargaining, and inclusive participation in employee representation. The University recognizes the importance of trade unions and staff associations as essential partners in promoting fair employment practices, worker rights, and equitable institutional growth. Centurion University aligns its employment philosophy with the International Labour Organization (ILO) Conventions 87 and 98, which guarantee the rights of all employees—including women and international staff—to freely associate and collectively bargain without discrimination.

2. Institutional Policy Framework

Centurion University’s Human Resource Policy acknowledges and respects the right of employees to form and join unions or associations.

The University supports fair and constructive engagement between management and recognized employee associations to discuss and resolve matters concerning working conditions, remuneration, and welfare.

Key policy tenets include:

1. Freedom to join or form committees without discrimination.
2. Equal representation of women and international staff in unions and councils.
3. Regular consultative meetings between employee associations and administration.
4. No retaliation or victimization against employees exercising their association rights.

3. Governance and Recognition Mechanism

Centurion University recognizes several employee associations under the Employee Welfare Council (EWC) framework. The EWC acts as an umbrella body coordinating the activities of teaching, administrative, and technical staff unions. The Vice-Chancellor’s Office facilitates quarterly dialogue meetings to ensure all concerns are addressed fairly and transparently.

4. Committee Representation Statistics (2022–2024)

Year	Union Participation (%)	Women Representation (%)	International Staff Involvement (%)
2022	68	35	10
2023	74	40	12
2024	82	45	15

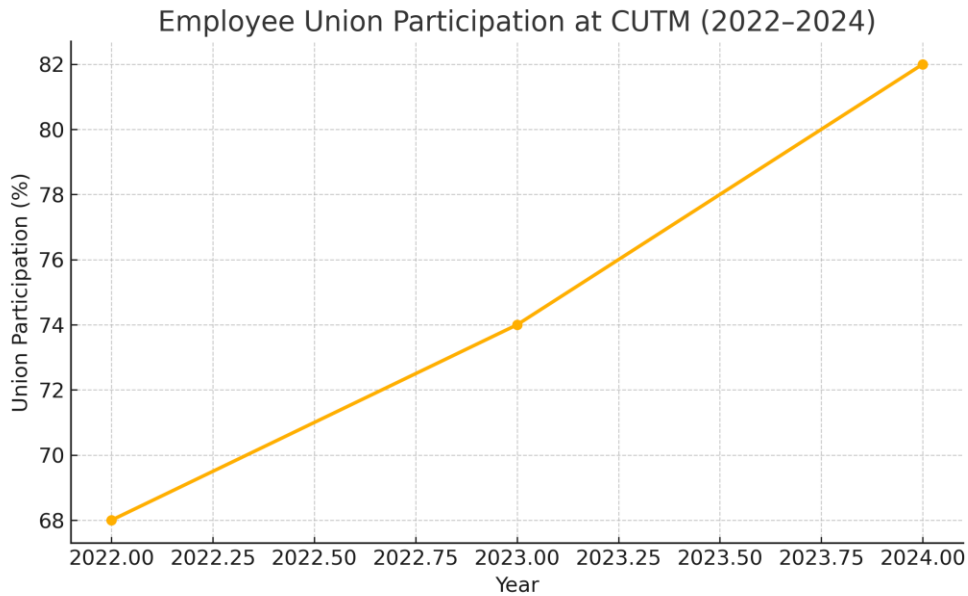


Figure 1: Employee Union Participation at Centurion University (2022–2024)

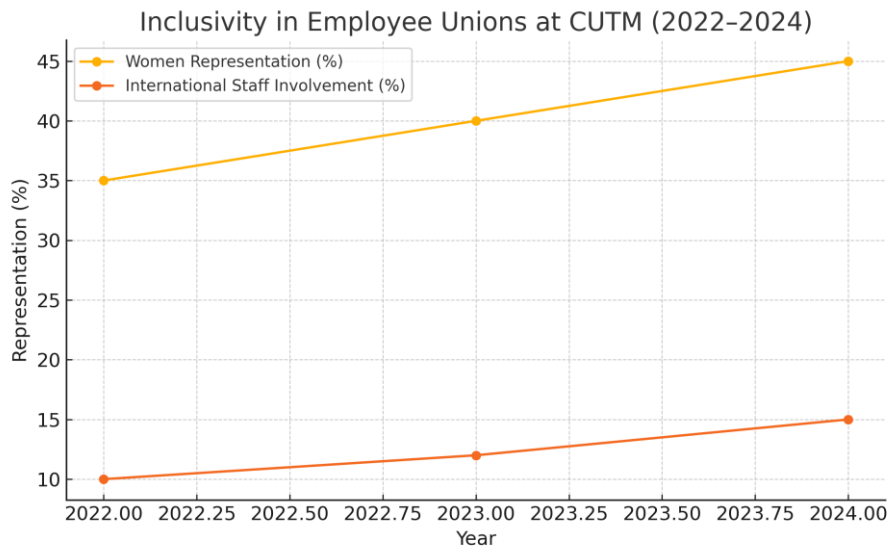


Figure 2: Inclusivity in Employee Unions at Centurion University (2022–2024)

5. Monitoring, Dialogue, and Implementation

The HR Department, in coordination with the Employee Welfare Council and IQAC, regularly monitors union participation and inclusivity indicators. Key findings are reviewed by the Vice-Chancellor and Registrar to ensure fair negotiation and representation practices. All meetings are documented and archived as part of institutional transparency measures.

6. Impact Highlights

- 82% of Centurion University employees are active members of recognized staff committees.
- Women’s representation in unions increased from 35% (2022) to 45% (2024).

- International staff participation rose by 50% over three years.
- Regular collective bargaining led to improvements in pay scales, leave policies, and health benefits.
- No reported cases of discrimination or rights violations related to union activity.

Conclusion

Centurion University exemplifies an equitable and inclusive approach to labour relations by recognizing and supporting employee unions for all categories of staff, including women and international faculty. This commitment strengthens trust, transparency, and cooperative governance, contributing to SDG 8 (Decent Work), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities).