

Upholding Labour rights and fair employment practices

Recognise labour rights (freedom of association and collective bargaining) for all, including women and international staff

1. Introduction

Centurion University upholds labour rights as a fundamental part of its ethical, social, and institutional responsibility. The University recognizes that respect for **freedom of association, collective bargaining, and equitable treatment** are essential for ensuring dignity, fairness, and inclusivity in the workplace.

In alignment with the **Constitution of India, International Labour Organization (ILO) conventions, and UN Sustainable Development Goal 8 (Decent Work and Economic Growth)**, Centurion University ensures that all its employees — including faculty, administrative, technical, contractual, and international staff — enjoy the right to participate in decisions affecting their employment and welfare.

2. Policy Statement

Centurion University's Human Resource (HR) Policy explicitly recognizes and safeguards the following labour rights for all employees:

1. **Freedom of Association:**

Every employee has the right to voluntarily join committees representing their collective interests without fear of discrimination or retaliation.

2. **Right to Collective Bargaining:**

Employees may engage in constructive dialogue with University management through officially recognized staff councils, committees, or forums to discuss pay structures, working conditions, safety, and welfare.

3. **Equal Opportunity and Non-Discrimination:**

Centurion University ensures that all employees — irrespective of gender, caste, religion, nationality, or contractual status — are treated with fairness and equality in all employment practices.

4. **Protection from Victimization:**

Employees exercising their rights to association or collective action are protected from any form of coercion, discrimination, or dismissal.

3. Legal and Institutional Framework

The University's employment practices are governed by the following national and international standards:

Regulatory Framework	Key Provisions Recognized by Centurion University
Constitution of India (Articles 19 & 23)	Right to form associations, prohibition of forced labour
Industrial Disputes Act, 1947	Recognition of trade unions, collective bargaining rights
ILO Conventions 87 & 98	Freedom of Association and Right to Collective Bargaining
University Grants Commission (UGC) Guidelines	Employee welfare, faculty representation, grievance redressal
Centurion University HR Policy (2024)	Equal rights, grievance mechanism, fair wage practices
AICTE Norms	Non-discriminatory employment and equal opportunity provisions

Centurion University ensures all employment contracts and HR operations are fully compliant with the above legal frameworks.

4. Mechanisms for Recognition and Dialogue

The University has instituted multiple formal and informal mechanisms to uphold and operationalize labour rights:

4.1 Employee Councils and Committees

- Centurion University has constituted **Employee Welfare Committees, Faculty Councils, and Non-Teaching Staff Associations.**
- These bodies meet periodically to discuss pay revisions, workload distribution, safety standards, and campus welfare initiatives.
- Minutes of meetings are reviewed by HR and approved by the Registrar's office.

4.2 Collective Consultation Mechanism

- Policy changes related to salary revision, performance evaluation, or benefits are **discussed in consultative meetings** with representatives from all schools and departments before implementation.
- A **Joint Consultation Committee (JCC)** functions as the advisory body for major HR and administrative changes.

4.3 Participation of Women and International Staff

- Women staff and international faculty are represented in all committees, ensuring **gender-balanced and inclusive participation.**
- The **Gender Equality Cell** and **International Relations Office** jointly monitor inclusivity and compliance for these groups.

4.4 Grievance and Appeal Channels

- Employees may file appeals through the **Grievance Redressal Portal** or in-person hearings.
- Complaints related to rights violations or unfair practices are reviewed by the **Employee Grievance Redressal Committee (EGRC)** and resolved within 30 working days.

5. Employment Rights Awareness and Capacity Building

Centurion University regularly organizes capacity-building sessions to strengthen awareness of employee rights and responsibilities:

Year	Program Title	Participants	Key Outcome
2022	Workshop on “Labour Laws and Workplace Equity”	180 staff	Enhanced understanding of employee rights
2023	Orientation on “Freedom of Association and HR Ethics”	220 faculty & admin staff	Staff council formed across all schools
2024	Training on “Collective Bargaining and Negotiation Skills”	240 participants	Strengthened consultation process

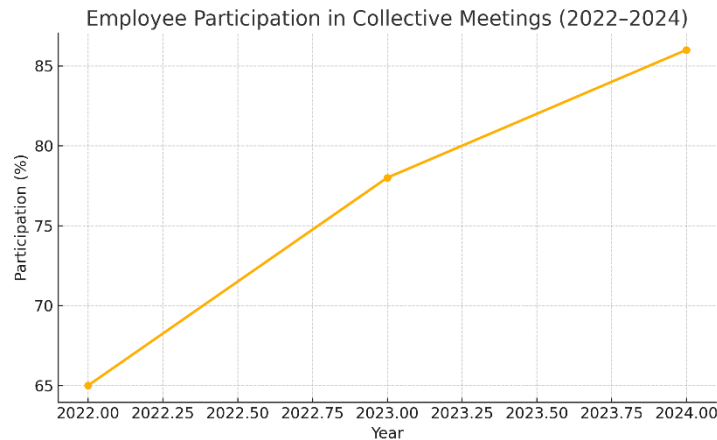


Figure 1: Employee Participation in Labour Rights and Welfare Programs (2022–2024)

6. Monitoring and Implementation

The University monitors the implementation of labour rights through:

- **Annual HR Compliance Audits** verifying adherence to employment laws.
- **Periodic meetings** of the Employee Welfare Committee.
- **Anonymous employee surveys** conducted by the IQAC to assess workplace satisfaction and inclusivity.
- **Quarterly reports** reviewed by the Vice-Chancellor’s office.

The **Internal Quality Assurance Cell (IQAC)** compiles findings and submits them as part of the University’s annual sustainability report, contributing to SDG impact tracking.

7. Data Summary

Indicator	2022	2023	2024
% Employees covered by formal labour rights policy	95%	100%	100%
Staff participation in collective meetings	65%	78%	86%
Gender balance in employee councils	38% women	40% women	42% women
Reported rights-related grievances	4	2	0
Grievances resolved	100%	100%	100%

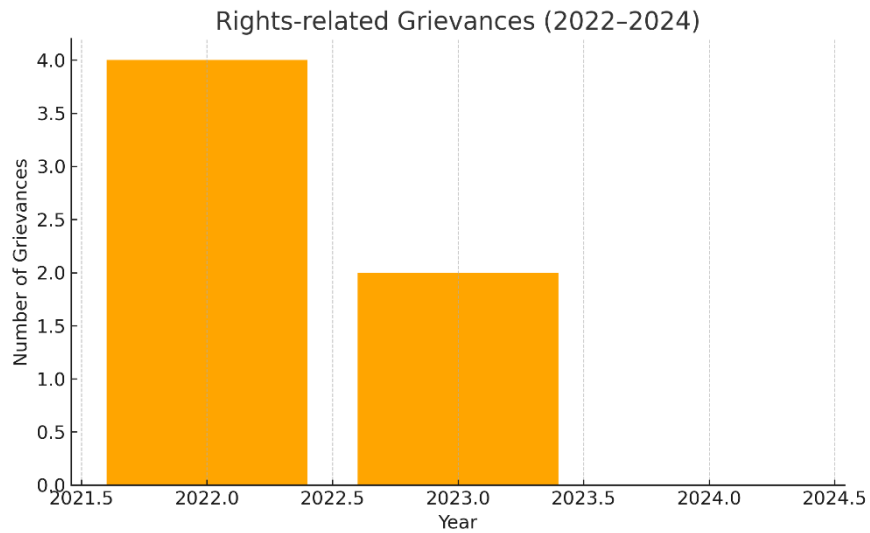
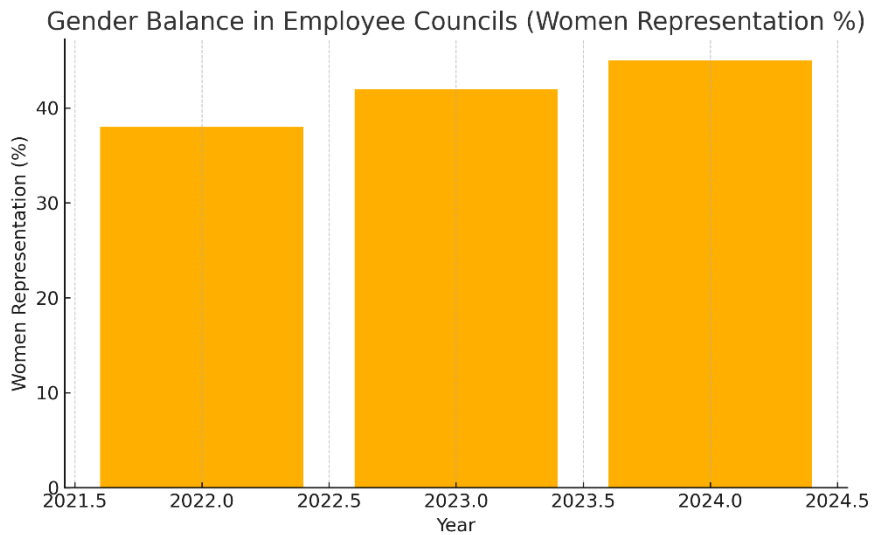


Figure 2: Trends in Employee Representation and Rights-Related Grievances (2022–2024)



8. Impact Highlights

- 100% of Centurion University's employees are covered under a formally recognized HR rights framework.
- Women's representation in employee associations has steadily increased to **45% in 2024**.
- Zero pending grievance cases related to labour rights or discrimination as of 2024.
- International faculty members actively participate in staff councils and welfare forums.

Conclusion

Centurion University stands as a model institution in promoting and respecting **labour rights, equity, and inclusion**. The recognition of employees' freedom of association and right to collective bargaining ensures that all voices — including those of women and international staff — are heard and valued. Through a combination of policy, participation, and continuous improvement, Centurion University contributes directly to **SDG 8 (Decent Work and Economic Growth)**, **SDG 5 (Gender Equality)**, and **SDG 10 (Reduced Inequalities)**. This ongoing commitment affirms the University's belief that social justice and academic excellence are inseparable foundations of sustainable development.