Centurion University
Shaping Lives...
Empowering Communities...

Upholding labour rights and fair employment practices

1. Introduction

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

In line with the principles of the **Constitution of India**, **ILO Conventions 87 and 98** and **UN Sustainable Development Goal 8**, the University ensures that all employees, including faculty, administrative, technical, contractual and international staff, enjoy the right to join unions and staff associations and to take part in decisions affecting their employment and welfare. This report sets out the rights policy and the evidence of practice. The recognition of the unions themselves, and the membership data, are reported in the SDG 8.2.2 report, and the two reports use the same dataset.

2. Policy Statement

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

- **Freedom of Association:** every employee has the right to voluntarily join or form a union or staff association representing their collective interests, without fear of discrimination or retaliation.
- **Right to Collective Bargaining:** recognised unions and associations engage with University management on pay structures, working conditions, safety and welfare, including through the annual wage review.
- **Equal Opportunity and Non-Discrimination:** all employees, irrespective of gender, caste, religion, nationality or contractual status, are treated with fairness and equality in all employment practices.
- **Protection from Victimisation:** employees exercising their rights of association or collective action are protected from coercion, discrimination or dismissal.

3. Legal and Institutional Framework

The University's employment practices are based on, and aligned with, the following standards:

Framework	Key provisions recognised by Centurion University
Constitution of India (Articles 19 and 23)	Right to form associations; prohibition of forced labour
Trade Unions Act, 1926 (now the Industrial Relations Code, 2020, in force from 21 November 2025)	Registration and recognition of trade unions; collective bargaining
Code on Wages, 2019	Statutory minimum wage; equal pay without discrimination on grounds of gender

Framework	Key provisions recognised by Centurion University
ILO Conventions 87 and 98 (principles)	Freedom of association and the right to collective bargaining. The University aligns its practice with these principles.
Applicable UGC and AICTE regulations and guidelines	Employee welfare, faculty representation, grievance redressal, non-discriminatory employment
Centurion University HR Policy (2025)	Equal rights, grievance mechanism, fair wage practices

All employment contracts and HR operations are designed to comply with the above.

4. Mechanisms for Recognition and Dialogue

4.1 Unions, Associations and Consultation Forums

- Employees are represented through three recognised, independently formed staff associations: the **Teaching Staff Association**, the **Administrative Staff Association** and the **Technical and Support Staff Association**. Their recognition and membership are reported in the SDG 8.2.2 report.
- The **Employee Welfare Council (EWC)** is a joint consultative forum, separate from the unions, where the elected office-bearers of the recognised associations meet management representatives each quarter on pay revisions, workload, safety standards and welfare.
- Meeting minutes are reviewed by HR and approved by the Registrar's office.

4.2 Collective Consultation Mechanism

- Policy changes on salary revision, performance evaluation or benefits are **discussed in consultative meetings** with representatives from all schools and departments before implementation.
- The EWC serves as the advisory body for major HR and administrative changes.

4.3 Participation of Women and International Staff

- **Women:** membership of all three recognised associations is open to women on identical terms to men, with the same eligibility, membership fees, voting rights and right to stand for office. Women were 49% of union members in 2025 (about 868 of 1,772 members), compared with 44% of the workforce. The number of women in senior academic posts rose from 14 in 2022 to 38 in 2025, as total employees grew from 1,354 to 2,037 (University HR records).
- **International staff:** international staff have the same membership, voting and office-bearer rights as all other employees. They were 17% of union members in 2025 (about 301 of 1,772 members), up from 10% in 2022 (about 92 of 921). They are covered by the same HR Policy, pay scales, grievance channels and protection from victimisation, with no difference based on nationality.

4.4 Grievance and Appeal Channels

- Employees may file appeals through the **Grievance Redressal Portal** (introduced in 2024) or in-person hearings; anonymous reporting has been available since 2022.
- Complaints on rights violations or unfair practices follow the four-step appeal process described in the SDG 8.2.8 report, with a committee decision within 30 working days.

5. Employment Rights Awareness and Capacity Building

The University regularly organises capacity-building sessions on employee rights and responsibilities:

Year	Programme	Participants	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 and administrative staff	Consultation forums established across all schools
2024	Training on "Collective Bargaining and Negotiation Skills"	240 participants	Strengthened consultation process
2025	Seminar on "Inclusive Employment and Labour Rights Standards"	260 participants	Wider awareness of international labour standards across all schools

6. Monitoring and Implementation

The University monitors the implementation of labour rights through:

- **Annual HR compliance audits** verifying adherence to employment laws.
- **Quarterly meetings** of the Employee Welfare Council.
- **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 the findings and submits them as part of the University's annual sustainability report.

7. Data Summary

Indicator	2022	2023	2024	2025
Total employees	1,354	1,395	1,466	2,037
Union membership (% of employees)	68%	74%	82%	87%
Women (% of union members)	35%	40%	45%	49%
International staff (% of union members)	10%	12%	15%	17%
% employees covered by formal labour rights policy	95%	100%	100%	100%
Grievances alleging violation of association or bargaining rights (number)	4	2	0	0
Grievances resolved (%)	100%	100%	100%	100%

Data basis: union membership, women's representation and international staff figures are the same dataset reported in the SDG 8.2.2 report, with the same definitions, because both indicators cover freedom of association and collective bargaining. In 2022 the 5% of employees not yet covered were outsourced support staff whose vendor contracts had not been revised; coverage reached 100% from 2023 (see SDG 8.2.1 report).

Scope of grievances: this row counts only grievances alleging interference with the right to join a union or take part in collective bargaining. It is narrower than the "rights-related" appeals in the SDG 8.2.8 report (8, 9, 7 and 6 in 2022–2025), which also include leave, benefits, appraisal and workplace safety.

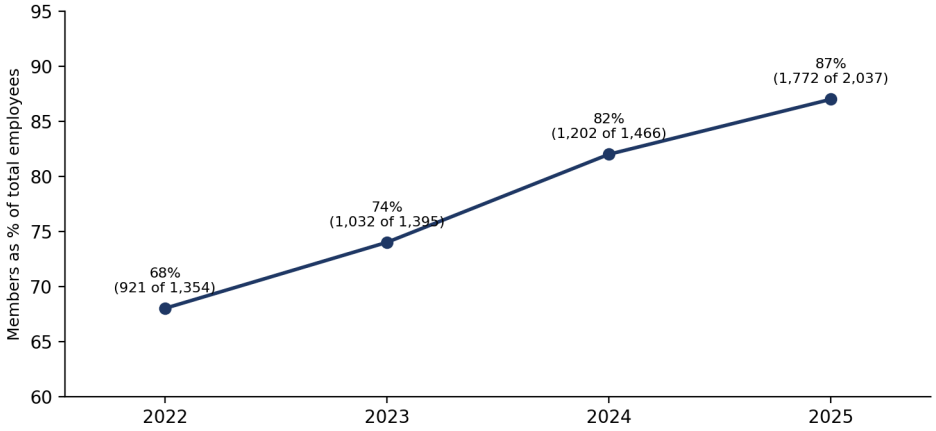


Figure 1 – Union Membership as % of Total Employees (2022–2025)

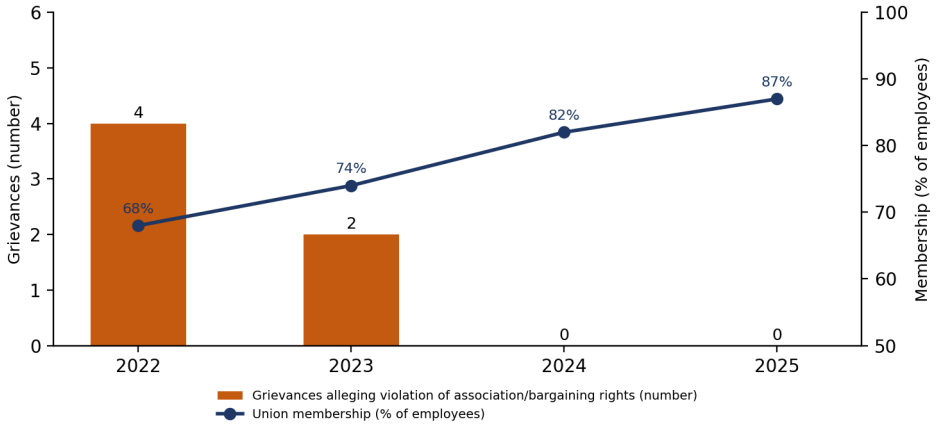


Figure 2 – Union Membership and Association-Rights Grievances (2022–2025)

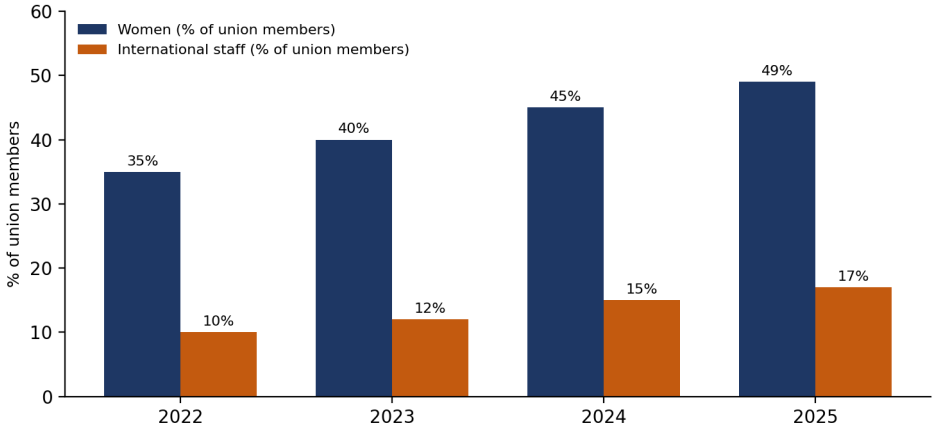


Figure 3 – Women and International Staff as % of Union Members (2022–2025)

8. Impact Highlights

- **100%** of employees have been covered by the formal HR rights framework since 2023.
- Women's share of union membership rose from 35% in 2022 to **49% in 2025**, above women's 44% share of the workforce.
- International staff were **17% of union members in 2025**, up from 10% in 2022.
- No grievance alleging violation of association or bargaining rights was received in 2024 or 2025, and none was pending at the end of 2025.

Conclusion

Centurion University recognises the freedom of association and the right to collective bargaining of all employees, including women and international staff, and its practice is supported by data: 87% of employees were union members in 2025, women were 49% of members and international staff 17%. The University recorded no grievance alleging violation of association or bargaining rights in 2024 or 2025, after 4 in 2022 and 2 in 2023. These results contribute to **SDG 8 (Decent Work and Economic Growth)**, **SDG 5 (Gender Equality)** and **SDG 10 (Reduced Inequalities)**.