



Evidence(s) THE-Impact Ranking



University : Sri Sri University
Country : India
Web Address : www.srisriuniversity.edu.in

SDG 8: DECENT WORK AND ECONOMIC

8.2.5 Does your university as a body have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties?

Description:



Sri Sri University has policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties. The policy is in line with the laws and regulations of India and Odisha. The policy also reflects the university's commitment to creating a more inclusive and equitable workplace for all employees.

The policy includes the following provisions to place a high priority on principles like justice and equality:

- Outsourcing contracts must include provisions that guarantee workers the same rights and benefits as university employees, including wages, hours of work, leave, and health and safety protections.
- The university will monitor outsourcing contractors to ensure that they are complying with the terms of the contract.
- The university will provide workers with a grievance mechanism to report any violations of their rights.

The policy also includes a commitment to working with outsourcing contractors to promote social and environmental sustainability.

Sri Sri University employs a large number of academicians and other workers with the necessary contracts and other requirements. Outsourcing agreements with Sri Sri University are governed by internal policies and the university's procurement policy for the actual performance of activities under a service contract. The University takes all necessary measures to ensure that employees are held to the same standards of accountability when work are delegated to third parties. SSU pledges to enact legislation guaranteeing workers' equality when hired by outside sources. Sri Sri University legislation require all employers who hire workers from outside agencies to pay them the same wages and benefits as their directly employed employees. The university's pledge is a significant step in the fight for workers' rights in India regardless of how they are hired, Sri Sri University's reduce poverty and inequality in India.