



Policy

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

Guaranteeing equivalent rights of workers for outsourcing activities

Name of Policy	Guaranteeing equivalent rights of workers when outsourcing activities to third parties	Prepared By	Mr. Aruni Agrawal
Department	All	Verified by	Director IQAC
Effective Date	30-07-2020	Approved by	Executive Registrar
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Purpose

This policy has been developed for implementation at the Sri Sri University (hereinafter - SSU). SSU promises to adopt laws that ensure workers' equality when outsourced to other parties.

Scope

This policy applies to all SSU employees, including regular employees, contract employees, and temporary employees. It also applies to all third-party contractors and subcontractors who provide services to SSU.

Policy

SSU is committed to ensuring that all workers, regardless of their employment status or whether they are employed directly by SSU or by a third-party contractor, are treated fairly and with respect. SSU will not outsource any activities to third-party contractors who do not comply with all applicable laws and regulations, including those that protect workers' rights.

Specifically, SSU will ensure that all workers, including those employed by third-party contractors, are entitled to the following:

- Equal pay for equal work, without discrimination on the basis of employment status or any other protected characteristic.
- Safe and healthy working conditions.
- Freedom of association and the right to collective bargaining.
- Protection from child labor and forced labor.
- Access to grievance redress mechanisms.

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Implementation

SSU will implement this policy by:

- Including provisions in all outsourcing contracts that require contractors to comply with all applicable laws and regulations, including those that protect workers' rights.
- Conducting due diligence on all third-party contractors to ensure that they have a good track record of compliance with labor laws and regulations.
- Monitoring third-party contractors on an ongoing basis to ensure that they are complying with the terms of their contracts.
- Providing training to all employees on the policy and their rights under the policy.

Compliance

All SSU employees are responsible for complying with this policy. Employees who observe or suspect violations of this policy should report them to their supervisor or to the Human Resources Department.

Violations

Any employee or third-party contractor who violates this policy may be subject to disciplinary action, up to and including termination of employment or contract.

SSU's Compliance with the Orrisa Contract Labour (Regulation and Abolition) Rules, 1975

The Orrisa Contract Labour (Regulation and Abolition) Rules, 1975 (hereinafter referred to as the "Rules") were established by the Odisha State Government to codify and structure employees' rights in outsourcing. The Rules regulate the employment of contract labor in various industries, including education.

Conclusion

SSU is committed to ensuring that all workers, regardless of their employment status or whether they are employed directly by SSU or by a third-party contractor, are treated fairly and with respect. SSU will not outsource any activities to third-party contractors who do not comply with all applicable laws and regulations, including those that protect workers' rights.

Executive Registrar

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