

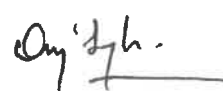




## **Labor Rights Recognition Policy**

## Document Control

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Applicable To	All JKLU Staff & Students (wherever applicable)

## Purpose

This policy aims to recognize and protect the labor rights of all JKLU employees, reinforcing our commitment to respecting fundamental rights, including freedom of association, collective bargaining, and fair treatment. It upholds equal rights for all employees, including women, international staff, and diverse groups within the university community, in alignment with applicable Indian labor laws.

## Objective

- To ensure labor rights protections, encompassing the right to organize, collective bargaining, and fair labor practices.
- To foster an inclusive and supportive environment where all employees feel respected, valued, and empowered.

## Scope

This policy applies to all JKLU employees, including adjunct faculty, international staff, third-party contractors, and temporary staff affiliated with the university.

## Definitions

- **Freedom of Association:** The right to form, join, or participate in unions or lawful associations.
- **Collective Bargaining:** Negotiations between employers and employee groups to set employment terms.
- **Fair Treatment:** Providing equal opportunities and respect to all employees, free from discrimination.

## Roles and Responsibilities

- **Human Resources (HR):** Oversees enforcement of labor rights policies, guides on employee rights, and ensures compliance with labor standards.
- **Supervisors and Managers:** Support employees' rights to association and collective bargaining.



## Policy Statements

### 1. Recognition of Freedom of Association and Collective Bargaining

- JKLU supports employees' rights to join associations, and participate in collective bargaining.
- Employees have the freedom to participate in or abstain from association activities without any repercussions.

### 2. Fair Treatment of All Employees

- JKLU ensures equal opportunities for all employees, free from discrimination based on gender, nationality, or other characteristics.
- This policy affirms that women, international staff, and minority groups hold equal rights and protections.

### 3. Non-Interference with Union Activities

- JKLU prohibits any interference in association activities, ensuring that employees can organize without management interference.
- Supervisors and managers are trained to respect and support employees' rights to association and collective bargaining.

### 4. Communication and Resolution Mechanism

- Employees can raise concerns and issues with the HR department at [hr@jkl.u.edu.in](mailto:hr@jkl.u.edu.in), for swift, fair resolution.

## Feedback and Improvement

- **Employee Feedback:** JKLU encourages employees to share feedback on the policy's effectiveness. The HR department will gather and assess this input during the annual policy review to ensure continuous improvement.
- **Regular Policy Updates:** Based on feedback and insights from periodic audits, necessary adjustments will be made to reinforce the policy and ensure alignment with current labor standards and best practices.

## Grievance and Appeal Process

- **Grievance Reporting:** Employees who believe they are facing labor rights issues, or discriminatory practices, can submit a formal grievance to HR. Grievances can be submitted confidentially via email at [hr@jkl.u.edu.in](mailto:hr@jkl.u.edu.in)



- **Investigation Process:** HR team will conduct prompt and impartial investigations for all grievances received through a designated grievance committee and recommend appropriate resolutions.
- **Appeal Mechanism:** If an employee is unsatisfied with the resolution, they may submit an appeal to the Registrar's office at [registrar@jkl.u.edu.in](mailto:registrar@jkl.u.edu.in) for further review, ensuring a final, fair decision.

### **Confidentiality**

JKLU respects the privacy and confidentiality of all employees who participate in labor rights processes, including filing grievances or providing feedback. All information shared in relation to this policy will be handled with the utmost confidentiality and will only be disclosed to authorized personnel involved in the resolution process.



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