



AMITY UNIVERSITY

UTTAR PRADESH

University Policy on Guaranteeing Equivalent Rights of Workers in Outsourced Activities

1. **Policy Statement:** Amity University Uttar Pradesh (AUUP) is dedicated to upholding the highest standards of fairness, social responsibility, and ethical conduct in all its activities, including those outsourced to third parties. The University recognizes that outsourcing is a common and necessary practice to support various aspects of the university operations. Therefore, the University is committed to ensure that the workers engaged in outsourced activities receive equivalent rights and treatment as those employed directly by the university.
2. **Purpose:** This policy aims to clearly articulate AUUP's commitment to guaranteeing equivalent rights for workers involved in outsourced activities, emphasizing the principles of fairness, ethical treatment, and compliance with applicable labour laws and regulations.
3. **Scope:** This policy applies to all outsourcing activities conducted by or on behalf of Amity University Uttar Pradesh which may include services such as housekeeping, catering, security, STP&ETP and more. It encompasses all university facilities where outsourcing occurs.
4. **Policy Principles:**
 - 4.1 **Equal Treatment:** Workers engaged in outsourced activities must be treated with the same dignity, respect, and fairness as university employees. Discrimination or unfair practices shall not be tolerated.
 - 4.2 **Labor Rights:** Outsourced workers have the right to fair wages, reasonable working hours, a safe working environment.
 - 4.3 **Compliance with Laws:** AUUP and its third-party service providers shall comply with all relevant labour laws and regulations.
 - 4.4 **Transparency:** AUUP will work to ensure transparency in its outsourcing processes, including clear communication of labour expectations, conditions, and worker rights.
5. **Monitoring and Reporting:** Regular monitoring and reporting mechanisms will be established to assess compliance with this policy. This includes conducting internal audits of third-party providers by Quality Assurance and Enhancement Department.
6. **Responsibilities:**

- 6.1. **Senior Management:** The senior management team is responsible for overseeing the implementation and effectiveness of this policy throughout the university.
- 6.2. **Outsourcing Coordinator:** A designated coordinator from the Administration Department will oversee the outsourcing process, assess compliance, and report to senior management.
- 6.3. **Campus Community:** All members of the university are responsible for reporting concerns about labour rights violations within the outsourced services.
- 6.4. **Third-Party Providers:** Providers engaged in outsourcing activities are responsible for complying with this policy and its principles.
7. **Consequences of Non-Compliance:** Non-compliance with this policy may result in appropriate disciplinary actions, including the termination of contracts with third-party service providers and legal action as permitted by law.
8. **Review and Revision:** This policy will be regularly reviewed and revised as necessary to ensure its effectiveness and alignment with evolving standards and best practices in ensuring equivalent rights for outsourced workers.