



# 8 DECENT WORK AND ECONOMIC GROWTH



## 8.2.2 Recognise unions for all, including women & international staff

Our university is committed to respecting and supporting the right of every employee to freedom of association and collective representation. We believe that all staff members, including women and international employees, should have the opportunity to join, form, and participate in trade unions or employee associations without fear, discrimination, or disadvantage. Recognising unions is a vital part of building a fair, respectful, and trusting workplace.

We ensure that recognised trade unions and staff associations are treated equitably and are given appropriate opportunities to engage in dialogue with the university on matters affecting employment conditions, workplace wellbeing, and professional development. Equal access to participation and leadership within unions is encouraged for women and international staff so that diverse voices are represented and heard.

The university does not tolerate any form of pressure, retaliation, or unfair treatment related to union membership or activity. We protect employees' rights to express concerns and engage in collective action through lawful and peaceful means. Our management actively promotes open communication, consultation, and cooperation with union representatives.

By supporting freedom of association and collective bargaining, the university strengthens relationships between management and staff, improves transparency, and enhances trust across the institution. Through this commitment, we aim to foster an inclusive and supportive environment where every employee feels respected, represented, and empowered, regardless of background or nationality.

No employee shall be subjected to intimidation, retaliation, discrimination, or prejudice for joining or participating in union activities. Any attempt to interfere with employees' right to organise or engage in lawful collective activities is strictly prohibited. SPIHER ensures a safe environment in which concerns can be voiced freely through authorised representatives, and grievances can be addressed through structured and respectful processes.

**St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH**  
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**POLICY ON RECOGNISE UNIONS FOR ALL, INCLUDING WOMEN & INTERNATIONAL STAFF**

**Introduction**

St. Peter's Institute of Higher Education and Research (SPIHER) is committed to upholding employees' rights to freedom of association and collective representation. The university recognises the legitimate role of trade unions and employee associations in fostering open dialogue, protecting employee interests, and strengthening organisational harmony. This policy ensures that all employees, including women staff and international employees, are treated equitably in union recognition and participation.

**Scope**

This policy applies to all staff members of SPIHER, including permanent, temporary, contractual, outsourced, professional, technical, women employees, and international staff across all departments and operational units.

**Policy Commitments**

SPIHER commits to:

- Recognise duly registered and lawfully functioning trade unions and employee councils.
- Ensure equal representation rights for women and international employees in all recognised bodies.
- Safeguard employees from discrimination, harassment, or retaliation related to union membership.
- Encourage transparent collective bargaining and participative decision-making.
- Provide institutional support for lawful union activities.
- Promote a culture of dialogue, mutual respect, and shared responsibility.
- Offer awareness programmes on labour rights, collective bargaining, and workplace laws.

- Ensure transparent and accountable union recognition procedures.

**Enforcement & Monitoring**

The Office of Human Resources & Labour Relations Cell (OHR/LRC) shall:

- Maintain records of recognised unions and associations.
- Monitor compliance with applicable labour laws and institutional guidelines.
- Conduct periodic reviews of union activities and agreements.
- Ensure adherence to non-discrimination clauses.
- Investigate violations in a timely and impartial manner.
- Submit periodic compliance reports to university leadership.

**Redressal & Protection from Retaliation**

SPIHER ensures:

- Confidential grievance mechanisms for employees facing union-related discrimination.
- Immediate protection against retaliation, coercion, or intimidation.
- Fair investigation of complaints through established grievance committees.
- Corrective action including mediation, disciplinary action, or policy revision when necessary.
- Whistleblower protection for employees reporting violations.

**Alignment with Sustainable Development Goals**

This policy directly supports the following UN Sustainable Development Goals (SDGs):

- SDG 5 – Gender Equality: Ensuring equal participation and leadership opportunities for women.
- SDG 8 – Decent Work and Economic Growth: Promoting workers' rights and collective dialogue.
- SDG 10 – Reduced Inequalities: Eliminating discrimination in representation.

- SDG 16 – Peace, Justice, and Strong Institutions: Strengthening fair dispute resolution systems.

**Approval & Review Mechanism**

- This policy is approved by the competent institutional authority (Board of Management / Executive Council).
- The policy shall be reviewed every three years or earlier if required by statutory changes.
- Amendments shall be proposed by OHR/LRC and ratified by university leadership.
- Stakeholder consultation shall be part of the review process.
- Updated versions shall be formally notified and circulated.

01.02.2024

**REGISTRAR**

Registrar  
 St. Peter's Institute of Higher Education and Research  
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 Avadi, Chennai-600 054.

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**Policy on recognise unions for all, including women & international staff**

Policy Created on:	01/07/2020	Approved by:
Revision 1	10/02/2024	REGISTRAR

**Directly supported SDGs**

- SDG 1 No Poverty
- SDG 8 Decent Work and Economic Growth
- SDG 10 Reduced Inequalities

**Indirectly supported SDGs**

- SDG 3 Good Health and Well-Being
- SDG 5 Gender Equality
- SDG 4 Quality Education (through improved staff stability and wellbeing)

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**Recognising Trade Unions for All, Including Women & International Staff, created in 2020 and revised on 01.02.2024, reaffirming SPIHER's commitment to freedom of association, collective bargaining, and non-discrimination by ensuring that all employees, including women and international staff, have equal rights to form, join, and participate in recognised trade unions and employee associations in a fair, inclusive, and respectful work environment.**

SPIHER is committed to upholding the fundamental rights of all employees to freedom of association and collective representation. The institution recognises that the ability to form, join, and participate in trade unions or staff associations is essential for safeguarding employee dignity, promoting fairness, and ensuring a balanced and respectful work environment. This right is guaranteed to all staff members, including women employees and international staff, without discrimination or fear of disadvantage. SPIHER supports the lawful operation of recognised trade unions and employee associations and encourages open, constructive dialogue between staff representatives and management. The institution values collective engagement as a positive mechanism for addressing employment conditions, workplace wellbeing, and institutional development. Women and international staff are actively supported in union membership and leadership roles to ensure inclusive representation and equal participation in decision-making processes.

SPIHER also promotes awareness of labour rights and responsibilities through training and communication initiatives, strengthening understanding of collective bargaining, dispute resolution, and mutual accountability. The institution recognises that respectful labour relations contribute to employee satisfaction, organisational stability, and institutional excellence. Employees may raise concerns related to union recognition, representation, or unfair treatment through the Human Resources and Labour Relations Cell, and all matters will be handled confidentially, promptly, and without fear of retaliation. Through this commitment, SPIHER seeks to foster an inclusive, empowered, and cooperative workplace where every employee feels respected, represented, and valued, regardless of gender, nationality, or employment status.

St. PETER'S  
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 NAAC Accredited, AICTE Approved and ISO 9001:2015 Certified

INSTITUTION'S INNOVATION COUNCIL

**Women Empowerment Cell**  
 In Association with NSS and IQAC  
 Cordially invite you all for the  
**Awareness Campaign for Eliminating Gender Based Violence**

2.00 p.m. to 03.00 p.m.

<b>02.12.2024</b>  <b>Awareness programme on Cyber Security for Women</b> <b>Dr. S. Brinda</b> Associate Professor & Head Department of CSA, SPIHER	<b>03.12.2024</b>  <b>Awareness Programme on "Importance of Girl Child Education"</b> <b>Dr. A. Bright Rathnam</b> Principal Vallankanni Matriculation Higher Secondary School, Avadi, Chennai
<b>04.12.2024</b>  <b>Awareness Program on Gender Equality</b> <b>Dr. V. Saravanan</b> Professor & Head Department of Management Studies SPIHER	<b>05.12.2024</b>  <b>Workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013</b> <b>Dr. Sayeeda Sultana</b> Professor & Head, Department of Chemistry SPIHER (CO-Convener)
<b>06.12.2024</b>  <b>Upholding Dignity of Women and Girls</b> <b>Dr. S. Pushpa</b> Professor Department of CSE & Year H&D (Engg) SPIHER	<b>09.12.2024</b>  <b>Awareness Programme on "Health Issues of adolescent Girls"</b> <b>Dr. K. Kantharaj</b> Advisor Department of BME, SPIHER
<b>10.12.2024</b>  <b>Awareness Rally</b> <b>Dr. P. Periyasamy</b> Professor Department of Mechanical Engg, SPIHER NSD Coordinator	<b>CONVENOR</b> <b>Dr. Sayeeda Sultana</b> HoD, Department of Chemistry
	<b>CO-ORDINATOR</b> <b>Dr. P. Periyasamy</b> Professor, Department of Mechanical Engg

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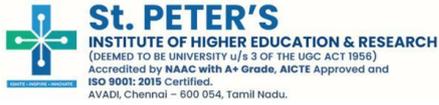
## **Women's Empowerment cell in Association with IQAC and NSS for Awareness Campaign for Eliminating Gender based Violence under Women's union**

### **Conclusion**

At SPIHER, the recognition of trade unions and employee associations is reflected not only in policy but also in everyday practice through open dialogue, shared decision-making, and respectful engagement with staff representatives. Regular consultations, grievance discussions, and collaborative meetings demonstrate that employees' voices are not only heard but valued in shaping a healthy and constructive workplace environment.

The participation of women and international staff in employee associations and consultative forums highlights SPIHER's commitment to inclusivity and equal representation. When staff members confidently express their views, raise concerns, and contribute ideas through recognised platforms, it reinforces a culture of trust, dignity, and shared responsibility across the institution.

By fostering cooperation between management and employee representatives, SPIHER ensures that workplace challenges are addressed collectively and transparently. This



spirit of partnership strengthens relationships, improves morale, and contributes to institutional stability and growth.

Through active recognition of unions and staff associations, SPIHER affirms that institutional progress is not achieved through policies alone, but through meaningful engagement with the people who drive the university forward. In doing so, SPIHER builds a workplace where every employee regardless of gender or nationality feels respected, represented, and empowered to contribute to the university's continued success.