



8 DECENT WORK AND ECONOMIC GROWTH



8.2.4 Prevention of Forced Labour, Modern Slavery, Human Trafficking, and Child Labour

Our university is committed to upholding the highest standards of ethical employment by strictly prohibiting forced labour, modern slavery, human trafficking, bonded labour, and child labour in all our operations and partnerships. We ensure that no individual is employed under coercion or exploitation, reflecting our dedication to human dignity and lawful labour practices.

We apply this commitment comprehensively across all faculties, staff including temporary, part-time, and contractual workers outsourced service providers, vendors, suppliers, and collaborators. In all recruitment and contracting processes, we require transparent compliance with legal protections, voluntary employment, and wage payments aligned with minimum and living wage standards.

The university mandates that no one under 18 years is employed directly or indirectly, and that personal identification documents remain with the employee. Recruitment fees or deposits are not permitted, and employees have freedom of movement outside working hours.

Through regular awareness training, confidential reporting channels, and thorough audits of departments and contractors, we actively prevent exploitation and trafficking. Any violations are met with swift legal and disciplinary action, including victim support and cooperation with authorities.

Our stance extends to embedding anti-exploitation clauses in contracts and continuous engagement with our community to promote transparency, fairness, and safe working conditions. By rigorously enforcing this policy, SPIHER contributes to eradicating abusive labour practices and fostering an equitable institutional culture consistent with our ethical responsibilities and applicable laws.

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POLICY ON PREVENTION OF FORCED LABOUR, MODERN SLAVERY, HUMAN TRAFFICKING, AND CHILD LABOUR

Introduction

The policy firmly establishes the University's zero-tolerance stance on forced labour, modern slavery, human trafficking, bonded labour, and child labour within all aspects of its operations, supply chains, and partnerships. It upholds national labour laws, the Constitution of India, the Child and Adolescent Labour (Prohibition and Regulation) Act, and relevant international human rights standards.

Scope

This policy applies to all faculty, non-teaching staff, temporary and contractual employees, outsourced workers (housing, security, maintenance, transport, etc.), vendors, suppliers, research collaborators, and contractors engaged by the University.

Policy Commitments

1. Strict prohibition of forced labour, modern slavery, bonded labour, human trafficking, and child labour.
2. No hiring of individuals below 18 years of age in any capacity.
3. Employment must be voluntary, free from coercion, intimidation, or fraud.
4. Employees retain control of identity documents during employment.
5. All wages are paid directly and transparently, aligned with minimum and living wage laws.
6. Zero tolerance towards trafficking for labour exploitation, sexual exploitation, or domestic servitude.

Definitions

- **Forced Labour:** Work performed involuntarily under threat or coercion.
- **Modern Slavery:** Situations where persons cannot refuse or leave due to violence or abuse of power.
- **Human Trafficking:** Recruitment or transportation of persons by coercion or deception for exploitation.

- **Child Labour:** Employment of persons below 18 years is prohibited or hazardous work on campus or elsewhere within the University's reach.

Responsibilities

- University Administration
- Ensure compliance with laws and ethical standards.
- Conduct due diligence on hires and contractors.
- Incorporate anti-exploitation clauses in contracts.
- Maintain transparent recruitment and wage practices.

Human Resources

- Verify identity, age, and eligibility.
- Conduct training and awareness regularly.
- Maintain confidential systems for reporting concerns.

Contractors and Vendors

- Certify operations free from forced and child labour.
- Provide records and compliance declarations.
- Enact termination for violations.

Recruitment and Employment Practices

- No recruitment fees or deposits from applicants.
- Written contracts provided in understandable language.
- Adhere to statutory working hours and leave policies.
- Freedom of movement ensured outside working hours.

Monitoring and Compliance

- Annual audits of departments and contractors by Internal Audit Cell, HR, and Legal Compliance.
- Verification of records and identity documents.
- Surprise inspections of on-campus contractors.
- Corrective action and penalties for non-compliance.

Reporting Mechanism

- Reports accepted via HR, Grievance Portal, Equal Opportunity Cell, Legal Compliance Cell, Registrar or HR Director.
- Confidential, sensitive handling and protection from retaliation guaranteed.

Awareness and Capacity Building

- Regular training for staff, contractors, and students.
- Workshops on legal rights and ethical labour practices.
- Awareness drives on identifying labour exploitation and trafficking.
- Mandatory orientation for new employees and vendors.

Actions on Violations

- Immediate removal of victims from harmful situations.
- Reporting to authorities as per law.
- Disciplinary/legal action against employers or contractors.
- Victim support and referral to welfare agencies.

This policy safeguards learner rights and promotes ethical labour practices within the University, its community, and extended operations, aligning institutional commitments with legal and moral imperatives to prevent exploitation.

01.02.2024

REGISTRAR

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Policy on Prevention of Forced Labour, Modern Slavery, Human Trafficking, and Child Labour

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 protecting vulnerable populations and promoting ethical practices)

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Policy on Prevention of Forced Labour, Modern Slavery, Human Trafficking, and Child Labour created in 2024

The policy ensures that all employment is voluntary, free from coercion, transparently managed with direct wage payments, and that no person under 18 is employed. The University regularly conducts training, audits, and enforces clear reporting and compliance mechanisms to prevent exploitation, protect vulnerable individuals, and maintain accountability in line with national laws and international human rights frameworks.

SPIHER is committed to fair, ethical, and responsible employment practices that ensure all staff is paid at least a living wage. This means wages are set to support a decent standard of living, not just to meet minimum legal requirements, so that no one working at SPIHER faces avoidable financial hardship. All directly employed staff receives at least the living wage, and SPIHER works to promote the same standard for regularly contracted workers providing services on campus, in line with its social responsibility values. Pay structures are transparent, reviewed regularly, and aligned with the cost of living and sector norms, helping to maintain fairness and equity across roles.

SPIHER also connects fair pay with staff wellbeing, retention, and dignity at work, recognising that adequate compensation supports stability, morale, and long-term commitment to the institution. Staffs are encouraged to raise any concerns about pay or employment conditions through established channels, and the institution is committed to addressing such concerns promptly and fairly in accordance with its policies on labour standards and equal treatment.

SPIHER is committed to ensuring that employment practices go beyond basic compliance, promoting dignity, financial security, and active participation in campus life. All eligible staff is entitled to wages meeting or exceeding recognised living wage benchmarks, with transparent communication about salary, benefits, and entitlements. The campus maintains clear, equitable pay structures under periodic review to reflect changes in living costs and institutional responsibilities.

Any form of exploitation, unfair labour practice, or discriminatory treatment in pay, workload, or employment conditions is strictly prohibited. Employees are urged to report concerns via grievance and HR channels, with the guarantee that SPIHER will respond promptly, confidentially, and without retaliation, reinforcing its commitment to justice, respect, and decent work for every member of its workforce.

This robust employment policy aligns with SPIHER’s Policy on Prevention of Forced Labour, Modern Slavery, Human Trafficking, and Child Labour, strengthening commitments to ethical labour practices, welfare, and human rights within the university community and its extended operations.

Event Name: Walk for Freedom – Human Trafficking
Date: 18th October 2024, 10:00 AM
Venue: SPIHER Campus
Organized by: NSS in association with Charis Foundation (The Movement India)

On the morning of 18th October 2024, students and faculty from SPIHER joined hands for a powerful cause—raising awareness about human trafficking. The event, titled Walk for Freedom, was held as part of a global initiative aimed at fighting modern-day slavery, with a special focus on the topic: reality of human trafficking. The only took place on SPIHER campus, with students coming together to support the movement and highlight the need for global action.

The Walk for Freedom is part of a larger global effort that takes place visiting villages, slums, towns, and cities around the world. This worldwide movement aims to amplify the voices of those who remain victims of human trafficking and slavery. The event was organized by the National Service Scheme (NSS) in collaboration with Charis Foundation (The Movement India), a non-profit dedicated to combating human trafficking, and raising awareness on the issue through community engagement and activities.

Key Facts on Human Trafficking

According to the International Labour Organisation (ILO), a staggering 47.6 million people worldwide are victims of various forms of modern-day slavery, including forced labour, sexual exploitation, child labour, and debt bondage. As part of the event, SPIHER students rallied through the campus, carrying banners, posters, and placards with powerful messages about human trafficking, and calling for an end to exploitation. The walk symbolized solidarity with those still trapped in slavery and underscored the importance of collective action to prevent such atrocities.

Raising Awareness and Call to Action

The only way a reminder to all participants that while awareness is important, it is only through sustained, collective action that we can hope to combat the growing menace of human trafficking. The event also called for greater involvement from local communities, governments, and organizations to create stronger laws and systems that protect vulnerable individuals from falling victim to exploitation.

In the coming days, cities and towns across the world will participate in similar walks, sending a unified message of support for victims of human trafficking and a call to end this grave injustice. Through events like the Walk for Freedom, NSS and Charis Foundation aim to encourage individuals to speak out, report suspicious activities, and advocate for the eradication of human trafficking.

“Walk for Freedom – Human Trafficking”



Rally by Students and staff



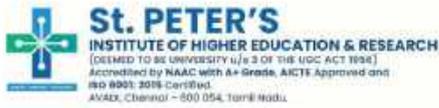
Students carrying banners, posters, and placards in the awareness programme

Human Trafficking awareness day conducted by NSS in the programme “Walk for Freedom”

Conclusion

At SPIHER, the commitment to preventing forced labour, modern slavery, human trafficking, and child labour is evident not only in official policy but also through actionable practices and institutional culture. Long-serving staff and community members often share how these committed efforts have fostered a workplace free from exploitation, where dignity and human rights are safeguarded. These personal testimonies illustrate how rigorous adherence to ethical labour standards strengthens trust and solidarity within the university community.

During campus events and forums, voices from diverse backgrounds emphasize the importance of a labour environment that values freedom, fairness, and safety. Such engagement highlights that progress at SPIHER goes beyond academic excellence to



encompass a holistic respect for individuals whose daily work sustains and enriches the institution.

These reflections underscore SPIHER's ongoing dedication to human rights compliance and social responsibility across all levels of operation, inspiring the entire community to uphold and advance a just and ethical working environment.