



Ref. No.: KRMU/Admin./O.O./2024-25/4284

Date: 30.09.2024

OFFICE ORDER

Subject: Revised Policy on Addressing Poverty, Employment, and Prevention of Modern Slavery, K.R. Mangalam University.

With reference to Office Order No. KRMU/Admin/O.O./2022-23/3114 (A) dated 9th October 2022, wherein Policy on Addressing Poverty, Employment, and Prevention of Modern Slavery, K.R. Mangalam University, University's ongoing commitment to social equity and fair employment, the Revised Policy (2024-25) as approved in 61st Board of Management vide agenda item no. 61.19 held on 24.09.2024 is hereby notified for information and implementation with immediate effect (copy enclosed).

This is issued with the approval of competent authority.


Registrar
K.R. Mangalam University
Sohna Road, Gurugram (Haryana)
Registrar
K.R. Mangalam University

Copy to:

- Hon'ble Vice Chancellor – for kind information
- Dean Academic Affairs
- Dean-Research
- Dean Students Welfare
- Director-IQAC
- All Deans / Directors / Heads of Schools
- Human Resources Department
- University Website
- Notice Board
- Office Copy



K.R. MANGALAM UNIVERSITY
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K.R. MANGALAM UNIVERSITY

REVISED POLICY ON ADDRESSING POVERTY, EMPLOYMENT, AND PREVENTION OF MODERN SLAVERY

K.R. Mangalam University



K.R. MANGALAM UNIVERSITY

Sohna Road, Gurugram (Haryana)-122103

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**REVISED POLICY ON ADDRESSING POVERTY, EMPLOYMENT, AND
PREVENTION OF MODERN SLAVERY**

INDEX

S. No.	Section Title
1	Title
2	Purpose
3	Scope
4	Definitions
5	Revised Policy Objectives
6	Guiding Principles
7	Roles and Responsibilities
8	Employment and Welfare Measures
9	Modern Slavery Risk Assessment and Prevention
10	Community Engagement and Poverty Reduction
11	Reporting and Remediation Mechanisms
12	Monitoring and Evaluation
13	Compliance and Disciplinary Action



**REVISED POLICY ON ADDRESSING POVERTY, EMPLOYMENT, AND
PREVENTION OF MODERN SLAVERY**

(REVISED & NOTIFIED FOR ACADEMIC YEAR 2024-25)

1. Title

Revised Policy on Addressing Poverty, Employment, and Prevention of Modern Slavery – Revised 2024-25.

2. Purpose

K.R. Mangalam University (KRMU) upholds human dignity, equality, and social justice, aiming to eradicate exploitative labour and advance inclusive employment.

Revised 2024-25 – Incorporates:

- Compliance with the National Action Plan on Business & Human Rights (2023)
- Alignment with UGC (2023) Guidelines on Social Responsibility and Community Engagement and Ministry of Labour notifications on fair wages and workplace safety.
- Integration of the National Education Policy 2020 emphasis on social equity and community partnership.

3. Scope

Applies to:

- All University employees (regular, contractual, and outsourced).
- Vendors, contractors, partner institutions, and affiliated collaborators.
- All research, outreach, and community engagement initiatives.

Added 2024-25: Coverage extended to digital-labour and remote-work engagements, and collaborations under CSR and public-private partnership schemes.

4. Definitions

- **Modern Slavery:** Includes forced, bonded, coerced, and deceptive recruitment, online gig exploitation, or any practice violating human rights.
- **Decent Work:** Employment providing fair wages, social protection, safety, and equality in accordance with ILO Convention No. 190 (Elimination of Violence and Harassment at Work, 2019).
- **Ethical Recruitment:** No recruitment fees, retention of documents, or coercion; transparency in all hiring processes.



5. Revised Policy Objectives

1. Uphold decent and equitable employment standards across the University ecosystem.
2. Prevent, identify, and eliminate forced, bonded, or exploitative labour.
3. Ensure ethical and transparent sourcing and procurement.
4. Advance poverty reduction and social equity through education, employment, and community partnerships.
5. Introduce an annual Human-Rights Impact Assessment Report through IQAC and the Centre for Community Development.

6. Guiding Principles

- Zero tolerance for modern slavery, child labour, or exploitative employment.
- Promotion of gender equity, inclusion of persons with disabilities, and fair representation.
- Integration of responsible procurement and supply-chain diligence.
- Commitment to living-wage goals consistent with national and ILO benchmarks.
- All departments and contractors are jointly accountable for compliance.

7. Roles and Responsibilities

Level	Key Responsibilities
Vice-Chancellor	Oversight and annual compliance report to the Board of Management.
Registrar / HR Department	Implements ethical recruitment, maintains wage compliance, and oversees independent social-audit reports.
Procurement & Finance Office	Embeds human-rights clauses in supplier contracts and ensures ESG-compliance of vendors.
Deans / Directors	Integrate social-justice initiatives and community engagement in academic curricula.
Outsourcing Cell / Contract Management Unit	Ensures third-party contractors meet statutory and welfare obligations.
Equal Opportunity Cell / Grievance Committee	Receives, investigates, and resolves reports of unethical labour practices.

8. Employment and Welfare Measures

- All employees must receive wages not lower than the latest Government-prescribed minimum, with progressive movement toward a living-wage benchmark.
- Mandatory annual audits of contractor wage registers and PF/ESI compliance.
- Inclusion of occupational health & safety inspections under the OSH Code 2020.



- Access to grievance redressal, counselling, and legal-aid support for all workers.
- Equal-opportunity commitments under the Rights of Persons with Disabilities Act (2016).

9. Modern Slavery Risk Assessment and Prevention

- Annual Human-Rights Risk Review by HR & Procurement identifying high-risk sectors.
- Vendor Declaration of Ethical Practice mandatory (Annexure I).
- Introduction of a Third-Party Compliance Audit Report (TPCA) for vendors exceeding ₹10 lakh in annual engagement.
- Periodic training for administrative and procurement staff on identifying exploitative labour.
- Partnership with certified NGOs for victim rehabilitation and awareness campaigns.

10. Community Engagement and Poverty Reduction

- Expansion of KRMU Centre for Community Development (CCD) activities toward livelihood creation.
- Launch of Skill Linkage Programme 2024-25 with government-recognized Sector Skill Councils (NSDC/NCVET).
- Collaboration with Haryana Skill Development Mission (HSDM) and MSME Department for community entrepreneurship initiatives.
- Integration of social-innovation projects within student coursework and credit frameworks.

11. Reporting and Remediation Mechanisms

- Confidential reporting channels via University website and dedicated email.
- All cases to be resolved within 30 working days, with follow-up monitored by the Registrar's Office.
- Protection of whistle-blowers ensured under Whistle-Blower Protection Policy 2024.
- Referral system for victim assistance through local labour departments and certified NGOs.

12. Monitoring and Evaluation

- Annual Ethical Employment Audit Report reviewed by the Board of Management.
- Introduction of Labour Rights Scorecard for each School and Vendor.
- Continuous alignment with national and international regulatory updates.

13. Compliance and Disciplinary Action

- Non-compliance shall invite disciplinary action, including contract termination or blacklisting.
- Persistent violations will be reported to the Labour Department (Haryana) and statutory bodies.