**Air University** **Islamabad**



**POLICY**

**ON**

**GUARANTEEING EQUIVALENT RIGHTS OF WORKERS WHEN OUTSOURCING ACTIVITIES TO THIRD PARTIES**

**Air University**

**Policy- Guaranteeing Equivalent Rights of Workers when Outsourcing Activities to Third Parties**

**Introduction**

1. Air University arranges various activities, seminars, dinners, musical nights, and sports galas in which human resource is outsourced. Likewise, various staff members including visiting faculties are also invited as and when required.

**Purpose of Policy**

1. Equal rights policy aims to support gender equality in all disciplines and equal opportunities for staff to develop and mature in their work.

**Detailed Policy Statement**

1. It applies to, the Equal rights policy and aims to support gender equality in business and equal opportunities for staff to develop and mature in their work. It applies to, among others, education, the right to work, and compensation for comparable jobs.

Equal rights are the requirement and need of everyone to get maximum output from a human resource which has a direct impact on university growth. Concerted and persistent efforts are required to address these social issues which have already taken a start and are expected to improve in the decades to come.

**Policy Authority**

1. A& S Directorate

**Implementation Procedures**.

1. Following is ensured to provide equal rights: -

a. All visiting faculty and workers are treated equally while providing them with all facilities that regular workers are provided.

b. Special concern is shown on the employment hours and workers are not overstretched.

c. Equivalent salaries are offered with no discrimination.

d. Employment timings are adjusted as per weather conditions, workers are not employed during extreme hot or cold temperatures.

e. Dedicated medical facility with an ambulance is provided during employment hours as SOP.

f. Female workers are generally given soft duties with adequate security.

g. Whenever Air University workers are sublet to some other university or department for official duties, all desired protocols are ensured by the Administration and HR Departments.

h. A temporary MOU is signed bilaterally for the employment of workers well within the policy.

**Third party Guidelines**

1. The concept of equivalent rights will be well understood well before the arrival of human resource and policy parameters will be well addressed while handling them. The user department must be mindful of the work timings, official needs and administrative support required. These facilities are to be in place well before time to utilize the best out of the workers. Any last time confusion will result in loss of time.
2. Gender equality along with racial equality, minorities and other religious and ethnic groups must be treated under same policy. Any complaints related to equal rights must be taken very seriously and positively for amicable solutions.

**(Abdul Hayee)**

Air Commodore Retired

Director A & S

Air University, Islamabad