



## Evidence(s) THE-Impact Ranking



Institute : Trident Academy of Technology  
Country : India  
Web Address : <https://tat.ac.in/>

### SDG 8: DECENT WORK AND ECONOMIC

#### 8.2.2 Recognize unions and labour rights (freedom of association and collective bargaining) for all, including women and international staff

##### Description:

##### Trident Academy of Technology (TAT)

Trident Academy of Technology is fully committed to upholding labour rights, freedom of association, and collective bargaining for all employees, including women, contractual staff, and international personnel. In alignment with the latest Indian labour reforms, the institution ensures equal treatment, protection, and representation of all categories of workers.

##### Commitment to Labour Laws and Worker Protections

TAT adheres strictly to national labour regulations, including provisions that safeguard fixed-term employees and provide them equitable rights similar to permanent staff. These include:

- Equal pay for equal work
- Access to statutory benefits (PF, ESI, leave, insurance)
- Transparent contract terms
- Protection from wrongful termination
- Safe working conditions

By ensuring that fixed-term and permanent employees enjoy comparable rights, TAT promotes workplace justice and inclusivity.

To encourage democratic participation and representation, Trident Academy of Technology has established several bodies that uphold worker rights and ensure collective dialogue:

##### 1. Faculty Council

A formal representative body comprising elected members from all departments.

- Represents academic staff interests
- Participates in policy discussions
- Raises collective concerns regarding workload, welfare, or academic reforms



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#### 2. Staff Welfare Committee

Acts as a platform for non-teaching and support staff.

- Addresses service-related issues
- Recommends welfare initiatives
- Facilitates communication between staff and management

#### 3. Internal Committees (ICC, GRC, Anti-Discrimination Cell)

Encourage safe and fair working conditions for all employees, especially women and vulnerable groups.

- Supports grievance redressal
- Ensures gender equity
- Protects employees from unfair practices

#### 4. Freedom to Form Associations

Employees are free to form or join unions, professional associations, or committees without restriction. Trident encourages constructive dialogue between management and employee groups to promote transparency and shared governance.

#### Benefits and Institutional Impact

The institution's commitment to labour rights and representation directly strengthens its workplace environment:

#### ✓ Improved Employee Morale and Productivity

Fair treatment, job security, and open representation foster motivation and higher productivity across departments.

#### ✓ Reduced Employee Turnover

Clear policies, safe working conditions, and participatory decision-making encourage employees to remain with the institution long-term.

#### ✓ Enhanced Reputation as an Ethical Employer



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By protecting worker rights, TAT is recognized as a responsible, progressive, and people-centered institution—supportive of SDG 8 values.

#### ✓ Lower Legal and Operational Risks

Compliance with all labour regulations ensures smooth operations and mitigates legal challenges or disputes.

#### Descriptions:

Trident Academy of Technology stands as a model educational institution in India that champions labour rights, employee representation, and inclusive workplace practices. Through its strong adherence to labour laws, recognition of representative bodies, and commitment to equal treatment for all employees, TAT ensures a workplace where every individual feels safe, respected, empowered, and valued. This approach not only enhances the institution's credibility but also reinforces its leadership in promoting sustainable and decent work conditions under SDG 8.

Link-Link-[https://tat.ac.in/wp-content/uploads/2024/11/Anti-discrimination-and-Equal-Employment-Opportunity Policy.pdf](https://tat.ac.in/wp-content/uploads/2024/11/Anti-discrimination-and-Equal-Employment-Opportunity-Policy.pdf)