



## Evidence(s) THE-Impact Ranking



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

### **SDG 8: DECENT WORK AND ECONOMIC**

Trident Academy of Technology (TAT) is committed to ensuring that all individuals working on its campus—whether employed directly by the institution or through third-party service providers—enjoy fair, safe, and equitable working conditions. In alignment with the labour regulations of **India and Odisha**, TAT adopts a strict policy requiring contractors to uphold labour rights that are equivalent to those provided to the academy’s own workforce.

#### **1. Equal Rights and Protections for Outsourced Workers**

TAT ensures that every outsourcing agreement includes mandatory clauses guaranteeing:

- Fair and timely wages
- Reasonable working hours
- Weekly off and leave entitlements
- Health, hygiene, and workplace safety measures
- Protection from harassment, discrimination, and unfair treatment

These contractual requirements ensure that outsourced workers receive rights comparable to those of permanent TAT employees.

#### **2. Regular Monitoring and Compliance Checks**

The institution conducts routine reviews of contractors and service agencies to verify adherence to:

- Labour laws
- Contractual obligations
- Safety standards
- Ethical employment practices

Contractors that fail to comply face corrective action or contract termination. This reinforces TAT’s commitment to responsible outsourcing.

#### **3. Access to Grievance Redressal Mechanisms**

Outsourced workers have full access to the institution’s grievance redressal channels, including:

- **Grievance Redressal Committee (GRC)**
- **Internal Complaints Committee (ICC)** for gender-related concerns
- **Anti-Discrimination Cell**

Complaints submitted by outsourced staff are addressed confidentially, fairly, and within a reasonable timeframe. TAT ensures that no worker faces retaliation for raising concerns

#### **4. Commitment to Social and Environmental Responsibility**

TAT works closely with contractors to encourage:

- Ethical labour practices
- Environmentally sustainable operations
- Reduction of harmful environmental impacts
- Waste-free and safe workplace practices

This aligns with the institute’s broader sustainability goals and contributes to SDG 8 (Decent Work) and SDG 12 (Responsible Consumption).



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### SDG 8: DECENT WORK AND ECONOMIC

#### Description:

Trident Academy of Technology maintains a strong institutional commitment to treating all workers with dignity, fairness, and equality. By enforcing equivalent rights for outsourced personnel, ensuring legal and ethical compliance, and providing transparent grievance mechanisms, TAT creates a **just, inclusive, and sustainable working environment** for everyone on its campus. This policy upholds the principles of **justice, equality, and responsible governance**, reinforcing TAT's leadership in ethical employment practices.

Policy link-<https://tat.ac.in/wp-content/uploads/2024/11/Guaranteeing-equivalent-rights-of-workers-when-outsourcing-activities-to-third-parties.pdf>