



Title: Workers Rights Equity in Outsourcing Activities Policy

Code: GU-PL65WREO

Version: 1.1

Date of Issue: 2024

Effective Date: July 2024

Approval Authority: Board of Trustees

Document Owner: Chief Operation Officer (COO)

Next Review Date: June 2028

Review: The policy is subject to a periodic review every 4 years, no later than June 2028, or in a shorter cycle as per amendments to University Policies

1. Purpose

Gulf University is committed to upholding the rights and well-being of all workers engaged in outsourced activities on university premises or on behalf of the institution. This policy outlines the university's responsibility to guarantee that labor standards are maintained across all levels of the workforce, regardless of employment status.

2. Scope

The document applies to all Gulf University Staff, both academic and administrative.

3. Acronyms

BQA	Education and Training Quality Authority
COO	Chief Operating Officer
HEC	Higher Education Council

4. Definitions

- **Outsourcing Activities:** The practice of contracting out specific tasks, projects, or services to external third-party companies or individuals to fulfill operational needs of the university.
- **Worker Rights:** Fundamental rights and protections granted to workers, including fair wages, safe working conditions, nondiscrimination, and access to benefits and grievance procedures.
- **Equivalent Rights:** Ensuring that workers engaged in outsourced activities receive the same level of rights and protections as directly employed university staff, including access to training, safety measures, and avenues for dispute resolution.

5. Policy Details:

- 5.1. **Equitable Treatment:** Gulf University ensures that all workers engaged in outsourced activities on university premises or on behalf of the institution are treated fairly, with respect to their rights, working conditions, and compensation.
- 5.2. **Compliance with Labor Laws:** The university and its third-party contractors adhere to all relevant labor laws, regulations, and industry standards to protect the rights of workers engaged in outsourced activities.
- 5.3. **Non-Discrimination:** The university prohibits discrimination based on race, gender, nationality, religion, or any other characteristic in the hiring, treatment, or remuneration of workers involved in outsourced activities.
- 5.4. **Transparency and Accountability:** The university commits to establish mechanisms for monitoring and evaluating the working conditions, wages, and treatment of workers employed by third-party contractors to ensure compliance with labor standards.
- 5.5. **Training and Awareness:** Gulf University is committed to provide training and awareness programs for university staff, contractors, and workers engaged in outsourced activities to educate them about their rights, responsibilities, and avenues for reporting violations.

6. Procedures

- 6.1. Vendor Selection Criteria: Include labor standards and commitment to worker rights equity as key criteria in the selection of third-party contractors and service providers.
- 6.2. Contractual Obligations: Incorporate clauses in outsourcing contracts that outline the rights and protections of workers, compliance with labor laws, and mechanisms for addressing grievances.
- 6.3. Monitoring and Evaluation: Implement regular audits and assessments to monitor the working conditions, wages, and treatment of workers engaged in outsourced activities, with a focus on ensuring equity and compliance with labor standards.

7. Responsibilities

Board of Trustees is responsible for:

- Ensuring appropriate implementation of this policy.

President is responsible for:

- Ensuring appropriate implementation of this policy.

Vice President for Academic Affairs is responsible for:

- Appropriate implementation of this policy.

Chief Operating Officer is responsible for:

- Appropriate implementation of this policy.

Facilities and Purchasing Manager

- Following this policy appropriately.

8. Related Policies

- All University Policies

9. Related Procedures

- All University Procedures

10. Related References and Standards

BQA	Institutional Review Handbook
BQA	National Qualifications Framework Handbook
BQA	Programs-within-College Reviews Handbook
HEC	Regulations and Resolutions

President Signature:

