



# Greenwich University

Policy Title:	Policy Against Forced Labor/Child Labor
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**Revision History:** This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval.

Revision Number:	Change:	Date:
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## *QUALITY ENHANCEMENT CELL*

## GREENWICH UNIVERSITY

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## 1. Purpose

This policy has been designed to ensure Greenwich University's commitment against acts of forced or coerced labor as well as child labor.

## 2. Scope

The purpose of this policy is to ensure that Greenwich University strictly complies with Articles 11 of the Constitution of the Islamic Republic of Pakistan on slavery, forced labor and child labor. The policy applies to our entire organization and those we do business or partner with including third parties.

## 3. Policy statement

(This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval.)

### **Forced Labor:**

Greenwich University firmly believes that forced labor is a crime and each individual has a right to choose the work context. The University ensures that whoever is appointed to work for the University, either by way of direct employment, full-time or on contract basis, or via third parties, has the will to work, and that there is no forced labor involved.

### **Modern Slavery:**

Greenwich University firmly believes that forced labor is a form of modern slavery, and therefore, third parties will have to submit an affidavit stating that consent has been taken from personnel that they have been appointed at their own free will.

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### **Human Trafficking:**

Greenwich University firmly believes that human trafficking is an international crime. Therefore, the Office of the Registrar ensures that no appointment of international faculty or staff is made unless the national system of appointment is followed.

### **Child Labor:**

Greenwich University ensures that child labor is prohibited in the recruitment and selection. The office also ensures that students are given awareness sessions on the importance of child labor protection.

### **Equivalent Rights of Workers:**

Greenwich University binds its contractors and third parties to provide equivalent rights to all the workers appointed to work for the University through them.

## 4. Definitions

- **Forced Labor:** All work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.
- **Child Labor:** Work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.
- **Modern Slavery:** The severe exploitation of other people for personal or commercial gain.
- **Human Trafficking:** The unlawful act of transporting or coercing people in order to benefit from their work or service, typically in the form of forced labor or sexual exploitation.

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## 5. Responsibilities

The Office of the Registrar, through the HR Department is responsible for implementing this policy.

## 6. Policy Implementation Procedure

### **Forced Labor:**

The Office of the Registrar, through HR Department, assures that forced labor is not practiced at the University.

### **Modern Slavery:**

The Office of the Registrar, through HR Department, assures that acts of modern slavery are prohibited at the University.

### **Human Trafficking:**

The Office of the Registrar, through HR Department, ensures that no appointment of international faculty or staff is made unless the national system of appointment is followed.

### **Child Labor:**

The Office of the Registrar, through HR Department, ensures that child labor is prohibited during all activities at the University.

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**Equivalent Rights of Workers:**

The Office of the Registrar, through the Administration Office, assures that contractors submit an affidavit of treating all workers equally. If any violation is observed, contract work shall be immediately terminated.