



# *Greenwich University*

## **Unionization Policy**

### **Preamble:**

To actualize the right to Association as a fundamental freedom for all citizens as ratification of ILOs core conventions (No. 87 and No. 98) committing to ensure the right to unionization and collective bargaining, Greenwich University provides its employees the right to unionize (employees include women (faculty members & staff), males (faculty members & staff) and religious minority (faculty members & staff) working at the institute.

### **Scope:**

The Policy is broadly in line with Article 17 of Pakistan's Constitution and contextualized in line with University vision and mission. It includes that;

- (1) Every employee shall have the right to form associations or unions, subject to any reasonable restrictions imposed by law in the interest of autonomy or integrity of Greenwich University & Pakistan, public order or morality.
- (2) Every employee should follow the administrative framework of the institution, avoiding conflict and utilizing the unionization effectively for reaching a solution.

(3) Every employee shall work in the best interest of the institution while working in their own best interest and that of all internal and external stakeholders involved.

(4) The unionization measures like voting and polling, organizing structures within union shall be peacefully carried out on-campus.

**Approved By:**

**Office of the Registrar**