



**MANAV RACHNA
UNIVERSITY**

Declared as State Private University Vide Haryana UGC Act 26 of 2014

8 DECENT WORK AND
ECONOMIC GROWTH



8.2.2 Employment Practice Union

Manav Rachna University (MRU) does not currently have formally recognized staff unions. However, the University strongly upholds the principles of labour rights, freedom of association, and inclusive representation for all members of staff, including women and international employees.

MRU ensures that every faculty and staff member has equal opportunity to participate in institutional governance through well-established statutory and non-statutory bodies such as the Grievance Redressal Cell [Grievance-Redressal Committee](#), Internal Complaints Committee (ICC) [ICC](#), Gender Sensitization Cell, Non- Discrimination Cell [Non discrimination](#), Employee Welfare Committees, IQAC [IQAC Composition](#), Equal Opportunity Cell [Equal Opportunity Cell](#) and various departmental committees. These platforms safeguard workplace rights, facilitate collective expression, and ensure that individuals can voice concerns or suggestions without fear of discrimination or retaliation.

The University fosters a culture of openness, respect, and participatory decision-making, ensuring that diverse perspectives are acknowledged in administrative processes. Through regular communication channels, welfare initiatives, and grievance-resolution mechanisms, MRU guarantees that all employees — irrespective of gender, nationality, or employment category — are treated fairly and included in institutional development.

Thus, while MRU does not operate a recognized union framework, it fully supports equal labour rights and freedom of representation through its inclusive internal governance structure.