

THE - Impact Rankings 2026



8.2.5 Employment practice equivalent Rights outsourcing

Kalasalingam Academy of Research and Education (KARE) follows a strict policy to guarantee that all outsourced workers receive equivalent rights, comparable to those enjoyed by directly employed staff. This includes:

1. Fair Wages and Financial Benefits

- All outsourced staff are paid at or above the local living wage.
- Wage revisions follow the same schedule as direct staff wage reviews.
- No outsourced staff are paid below the government-approved minimum wage.

2. Working Conditions

- Outsourced staff receive:
 - Safe working environment
 - Adequate protective equipment (PPE)
 - Access to all campus facilities
 - Reasonable working hours
 - Overtime compensation as per norms

3. Leave and Welfare Measures

- Outsourced employees are eligible for:
 - o Paid leave (casual, medical, earned leave as applicable)
 - o Maternity benefits (as per Maternity Benefit Act)
 - Festival holidays
 - Social security benefits (ESI, EPF)



4. Non-Discrimination and Equal Treatment

- Outsourced staff have equal access to:
 - o Training
 - o Skill development programs
 - o Grievance redressal mechanisms
 - Anti-harassment protection
- No discrimination based on employment type, caste, gender, age, religion, or economic status.

5. Monitoring and Compliance

- The HR department regularly audits outsourcing agencies for:
 - Wage compliance
 - o PF/ESI deposits
 - o Legal adherence
 - o Employee welfare
- Contracts with vendors include clauses ensuring equivalent rights.

Leave Policies in University Website

Maternity Policy

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.3-Maternity-Policy.pdf

Paternity Policy

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.9-paternity-policy.pdf

Leave Policy

https://www.kalasalingam.ac.in/wp-content/uploads/2025/04/Leave-Policy.pdf

Workforce Employment Practices Welfare Policy

 $\underline{https://www.kalasalingam.ac.in/wp-content/uploads/2025/11/SDG-Workforce-Employment-Practices-Welfare-Policy.pdf}$



Festival Holidays

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2023/151

Date: 20.12.2023

CIRCULAR

Monday, 25th December 2023 will be a holiday for the University on account of "CHRISTMAS".

Copy submitted to the Chancellor and Vice-presidents – for kind information Copy to Honorable Members of the Board of Management - for kind information Copy to Registrar and Controller of Examinations

Cc: to all Directors, Deans and HoDs

Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer, Purchase Officer, Estate Officer, ASO & Hostels

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2024/010

Date: 10.01.2024

CIRCULAR

Pongal Holidays are declared for the all Teaching and Non-teaching staff from 13.01.2024 to 17.01.2024.

On behalf of the Top Management, I wish you all a very Happy Pongal / Makara Sankranti.

VICE CHANCELLOR

Copy submitted to the Chancellor and Vice-presidents - for kind information Copy to Honorable Members of the Board of Management - for kind information Copy to Registrar and Controller of Examinations

Cc: to all Directors, Deans and HoDs

Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer, Purchase Officer, Estate Officer, ASO & Hostels

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2024/063

Date: 10.04.2024

CIRCULAR

11th April 2024 (Thursday) will be a holiday for the University, on account of "Ramzan Festival".

VICE CHANCELLO

Copy submitted to the Chancellor and Vice-presidents – for kind information Copy to Honorable Members of the Board of Management - for kind information Copy to Registrar and Controller of Examinations

Cc: to all Directors, Deans and HoDs - with a request to circulate

Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer, Purchase Officer, Estate Officer, ASO & Hostels

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2023/154

Date: 28.12.2023

CIRCULAR

Monday, 01st January 2024 will be a holiday for the University on account of "NEW YEAR".

The Chancellor, Vice Presidents, Vice Chancellor and Registrar wish all the staff and students a "HAPPY AND PROSPEROUS NEW YEAR 2024".

VICE CHANCELLOD

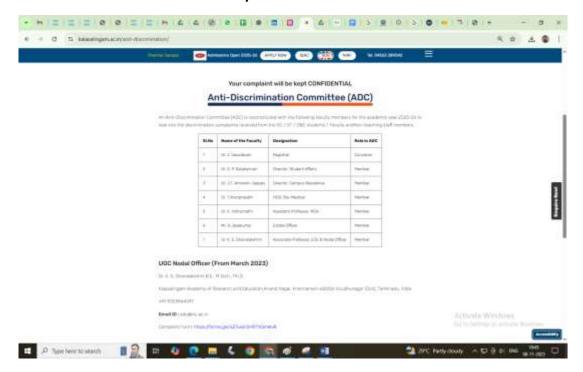
Copy submitted to the Chancellor and Vice-presidents – for kind information Copy to Honorable Members of the Board of Management - for kind information Copy to Registrar and Controller of Examinations

Cc: to all Directors, Deans and HoDs

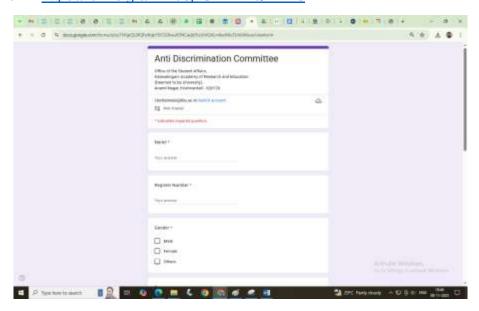
Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer, Purchase Officer, Estate Officer, ASO & Hostels



Anti-Discrimination Cell Details in University Website

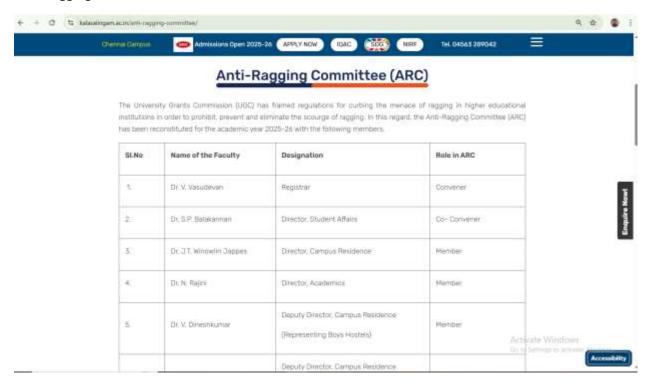


Complaint Form: https://forms.gle/zZ7u6jnSHRTXQmWv8





Anti-Ragging Committee



The Anti-Ragging Committee will meet periodically to discuss the issues to prevent ragging in the University campus and implement the directions of the UGC from time to time in this regard.

UGC Nodal Officer (From March 2023)

Dr. K. S. Dhanalakshmi B.E., M.Tech., Ph.D.

Kalasalingam Academy of Research and Education Anand Nagar, Krishnankoil-626126 Virudhunagar (Dist),

Tamilnadu, India

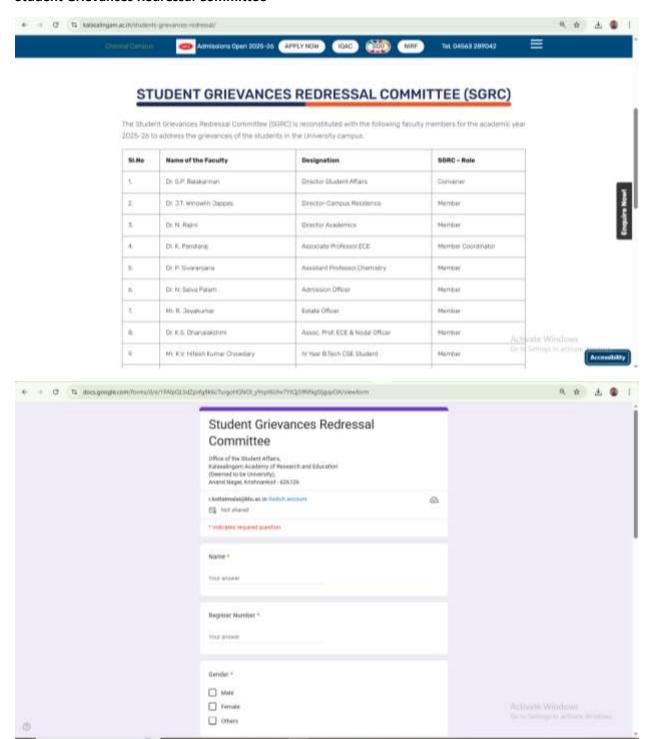
+91 9003964091

Email ID: antiragging@klu.ac.in

Complaint Form: https://forms.gle/Ypzvarjo12sn8f9TA



Student Grievances Redressal Committee





UGC Nodal Officer (From March 2023)

Dr. K. S. Dhanalakshmi B.E., M.Tech., Ph.D.

Kalasalingam Academy of Research and Education Anand Nagar, Krishnankoil-

626126 Virudhunagar (Dist), Tamilnadu, India

Tel. No.: +91 9003964091

Email ID: sgrc@klu.ac.in

Complaint Form: click Here

Policies available in KARE Website:

Policy of Non-Discrimination for Transgender

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.2.Non-discrimination-policies-for-transgender.pdf

Policy of Non-Discrimination

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.1-POILCY-NON-DISCRIMINAITON.pdf

Policy to protect those report discriminations

https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.8-Protecting-those-reporting-discrimination.pdf

Students Grievances Redressal Cell

https://www.kalasalingam.ac.in/students-grievances-redressal/

Internal Complaints Committee

https://www.kalasalingam.ac.in/internal-complaints-committee/

Anti-Ragging Committee

https://www.kalasalingam.ac.in/anti-ragging-committee/

Women Empowerment Cell



https://www.kalasalingam.ac.in/women-empowerment-cell/

Policy on Gender Equity and Sensitization

https://kalasalingam.ac.in/wp-content/uploads/docs/Gender%20Equality.pdf

Workforce Employment Practice and Welfare Policy

https://www.kalasalingam.ac.in/wp-content/uploads/2025/11/SDG-Workforce-Employment-Practices-Welfare-Policy.pdf

Policy Document to Ensure Barrier-Free Environment for Persons with Disability

https://kalasalingam.ac.in/wpcontent/uploads/docs/Policy on Disabled Friendly Barrier Free Environment.pdf

All Policies

https://www.kalasalingam.ac.in/policies/