



Freedom of Association Policy

Purpose:

The Policy is framed keeping in view Industrial Relation Ordinance 1969 and to meet organizational obligations so as to ensure rightful and healthy interaction between workers and employer. The freedom of association will revolve around the principals to respect each other rights and rights of the enterprise.

Policy Statement:

- The workers while enjoying the benefits guaranteed to them under the Law and Rules, settlement in line with principles of social practice may be part of Trade Union and Freedom of Association.
- To respect the dignity of workers and the freedom of employees to lawfully organize themselves into interest groups, independent of supervision by the management. .
- To ensure that employees are not discriminated against for exercising this freedom in a lawful manner and consistent with Century Paper & Board Mills core values
- Workers and employer shall have the right to join organization of their own choosing, draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities to formulate their programmes.
- Both employer and workers will promote and foster an atmosphere of trust confidence and understanding for each other viewpoint and will at the first place make every effort not to let conflict arise among their relationship and if and when a conflict arises they will make every effort to resolve the same by bilateral negotiation at the establishment level.

Prepared By : 

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Approved By : 

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