

LABOUR PRACTICES FOLLOWED, IIT Mandi

All the labourers are employed through Outsourcing Contract, where minimum wages mentioned by the govt. is ensured. All labourers are provided weekly off and holidays as mandated apart from benefits such as EPF through the contractor.

1. Dignity of Labour : Face masks, gum boots, hand gloves issued wherever necessary to minimize discomfort.

2. HouseKeeping : In preparation of the new contract for HouseKeeping, emphasis is being given on use of labour saving devices and mechanized efforts wherever possible.

3. Use of Labour Saving Devices : Equipments such as Grass Cutting Machine, Bush Cutters, Lawn Movers are being gradually introduced for safer and better productivity.

4. Projects :

- CPWD is prevailed upon to enforce the contractors to provide basic needs such as covered toilets, bathing facilities and creche in the labour camps at the Project Sites.
- Large component of the labourers and earth moving equipments being deployed by the CPWD contractors are from local resources.

5. Empowerment of locals :

- Garbage Management : We have removed middlemen in garbage removal from Kamand to Mandi. Earlier the contractor based in Mandi used to deploy locals and used to earn without any direct involvement. There were complaints about delay in payment to the locals and service was poor. Now we have hired these local people directly, resulting in better garbage disposal services and provided entrepreneurial opportunity.
- Treks : We have identified locals who could occasionally work as guide for the events related to Hiking and Trekking Club. A trek to Parashar lake already organized in this manner.
- PRAYAS (tution to local children every saturday) and SPARK (Mobile Library).

6. School : IIT Mandi –Takshila primary school is in its 2nd Year now. We have 46 children, many from the neighboring areas like Kataula and Neri. Some of our prospective students are from underprivileged homes. To support them, IIT Mandi is offering Merit-Cum-Means scholarships, where they get full fee waiver)