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# **S.SEIFULLIN KAZAKH AGROTECHNICAL RESEARCH UNIVERSITY POLICY ON THE RECOGNITION OF LABOR RIGHTS, FREEDOM OF ASSOCIATION, AND COLLECTIVE BARGAINING**

## **1. GENERAL PROVISIONS**

This Policy outlines the principles and commitments of the S.Seifullin Kazakh Agrotechnical Research University regarding the protection of employees' labor rights, the guarantee of freedom of association, non-discrimination, and the support of collective bargaining mechanisms.

The Policy applies to all University employees regardless of gender, age, nationality, citizenship, position, or employment status.

## **2. RECOGNITION OF EMPLOYEES' LABOR RIGHTS**

The S.Seifullin Kazakh Agrotechnical Research University recognizes and strictly upholds the following fundamental labor rights:

- the right to safe and fair working conditions;
- the right to equal access to employment and career advancement;
- the right to protection from discrimination and harassment;
- the right to receive transparent and objective information concerning employment relations;
- the right to raise concerns and seek protection in cases of labor rights violations.

The University operates in full compliance with the Labor Code of the Republic of Kazakhstan dated November 23, 2015, No. 414-V 3PK and relevant international labor standards.

## **3. FREEDOM OF ASSOCIATION**

The University guarantees every employee the right to:

- freely join trade unions or other representative bodies;
- participate in the activities of such organizations;
- elect their representatives;
- form associations without coercion or restriction.



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The University does not interfere in the activities of trade unions and ensures conditions for their effective functioning.

#### 4. COLLECTIVE BARGAINING

The University recognizes the right of employees to:

- engage in collective bargaining through elected representatives;
- conclude a collective agreement;
- participate in discussions concerning working conditions, social support, remuneration policies, and other matters relevant to employees' rights.

The administration maintains a constructive and transparent dialog with employee representatives.

#### 5. NON-DISCRIMINATION AND EQUAL ACCESS

The University ensures equal labor rights and non-discriminatory treatment for all employees, including:

- women,
- foreign staff,
- employees with disabilities,
- individuals from diverse cultural and social backgrounds.

Any form of discrimination based on gender, nationality, ethnicity, social status, or any other characteristic is strictly prohibited.

#### 6. COMMITMENT TO INTERNATIONAL LABOR STANDARDS

The S. Seifullin Kazakh Agrotechnical Research University reaffirms its adherence to:

- the core conventions of the International Labour Organization (ILO), including freedom of association and the right to collective bargaining;
- the principles prohibiting forced and child labor;
- ethical and socially responsible labor practices.

#### 7. MECHANISMS FOR COMPLAINTS AND PROTECTION OF RIGHTS

Employees have access to:

- a formal grievance and complaint submission system;
- protection from retaliation or undue pressure;
- confidentiality of complaint review;
- the right to defend their interests in accordance with national legislation.

All complaints are reviewed objectively, fairly, and in a timely manner.



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## 8. RESPONSIBILITY AND COMPLIANCE MONITORING

The management of the S. Seifullin Kazakh Agrotechnical Research University is responsible for the implementation, compliance, and timely updating of this Policy. The Administrative Department, Legal Department, and Compliance Service are responsible for ensuring compliance with the provisions of this Policy.

## 9. FINAL PROVISIONS

This Policy enters into force upon approval and is mandatory for all University employees.

The document is subject to periodic review and amendments in accordance with changes in legislation and international best practices.

### CONTACTS:

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