**Air University**

**Policy - Commitment Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor**

**General**

1. Globally forced labor, child labor, human trafficking and modern slavery is discouraged and World Human Rights Violation agencies are taking it very seriously. Majority of developed countries have modified their civil law and directed their Justice Departments to take severe actions against the violators. Pakistan Government has also taken a start towards this direction and developed talks in various high profile forums. Air University in its humble capacity has taken a lead and formulated a policy as first step to address the issue domestically while getting aligned with International standards and good practices.

**Scope**

2. To develop good practices in the light of Pakistan legislation and law at University level with a view to reduce the tendency of forced / bonded labor, slavery, human trafficking and elimination of child labor.

**Main Contents and Procedures**

3. The policy revolves around following contents and procedures:-

a. No child labor is allowed in the premises of Air University.

b. All contractors, vendors, canteen / café handlers are not allowed to hire employees below the age of 18 years.

c. It is always checked by the security officer that there is no forced labor being taken from any laborers working inside the university.

d. Identity cards are checked at the entry point to certify that all adults are being employed for labor work.

e. Willingness certificates are checked once at the time of employment of labor from the contractor.

f. Contractor is bound to show life insurance agreement of the labor before putting them to work.

g. All safety parameters are ensured to avoid any untoward incidents.

h. Police verification is also carried out to check that labor is not out of human trafficking especially infiltrating from neighboring countries around Pakistan.

j. No underage student is allowed to take part in any labor work inside the university.

k. Alumni surveys are also focused to identify that no one is employed as laborer while holding a professional degree.

l. Staff is adequately counselled to avoid child labor at domestic level and ensure minimum education corresponding to age and then employed for jobs / work.

**Legislation on Bonded/Forced Labor**

4. All stakeholders to read following Acts related to Child labor, human trafficking and Pakistan Penal Code for better understanding of such human rights violation.

1. Children (Pledging of Labor) Act, 1933
2. Bonded Labor System (Abolition) Act, 1992 (applicable to ICT and Baluchistan)
3. Bonded Labor System (Abolition) Act, 1992 (adopted by Punjab in 2012)
4. Punjab Prohibition of Child Labor at Brick Kilns Act, 2016
5. Prevention and Control of Human Trafficking Ordinance, 2002
6. The Punjab Tenancy Act, 1887
7. Pakistan Penal Code 1860

**Conclusion**

5. Humanity is to be catered for every employment of the workers, their will and wish has to be the primary consideration before employment for labor work, under age human resource must be strictly discouraged and referred to guardians for education instead of labor.

**(Abdul Hayee)**

Air Commodore Retired

Director A & S