



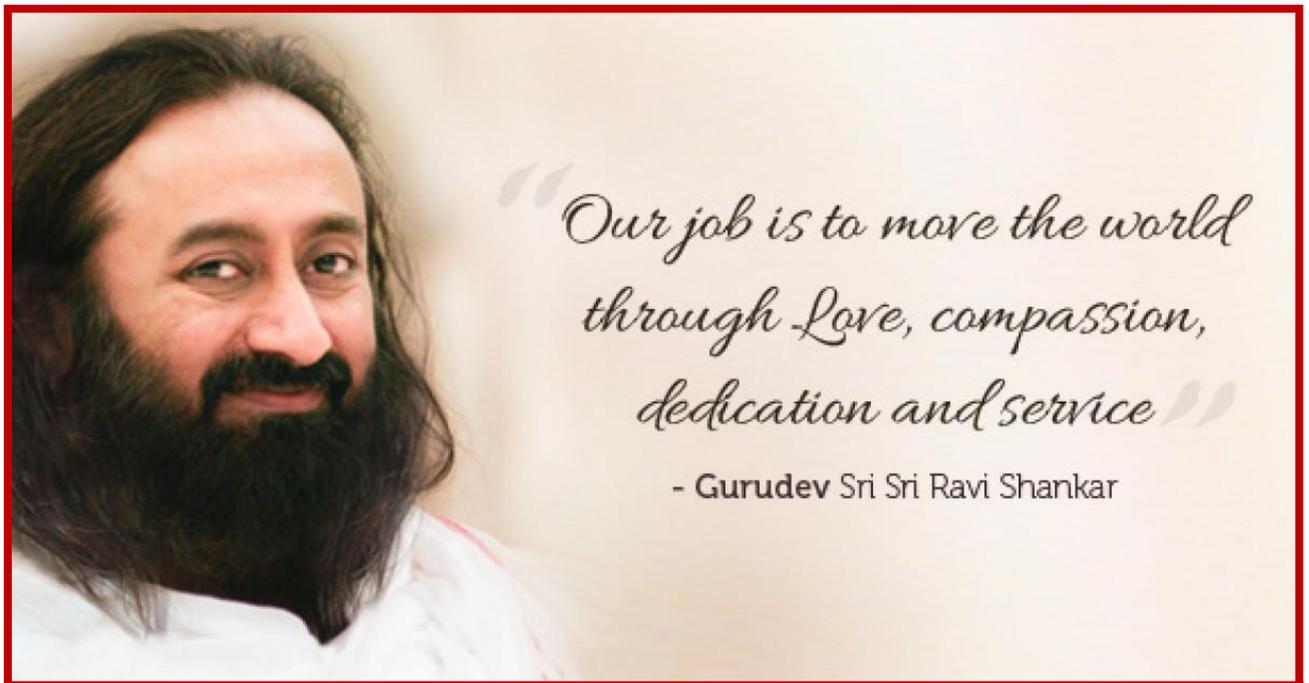
SDG 8

DECENT WORK AND ECONOMIC GROWTH

Keywords: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Table of Contents

	Page No.
About Us	3
Sustainable Development Goals	5
Targets	5
Introduction	6
Employment practice	7
Academic details regarding SDG 8.....	8
Proportion of students taking work placements.....	11
Proportion of employees on secure contracts	13



“Charity should be self-sustainable. That is, it should create more wealth rather than perpetuating the cycle of poverty ...”

Gurudev Sri Sri Ravi Shankar

About Us

Sri Sri University was established as a State Private University in Odisha, India which started its first academic year in 2012 and has been envisioned by Global Humanitarian, Gurudev Sri Sri Ravi Shankar ji. The University offers a range of pivotal, unique, and cutting-edge undergraduate, postgraduate degree programs under eight Faculties, short-term, diploma, and certificate courses, Doctoral studies (Ph. D.), that offers the best of the East and offers the best of the West.

The impressive list of undergraduate programs offered at Sri Sri University includes B. Sc. (Data Science), B. Sc. (Osteopathy), B. Sc. (Psychology & Contemplative Studies), B. Sc. (Food, Nutrition, and Dietetics), B. Sc. (Agri-business), Bachelor in Interior Design, etc., and that of post graduate programs offered includes M.Sc. Osteopathy (first time in Asia), MBA (Entrepreneurship), MBA (General Management), MBA (Agri-Business Management), M.Com., M.A./M.Sc. in Psychology and Contemplative Behavior, M.Sc. Environment Science, B. Tech. & M. Tech. (Artificial Intelligence & Machine Learning), etc.

Located in a sprawling 188- acre green lush campus, Sri Sri University takes pride in offering a curriculum that enriches both domain expertise and life skills. It provides a unique social culture that nurtures a rich learning environment and aids excellence in students through its virtually smoke-free, alcohol-free, drug-free, and completely vegetarian campus. The University defines Excellence as an academic process of motivating the students to learn in ways that make a sustained, substantial, and positive influence on how they think, act, and feel which defines our core value of **Learn-Lead-Serve**.

Sri Sri University has been ranked by Times Higher Education World University Impact Rankings on Sustainable Development Goals (SDGs) in the band of 801-1000 based on all 17 SDGs. In the top four individual SDGs, Sri Sri University was ranked in the band of 201-300 for SDG 2: Zero Hunger & SDG 15: Life on Land and was ranked in the band of 301-400 for SDG 14: Life below Water & SDG 12: Responsible Consumption & Production. Sri Sri University has been ranked 1st in Odisha, 7th in India, and 304th in the world as per UI Green Metric Awards World University Rankings 2020 which is a quantum jump from 2019's ranking which was 4th in Odisha, 12th in India, and 416th in the world.

Being from the parentage of the Art of Living, one of the largest volunteer based organization in the world, and given the stature of the work of our founder Poojya Gurudev Sri

Sri Ravi Shankar ji in the last four decades, we aspire to contribute in finding solutions to the problems faced by the world at large by way of conflict resolution, agriculture, Arts & Crafts, etc. Few of our initiatives in this regard includes the creation of Sri Sri University Resource Centre for Climate Change & Sustainability Education & Practices, Sri Sri Advanced Global Centre for Conflict Resolution and Peace Studies, and Sri Sri Centre for Advanced Research in Water Resources and Environment Management, to name a few.

Sustainable Development Goals

India as a country has embarked on the journey to attain SDG 8 Decent Work and Economic growth for all. In tune with that, Vellore Institute of Technology has been focusing on this SDG and has rolled out many initiatives and schemes to contribute to this SDG. As an educational institution, we strive to ensure that all the students are provided with quality education, thereby ensuring their employment. The faculty and staff are provided with an ambience which enables them to work and prosper in their career. The local community is also taken into consideration and several steps are taken to uplift their life.

Targets

GOAL 8.2: Employment practice

- Goal 8.2.1: Employment practice living wage
- Goal 8.2.2: Employment practice unions
- Goal 8.2.3: Employment policy on discrimination
- Goal 8.2.4: Employment policy modern slavery
- Goal 8.2.5: Employment practice equivalent rights outsourcing
- Goal 8.2.6: Employment policy pay scale equity
- Goal 8.2.7: Tracking pay scale for gender equity
- Goal 8.2.8: Employment practice appeal process
- Goal 8.2.9: Employee Centric Best Practices

Goal 8.3: Expenditure per employee

- Goal 8.3.1: Expenditure per employee

Goal 8.4: Proportion of students taking work placements

- Goal 8.4.1: Proportion of students with placements
- Goal 8.5: Proportion of employees on secure contracts
- Goal 8.5.1: Proportion of employees on secure contracts

Report design:

- **Introduction**
- **Employment practice**
- **Academic details regarding SDG 8**
- **Proportion of students taking work placements**
- **Proportion of employees on secure contracts**

Introduction

Peace, stability, human rights and effective governance based on the rule of law are important conduits for sustainable development. We are living in a world that is increasingly divided. Some regions enjoy sustained levels of peace, security and prosperity while others fall into seemingly endless cycles of conflict and violence. This is by no means inevitable and must be addressed.

High levels of armed violence and insecurity have a destructive impact on a country's development, affecting economic growth and often resulting in long standing grievances among communities that can last for generations. Sexual violence, crime, exploitation and torture are also prevalent where there is conflict or no rule of law, and countries must take measures to protect those who are most at risk.

The Sustainable Development Goals (SDGs) aim to significantly reduce all forms of violence, and work with governments and communities to find lasting solutions to conflict and insecurity. Strengthening the rule of law and promoting human rights is key to this process, as is reducing the flow of illicit arms and strengthening the participation of developing countries in the institutions of global governance.

INNER PEACE BRINGS RESILIENCE: A TRIED AND TESTED SOLUTION

For nearly four decades now, The Art of Living has offered programs that promote peace and well-being at the individual, community and global levels.

- At individual level: Programs to eliminate stress and promote well-being, caring and compassion in adults, youth, children.
- At community level: Programs to promote socio-economic development projects for disadvantaged groups, rehabilitation of prisoners and warring social groups.
- At global level: Peace initiatives to end violence in Afghanistan, Iraq, Israel, Kashmir, Kosovo, Pakistan, Sri Lanka, Colombia.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

The A-B-C: Awareness-Belonging-Commitment is the framework for societal change. The awareness about the workings of one's mind; when individuals become more aware of their thoughts and emotions, they connect better with themselves; when awareness is heightened, the connection and the sense of belonging with all men and women is enhanced; the realization of inter-connectedness automatically and intrinsically brings forth the commitment – not just for oneself, but for society at large. As we move towards a post-COVID world; this principle has been used to transform the world for generations to come.

Employment practice:

Sri Sri University believes in conducting its affairs in a fair and transparent manner by adopting the highest standards of professionalism, honesty, integrity, and ethical behavior. All employees of Sri Sri University are expected to strictly adhere to this **Code of Conduct**.

Employee – For the purposes of this document, the term 'Employee' includes: Individuals who are paid (in whatsoever form and/or manner) by Sri Sri University when they are working for the University; When required by contract, consultants, vendors, and contractors while they are doing business with the University; Individuals who perform services for the University as volunteers.

Workplace – any physical location in which work-related activities are performed under the control of the University



Fig: SSU Staff with our President Madam (07.11.2021)



Sexual Harassment will be treated as Serious Misconduct: Harassment is unwanted conduct that occurs with the purpose or effect of violating the dignity of an individual or creates an intimidating, hostile, degrading, humiliating or offensive environment. It can be carried out by an individual or group of individuals.

Reporting and Redressal:

The aggrieved person has to make a complaint in writing to the Internal Complaints Committee (ICC) who will conduct an appropriate inquiry and make recommendations for action to the competent authority within the prescribed timeframe. Based on the ICC's recommendations, appropriate action of Fine / Warning / Suspension / Termination or any other action deemed fit shall be initiated by the competent authority.

In addition to the above, the following acts and omissions shall also be treated as Misconduct for which

Disciplinary action can be initiated.

- (a) willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior,
- (b) Theft, fraud or dishonesty in connection with the university's business or property,
- (c) Willful damage to or loss of employer's goods or property,
- (d) Taking or giving bribes or any illegal gratification,
- (e) Habitual absence without leave or absence without leave for more than 10 days, (Please discuss & confirm with ER)
- (f) Habitual late attendance,
- (g) Habitual breach of any law applicable to the establishment,
- (h) Any act of violence, riotous or disorderly behavior in the university or any act subversive of discipline
- (i) Carrying out political or religious propaganda within the premises of the university
- (j) Habitual negligence or neglect of work and dereliction of duty,



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- (k) Striking work or inciting others to strike work in contravention of the provisions of any law, or rule having the force of law.
 - (l) Use of **forced labor, child labor, modern slavery or human trafficking**,
 - (m) Discrimination on the basis of caste / creed / sex / religion / age / appearance / ethnicity / color / physical or mental ability / marital status, unless a position's reasonable demands require distinction,
 - (l) Violation of university policies and procedures or applicable laws
 - (m) Direct others to violate university policies and procedures or applicable laws
 - (n) Aware of a violation or potential violation and fail to report it

 - (o) Fail to effectively monitor the actions of the people you manage
 - (p) Retaliate against someone for reporting a concern in good faith or for participating in an investigation of such a report

Any act which violates the civil or criminal law of the country will be reported to the concerned authorities and action will be taken as prescribed by them. The university shall fully cooperate in any investigation or audit carried out by the concerned authorities and abide by all provisions of the law.

Employee Centric Best Practices:

1. The Performance evaluation system clearly lays out the parameters on which the annual increments for faculty members are calculated. These parameters are Research publications, Patents, Student Rating and Special achievements. As the parameters and the calculation formula are known to all, faculty members can decide what they want to focus on to earn their annual increment. Thus the individual's interests and the Organisational goals go hand in hand.
2. Promotions for faculty members are done in an open and transparent manner as per UGC's guidelines on Career Advancement Scheme (CAS). Notifications are issued every 6 months for promotions under CAS and the selection committee for appointment of external candidates examines the applicants under CAS as well. Once a faculty member becomes eligible for promotion, he passes through the selection committee, and if he/she is selected, he/she is given the promotion from the date of eligibility.

3. Faculty members shouldering special administrative responsibilities are given special allowances in addition to their regular salaries. All faculty members are given administrative responsibilities at the Departmental level or at the University level. This leads to their holistic development.
4. At the start of every Academic year, a Strategic Meet is held to decide on the direction and focus for the future. Here all Deans and Department Heads present their goals for the next Quarter, Half year, Full year and the next 3 years. As all employees are invited for this meet, it gives them an excellent exposure to the vision and plans of not just their department but the whole University.
5. The Strategic Meet exercise is actually a Goal setting exercise for the short term as well as for the long term. This is not just a Top Down approach but a Bottoms Up approach as well. While everyone's goals have to be in sync with the University's overall goals, all Deans and Department heads are given ample opportunity to lay down their own goals where their own vision and competencies find an expression and an outlet.
6. The University prides itself on its spiritual environment and service to the community. All employees and students are encouraged to participate in various spiritual and community activities. This builds a sense of service and of caring for the community and nation at large.
7. Employee engagement is given high priority. There are various forums where employees get a chance to interact with the top management. Our Hon'ble President Prof. (Mrs.) Rajita Kulkarni knows each staff member by his/her first name and makes it a point to have a Town Hall meeting whenever she visits the campus. In addition, she personally interacts with every new joiner to know about their well-being. In the pandemic time, she has taken monthly meetings in online mode to support and counsel employees during the difficult period. The Vice Chancellor, who is resident on campus, meets employees regularly at all levels formally and informally to hear and solve their problems.
8. Art of Living (AOL) has curated excellent programmes to initiate people into the spiritual process. The Happiness programme and the Advanced Meditation programme (AMP) are considered to be the most popular and effective programmes in the AOL bouquet. All new joiners are encouraged to do the Happiness programme as a part of the Induction process. The AMP is held once a year for all employees and the 3 days of the programme are considered as paid working days.



Academic details regarding SDG 8:

With 120+ faculty members in the Sri Sri University, the teaching pedagogy is set to innovate inquisition among the students. The faculty members are highly educated with extensive experience in research activities in their respective domains of expertise. They are motivated and enthusiastic to match the tone of the learning culture that builds curiosity in the students and pushes them to think out-of-the-box.

SSU has total 149 Administration Employees.

The total expenditure of SSU is Rs 36,55,91,980.

Proportion of students taking work placements

The Placement cell, Sri Sri University harnesses cutting-edge professional acumen by virtue of associations with formidable corporate veterans, replete with decades of domain and industry experience. We are proud to speak of prolific placement ties with business houses such as Duff & Phelps, Ernst, and Young, Adani, Mahindra Finance, United Health Group, People Strong,

8 DECENT WORK AND ECONOMIC GROWTH



SUSTAINABLE DEVELOPMENT GOAL 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Verity Knowledge Solutions, Future Group, Axis Bank, Karvy Corporate, Marsh McLennan, to cite a few.

The cell has a reputation for high-quality placement. Even amidst the pandemic shunning employment opportunities countrywide, we have ensured that our students don't get affected. That's why we have a record of 91% placement for the batch of 2019-21 with an average package of 6.11 LPA and the Highest package of 8.46 LPA. The placement highlight of MBA for other batches are as follows:



Fig: Placement (<https://srisriuniversity.edu.in/placements/>)

2018-20 Batch (During COVID-19 Lockdown)

Highest- **12.40 LPA**, Average- **6.82 LPA** 91% placement

2017-19 Batch

100% placement Highest- **20 LPA**, Average- **7.15 LPA**

Other than the MBA program, the students of BBA and BCom have been successfully placed in Bank of America (BOA) and Jaro Education. Also, the students of Yogic Science were placed with Cult Fitness and the students of Computer Science students got placed in Deloitte.





SUSTAINABLE DEVELOPMENT GOAL 8

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The Campus Recruitment Program at Sri Sri University is a collaborative process between students and management. Students actively participate in the interaction with organizations while the management plays an active role in grooming students to become corporate-ready.

The curriculum includes value-added workshops to inculcate life skills of vision, passion, innovation, risk-taking capacity, entrepreneurship skills, confidence, team building, zeal for learning and the ability to accept criticism.

Proportion of employees on secure contracts

SSU has total 269 numbers of employee among which 66 numbers of faculty are on secure contract.

NASSCOM 

Distributed Workforce and its Impact on Mental Health, Motivation and Culture

Industry leaders in conversation with



Ganesh Sri Sri Ravi Shankar
Global Humanitarian & Spiritual Leader



Welcome address by
Mr. U B Pravin Rao
Chairman - NASSCOM Executive Council;
Chief Operating Officer &
Whole-time Director of the Board - Infosys



Session moderated by
Mr. Jagdish Mirra
Member - NASSCOM Executive Council;
Chief Strategy Officer &
Head of Growth - Tech Mahindra

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Time: 11:15 am to 12:20 pm