

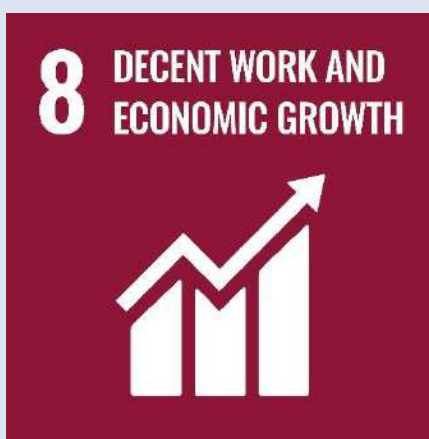


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**Sri Sri University**

**World University Rankings 2022**



**Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All.**

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## SDG 8 Decent work and economic growth Report

### 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 programmes 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 programmes 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 Behaviour, 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 601-800 based on all 17 SDGs. In the top four individual SDGs, Sri Sri University was ranked in the band of **101-200** for SDG 2: Zero Hunger. For the SDG 13: Climate Action and SDG15: Life on Land stand in the band of 201-300. Sri Sri University has been ranked **1<sup>st</sup> in Odisha, 7<sup>th</sup> in India, and 250<sup>th</sup> in the world** as per UI Green Metric Awards World University Rankings 2022 which is a quantum jump from 2020's ranking which was 3<sup>th</sup> in Odisha, 7<sup>th</sup> in India, and 304<sup>th</sup> 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.



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### Introduction to SDG 8

The Sustainable Development Goal 8 (SDG 8) seeks to advance full employment, decent work for everybody, and sustainable economic growth. It is among the 17 Sustainable Development Goals that the UN General Assembly adopted in 2015. Twelve targets make up SDG 8, some of which must be met by 2030 and others by 2020. The first ten targets aim for outcome-oriented goals like full employment, youth employment, resource efficiency, sustainable economic growth, labour rights protection, sustainable tourism, and universal financial services access.

The SDG 8 seeks to advance full employment, decent work for everybody, and sustainable economic growth. SDG 1 (No Poverty), SDG 2 (Zero Hunger), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), SDG 16 (Peace, Justice and Strong Institutions), and SDG 17 (Partnerships for the Goals) are among the SDGs with which it is interconnected. Economic expansion and decent labour are necessary to end poverty, boost agricultural output.

The university's departments and organisations are responsible for carrying out each of these activities. Activities connected to biodiversity are undertaken by a number of clubs, including the Farmers' Club, HR Club, and Eco Club, in addition to the academics and administration of the university. Beyond just developing a green campus, the institution is committed to increasing awareness among all university community members, especially students.

### Gurudev On Sustainability



**There's no substitute for cooperation for good of the world: Sri Sri Ravi Shankar**

<https://shorturl.at/fuBFi>



After a gap of more than a decade, I have returned to the World Economic Forum (WEF) this year. Meeting after the Covid-19 pandemic, I see there is an emphasis on discussing the important role of mental well-being, resilience, reimagining globalisation, sustainability, sociocultural harmony, and happiness in economic and social development.

A peaceful society is the basis of a prosperous society, and I am happy that world leaders are placing a great deal of importance on recognising and addressing these issues. The theme of this year's WEF 'Cooperation in a Fragmented World' resonates with the vision of the Art of Living which started 42 years ago to unite people through a revival and regeneration of human and spiritual values.



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The current perception of fragmentation is not new. We must know that conflict, division, chaos and confusion sprout in the minds of people. It has to be countered with commitment, caring and collective resolve. This can happen only when leaders cultivate the mind to be calm and take considered decisions. We all need to recognise that we live in an interconnected world. There is no substitute for cooperation for the general good of the world

Economic ups and downs are a natural part of the world economic order and not all parts of the economy flourish at the same time. For example, the tourism industry reduced significantly during the pandemic, whereas the healthcare industry flourished. While the transportation industry suffered significantly, the medical supplies industry increased and as in-person physical conferences shut down, people adopted virtual conferences. The advancement of technology allowed governments and business leaders to rethink their strategies and made us more resilient.

The economic sanctions placed by governments on other countries have not worked in the past and it is doubtful if they will work in future. Sanctions haven't achieved any concrete goal besides causing suffering to the common man. We should remember that India was also put under sanctions because we developed nuclear capabilities.

There is a lot of talk about leadership but who do you lead when there is so much attention deficit disorder? When uncertainty and anxiety have taken over the human psyche, leadership goes for a toss.

Mental health is a huge crisis. More than \$2.7 trillion is being spent on mental health but hardly anything is being done for prevention. The current approach to addressing mental health is ineffective and calls for a fundamental change. We must address the root cause from a holistic perspective and explore breathing as a tool to manage the mind and emotions. Yoga and meditation have been proven to be the most effective tool to check attention deficit disorder, depression, anxiety and other challenges. Thanks to the initiatives of the Government of India, yoga and meditation have been introduced in schools and colleges throughout the country. I am glad that in India, we are also taking dhyana, meditation, to every ghar, home. The Government of India and Art of Living have partnered to promote mental health with the Har Ghar Dhyana initiative. The resilience of our youth, their dynamism and an enhanced sense of social responsibility coupled with the government's incentives for start-ups will definitely take the country to another level.

The WEF has picked up several good projects that focus on protecting the environment. One of them is the Miyazaki diversity project being run in many schools



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by Art of Living volunteer Neelam Patil from California. The Miyazaki method grows micro forests 10x faster, generates up to 100x more biodiversity, replaces water-guzzling lawns with native drought-tolerant plants, has a 95 per cent survival rate, and empowers children to make a difference in a climate change solution. In California, the average height of the trees after just one year is 3 meters, 12-feet tall. As the world faces a biodiversity crisis, micro forests are serving as havens for local flora and fauna in underutilised micro-urban spaces.

The distant mountains surrounding Davos reflect the calm, beauty and peace inherent in nature -- a reminder to the world that we need to maintain, protect and enjoy them for generations to come. Peace is the only way forward, without peace there is no prosperity, and without prosperity, there is no peace. And we need wisdom for both.

**By Sri Sri Ravi Shankar, ET CONTRIBUTORS**  
**Last Updated: Jan 19, 2023, 03:03 PM IST**

### Research Work On Economic Growth

The research articles on decent work and economic growth published by Sri Sri University have a direct impact on local economic growth in a variety of ways. For

example, research at the university can assist to: Identify the significant obstacles and opportunities for fostering decent work and economic growth in the local area. Create policy suggestions to address these possibilities and challenges. Encourage the creation and development of social companies that provide jobs and empower neglected communities. Inform the development and implementation of education and training programs that are responsive to the demands of the local economy. Encourage the use of innovative technologies that can create new jobs, increase productivity, and broaden market access.

Professors of **Faculty of Emerging Technologies'** research publications have a direct impact on economic. Papers in social media text for disaster resource management, Tomato Leaf Disease Detection Using Machine Learning, Machine Learning Applications in Healthcare, Applications on Automatic Potato Plant Disease Detection, Neural Network-based Transfer Learning Breast Cancer Classification, Detection of Wheat Rust Disease Using a Convolutional Neural Network, The locals have been influenced by a machine learning technique to assisted prediction of Alzheimer's disease using a convolutional neural network.

The publications of the **Faculty of Health and Wellness** research have



a direct impact on economic growth. Fourth Ventricle Compression (CV4) as a





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Stress Management Method, Research Papers The effectiveness of osteopathic treatment in patients with Lower Urinary Tract Symptoms (LUTS), as well as the effects of muscular energy technique on reducing range of motion and pain in patients with frozen shoulder an Ergonomic Investigation on the Prevalence of Musculoskeletal Discomfort at Work Among Information Technology (IT) Professionals in COVID-19, working from home is an option. Work-Related Factors Influencing Musculoskeletal Discomfort in Rural Housewives in Central India, Work-Related Factors Influencing Musculoskeletal Discomfort in Information Technology (IT) Professionals Working at COVID from Home Pandemic, An ergonomic evaluation of the incidence of musculoskeletal issues among Surinamese fish processors.

The research paper of the **Faculty of Management Studies** on Emotional Intelligence, Workforce Productivity, Start-up Ecosystem, Savings Behaviour, Anvikshiki Framework of Kautilya's Arthashastra, Customer Satisfaction, and Online Food Ordering. E-Service Quality, Environmental and Philanthropic CSR, Market Volatility, Agri-tech Start-ups, Climate Finance, total quality management, Resilient Tourism, venture capital investment, Data Analytics Model have all had an impact on the economy as a whole.



The research paper of the **Faculty of Agriculture** have impacted the locals most. Research on Abiotic stress tolerance in

wheat, advancements in storage pest control, Agroforestry, Agroforestry Practices for Sustainable Agriculture, Agriculture and Nutritional Security, Agroforestry, Agroforestry, Agroforestry Practices for Sustainable Agriculture, Farmers' practices are being evaluated. Biological control of potato blight and late blight infections, Climate change and agriculture susceptibility AGRICULTURE FOR CONSERVATION, Riverbed Cultivation Constraints, Crop yield, nutritional transformation, edible films, and so on Micronutrient Effect, Food security, fruit productivity, and the impact of rainfall Nutrient Management, Integrated Millet, Kodo Lifestyle Diseases, Long-Term Rice Varieties, Indian Maize Markets Nutraceuticals in Human Health, Microbes Nutrigenomics, Nutrigenomics, Nutrigenomics, Organic Nutrient Management, Management of Paddy Crop Blast Disease, Phytotechnologies, Plant Development and Adaptation, Plant Pathogenic Fungus.

### Sri Sri Journal of Management and Innovation

Sri Sri University has its own research journal called the Sri Sri Journal of Management and Innovation (SSJMI) ISSN 2319-7587. The SSJMI aims to provide a forum for innovative and carefully crafted research on different aspects of management and innovation. It publishes articles that are both theoretically rigorous



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and practically relevant, and that promote constructive dialogue and foster new thinking around theory and practice.



The SSJMI focus on local economic growth is important because it recognizes that economic growth is not evenly distributed across regions. Some regions are more successful than others in attracting investment, creating jobs, and raising incomes. The SSJMI aims to publish research that helps us to understand the factors that drive local economic growth and to develop policies that can promote inclusive and sustainable economic development.

SSJMI adheres to high standards of ethical publishing, and that it is committed to ensuring the quality and integrity of the research that it publishes.

The SSJI is a valuable resource for scholars, practitioners, and students alike. It provides a platform for cutting-edge research on management and innovation, and it helps to disseminate new ideas and knowledge to a wider audience.

are regarded as internal stakeholders who participate as members of the necessary committees and complete their KRAs. The university is conscious of both the wellbeing of its personnel and governmental policies. According rules are occasionally developed and put into effect.

Along with guaranteeing a decent salary, the institution also provides doctor and 24-hour ambulance



in the campus medical centre. At their workstations, food is also delivered to the security personnel who are on duty. All of the university's employees who live on campus have been effectively fed three times a day.



### Activities...

#### **Pay All Staff and Faculty at Least the Living Wage**



All employee categories have the wellbeing of Sri Sri University's staff members at heart. With 400 employees working in the unskilled, semi-skilled, skilled, and highly skilled categories, they

#### **Recognize labour rights including women and international staff**



The advancement and defines of worker rights is a global priority. In September 2020, the Indian legislature passed





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new labour law laws that increased worker protections and introduced FIXED-TERM EMPLOYEES, which now have the potential to be used to convert permanent employees into fixed-term, or temporary, employees. The nation's policies uphold employees' rights to a respectable workplace. Sri Sri University provides for the needs of its employees in a helpful way by adhering by local laws and regulations.



The Faculty Council represents the faculty as a whole, and the **Executive Registrar** and **Director of Operations** represent the non-Teaching staff. All decisions are reached in an agreeable manner. representation to the Executive Registrar and Director Operations. All decisions are concluded with amicable decisions.

### Ending Discrimination

The laws and regulations that control Sri Sri University are in accordance with the norms established by the governments of India and Odisha, both of which place a high priority on principles like justice and equality.

The "Code of Conduct," which emphasizes the value of promoting respect among all employees regardless of their gender, race, or nationality, is a part of Sri Sri University's HR Policies and Procedure. Inappropriate conduct, such as discrimination of any kind is addressed by the policy.

### Commitment Against Forced Labour, Modern Slavery, Human Trafficking, And Child Labour



The university is aware that the family's younger members were compelled to approach the child labour as a result of the economic difficulties. The institution has established Gurukul for the children of low-income families in order to pair underage children with a family member who earns a high income.



### Out Sourced Employee's Equivalent Rights



Sri Sri University has a policy that ensures workers' equal rights when outsourcing to other parties. SSU's policy is consistent with Indian and Odisha laws and regulations, which place a high value on ideals such as justice and equality. The policy also shows the university's commitment to making the workplace more inclusive and equitable for all employees. Outsourcing contracts include measures that ensure workers have the same rights and benefits as university employees, including as salaries, working hours, leave, and health and safety



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regulations. The university will monitor outsourcing contractors to ensure that they are following the contract requirements. The institution will establish a grievance procedure for employees to report any abuses of their rights.

### Elimination of Gender Pay Gaps



Sri Sri University is a beacon of hope for workplace gender equality. The university, led by Mrs. Rajita Kulkarni at the highest levels of leadership and other female leaders at all levels of administration, has eliminated gender pay disparities, guaranteeing that all employees are treated fairly and equitably.

This is a tremendous accomplishment, especially in a country where gender pay disparities persist. Sri Sri University is paving the way for other organisation to follow, as well as motivating a new generation of female leaders.

### Track Pay Scale Gender Equity

Maintain your monthly wage transparency reports and pay equity studies. This makes it easy to identify any pay disparities and



make the necessary adjustments. Employer surveys were used to guide decisions on gender equity in pay scales. For example, if polls show that female employees are less satisfied with their pay than male employees, the University takes steps to address the issue. Continue to educate employees about inclusion and diversity. This helps to foster a courteous and valued working culture for all employees. Set goals for increasing gender equity in the pay range and track your progress over time. This will ensure that the institution is getting closer to its goal of achieving wage parity for everybody.

### Employee Rights



Sri Sri University personnel have the right to be treated with respect and decency. the right to be free of abuse, harassment, and other forms of discrimination. the privilege of working in a secure and healthy atmosphere. the right to benefits and fair recompense. the ability to organize and bargain collectively. During disciplinary proceedings, you have the right to a fair hearing. Confidentiality and privacy are fundamental rights. Concerns should be reported.

Employees can raise concerns about their rights or the rights of others through many channels, including their immediate superior and the Division of Human Resources Internal Complaints Committee.



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### Supporting Staff Welfare



As the institution committed to the wellbeing of all groups of its staff members, the institution became a location of choice for work among the supporting staffs with provided by every conceivable facility. They are mainly hired from nearby villages.

The University is located on 186 acres of land and offers free staff shuttle services. All employees and faculty members on campus have access to free shuttle services.



The university has established a 24\*7 medical service in the Ayurveda hospital, where Doctors are available for any emergency and equipment is ready. Two ambulances are stationed on the prison grounds in case any detainees require medical assistance.

Free House for support personnel: This is a benefit available to full-time support staff who have previously worked at the university.



The university provides free food to its support staff in its on-campus cafeterias.



### Credited Internship



200 students who finished the corresponding internship time have gotten credit from various programs. The curriculum was designed to allow students to receive anything from 3 to 16 credit points. Students who intern are paid stipends between Rs. 5000 and Rs. 10000. A total of 57.40% of students have internships. It has 770 students. For a month or more, 442 students have been participating in work placements.



Sri Sri University's Faculty of Agriculture is one of the leading institutions in the state of Odisha that

has been given approval to include a credited internship as part of its curriculum under the state government's RAWA and KUS programs.

Programme	Internship Duration	No. of students in 22-23	Credit point
MBA	2 months	67	4
B. Arch	32 weeks	31	16
BFA - Animation / Applied Arts / Painting	One Month	11	16
BA/BSc (Hons.) Environmental Studies	One Month	12	4
BSc (Hons.) in Psychology and Contemplative Studies	Two Month	15	4
B. Tech. in CSE – Specialization in AI & Machine Learning (IBM)	One Month	66	3



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Students of various programs offered by Sri Sri University such as MBA B. Arch BFA - Animation / Applied Arts /



Painting "BA/ BSc (Hons.) Environmental Studies" "BSc (Hons.) in Psychology and Contemplative Studies, B.Tech. in CSE - Specialization, in AI & Machine Learning (IBM)"BAMS have completed paid internships with companies and organizations such as Omfed, Mahandi Coal Field, Rajnagar Mangro Forest Wild Life, Ministry of Environment, Forestry, and Climate Change Anjan Giri), Indian Oil Corporation Limited, HAL, and government programs such as RAW/KUS. All of these internships also provide students with credit points.

### Secure Employment

Proportion of employees on secure contracts	100%
Number of employees	735
Number of employees on contracts of over 24 months	735



A large proportion of the staff at Sri Sri University is on long-term contracts. The firm is committed to providing stable and dependable employment to its employees. It increases the university's competitiveness in the job market. It improves the neighbourhood's social and economic stability. This is a significant

accomplishment that illustrates the university's commitment to its employees. The high percentage of employees with secure employment is clearly a factor in the University's favourable work environment. The university does this in a variety of ways. First, by offering them permanent positions, the institution may provide its employees with long-term job stability. The institution provides competitive compensation and benefits to its employees.

### Conclusion

The Sri Sri University believes Growth in the economy ought to benefit the entire world. For this reason, we need to ensure that economic growth produces respectable, satisfying jobs without endangering the environment. In addition to defending workers' rights, we must permanently eradicate child labour and modern slavery. Everyone can profit from entrepreneurship and innovation if we encourage job creation and provide access to banking and financial services.

