

**8 DECENT WORK AND
ECONOMIC GROWTH**



Progress Report
(2022-23)

SDG 8 Decent Work and Economic Growth

The United Nations General Assembly's 17 Goals for Sustainable Development (SDG's) provide priorities to work towards the well-being of the Earth and its people. Integral University understands the importance and urgent nature of SDG's and is committed to contribute in achievement of SDGs. The commitment towards SDGs is reflected through the work done within departments, and other units of the university. Progress reports of SDG 8 is as follows.

Metric	Description
8.1. Research on economic growth and employment	Full and productive employment, decent work for all, and sustained, inclusive, and sustainable economic growth are the main objectives of the eighth Sustainable Development Goal (SDG) of the UN. By creating an environment that promotes equity, inclusivity, professional development, and well-being, Integral University (IU) HR practices support the goals of SDG 8. IU contributes significantly to the university's mission of academic excellence and more general global sustainability goals by maintaining moral and open HR practices. Approx. 95+ publications are done based on Decent Work and Economic Growth.
8.2.1 Employment practice living wage	Pay and Benefits: Guaranteeing Equitable Salary and Assistance Benefits: Salary Structure and Equal Pay: In line with SDG 8's need for decent employment, Integral University maintains equitable and open compensation structures that are based on performance, experience, and qualifications. The university's focus on diversity and fairness is further reinforced by its commitment to gender pay equity. Benefits for Employees: Integral University provides a full range of benefits, such as health insurance, paid time off, housing support, and transportation. By providing flexible work schedules and emphasising employee well-being, IU supports SDG 8's emphasis on creating a safe and encouraging work environment. Bonuses, academic incentives, and employee recognition programs that commemorate achievements are all part of IU's rewards system, which promotes motivation and job satisfaction. This is in line with the objectives of fostering a work environment that honours employee contributions and productive employment.
8.2.2 Employment practice unions	Procedure for Separation: Maintaining Transparency and Respect: Integral University has a methodical separation procedure that upholds fairness, transparency, and dignity. Employees who leave the institution for whatever reason retirement, resignation, or termination are given the chance to participate in an exit interview. IU supports SDG 8's ideals of integrity and fair treatment by appreciating the experiences and opinions of every employee.
8.2.3 Employment policy on discrimination	Integral University has formulated a Employment policy on discrimination. https://www.iul.ac.in/IQAC/Inclusive-Equitable-Practices-Policy.aspx
8.2.4 Employment policy modern slavery	Integral University has formulated a Employment policy modern slavery. https://www.iul.ac.in/IQAC/Inclusive-Equitable-Practices-Policy.aspx
8.2.5 Employment practice equivalent rights outsourcing	Integral University, Third-Party Vendor Management Practice provides rules to guarantee ethical standards, legal compliance, and safe working conditions in all

	vendor engagements. The policy, which is applicable to suppliers, contractors, and service providers, requires compliance with labour laws, such as those pertaining to employee insurance, minimum pay, provident fund, and gratuities. Vendors are required to provide their employees with training, regular medical exams, health and safety precautions, statutory leave, and fair wages. They must uphold a discrimination-free workplace, promote human rights, and implement ecologically friendly methods. Additionally, vendors need to set up grievance procedures, put emergency response plans into place, and keep thorough records for audits. Contract termination or fines may follow noncompliance.
8.2.6 Employment policy pay scale equity	Integral University has formulated a Employment policy pay scale equity. https://www.iul.ac.in/IQAC/Inclusive-Equitable-Practices-Policy.aspx
8.2.7 Tracking pay scale for gender equity	HR Manual : https://www.iul.ac.in/iqac/RRA/Files/M4F_HR%20MANUAL%209.1.pdf
8.2.8 Employment practice appeal process	Grievance Redressal and Appeal Process: Offering a Fair Platform: Integral University has a strong grievance redressal system in place to handle employee concerns about harassment, discrimination, professional conduct, and other workplace issues. In line with SDG 8's commitment to promoting safe and equitable work conditions, IU's grievance procedure guarantees transparency, fairness, and responsiveness through committees devoted to these issues.
8.2.9 Employment practice labour rights	Establishing a Basis for Development through Onboarding and Induction: Through the onboarding process, Integral University equips new hires with the skills they need to succeed by introducing them to the university's mission, culture, and policies. A probationary term and a comprehensive orientation program guarantee that new personnel adjust well, reaffirming the organization's dedication to workplace integration and employee assistance. Employee Training and Development: Facilitating Learning and Development: 1. Programs for Professional Development: Integral University uses conferences, seminars, and workshops to promote lifelong learning and skill development. These opportunities support SDG 8's emphasis on encouraging lifelong learning for gainful employment by enabling workers to stay up to date in their industries and pursue additional education. 2. Coaching and Mentoring: IU offers coaching and mentoring programs to help both new and current staff members advance their careers and grow personally. By encouraging professional growth and peer interaction, this support creates a vibrant and effective work environment. 3. Performance Management: Regular reviews, goal-setting, and feedback are all part of IU's structured performance management system, which helps staff members reach their career and personal objectives. IU supports SDG 8 by emphasising performance and making sure that workers are inspired.
8.3.1 Indicator: Expenditure per employee	Number of employees -1936 University expenditure-8.56 lakh
8.4.1 Indicator: Proportion of students with work placements	Number of students - 13157 Number of students with work placements -47
8.5.1 Indicator: Proportion of employees on secure contracts	Number of employees -1936 Number of employees on contracts of over 24 months -0