



## **SDG 8: Decent Work and Economic Growth**

**(Report 2023-24)**

### **8.1 Research on economic growth and employment**

**Decent Work and Economic Growth**, by promoting interdisciplinary research focused on sustainable economic development, entrepreneurship, labor market dynamics, and inclusive growth. During the period **2014–2024**, the university has produced **1,042 Scopus-indexed publications**, out of which **96 publications** are directly aligned with SDG 8. These works collectively recorded **1,708 paper views**, a **citation index of 12.91**, and a **Field Citation Average of 3.71**, reflecting the depth and scholarly influence of the research addressing economic resilience, innovation, and productive employment.

#### **8.1.1: Decent Work and Economic Growth – CiteScore**

In 2024, the **Cumulative CiteScore of SDG 8 publications reached 11.3**, demonstrating a significant impact of K.R. Mangalam University's contributions to the global discourse on sustainable economic development. The high CiteScore illustrates the university's capability to publish in reputable, high-impact journals, where the research outcomes are not only academically strong but also practically relevant to policymakers, economists, and labor experts. This underscores the institution's consistent efforts to foster high-quality research that addresses key aspects of economic growth, innovation, and employment generation.

#### **8.1.2: Decent Work and Economic Growth – Publications**

The **96 SDG-aligned publications** highlight the university's multi-dimensional approach to exploring issues such as entrepreneurship development, informal sector employment, skill enhancement, and inclusive labor policies. These studies provide insights into balancing economic progress with social welfare, ensuring that growth benefits are equitably distributed. The increasing number of high-quality outputs reflects the university's strategic vision to link academic research with sustainable economic practices. Through these research contributions, K.R. Mangalam University continues to strengthen its role as a key knowledge partner in driving inclusive and sustainable economic growth aligned with SDG 8.



### 8.2.1: Employment practice living wage

K.R. Mangalam University offers a pay scale prescribed by the University Grants Commission (UGC), Govt of Haryana and as per Institutional norms in accordance with UGC, Government of Haryana norms providing for common scales, career advancement among others. The pay for outsourced, contractual and support staff is based on minimum wages as per Government of India directives.

### 8.2.2: Employment practice unions

KRMU has strong Welfare and Staff Grievance Redressal Committees to facilitate participation of staff members, wherein matters are discussed among all members concerned, for transparency and well-being of staff. Regular meetings, staff open forums and feedback mechanisms are established for communication for employees to voice the organizations policies, and decision-making processes.

### 8.2.3 – Employment Policy on Discrimination

K.R. Mangalam University upholds a strong institutional commitment to equality, dignity, and inclusion within the workplace. The University has adopted a comprehensive **Policy on Addressing Poverty, Employment, and Prevention of Modern Slavery**, which prohibits all forms of discrimination and ensures fair and ethical employment practices. The policy guarantees **equal opportunity in recruitment, remuneration, and career progression** irrespective of religion, gender, caste, age, disability, ethnicity, sexuality, or refugee status.

**K.R. Mangalam University** maintains a **zero-tolerance approach** to forced, bonded, or child labour and strictly prohibits coercive or exploitative practices. The University ensures that all employees, including contractual and outsourced staff, receive **fair wages, safe working conditions, and access to grievance redressal mechanisms**. Regular audits, ethical vendor declarations, and transparent recruitment procedures reinforce institutional accountability.

Through continuous training, internal monitoring, and an active grievance cell, **K.R. Mangalam University** promotes a **safe, inclusive, and equitable work environment** aligned with ILO Conventions and SDG 8 principles of decent work and economic growth. This policy demonstrates the University's dedication to **ending workplace discrimination and fostering human rights and social justice** across all operations and partnerships.

[Policy Revised Policy](#)



#### 8.2.4 – Employment Policy on Modern Slavery

K.R. Mangalam University demonstrates a strong institutional commitment to eradicating forced labour, modern slavery, human trafficking, and child labour through its **Policy on Addressing Poverty, Employment, and Prevention of Modern Slavery**. The policy upholds principles of **human dignity, equality, and fair treatment** for all individuals involved in university operations and partnerships.

**K.R. Mangalam University** maintains a **zero-tolerance policy** towards any exploitative or coercive labour practices, ensuring that all employees and vendors adhere to national laws and international conventions. It mandates **ethical recruitment**, prohibits the charging of recruitment fees, document retention, or any form of coercion, and guarantees that no child or bonded labour is employed.

The University conducts **regular audits and vendor compliance checks** and requires all contractors to sign a **Declaration of Ethical Labour Practices**. In case of violations, corrective and legal actions are initiated immediately. Through awareness programmes, training sessions, and grievance mechanisms, **K.R. Mangalam University** promotes an environment of **transparency, accountability, and human rights protection**, contributing actively to ensure decent Work to all the employees.

#### [Policy Revised Policy](#)

#### 8.2.5 – Employment Practice: Equivalent Rights in Outsourcing

K.R. Mangalam University has adopted an inclusive and equitable **Employment Practice and Equivalent Rights Policy for Outsourced Staff** as part of its *Integrated Human Resource and Employment Policy Manual (2023 Edition)*. The policy ensures that all outsourced employees receive **equal and fair treatment comparable to regular staff** in terms of wages, welfare, and working conditions.

**K.R. Mangalam University** guarantees that outsourced workers are paid at least the minimum wages prescribed by law and are covered under **statutory benefits such as Provident Fund (PF), Employees' State Insurance (ESI)**, and access to a safe, dignified workplace.



Contractors engaged by the University are required to follow ethical and lawful labour practices, with regular monitoring and compliance audits conducted by the Human Resource Department.

Outsourced employees performing similar work as regular staff are entitled to **equitable pay, respect, and grievance redressal access**, ensuring social justice and fairness in employment. The policy, publicly available and reviewed in **2023**, reflects **K.R. Mangalam University** continued commitment to **ethical outsourcing, equality, and responsible employment** aligned with **SDG 8 – Decent Work and Economic Growth**.

### Policy

#### **8.2.6 – Employment Policy on Pay Scale Equity**

K.R. Mangalam University ensures a fair, transparent, and equitable compensation system through its **Pay Scale Equity Policy** outlined in the *Integrated Human Resource and Employment Policy Manual (2023 Edition)*. The policy reinforces the University's commitment to **equal pay for equal work**, prohibiting any discrimination in remuneration based on gender, designation category, or employment type.

All pay structures at **K.R. Mangalam University** are aligned with **UGC norms, internal equity standards, and national labour laws**, ensuring uniformity and fairness across academic and administrative levels. The Human Resource and Finance Departments jointly conduct an **annual pay parity review** to identify and address any gender-based or structural pay gaps through transparent corrective measures.

The University promotes inclusivity, accountability, and compliance with **ILO's Equal Remuneration Convention** by continuously measuring and monitoring wage equity. Reviewed in **2023**, this policy underscores **K.R. Mangalam University** dedication to building an environment of **equitable growth, gender fairness, and social justice**, fully aligned with **SDG 8 – Decent Work and Economic Growth**.

### Policy



### 8.2.7 – Tracking Pay Scale for Gender Equity

K.R. Mangalam University systematically monitors and tracks **gender equity in pay scales** as part of its *Anti-Discrimination Policy* and institutional commitment to fair employment practices. The University ensures that all compensation structures are **free from gender bias** and that remuneration is based solely on merit, qualification, and performance.

Through its **Equal Pay and Opportunity Framework**, K.R. Mangalam University conducts periodic reviews of salary data to assess and correct any gender-based disparities among teaching, administrative, and contractual employees. The **Human Resource Department** collaborates with the Equal Opportunity and Diversity Office to analyze wage trends and maintain records ensuring that male and female employees performing work of equal value receive comparable pay and benefits.

Findings from these reviews are reported to senior management for transparency and continuous improvement. The policy reviewed in **2023** and publicly available on the University's website reflects **K.R. Mangalam University** dedication to **measuring, monitoring, and eliminating gender pay gaps**, aligning with **SDG 8: Decent Work and Economic Growth**.

#### [Policy Revised Policy](#)

### 8.2.8 – Employment Practice: Appeal Process for Employee Rights and Pay

K.R. Mangalam University ensures a transparent and fair mechanism for all employees to **appeal on matters related to employment rights, pay, or workplace concerns** through the *Integrated Human Resource and Employment Policy Manual (2023 Edition)*. The University's policy establishes a **formal multi-tier appeal and grievance redressal process** to uphold integrity, fairness, and accountability in employment practices.

Employees have the right to submit written appeals regarding **pay revisions, performance evaluations, leave denials, or service-related decisions** to their immediate supervisor, Head of Department, or directly to the **Registrar and Human Resource Department**. If unresolved, the case is escalated to the **Vice Chancellor or the Grievance Redressal Committee**, which conducts impartial reviews and ensures timely resolution in accordance with institutional and statutory guidelines.



All appeal and grievance records are documented for transparency, and employees are protected from retaliation under the University's ethical employment code. The process, publicly available and reviewed in **2023**, reflects **K.R. Mangalam University** commitment to **upholding workers' rights, pay equity, and procedural justice**, consistent with **SDG 8 – Decent Work and Economic Growth**.

### Policy

#### **8.2.9 – Employment Practice on Labour Rights**

K.R. Mangalam University upholds the **principles of labour rights, freedom of association, and collective bargaining** as core values of its institutional governance. Through the *Policy on Addressing Poverty, Employment, and Prevention of Modern Slavery*, the University ensures that all teaching, non-teaching, contractual, and international staff are treated with dignity, fairness, and equality in line with **ILO Conventions** and **Indian Labour Laws**.

**K.R. Mangalam University** recognizes the right of employees to **form associations, raise concerns collectively, and engage in constructive dialogue** with management regarding working conditions, pay, and welfare. The University promotes an open environment where staff can communicate freely without fear of discrimination or retaliation.

The policy guarantees **equal opportunity, fair wages, humane working hours, and grievance redressal mechanisms** accessible to all employees, including women and foreign staff. Regular internal audits, orientation programmes, and transparent vendor practices reinforce compliance. Reviewed in **2023** and publicly available, this framework reflects **K.R. Mangalam University** unwavering commitment to **protecting labour rights and advancing SDG 8 – Decent Work and Economic Growth**.

### Policy Revised Policy

#### **8.3.1 — Indicator: Expenditure per employee:**

In K.R. Mangalam University experiential learning and employability are integral parts of academic programmes. During the academic year 2023–24, the University achieved 100% internship participation and an impressive 80% student placement rate across all programmes. This strong record reflects the institution's commitment to integrating theoretical learning with





real-world exposure, ensuring that every student gain practical skill and professional experience before graduation.

#### **8.4.1 — Proportion of students with work placements**

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This achievement directly aligns with **SDG 8.4.1 proportion of students with work placements**, which emphasizes decent work opportunities and sustainable economic growth. The data represent the **Full-Time Equivalent** number of students enrolled in all degree and certification programmes during 2024, and the subset who completed work placements of more than one month as part of their course requirements. Through its comprehensive internship ecosystem and strong industry partnerships, K.R. Mangalam University effectively prepares students for meaningful careers while advancing the goals of inclusive and sustainable development.

#### **8.5.1 — Proportion of employees on secure contracts**

K.R. Mangalam University, employee stability and long-term engagement are key priorities in promoting sustainable institutional growth. As of **2023**, nearly **80% of the teaching and non-teaching staff**, including outsourced core service employees have been employed on **secure contracts extending beyond 24 months**. This demonstrates the university's commitment to creating a reliable and supportive work environment that values experience, continuity, and job security.

This initiative highlights decent work and economic sustainability through secure employment practices. It reflects the Full-Time Equivalent count of all university employees and the subset serving on contracts exceeding two years. By maintaining a high proportion of stable employment, K.R. Mangalam University ensures consistency in academic quality, fosters institutional loyalty, and contributes to the broader goal of sustainable human resource development and economic well-being.