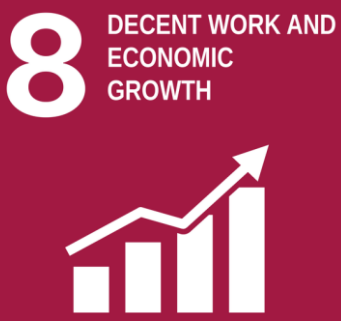


SUSTAINABLE DEVELOPMENT GOAL 8

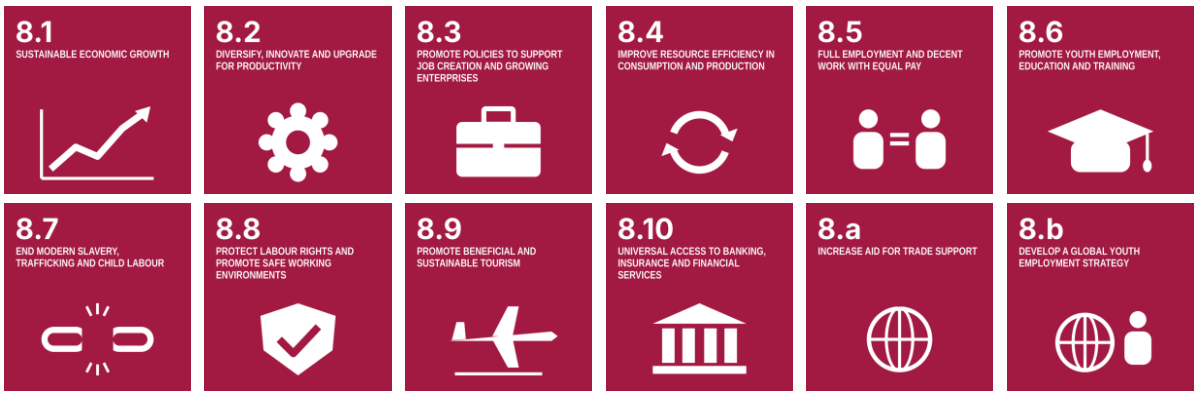
DECENT WORK AND ECONOMIC GROWTH

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

Institutional Report

THE Impact Rankings Evidence

SDG 8 TARGETS



Sathyabama Institute of Science and Technology

(Deemed to be University) · Accredited with Grade 'A++' by NAAC

Chennai, Tamil Nadu, India

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Introduction

About Sathyabama

Sathyabama Institute of Science and Technology is a Deemed to be University in Chennai, Tamil Nadu, accredited with Grade 'A++' by NAAC. Its schools, departments and research centres span engineering, technology, the sciences and law, and in 2025 the Institution employed 1,533 full-time academic staff.

Our Commitment to Decent Work

For a university, decent work begins with the people it employs. It means paying staff fairly and openly, hiring and promoting on merit, treating women and men equally, protecting people from discrimination, harassment and forced labour, offering secure jobs with proper welfare provisions, and giving everyone a fair way to speak up when something goes wrong.

It also means preparing students for working life. Through internships, employer partnerships and placements, Sathyabama aims to ensure that its graduates leave with real experience of the workplace and are ready to contribute to inclusive economic growth.

Metric 8.2: Employment Practices

8.2.1 Payment of a Living Wage

At Sathyabama, fair pay is written down, not left to chance. Every member of staff is paid on pay scales approved by the Management in line with UGC norms. Regular staff also receive Dearness Allowance, House Rent Allowance and other allowances, which the Management revises from time to time (Section 8.2).

Pay is only part of the package. All eligible staff are enrolled in the Employees' Provident Fund, with the Institution making the employer's contribution (Section 11.1). Staff with five years of continuous service earn gratuity (Section 11.2). Everyone is covered by a group accident and hospitalisation insurance policy, and the Institution pays the full premium (Section 11.3). In the policy's own words, the aim is to "guarantee comprehensive and dignified welfare provisions" for all regular employees (Section 2).

> **EVIDENCE — PUBLIC LINKS**
> **Service Policy 2024:** https://sist.sathyabama.ac.in/website/Service%20Policy%202024_Web%20%281%29.pdf

8.2.3 Policy on Ending Discrimination in the Workplace

The Service Policy commits Sathyabama to "a workplace culture that is free from discrimination, harassment and bias", built on inclusion, mutual respect and professional integrity (Section 2). It applies to everyone the Institution employs: senior administrators, teaching and research faculty, administrative and support staff, and people on contract, temporary or daily-wage terms (Section 3.1). The Anti-Discrimination and Anti-Harassment Policy reinforces these commitments.

Fairness from the First Step

Recruitment is merit-based from the outset. A committee screens the applications, candidates take a written or practical test, and the final choice is made by a selection committee that includes external experts. Decisions rest on test performance, subject knowledge, aptitude and experience (Section 6.2). Seniority is fixed by merit (Section 7.3), and promotion follows published criteria of qualification and experience that apply equally to everyone (Section 9.3).

Fairness in Everyday Work

Heads of department and deans must review staff appraisals "with fairness and without any bias or personal prejudice" (Section 9.1). Faculty, in turn, must treat every student fairly, "irrespective of religion, caste, creed, sex, or socioeconomic status" (Section 12.2.1 f).

> **EVIDENCE — PUBLIC LINKS**
> **Service Policy 2024:** https://sist.sathyabama.ac.in/website/Service%20Policy%202024_Web%20%281%29.pdf
> **Anti-Discrimination and Anti-Harassment Policy:**
> https://sist.sathyabama.ac.in/download/AntiDiscriminationPolicy.pdf

8.2.4 Policies against Modern Slavery, Forced Labour, Human Trafficking and Child Labour

Sathyabama's stand against forced labour and trafficking shows up in three places: how it employs people, how it protects their rights, and the work it does on the issue beyond the campus.

Employment Is Voluntary and Open

Every post is filled through open advertisement, a written or practical test and an interview before a selection committee, and appointment orders are issued formally by the Registrar (Section 6.2). Nobody is tied to the job: any member of staff may resign by giving three months' notice, or by paying three months' salary in its place (Section 9.4.2). These terms extend to staff engaged on temporary, fixed-term or daily-wage terms (Section 3.1).

Rights Are Protected and Complaints Are Heard

Sathyabama's Human Rights Cell exists to promote and protect human rights on campus through institutional policy, capacity building and the control of violations, so that staff and students feel protected, safe and respected. Anyone can raise a concern in person, by letter or by email to hrcell@sathyabama.ac.in, and reported violations are to be resolved within five working days.

Working against Trafficking and Bonded Labour

The School of Law's Anti-Human Trafficking Club, in partnership with International Justice Mission (IJM), released a study titled **"Implementation of the Bonded Labour System Act in Tamil Nadu"**. The study set out to raise awareness of trafficking, support survivors and strengthen legal responses to organised exploitation.

The Institution has also held a regional symposium with ICWO and Bachpan Bachao Andolan on trafficking prevention, victim rehabilitation, law-enforcement coordination and community vigilance. Closer to home, the club ran an anti-trafficking awareness challenge for students on 26 September 2024 (*Campus Insights*, Issue 2, 2024–25).

> **EVIDENCE — PUBLIC LINKS**
> **Service Policy 2024:** https://sist.sathyabama.ac.in/website/Service%20Policy%202024_Web%20%281%29.pdf
> **Human Rights Cell:** https://www.sathyabama.ac.in/sites/default/files/2020-12/Human%20rights%20cell.pdf

8.2.5 Equivalent Rights for Outsourced Workers

People who work on Sathyabama's campus through contractors are not left outside its protections. Several of the Institution's policies reach them directly.

Protection from Harassment

The anti-harassment provisions of the Anti-Discrimination and Anti-Harassment Policy (Edition 4, revised 29 May 2024) cover full-time, part-time and contract employees alike. Complaints are heard by the Internal Complaints Committee constituted under the Sexual Harassment of Women at Workplace Act, 2013.

A Voice through the Human Rights Cell

The Human Rights Cell's remit is not limited to offices and classrooms. It extends to work-related activities on campus, work travel and field trips, and social events. The Cell handles complaints of discrimination and harassment, including the withholding of promotion, compensation or selection on discriminatory grounds.

Responsible Sourcing

The Institution's Purchase Policy requires materials, products and services to be responsibly sourced from vendors who follow environment-friendly practices. Recurring services are procured through annual maintenance contracts.

> EVIDENCE — PUBLIC LINKS
>
> **Anti-Discrimination and Anti-Harassment Policy:** https://sist.sathyabama.ac.in/download/AntiDiscriminationPolicy.pdf
> **Human Rights Cell:** https://www.sathyabama.ac.in/sites/default/files/2020-12/Human%20rights%20cell.pdf
> **Purchase Policy:** https://sist.sathyabama.ac.in/download/iqac/purchase_policy.pdf

8.2.6 Policy on Pay Scale Equity

Sathyabama pays its staff on a single, transparent framework. All staff are governed by the same Management-approved pay scales aligned with UGC norms (Section 8.2). Because the pay scale for each post appears in the public vacancy notice (Section 6.2), two people appointed to the same post are paid on the same scale, whoever they are.

Pay progression follows the same open rules for everyone. A faculty member earns an annual increment by meeting any two of these five published criteria (Section 8.3):

- a publication in a Scopus or Web of Science indexed journal or conference;
- a research grant from a funding agency or industry;
- a consultancy project;
- involvement in activities for the growth of the Institution;
- organising or taking part in conferences, symposia, workshops or seminars.

Promotion to Associate Professor and Professor depends on stated qualifications and years of experience (Section 9.3). Before any increment or promotion is recommended, each faculty member's annual performance report passes through several hands: it is reviewed by the head of department and dean, screened by the Internal Quality Assurance Cell and considered by a review committee (Section 9.1). These layers of review keep pay decisions consistent and objective.

> EVIDENCE — PUBLIC LINKS
>
> **Service Policy 2024:** https://sist.sathyabama.ac.in/website/Service%20Policy%202024_Web%20%281%29.pdf

8.2.7 Measuring and Tracking Pay Scale Gender Equity

Sathyabama treats equal pay for women and men as something to keep watch over, not simply declare. Its policies set the standard, and its review processes and reporting give it the means to check that the standard is being met.

A Clear Standard to Measure Against

The Gender Policy is direct: **"Equal pay and equal terms of employment shall apply to men and women"**, with pay decisions made on the basis of performance, grade and business factors. Because every post has a published, UGC-aligned pay scale (see 8.2.6), any difference in pay between a woman and a man in the same post would be visible against a fixed reference point.

Every Pay Decision Is Reviewed

Increments, promotions and career advancement all flow from the annual performance appraisal, which goes through the layered review described under 8.2.6 (Section 9.1). Because reviewers must assess each appraisal without bias or personal prejudice, the Institution has a regular, documented check on how pay progression is decided for every member of staff.

Reporting on Women at Work

Through its Gender Sensitization Action Plan, Sathyabama commits to continue to pursue and report on statistics of the participation and experience of its staff. The aim is to improve the engagement, retention and advancement of female staff and students, and to give women a wider role in governance and decision-making. The Women Empowerment Cell and a Gender Sensitization Working Committee support this work.

The Institution already reports on the gender profile of its workforce. Its Sustainability Report 2023–24 records that more than 70% of staff members are women. It describes the Institution as practising positive discrimination towards women in recruitment, and states that pay decisions are based on merit, performance and grade rather than gender.

> **EVIDENCE — PUBLIC LINKS**
> **Gender Policy:** https://www.sathyabama.ac.in/sites/default/files/2020-12/Gender%20Policy%20%282%29.pdf
> **Service Policy 2024:** https://sist.sathyabama.ac.in/website/Service%20Policy%202024_Web%20%281%29.pdf

8.2.8 Processes to Appeal Decisions on Rights and Pay

The Service Policy promises every employee "access to a fair, timely and confidential grievance redressal system that protects legitimate professional interests" (Section 2), and it spells out how that works in practice (Table 2).

Table 1. Grievance and appeal route for staff (Service Policy, Sections 12.2.1 i and 12.2.2 j)

Step	What happens
1	The staff member raises the concern with their immediate superior.
2	If it is not resolved, they submit the facts or evidence to the Grievance Redressal Committee.
3	If they are still not satisfied, they appeal to a higher authority.

Because increments, promotions and career advancement depend on the annual appraisal, this route covers the decisions that affect pay most directly.

Disciplinary decisions carry their own safeguards. No action is taken until the grounds have been established and the staff member has had a reasonable opportunity to defend themselves, and an enquiry committee may be set up where needed. Anyone who believes a penalty is excessive may

appeal to a higher authority (Section 12.3). Staff can also propose changes to the Service Policy itself through the Office of the Registrar (Section 13).

EVIDENCE — PUBLIC LINKS

Service Policy 2024: https://sist.sathyabama.ac.in/website/Service%20Policy%202024_Web%20%281%29.pdf
Employee Grievance Cell: https://www.sathyabama.ac.in/node/1718

8.2.9 Recognition of Labour Rights

The Service Policy brings together, in one place, the rights every member of staff can rely on: lawful terms of service, reasonable working hours, paid leave, social security, fair treatment and a way to challenge decisions.

Terms of Service That Follow the Law

One of the Service Policy's stated objectives is “full compliance with the guidelines, regulations and directions issued by UGC, the Ministry of Education, Government of India and other Statutory and Regulatory Bodies” (Section 2). Its key benefits are framed by statute: staff are enrolled in the Employees' Provident Fund “in accordance with the applicable statutory provisions” (Section 11.1), gratuity is paid after five years of continuous service (Section 11.2), and eligibility for maternity benefit follows the applicable statutory provisions (Section 10).

Reasonable Hours and Paid Leave

Working time has clear limits. The policy sets a 40-hour working week for all teaching and research staff, with caps on teaching hours that fall as seniority rises (Section 12.2). Staff are entitled to paid leave for personal, medical and professional reasons, as set out in Table 3.

Table 2. Leave entitlements under the Service Policy (Section 10)

Leave type	Entitlement
Casual leave	11 days per academic year, for all staff
Medical leave	Up to one week, for illness requiring hospitalisation (after two years' service)
Maternity leave	Up to 12 weeks for female staff, with eligibility as per statutory provisions
On-duty leave	Up to 8 days for conferences, examining, research and professional activities
Study / sabbatical leave	Up to 24 months for postdoctoral work or higher studies
Vacation	As per Institute norms

Fair Treatment and the Right to Be Heard

No member of staff faces disciplinary action without the grounds being established and a reasonable opportunity to respond, and every employee has access to the grievance and appeal route described under 8.2.8. Staff are further protected by the Anti-Discrimination and Anti-Harassment Policy (8.2.3) and by the Human Rights Cell (8.2.4).

Promoting Labour Rights beyond the Campus

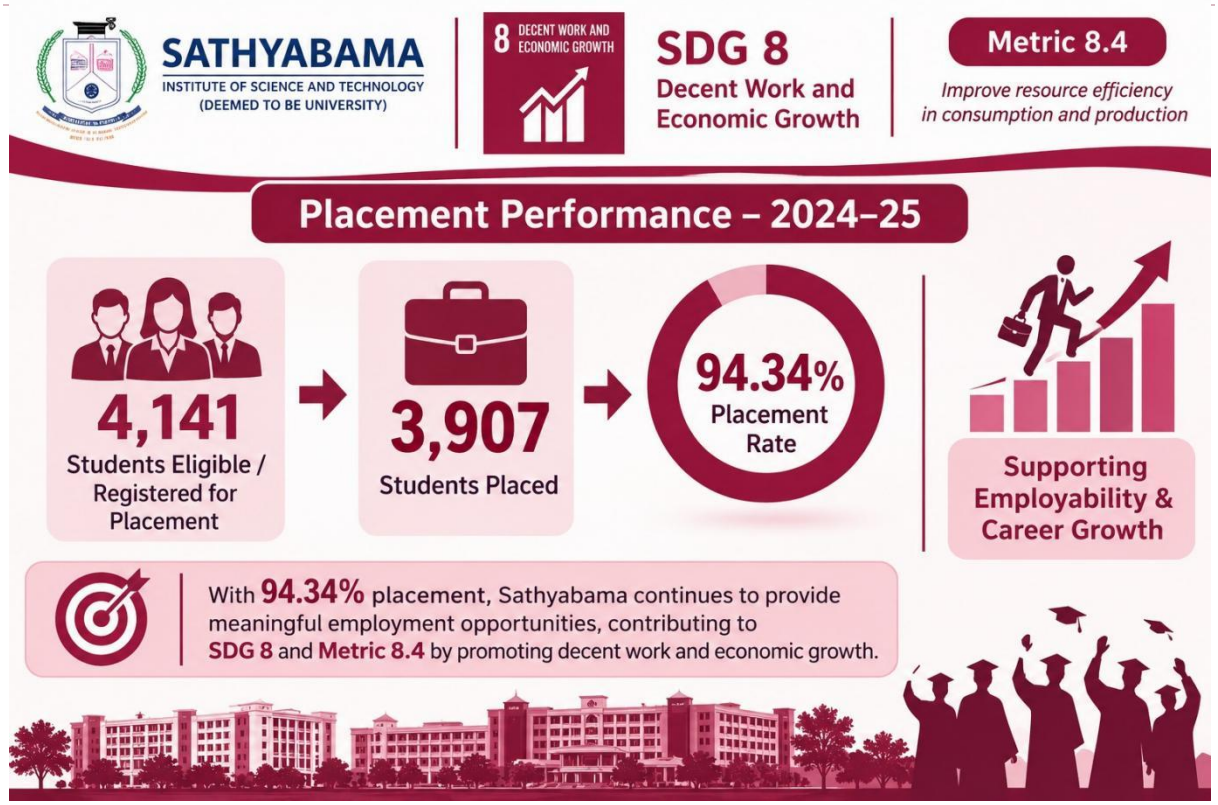
Sathyabama also helps build awareness of labour rights. Labour laws are among the focus areas of its B.B.A. LL.B. (Hons) programme, and the School of Law's study with International Justice Mission on the Bonded Labour System Act in Tamil Nadu (8.2.4) is part of the same effort.

EVIDENCE — PUBLIC LINKS

Service Policy 2024: https://sist.sathyabama.ac.in/website/Service%20Policy%202024_Web%20%281%29.pdf
Anti-Discrimination and Anti-Harassment Policy: https://sist.sathyabama.ac.in/download/AntiDiscriminationPolicy.pdf
Human Rights Cell: https://www.sathyabama.ac.in/sites/default/files/2020-12/Human%20rights%20cell.pdf

Metric 8.4: Proportion of Students Taking Work Placements

During the academic year 2024–25, Sathyabama Institute of Science and Technology recorded 4,141 students eligible/registered for placement activities, of whom 3,907 students were placed, achieving a placement rate of 94.34%. This reflects the institution's commitment to enhancing employability, strengthening industry–academia engagement, and supporting students' transition into the workforce. These efforts contribute to SDG 8 (Decent Work and Economic Growth), Metric 8.4, by promoting employment opportunities, career readiness and access to professional pathways for graduates.



Internships as Part of Learning

At Sathyabama, time spent in the workplace is part of how students learn. Departments and research centres run structured internships every year, giving students hands-on experience in fields such as software development, data analytics, geospatial technology, non-destructive testing, biotechnology and clinical nutrition.

Employer Partnerships and International Internships

Sathyabama maintains approximately 120 employer partnerships with hospitals, testing laboratories, energy and engineering firms, technology companies, and media houses, providing students with opportunities for internships, industrial training, and workplace exposure. Students also gain international experience through internships with partner universities in Malaysia, Singapore, and the United Kingdom, alongside nationally recognised virtual internship programmes. These collaborations strengthen employability, practical skills, industry readiness, and career development, contributing to SDG 8 – Decent Work and Economic Growth.


SATHYABAMA
INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)
8 DECENT WORK AND ECONOMIC GROWTH
SDG 8
Decent Work and Economic Growth
Metric 8.4
Improve resource efficiency in consumption and production
Employer Partnerships and International Internships
~120
Partnerships
with leading employers and international institutions
Industry Partners
Formal agreements with employers provide students with internships, training and real-world exposure in:
Hospitals
Testing Laboratories
Energy & Engineering Firms
Technology Companies
Media Houses
International Internships
Students also pursue internships abroad with partner universities in
Malaysia, Singapore and the United Kingdom,
as well as in nationally recognised virtual internship programmes.
Building Career Readiness for a Decent and Inclusive Future

Metric 8.5: Proportion of Employees on Secure Contracts

The Path to a Regular Appointment

Sathyabama's Service Policy is built around long-term, secure employment. Staff join regular posts through an open, merit-based recruitment process. After a period of probation with satisfactory service, they receive a regular appointment and can build a full career at the Institution until superannuation.

Security That Works Both Ways

The Institution can end a regular appointment only after giving advance notice, and staff give the same notice when they choose to leave. Long service brings provident fund, gratuity and insurance cover, and faculty can take study leave for higher qualifications and then return to their posts.

A Largely Full-Time Academic Workforce

Most of the academic workforce is employed full-time; in 2025 the Institution employed 1,533 full-time academic staff. Fixed-term, part-time and visiting appointments are kept for specific needs, such as funded projects, practitioner expertise and post-retirement service. The result is a stable workforce that can plan its future and grow with the Institution.

EVIDENCE — PUBLIC LINKS

Service Policy 2024: https://sist.sathyabama.ac.in/website/Service%20Policy%202024_Web%20%281%29.pdf

Conclusion

Sathyabama's contribution to SDG 8 rests on written, public commitments that are applied in practice. Pay is set on published, UGC-aligned scales with statutory and fully funded welfare benefits, and every recruitment, increment and promotion follows common rules and passes through layered review, giving the Institution a fixed reference point for equal pay between women and men.

Protection extends to everyone who works on campus, including contract and outsourced staff, and the grievance, appeal and Human Rights Cell routes give each person a clear way to be heard. A workforce built on regular, long-term appointments provides the security on which decent work depends.

Beyond its own staff, the Institution prepares students for employment through structured internships and employer and international partnerships, and its School of Law carries labour-rights and anti-trafficking work into the wider community. Together, these show a steady, practical commitment to decent work and inclusive economic growth.

- School of Law Anti-Human Trafficking Club with International Justice Mission (8.2.4).