

Report on Decent Work and Economic Growth





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

Sustainable Development
Goal 8 emphasizes the role of
higher education institutions
not only in providing decent
jobs but also in raising the
future workforce towards
contributing to decent work
and economic growth. Thus, it
underlines the need to achieve
productive employment,
decent work for all women
and men, including young
people and persons with
disabilities, and equal pay for
work of equal value.

At Shiv Nadar University, we contribute to SDG 8 through teaching, research, university practices, and partnerships. Here is a glimpse of our work.

TEACHING AND LEARNING

The School of Humanities and Social Sciences and the School of Management and Entrepreneurship offer undergraduate and graduate students courses, teaching several aspects and debates around decent work and economic growth. Some of these courses include, Economic Growth and Environmental Quality (ECO 292), Economic Growth and Development (SWC 601), Economic Development (ECO 415), Growth and Inequality (ECO 425), Economics of Discrimination (ECO 684), Interrogating Histories and Theories of Economic Development (INT 202), Development Economics (ECO 605), Education for Sustainable Development (SWE 313).



We also offer meaningful education around sustainability and related areas to all students across the University, such as Environmental Studies (CCC 704), Environmental Impact Assessment (CCC 406), Energy for Sustainable Future (CCC 614), Green Energy Technologies (CCC 613), and many more.

RESEARCH

Post Doctoral Fellowship Program at the Center of Excellence in Himalayan Studies

The Center of Excellence in Himalayan Studies at Shiv Nadar University has instituted a post-doctoral fellowship to support early-career scholars from Himalayan and border regions who may not otherwise have access to opportunities of this scale. The idea is to enable scholars to remain invested in, and actively work within, their home or field areas while contributing to relevant research and policy. The fellowship kicked off in January 2025 and has

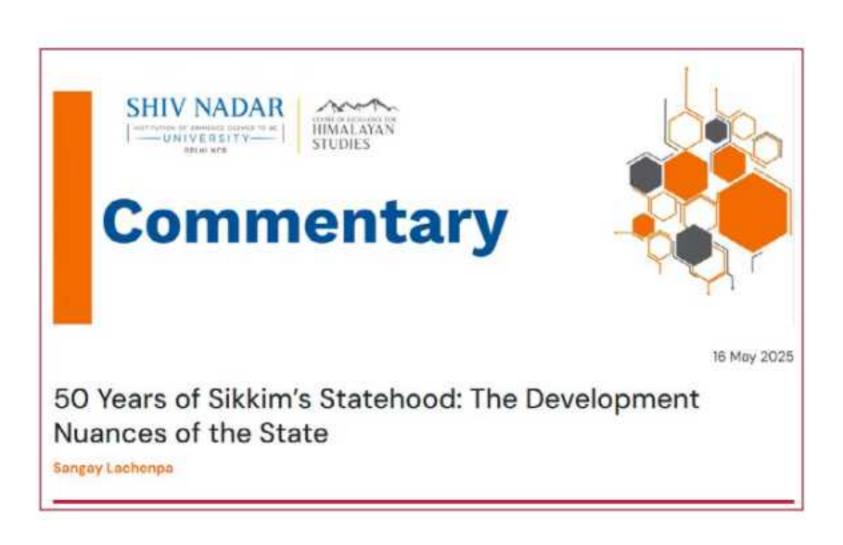
Dr. Sangay Lachenpa is one of the post-doctoral scholars at the center who actively works and

produced significant work.

publishes on issues around development and the environment. One example is:

50 Years of Sikkim's Statehood: The Development Nuances of the State

The creation of such a 'dependency economy' entraps Sikkim in a 'vicious circle of dependency' where the state is dependent upon an external agency to continue its growth. The 'dependency economy' hinders long-term economic growth and is not sustainable. Often, local development dynamics become captive to the availability of central funds or the discretion of central authorities. If central funding through grants were to stop or weaken, or the central government would lower the share of central tax revenue disbursed, it would put fiscal stress on the state exchequer. Political bias and regional politics have always been a factor in the disbursement of the central funds (especially grants-in-aid). As the tax revenue and the non-tax revenue within the state form a marginal source of income, central government actions will have very consequential effects for inclusive growth and development in Sikkim.



Religious institutions and gendered time use: evidence from Ramadan festivities in India

The paper discusses how the religious mandate of the holy month of Ramadan affects the gendered distribution of time use within Muslim households in India. Using rich data on time use from a nationally representative time use survey and employing a difference-in-differences methodology, the paper argues that Ramadan moderates the gender disparities in intrahousehold time use for Muslim households. The

moderating influence is stronger in districts with a higher Muslim proportion. The reduction in gender differences is due to declines in gender-specific time use in employment, learning activities, domestic work, and self-care. Reduction in domestic work time for women, especially food preparation time, is more pronounced in districts with a high Muslim proportion, suggesting the 'communalisation of domestic work' due to Ramadan.

Dasgupta, Aparajita, and Ashokankur Datta. "Religious institutions and gendered time use: evidence from Ramadan festivities in India." *Journal of Population Economics* 37, no. 3 (2024): 57.

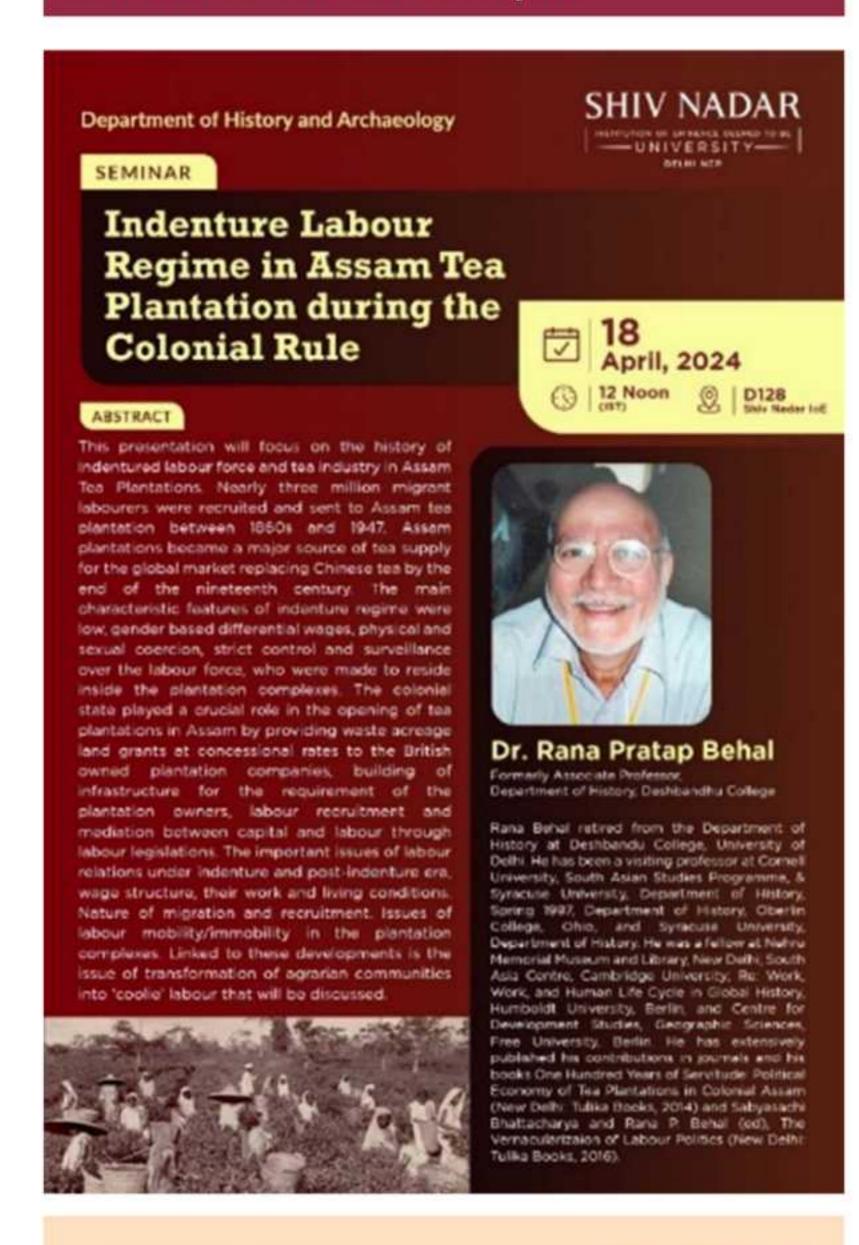
Redesign of the traditional handloom

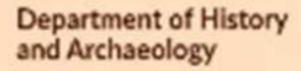
Dr. Prakash Kumar, Associate Professor, Department of Design, received a research grant from the Department of Scientific and Industrial Research (DSIR), Government of India, for a project to redesign the traditional handloom. The project aims to address occupational problems associated with conventional handlooms, which make weaving a cumbersome and physically demanding task involving both legs and hands. Redesigning the traditional handloom would increase their efficiency and output, hence the income for the weaver. Another important aspect is that of marginalized weaving communities who cannot buy a new system by discarding the present setup. The project is developing a set of low-cost accessories that can be fitted to existing traditional arrangements so that, at a minimal cost, weavers can increase their efficiency and income at the same time.





Conversation on Campus





SHIV NADAR

SEMINAR

"Workers think they are masters in the mill": Workers' Shopfloor Committees in the Bombay Cotton Textile Industry, c. 1927-1930

ARSTRACT

in October 868, in the face of the looming Great Depression, the lad an continued Domine Hill Connect at Association atternance to helicinglish the work process in their mile that upfacing them as letter discipling week bile to had an and more ettendenes). Organization till stantom till connections of the last Kangar Jean Challe. Wohate Oracl reincome responsed by CONTY ONLY ITS NOW ONSELS ASSECT ASS. BES SHIPS trange with a needs, managerie authority eritted a perior of this as mil continue estable cares the union and for only beg fande nafarde bei be er Lauferami enter. La warrante and piders, what a new lead with Dura of ret management, market corner fabouring on the hale of labour mas imminers. At it will official armed traves we with FENDINGS TO PERSONAL BY THOSE BURNEY BY Arrians cars Sorday to the term of societ FIRST CARE

presence in the major industrial centres of South
Asia and studying there allows us to reassess the
political spheres of the last-co-brist world.



Engaging with decades on workers' politics, trade unlesson and the interver clobel revolutionary moment, my paper will expend the hithertologisched belong of workers' controllies, as a limited thereby and closure. I am experience for mysting our unconstructing of south name labour politics at the end of unpers

DATE 14 November 2024

TIME 12 PM

VENUE D-128, Shiv Nadar IoE



Dr. Zaen Alkazi (Postdoctoral Fellow, New Political Economy Initiative, IIT Bombay)

UNIVERSITY OPERATIONS

Careers at Shiv Nadar

At Shiv Nadar University, we provide a diverse and inclusive work environment with equal professional development opportunities and academic freedom. The university offers competitive salaries and benefits, academic leaves, and encourages work-life balance. As an employer, it offers benefits packages that include comprehensive medical coverage and other programs to promote professional growth and personal well-being. From a vast array of development programs to workshops and career programs, people from diverse backgrounds are encouraged to join the community and contribute to a discrimination and harassment-free workplace. The university hires qualified people and offers them a stimulating workplace to learn.



Disability Support Cell

Shiv Nadar Institution of Eminence has constituted a Disability Support Cell (ref. bod/2019-20/632, for compliance with the Honourable Supreme Court Order No.292 of 2006) for the staff and students with disabilities in the University. The objectives of the cell are to make the campus friendly for all with disabilities, provide easy access to resources, address problems or special needs, and facilitate the work-life journey while maintaining the confidentiality of disability-related information. Everyone on campus can access the cell via the office and contact disability.support@snu.edu.in.

Campus Jobs

The University provides students with <u>opportunities</u> to enrich their holistic learning experience with real-life work. The work may or may not be directly related to the subjects they are studying; undergraduate students gain experiential and applied to learn through these opportunities and inculcate ethics, leadership, and service attributes.

Skill Development Program

Shiv Nadar is committed to providing educational opportunities to everyone, regardless of gender, race, religion, or ethnicity. The University imparts a skill development program that provides critical life skills to the children of the University's third-party members residing in nearby areas and enhances their prospects for a brighter tomorrow. University faculty and students volunteer to impart classes to these children to improve their computer and language skills. Besides, the University ensures that there is no child labor across all its contracts and that all labor compliances per government norms are adhered to strictly.

Career Development Center (CDC) and Placement Cell

The University has a dedicated Career Development and Placement Cell to prepare students for employment. The university-industry partnerships provide excellent opportunities to expose students to industry culture and better prepare them to start working at these companies after graduation. Students gain training in skilled industrial applications and the ability to navigate the treacherous industrial setup. The mutually beneficial partnerships produce groundbreaking research and innovation that solves complex problems, drives economic growth, and creates a more skilled workforce. These partnerships intend to foster a sense of individuality and responsibility in our future employees. The university extensively collaborates with reputed industries for live projects, guest lectures, leadership talks, workshops, collaborative research, internships, and placement offers for our students, along with partnering with leading industry players in domains such as consulting, mechanics, science and technology, and telecommunication.



Alumni Office

Shiv Nadar University has a strong network of alums across the world. Established in January 2015, the alumni relations office takes care of alumni engagement and maintains a communication channel to make them a part of the institution's future, not just its past. This strong alum relationship has contributed to sustainable employment and growth.





PARTNERSHIPS

Opportunity for young entrepreneurs in partnership with the Department of Science and Technology (DST), Atal Incubation Mission (AIC), and Shiv Nadra University

Shiv Nadar University, Delhi-NCR, in partnership with the Department of Science and Technology, launched the Women Entrepreneurship Development Program (WEDP) and the Technology Entrepreneurship Development Program (TEDP). Designed to empower individuals to launch their ventures through training, mentorship, and networking support, the programs offered an opportunity to get incubated at the Shiv Nadar University - Atal Incubation Centre.

Both programs are offered as custom-designed technical entrepreneurship training for graduates in science and technology domains, focusing on innovation and impact.



Partnership with The Habitat Trust (THT)

Shiv Nadar University and The Habitat Trust (THT) have signed a Memorandum of Understanding to contribute to the capacity building of students. Towards this, the university students undertake internships and volunteer work at THT, and the employees at THT have an opportunity to pursue a Ph.D. at the University. Under this partnership, we regularly organize short webinars and sessions on various themes.

The collaboration also involves developing a course on conservation practitioners to be hosted at Shiv Nadar University. The THT Practitioners' course, in partnership with the Academy of Continuing Education, Shiv Nadar University, started in September 2024. The course is for conservation practitioners and will provide a strong understanding of various disciplines, how to integrate them, and their applications.



Besides, there are ongoing research projects with the School of Humanities and Social Sciences and the School of Natural Sciences.

Atal Incubation Center, Shiv Nadar University, partners with PW School of Startups

Shiv Nadar University - Atal Incubation Centre has collaborated with the PW School of Startups to empower innovation and entrepreneurship. Three remarkable startups from the Startup Cradle 3.0 cohort have been selected for the AARAMBH Program, an initiative by the PW Foundation.

This partnership is designed to nurture innovation by offering the selected startups access to resources, expert mentorship, and growth opportunities, enabling them to scale their ideas and make a significant impact.

Atal Incubation Center, Shiv Nadar University, partners with Headstart Network Foundation

Shiv Nadar AIC in association with **Headstart Network Foundation** organized Bharat Pitchathon
3.0 in July 2024 in Delhi, where innovative
startups from across the Delhi region pitched their



groundbreaking ideas. The forum was created to provide mentorship, feedback, access to top investors, networking opportunities with experts and entrepreneurs, and growth and partnership opportunities.

Community Initiative through the Community Connect Program

Through its Community Connect Program, Shiv Nadar University strongly focuses on community engagement in Dadri. These initiatives aim to uplift the local community through various programs, including skill development, healthcare awareness, and promoting sustainable practices. Here is a glimpse of some of our projects in this program.

Shilp Shakti

This initiative empowers women in the neighboring villages by providing them with skills in local businesses such as jewelry making, crochet, and business management.



Community Kitchens

As part of Shiv Nadar University's Community
Connect Program, in collaboration with ACCESS

Development Services, women in neighboring
villages are trained to operate SHG-led community
kitchens, equipping them with essential
entrepreneurial skills. The sessions covered savings,
credit linkages, budgeting, digital payments, and



online food delivery platforms, enabling participants to develop practical kitchen management budget plans. This initiative fosters self-reliance and sustainable growth by emphasizing digital and financial literacy. Through community-driven enterprises, these women are shaping a future of economic independence and grassroots impact.

Education and Skill Development

The university also runs programs to impart key life skills to children of its third-party staff and enhance their prospects for the future.

This multi-faceted program includes well-considered, need-based interventions with multi-stakeholder engagement, implemented in phases, supported by thorough evidence, and subjected to rigorous monitoring and evaluation. These projects focus on education, health care, skill development for employability, social safety, reduced inequalities, nature conservation, and agriculture.



Shiv Nadar Institution of Eminence is fully committed to the UN Sustainable Development Goals (SDGs). We have embraced a four-pronged strategy for SDGs through teaching, research, our core institutional practices, and partnerships.



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