

Report on

Decent Work and Economic Growth

GOAL

8





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.



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 produced significant work.

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

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).

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 intra-household 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

Department of History and Archaeology

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SEMINAR

Indenture Labour Regime in Assam Tea Plantation during the Colonial Rule

18 April, 2024
12 Noon (IST) D128 Shiv Nadar IIT

ABSTRACT

This presentation will focus on the history of indentured labour force and tea industry in Assam Tea Plantations. Nearly three million migrant labourers were recruited and sent to Assam tea plantation between 1850s and 1947. Assam plantations became a major source of tea supply for the global market replacing Chinese tea by the end of the nineteenth century. The main characteristic features of indenture regime were low, gender based differential wages, physical and sexual coercion, strict control and surveillance over the labour force, who were made to reside inside the plantation complexes. The colonial state played a crucial role in the opening of tea plantations in Assam by providing waste acreage land grants at concessional rates to the British owned plantation companies, building of infrastructure for the requirement of the plantation owners, labour recruitment and mediation between capital and labour through labour legislations. The important issues of labour relations under indenture and post-indenture era, wage structure, their work and living conditions, Nature of migration and recruitment, Issues of labour mobility/immobility in the plantation complexes. Linked to these developments is the issue of transformation of agrarian communities into 'coolie' labour that will be discussed.



Dr. Rana Pratap Behal
Formerly Associate Professor,
Department of History, Dushbandu College

Rana Behal retired from the Department of History at Dushbandu College, University of Delhi. He has been a visiting professor at Cornell University, South Asian Studies Programme, & Syracuse University, Department of History, Spring 1997; Department of History, Oberlin College, Ohio, and Syracuse University, Department of History. He was a fellow at Nehru Memorial Museum and Library, New Delhi, South Asia Centre, Cambridge University, R. Work, Work, and Human Life Cycle in Global History, Humboldt University, Berlin, and Centre for Development Studies, Geographic Sciences, Free University, Berlin. He has extensively published his contributions in journals and his books One Hundred Years of Servitude: Political Economy of Tea Plantations in Colonial Assam (New Delhi: Tulika Books, 2014) and Sahasrabati Bhattacharya and Rana P. Behal (ed), The Ventriloquist of Labour Politics (New Delhi: Tulika Books, 2016).



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SEMINAR

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

ABSTRACT

In October 1928, in the face of the looming Great Depression, the Indian-dominated Bombay Mill Owners' Association attempted to 'rationalise' the work process in their mills through defining labour discipline, work administration and more extensively, discipline in the shopfloor. All committees of the firm, Kangan Union (Shri W. K. Waghare), Union, in Mumbai, responded to openly defying A.M.O.A. speed-ups and shift timings. Within weeks, managerial authority ended a period of strike as mill committees withdrew. Earlier the union was the only legitimate authority within the mill owner system to represent workers' grievances. It was with these of mill management, workers, called 'labour' in the trade of labour was common, while mill officials termed themselves with 'revolvers' to re-establish their authority, bringing working class Bombay to the brink of violent revolution.



Drugging with devices on workers' politics, trade unions and the interwar global revolutionary moment, my paper will explore the hitherto neglected history of workers' committees as a form of history and class. It is important to reveal our understanding of South Asian labour politics at the end of empire.

DATE 14 November 2024
TIME 12 PM
VENUE D-128, Shiv Nadar IIT



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 [opportunities](#) 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.

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विज्ञान एवं प्रौद्योगिकी विभाग
DEPARTMENT OF
SCIENCE & TECHNOLOGY

Empowering Tomorrow's Entrepreneurs!

Join the DST-Sponsored Entrepreneurship Programs at Shiv Nadar University, Delhi-NCR

Women Entrepreneurship Development Program (WEDP)

Technology Entrepreneurship Development Program (TEDP)

January - February 2025 (Weekends)

What's Included:

- Fully Sponsored (Zero Fees)
- Expert Mentorship
- Networking with Investors
- Business Development Support
- Certification from DST & Shiv Nadar AIC

Limited Seats: Only 25 slots per program!
REGISTER NOW

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.

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ACADEMY OF
CONTINUING
EDUCATION

The Conservation Practitioners' Course

Upskilling Conservationists in Interdisciplinary Practice

Starting March 2025

COURSE HIGHLIGHTS

- 9 month certificate course
- Around 30 conservationists and experts as faculty
- Remote learning with a 2-week in-person bootcamp

Applications close JAN 19, 2025

Have queries? Reach out to us on thtcourse@thehabitattrust.org

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

HEADSTART
Delhi NCR

BHARAT PITCHATHON 3.0
UNEARTHING STARTUPS FROM BHARAT
ROAD TO BANGALORE **ELIMINATOR** AUGUST 10TH, 2024
MEET OUR JURY
DELHI EDITION ON 06TH JULY 2024

Nitin Sethi
Chief Digital Officer
adani

Arindam Mukhopadhyay
Partner
iA

Sambit Dash
Partner
RPSO

Amit Singal
Partner
Build Ventures

Abhishek Kakkar
VP Investments
A

Neiharika Rajiv
Co-Founder
101 VENTURES

Sanil Sachar
Partner
Huddle

Zoe Ali Khan
Vice President
SAUCE.vc

Apurva Chamarla
Head of Startups & VC
G

Agam Gupta
Principal
seafund

REGISTER NOW!
headstart.in/bharat-pitchathon

Ecosystem Partner

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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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