



SDG 8: DECENT WORK AND ECONOMIC GROWTH

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

The Indian Institute of Technology, Gandhinagar (IITGN) has firmly believed in inclusive growth since the inception of the institute. It has made several efforts to ensure that all categories of staff and migrant workers engaged at the institute have access to basic services. Events and activities are organised for staff development and capacity building of the local community.

Operations

Diverse workforce

IITGN has an increasingly diverse workforce including different age groups, economic and cultural backgrounds, race, religion, gender, physical abilities and disabilities, etc.

Access to basic services

The welfare of construction workers on the IITGN campus is among the most far-reaching community outreach activities of the institute. It ensures that they get pukka housing units with water supply, electricity, LPG connection and clean sanitation facilities. The impetus for the creation of various support groups and facilities is driven in large part by one of IITGN's grounding principles of societal engagement and shared concern for the welfare of the community.

Continuity of work during Covid-19

The institute was successfully able to work with its mess workers, laundry services, housekeeping team, and food vendors during different stages of the lockdown. The shops and outlets inside the campus premises functioned by following all precautionary norms to ensure that the IITGN community had safe access to all the essential services. The entry and exit protocols of the campus were designed and enforced appropriately.

The mess staffers and other essential service providers at the institute were offered accommodation at the hostel rooms for ensuring their safety and availability during the lockdown period of Covid-19.

Excellence Award for staff

In order to recognize and encourage meritorious staff in the institute, Merit Awards are instituted for the non-teaching staff. Annually, a number of non-teaching staff who have performed exemplary service and shown sustained devotion towards the institute, are recognized by a merit certificate and a cash award of INR 50,000. Nominations for the award are invited from the community (faculty, students and staff) as well as the unit heads, and the same is considered by a Committee appointed by the Director. All staff drawing their salary from the institute, regardless of being full time/ part time, in pay scale/ on consolidated salary, temporary/on contract/ on deputation/ permanent are eligible for consideration. Similarly, any staff working through outsourcing agencies or the staff engaged by any company/ centre/ cell etc. established by the institute are also eligible.



Capacity building

The institute engages in the capacity building of NGOs, businesses and government departments.

Staff Development Cell

There is a dedicated staff development cell at the institute, which aims to address different challenges at the workplace, encourages coordination and better all-round development of the non-teaching employees of the institute. Several events to develop and refine various skills including technical, communication, etc. of the employees are also conducted.

Mess workers

The mess Contractor shall comply with all the provisions of the Employees State Insurance Act, 1948, the Employees Provident Funds Act, 1952, the Contract Labour (Regulation and Abolition) Act, 1970 and the Rules thereunder, Minimum Wages Act and any other Acts/ rules applicable to him from time to time and he shall keep the institute indemnified against all liabilities and responsibilities for the Contractor's non-compliance of the provisions of the said Acts, and schemes, and in particular, laws governing employer-employee relations in respect of the staff engaged by the contractor.

The institute encourages the Contractor to provide equal opportunities for employment irrespective of gender, religion, caste or socio-economic standard etc. and to ensure that there is no discrimination based on the above.

The Contractor agrees to cover all employees engaged by them under Employees' State Insurance (ESI) as well as Employees' Provident Fund (EPF) as per provisions of Acts and shall submit necessary records and returns in proof of compliance of these statutory enactments. The contractor further agrees to defend, indemnify and hold the institute harmless from any liability or penalty which may be

imposed by the central, state, local or other statutory authority for any alleged violation of labour enactments or other enactments, by the Contractor.

Students' placement

The Career Development Services (CDS) office at IITGN office is committed to empowering the students to discover their true potential and helping them to pursue their dreams in all possible immediate career verticals including Entrepreneurship, Placement, Higher Study and Competitive Examinations. Students can avail CDS resources that help them to explore and plan their careers effectively. Office also conducts various sessions that help students in career counselling, resume preparation, screening tests, group discussion, interview process, personality development among others. CDS provides a platform where opportunity takers and opportunity givers can come together to explore avenues of a fruitful and synergistic alliance.

Education

The institute offers the following courses that are related to the SDG 8:

MS 304: Organisational Behaviour & Human Resource Management

MS 306: Principles of Business Management

Community outreach

NEEV activities

The institute provides assistance in the local community assisting the start-up of sustainable businesses through relevant education or resources. NEEV conducts various training and mentorship programmes, training and entrepreneurship workshops, access to university facilities, etc.

A series of sessions by SDC

The Staff Development Cell organised various events/sessions for the development of the institute's staff members. These events included a familiarisation session on NPS; sessions on stress management, demonstration & practice of Yoga; sessions by professional trainers on self-improvement, motivation and team building.

OBT 3.0

The Staff Development Cell of the institute organised 'Leaps and Bounds' Outbound Training (OBT) 3.0 on 7 December, 2019, at a beautiful campsite in Anand, Gujarat. Around 70 staff members participated. Several unique team-building and adventurous activities were lined up for the non-teaching staff.

