



**TEERTHANKER
MAHAVEER UNIVERSITY**
Moradabad

Accredited with NAAC **A** Grade

12-B Status from UGC



SUSTAINABLE DEVELOPMENT GOALS

Report on SDG-8

8 DECENT WORK AND
ECONOMIC GROWTH





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SDG-8



**SUSTAINABLE
DEVELOPMENT
GOALS**

8 DECENT WORK AND ECONOMIC GROWTH



Teerthanker Mahaveer University (TMU) is dedicated to fostering inclusive and sustainable economic growth in alignment with Sustainable Development Goal 8. The university offers a wide range of skill development courses and internship opportunities to ensure students are well-prepared for the evolving job market. TMU's robust placement cell actively connects students with leading organizations, resulting in strong employment outcomes for its graduates.

Entrepreneurship programs at TMU inspire students to develop innovative ideas and launch their own startups, driving both creativity and economic progress. The university works closely with industry partners to design and update curricula that reflect current market demands, ensuring graduates are job-ready. Additionally, TMU engages in research collaborations and projects that support local businesses and boost regional economic development. Through these initiatives, the university plays a pivotal role in building a skilled workforce and promoting sustained, inclusive economic growth.





SDG-8

S.No.	Table of Contents	Pg. No.
1.	Publications on Various SDGs	1
2.	8.2.1 Employment Practice Living Wage (2024)	2
3.	8.2.3 Employment Policy Discrimination (2024)	3- 4
4.	8.2.4 Employment Policy Modern Slavery (2024)	4- 5
5.	8.2.5 Employment Practice Equivalent Rights Outsourcing	5-6
6.	8.2.6 Employment Policy Pay Scale Equity (2024)	7
7.	8.2.7 Tracking Pay Scale for Gender Equity (2024)	8
8.	8.2.8 Employment Practice Appeal Process (2024)	9
9.	8.2.9 Employment Practice Labour Rights (2024)	10
10.	8.4.1 Proportion of Students with Work Placements (2024)	11-12





Publications on Various SDG's (2024)

S.NO	Sustainable Development Goals	No of Publications
1.	No Poverty	5
2.	Zero Hunger	33
3.	Good Health and Well-Being	332
4.	Quality Education	239
5.	Gender Equality	43
6.	Clean Water and Sanitation	19
7.	Affordable and Clean Energy	45
8.	Decent Work and Economic Growth	75
9.	Industry, Innovation, and Infrastructure	366
10.	Reduced Inequalities	6
11.	Sustainable Cities and Economies	33
12.	Responsible Consumption and Production	22
13.	Climate Action	38
14.	Life Below Water	3
15.	Life On Land	21
16.	Peace, Justice and Strong Institutions	36
17.	Partnership for the Goals	181





8.2.1 Employment Practice Living Wage (2024)

Teerthanker Mahaveer University (TMU), Moradabad actively upholds Sustainable Development Goal 8 (Decent Work and Economic Growth) through its commitment to fair, equitable, and sustainable employment practices across all campuses. In alignment with Key Indicator 8.2.1, the University has adopted a comprehensive institutional policy ensuring that every faculty member, administrative employee, and support staff receives a living wage, never less than the locally defined minimum required for a decent standard of living. This initiative, fully implemented by 2024, reflects TMU's dedication to promoting social equity, employee welfare, and long-term economic sustainability.

The living wage benchmark at TMU is determined by local economic conditions and cost-of-living parameters established by government authorities. In cases where official benchmarks are not specified, the University bases its calculations on the regional financial poverty line for a family of four, converted into an equivalent hourly wage. TMU's HR Department periodically reviews and updates salary structures to ensure continuous compliance with these standards. Any official revisions to the minimum wage or cost-of-living indices are swiftly incorporated into the university's pay framework to maintain fairness and consistency.

The policy applies uniformly to all categories of employees, including full-time, part-time staff. TMU also mandates that outsourced and affiliated service providers adhere to the same ethical employment standards, ensuring equity throughout the university's operational network. This inclusive approach reinforces the dignity of labor and strengthens the university's culture of respect, transparency, and social responsibility.

Moreover, the living wage initiative forms an integral part of TMU's broader Employment and Welfare Policy, which encompasses provisions for periodic salary revisions, financial literacy programs, and transparent grievance Redressal mechanisms. These measures enhance job satisfaction, reduce staff turnover, and foster higher productivity across all departments.





8.2.3 Employment Policy Discrimination (2024)

Teerthanker Mahaveer University (TMU), Moradabad reaffirms its dedication to Sustainable Development Goal 8 – Decent Work and Economic Growth by cultivating an inclusive, fair, and respectful workplace for all. In alignment with Key Indicator 8.2.3, the University introduced a comprehensive Employment Policy on Ending Discrimination in the Workplace in 2024, ensuring that every individual within the TMU community is treated with dignity, equity, and respect, irrespective of religion, gender, sexuality, age, nationality, or socio-economic background.

TMU's Anti-Discrimination Policy establishes a robust framework that strictly prohibits any form of bias or unequal treatment in recruitment, remuneration, promotion, or working conditions. It offers explicit protection to employees against discrimination based on religion, gender, sexuality, or age, and extends safeguards to individuals from marginalized or refugee backgrounds. The implementation and monitoring of this policy are jointly overseen by the Human Resource Department and the Equal Opportunity Cell, which conduct orientation sessions, awareness campaigns, and mandatory sensitivity training to promote ethical conduct and inclusivity at the workplace.

To ensure transparency and accountability, TMU has instituted a confidential grievance Redressal mechanism through which employees can safely report any instances of discriminatory behavior. All complaints are addressed promptly by a designated committee in accordance with university regulations and national labor standards. Outcomes are systematically reviewed to strengthen institutional practices and ensure continuous improvement.

Link to Anti-Discrimination Policy:

https://www.tmu.ac.in/assets/img/department/iqac/sdg/goal5/5_6_2/policy_on_antidiscrimination_and_equal_opportunity.pdf#toolbar=0&navpanes=0&scrollbar=0

In addition to enforcing policy measures, TMU organizes regular sensitization programs, diversity workshops, and inclusion drives aimed at fostering mutual understanding and cultural harmony among all staff members. These sustained efforts not only fulfill the objectives of





SDG 8.2.3 but also reinforce TMU's overarching commitment to equality, inclusion, and human rights.

By institutionalizing a workplace culture that actively rejects discrimination and promotes fairness, Teerthanker Mahaveer University, Moradabad, exemplifies ethical excellence and social responsibility, strengthening its role as a progressive and inclusive center of higher education.

8.2.4 Employment Policy Modern Slavery (2024)

Teerthanker Mahaveer University (TMU), Moradabad, upholds the principles of Sustainable Development Goal 8—Decent Work and Economic Growth—by ensuring ethical employment practices and respect for human rights. In alignment with Key Indicator 8.2.4, the university has instituted a comprehensive policy against all forms of modern slavery, including forced labour, human trafficking, and child labour. This policy, firmly in place by 2024, reflects TMU's unwavering stance that there is no child labour in TMU University or within any of its affiliated institutions, departments, or service operations.

The Employment Policy on Modern Slavery applies to all employees, contractual staff, and third-party vendors associated with the university. TMU requires all partners and contractors to certify compliance with its anti-slavery and human rights principles. The Human Resource Department, in collaboration with the Internal Compliance Committee, conducts regular audits to ensure employment practices remain transparent, legal, and humane.

TMU's policy prohibits any engagement that involves coercion, exploitation, or trafficking activities. The university ensures that all workers are employed voluntarily and compensated fairly, with clear contracts outlining rights, responsibilities, and wages. Awareness sessions and staff orientation programs are organized annually to educate employees about ethical work practices and reporting mechanisms.

Additionally, TMU has established a confidential grievance redressal channel that allows any individual to report suspicious or unethical practices safely. These reports are investigated promptly and addressed through established institutional procedures. By embedding these





safeguards, TMU reinforces its dedication to maintaining a workplace founded on dignity, equality, and justice.

Through this strong and transparent approach, Teerthanker Mahaveer University continues to exemplify its commitment to social responsibility and the global mission to eradicate modern slavery and child labour from all forms of employment.

8.2.5 Employment Practice Equivalent Rights Outsourcing (2024)

Teerthanker Mahaveer University (TMU) has an Equal Opportunity Cell (EOC) to promote non-discrimination and ensure fairness in access, participation, and progression for all students and staff, regardless of caste, gender, religion, socioeconomic background, or physical ability.

Key Features and Objectives of TMU's Equal Opportunity Cell:

- **Policy Enforcement:** TMU's placement process and campus activities are governed by principles of transparency, fairness, and equal opportunity for all students, explicitly mentioned in university rules and policies for recruitment, placements, and activity participation.
- **Non-discrimination:** The cell ensures that no student or staff member is discriminated against in university programs and services, including admissions, placements, faculty recruitment, and access to resources.
- **Support for Marginalized Groups:** TMU actively supports students from minorities, weaker sections, and differently-abled backgrounds through dedicated committees, grievance Redressal mechanisms, and campus awareness and sensitization programs.
- **Events & Workshops:** The university organizes regular workshops, seminars, and awareness programs to promote diversity and inclusion. These activities are overseen by various cells, including EOC and other institutional committees.





- **Grievance Redressal:** The EOC provides mechanisms for addressing complaints of discrimination and ensuring prompt action and Redressal.



TEERTHANKER MAHAVEER UNIVERSITY
(Established under Govt. of U. P. Act No. 30, 2008)
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E-Mail: jointregistrar@tmu.ac.in

Phone No.: 0591-2476813
Ref. : TMU/R.O./2024-25/EOC/01 Date: 05.02.2025

Circular

Subject: - Constitution of Equal Opportunity Cell

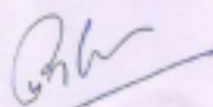
In order to make the education system inclusive and responsive to the needs and constraint of the socio-economic disadvantaged students of the University, the following Equal Opportunity Cell is constituted under the aegis of Teerthanker Mahaveer University. The Dean Students' Welfare shall serve as the Anti-Discrimination Officer of the Cell.

1.	Prof. M P Singh, Dean Student's Welfare	Chairperson
2.	Dr Alka Agarwal, Joint Registrar (Gen. Administration)	Member
3.	Prof. Shivanee M. Kaul, HoD, Physiotherapy	Member
4.	Dr Prashant Kumar, Dy. Registrar (HR)	Member
5.	Dr Jasmine Stephen, Chief Trainer, CTLD Department	Member Secretary

Conduct of Meeting and Documentation

- The cell shall convene its meeting at least twice a year, with the agenda circulated one week in advance. Additional meetings may be scheduled as needed to address any special issues or some urgent matters.
- Minutes of the Meeting (MoM) and Action Taken Reports (ATR) must be meticulously documented and submitted to the University Administration.
- A copy of these documents shall be provided to the office of the Registrar for record-keeping and necessary actions.

This is issued with the approval of Hon'ble Vice Chancellor.


Dr. Vaibhav Rastogi
 (Joint Registrar)
 Joint Registrar
 Teerthanker Mahaveer University
 Moradabad

Copy to:-

1. P.S. to Hon'ble Chancellor for info. Please	1. Hon'ble Vice Chancellor
2. P.S. to Hon'ble Group Vice Chairman for info. Please	2. Dean (Academics)
3. Hon'ble Executive Director	3. College Principals
4. Registrar	4. Members as above
5. Director (Administration)	



8.2.6 Employment Policy Pay Scale Equity (2024)

Teerthanker Mahaveer University (TMU), Moradabad, upholds Sustainable Development Goal 8—Decent Work and Economic Growth—by promoting fairness, equality, and transparency in all employment practices. In alignment with Key Indicator 8.2.6, TMU implemented a comprehensive Employment Policy on Pay Scale Equity in 2024. This policy ensures that all employees, irrespective of gender or other demographic factors, receive equitable compensation for equivalent roles, qualifications, and responsibilities.

The policy commits the university to regular measurement and progressive elimination of any gender pay gaps within its workforce. TMU's Human Resource Department systematically reviews pay structures across academic and administrative divisions to identify disparities and ensure parity. Wage audits, benchmarking, and transparent documentation processes are carried out annually to maintain compliance with both institutional policy and national labor standards.

In adherence to the principles of pay equity, the university's recruitment and promotion decisions are strictly merit-based. Guidelines clearly define salary bands and increments, leaving no ambiguity regarding compensation practices. This structured framework helps prevent bias and discrimination, reinforcing TMU's commitment to fairness and inclusivity in career advancement.

To strengthen accountability, TMU conducts gender sensitization and equity awareness programs for management and staff, promoting a culture of respect and equality. The Internal Complaint and Equality Monitoring Committees frequently assess progress and ensure that any identified discrepancies are corrected promptly.

By maintaining a transparent and just wage system, TMU Moradabad ensures that every member of its community is valued equally. The Employment Policy on Pay Scale Equity exemplifies the university's dedication to ethical workforce management, gender equality, and sustainable institutional growth, reflecting its ongoing contribution to SDG 8 and the broader UN 2030 Agenda.





8.2.7 Tracking Pay Scale for Gender Equity (2024)

Teerthanker Mahaveer University (TMU), Moradabad, is deeply committed to Sustainable Development Goal 8—Decent Work and Economic Growth—by ensuring fair, transparent, and equitable employment practices. In alignment with Key Indicator 8.2.7, the university has established a formal system for the measurement and tracking of gender equity in pay scales, implemented fully by 2024. This initiative reinforces TMU's institutional pledge to maintain equality across all levels of employment and to promote a workplace free from bias and discrimination.

TMU ensures that the pay scale is not gender discriminated and that remuneration across all academic and administrative positions is determined strictly on the basis of skills, qualifications, experience, and professional merit. The university categorically affirms that there is no gender discrimination in pay scale or incentive distribution. Annual reviews of payment data are conducted by the Human Resource Department in collaboration with the Internal Quality Assurance Cell (IQAC) to monitor wage consistency across genders and to address any variance promptly and transparently.

The tracking mechanism utilizes data analytics and structured reporting to compare compensation trends among male and female employees. Reports are documented and reviewed at institutional level meetings to reinforce accountability. TMU also encourages open communication channels where employees can voice concerns regarding pay equity, ensuring that redressal is conducted without bias or delay.

Through consistent monitoring, transparent salary structures, and equitable practices, Teerthanker Mahaveer University fosters a culture of fairness and trust that aligns with global standards of workplace equality. The university's data-backed approach to tracking gender equity in pay scales exemplifies its commitment to ethical governance and sustainable institutional development within the framework of SDG 8.

Link to Service Rule: https://www.tmu.ac.in/assets/pdf/policy/ammendment_service_rule.pdf

Link to Faculty Recruitment Policy:

https://www.tmu.ac.in/assets/pdf/policy/ammendment_service_rule.pdf





8.2.8 Employment Practice Appeal Process

Teerthanker Mahaveer University (TMU), Moradabad, upholds Sustainable Development Goal 8—Decent Work and Economic Growth—by ensuring transparent and equitable employment practices. In alignment with Key Indicator 8.2.8, the university established a comprehensive Employment Appeal Process in 2024 to safeguard employee rights and ensure fair resolution of concerns related to pay, employment terms, and workplace practices. This system enables all employees to seek redress through a structured and impartial mechanism.

The process of appeal at TMU is clearly defined and accessible to all employees. The initial step begins with the applicant, who formally submits a written appeal outlining the grievance, whether related to employee rights, appraisal, or compensation. The appeal is then reviewed by the respective Head of the Department or Head of the Institution, who evaluates the issue and provides a preliminary resolution within a stipulated timeframe. If the matter requires further consideration, it is forwarded to the Human Resource (HR) Department for additional review and action.

Subsequently, HR examines the appeal in detail and ensures adherence to institutional policies and employment regulations. HR will contact the applicant for clarification and additional documentation if needed, maintaining transparent communication throughout the process. Final decisions, along with recommended actions, are documented and shared with the applicant to ensure closure and accountability.

This multi-level appeal framework reflects TMU's commitment to openness, fairness, and employee empowerment. Regular monitoring and feedback integration strengthen the responsiveness and efficiency of this system. By institutionalizing this process, TMU Moradabad ensures a safe, supportive, and just work environment that aligns with the principles of SDG 8 and promotes employee trust and institutional integrity.





8.2.9 Employment Practice Labour Rights (2024)

Teerthanker Mahaveer University (TMU), Moradabad, is dedicated to advancing Sustainable Development Goal 8—Decent Work and Economic Growth—through ethical employment practices and respect for human dignity at every level of its operations. In alignment with Key Indicator 8.2.9, TMU formally recognizes and upholds labour rights for all its employees, including freedom of association, participation in collective bargaining, and the right to equitable working conditions. This comprehensive commitment, institutionalized by 2024, ensures fairness, inclusivity, and transparency within the university's professional environment.

TMU is committed to practice and follow the guidelines of labour rights as established under national and international labour standards, including the right to form associations and engage in constructive dialogue with management. The university maintains an open-door policy that encourages staff, both academic and non-academic, to express their collective opinions, concerns, and suggestions through formal and informal forums. TMU particularly ensures the inclusion of women and international staff in consultative and decision-making processes related to work conditions and welfare.

The Human Resource Department, in coordination with administrative leadership, continuously monitors compliance with labour regulations and ethical practices. TMU will ensure the violation of labour rights does not occur at any level of employment, and mechanisms are in place to promptly resolve any reported grievances. Regular sensitization sessions and workshops are conducted to educate employees about their rights and institutional obligations.

By embedding labour rights into its core employment structure, Teerthanker Mahaveer University fosters a culture of respect, equality, and shared responsibility. This proactive approach reinforces TMU's dedication to maintaining a just and participatory workplace while supporting the broader objectives of SDG 8 on decent work and economic empowerment.





8.4.1 Proportion of Students with Work Placements

Teerthanker Mahaveer University (TMU), Moradabad, upholds the principles of Sustainable Development Goal 10 – Reduced Inequalities by ensuring inclusivity and equal opportunity in education and employment. The University is deeply committed to creating a learning environment where all students—irrespective of their gender, background, or socio-economic status—have equitable access to quality education and meaningful career pathways that foster empowerment, dignity, and fairness.

In 2024, TMU achieved a remarkable milestone with 2,396 graduates (FTE) across all academic programs leading to degrees, certificates, and other qualifications. Demonstrating its dedication to enhancing employability and reducing disparities, 1,629 students (68%) successfully undertook work placements lasting more than a month as a core component of their curriculum. These placements offer students invaluable real-world experience, enabling them to develop professional skills, gain industry insights, and transition smoothly from academia to the workforce.

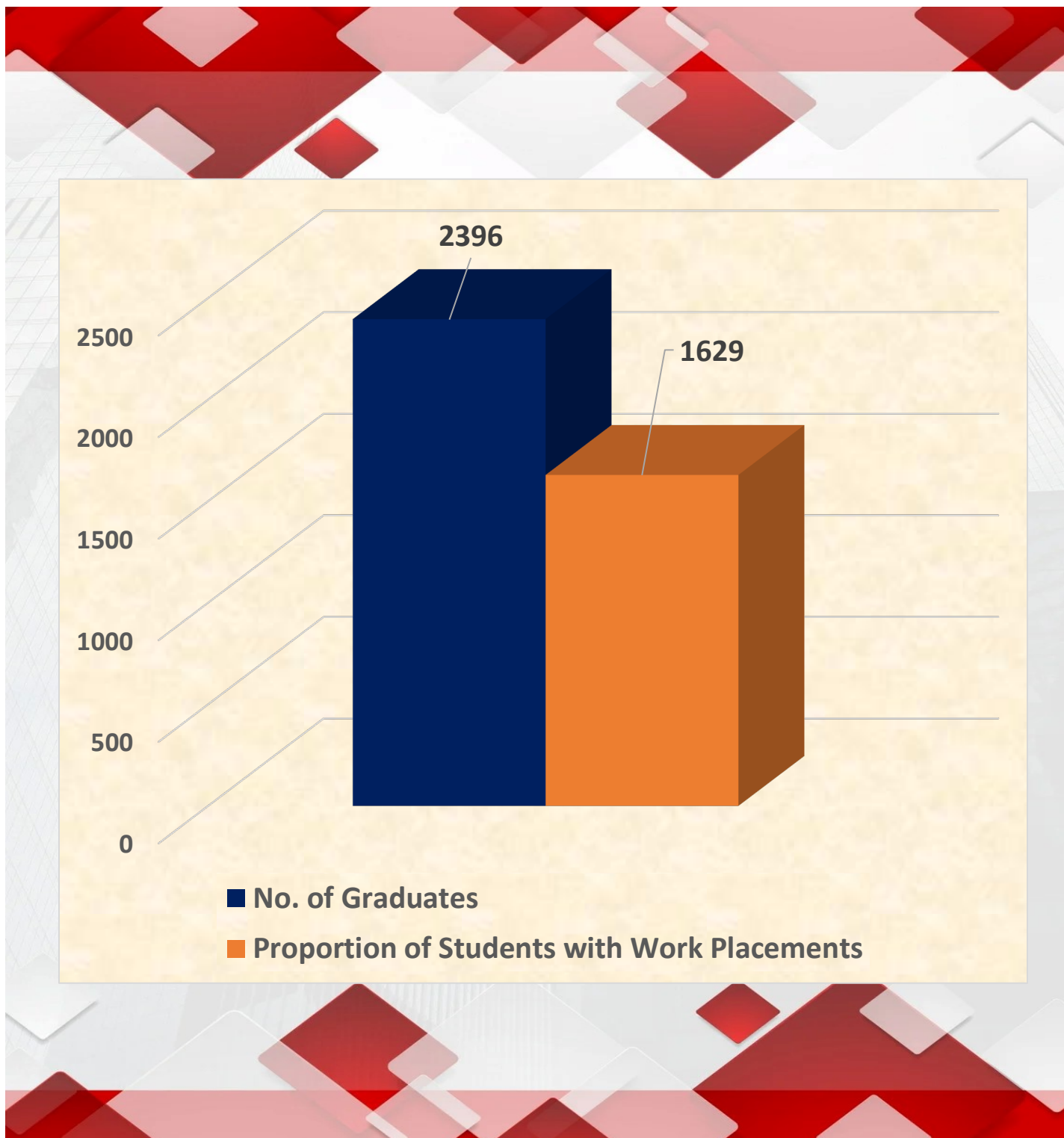
TMU's experiential learning and placement-driven approach stands as a powerful tool for addressing inequalities in access to employment. The University's Training and Placement Cell works proactively with leading organizations and industry partners to facilitate internships and job opportunities based solely on merit, competence, and potential, thereby eliminating socio-economic or demographic barriers.

Through its sustained focus on inclusive learning and equitable employment access, Teerthanker Mahaveer University not only empowers its students but also contributes meaningfully to a fairer and more balanced society. This commitment to bridging educational and economic divides embodies the true spirit of SDG 10, reinforcing TMU's vision of nurturing capable, confident, and socially responsible graduates ready to drive positive change.





8.4.1 Proportion of Students with Work Placements





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