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GITAM
DEEMED TO BE UNIVERSITY

BENGALURU • HYDERABAD • VISAKHAPATNAM

**8 DECENT WORK AND
ECONOMIC GROWTH**



SDG # 8 :: Progress Report : AY 2023 - 24

GITAM University – SDG #8
Decent Work and Economic Growth
Progress report 2023-24

Introduction:

Sustainable Development Goal 8 (SDG 8) aims to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. It recognizes the importance of economic growth in lifting people out of poverty, improving living standards, and fostering social well-being. However, SDG 8 also emphasizes that growth must be inclusive and sustainable, ensuring that the benefits of prosperity are shared equitably and that future generations inherit a healthy environment.

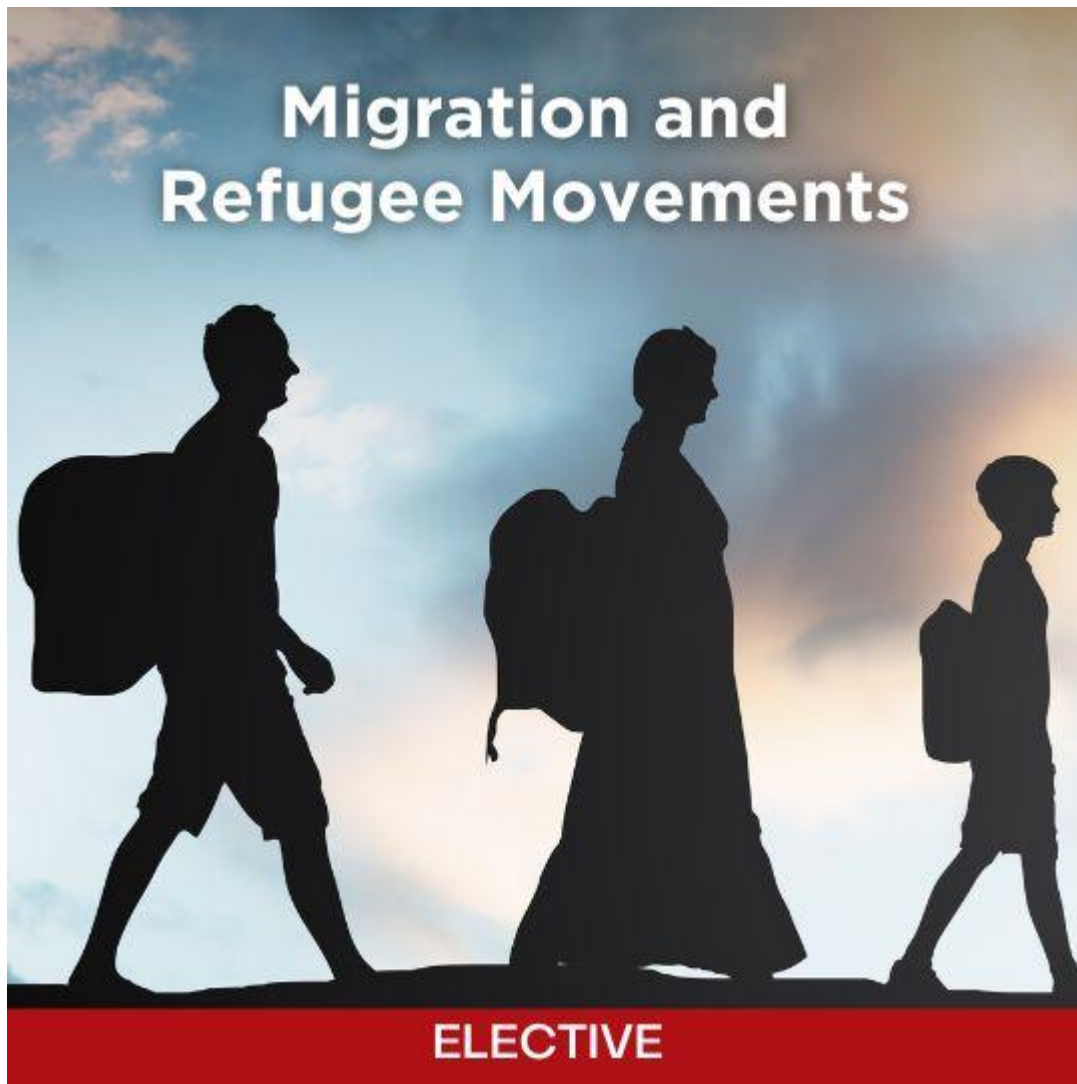
Research:

- ☞ Research Publications in Scopus Index: GITAM has a relative activity index of 0.97 in its Scopus indexed publications relating to SDG8 during the reference period of 2021-2023.
- ☞ Projects: GITAM is supported by Department of Science and Technology (DST) in establishing one project. Dr. Khasim Beebi Shaik's project focuses on supporting marginalized communities, specifically Scheduled Caste (SC) populations, by developing a facility for fruit vendors in Visakhapatnam Rural. This initiative aims to address key issues faced by these vendors, including social exclusion, economic disparity, and the lack of basic infrastructure that hinders their business operations.

Education:

SDG 8 emphasizes the need for education systems that are relevant to the demands of the labour market informality and structural transformation, the movement of workers, and changes in inequality during economic development.

- ☞ Migration and Refugee Movement is one of the elective offered in Master Program on Public Policy by Kautilya School of Public Policy, GITAM off Campus, Hyderabad.



Key initiatives:

Boosting Productivity: A well-educated workforce is more likely to be productive, innovative, and able to contribute to the growth of industries, particularly in emerging sectors like renewable energy, technology, and green economy initiatives. Education provides the foundation for individuals to pursue decent work opportunities and for businesses to thrive, driving long-term economic growth.

GITAM has an dedicated team for organising the Learning and Development programs for teaching and non-teaching staff.

The following are a few programs organised in 2023:

- New Faculty Training program : 29th May to 2nd June 2023
- MATLAB(Mathematics) : 25th May to 26th May 2023
- IUCEE(Indo Universal Certification program in Engineering Education) : July to Dec 2023
- Refresher Course for Mathematics Faculty Online sessions Conducted : 15th May to 20th may 2023

- Excel Training Program organised to New Faculty : 29th and 30th May 2023
- Technology Exploration and Product Engineering : 26th June to 30th June 2023
- catalyst workshop (conducted by President's office) : 21st Sep to 23rd Sep 2023
- High-Performance Computer Panel discussion Online session on 17th October 2023
- An interactive session by Prof Krishna Vedula with faculty members of the IUCEE program on 3rd and 10th Nov 2023
- Dr Pale Venkata (Sun Pharma Research Global Head) Guest Lecture at GSS Seminar hall on 31st Aug 2023
- NFT Program (Dr Tanu Tandon) Teaching and Learning Session : 17th and 18th Aug 2023
- Dr G Sai Preethi (GCFD Hyd Campus Asst. Director) Conducted Teaching and Learning Session : 4th and 5th Oct 2023
- FDP on Algorithms Conducted by Venkatesh Chopella - IIIT Hyd on 30th October 2023
- GSS Supporting staff Training session (Visakhapatnam Campus) : 20th to 24th Nov 2023
- AI ML in Teaching, Learning and Research Workshop Session (Alternative week) from 5th Dec 2023
- Conducted Moodle Workshop (Visakhapatnam Campus) : 3rd and 4th July 2023
- Conducted on One day Moodle Workshop (New faculty training) on 4th Aug 2023
- Conducted Two days Moodle Workshop (Visakhapatnam Campus) : 18th and 19th May 2023
- NFT Program Leena - Dy Librain Conducted to Turnitin and open Athens accounts & Access to online Journals
- Prof. G.K. Surya Prakash, Hydrocarbon Research Institute, Univ of Southern California, USA (Alternative Fuels)
- Rubrics session for assignments (VSP, HYD, BLR) on 7th May 2023
- Teaching Learning Center - session 2 on 28th Nov 2023
- Moodle Workshop (VPL and Code Runner Handson) BLR Campus on 9th Sep 2023
- KRC Sessions for NFT Program at Bengaluru Campus : 5th and 6th Oct 2023
- One day Moodle Workshop BLR Campus (New faculty training) on 4th Oct 2023
- AI using MATLAB Workshop (BLR Campus) on 23rd May 2023
- New Faculty LMS Orientation for BLR campus on 2nd Aug 2023
- HPC Usage Training handson (BLR Campus) on 26th May 2023
- Rubrics session for assignments (VSP Offline, HYD & BLR Online) on 5th July 2023
- Moodle session for KSPP faculty on 14th Sep 2023
- Library Session - HYD campus for various schools : 25th to 27th Sep 2023
- Recurring program on Energy Literacy Training Course offered by Energy Swaraj Foundation and recommended by AICTE from Aug 2023

Progress:

- As GITAM practices equal opportunity and no discrimination policy, both Male, Female and Transgender employees will get the same salary, provided their qualification and experience are the same. As a result, there is no need for tracking the pay parity w.r.t. genders in GITAM.

But, the salary structure, pay band are measured indiscriminately w.r.t. genders.

- GITAM has a annual performance appraisal system, wherein on a pre-discussed and approved parameters were adopted to measure the performance of each and every employee. Every employee would get score based on the performance on those parameters, his/her contribution to the university's growth, etc.
- The annual increments which are based on the score ranges that are agreed upon through the approved performance appraisal system were given to the employees. There would be no discrimination in this process, based on gender or any other specific base.
- GITAM creates an opportunity for doing 'work from Home' if there is genuine requirement for the staff.
- GITAM follows 5-day week and flexi timings which provides an opportunity for the staff to have the personal and family time and enjoyment that enhances their involvement and productivity in the work.
- GITAM is prompt in disbursing the salaries on digital mode on the last day of the month which increases the commitment of the employees on towards their responsibilities.
- GITAM pays the salaries more than the living wage on a competitive basis.