MEDHAVI SKILLS UNIVERSITY

Skill • Empower • Liberate

REPORT ON SUSTAINABLE DEVELOPMENT



8 DECENT WORK AND ECONOMIC GROWTH



GOAL 8

SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Sustainable Development Goal 8 (SDG 8) aims to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. Medhavi Skills University, Sikkim, is committed to advancing this goal through skill-integrated education, work-integrated learning, industry partnerships, entrepreneurship development, and career-focused training. As a university dedicated to enhancing employability and workforce readiness, MSU equips students with the knowledge, skills, and practical experience required to succeed in a rapidly evolving global economy.

Through apprenticeships, internships, industry collaborations, entrepreneurship initiatives, placement support, research, and community engagement programmes, the University contributes to creating opportunities for decent work and economic empowerment. This report brings together the policies, practices, programmes, and evidence that demonstrate the University's contribution towards SDG 8. Each section should be supported with verified institutional records, policy documents, programme reports, participation data, placement statistics, MoUs, research outputs, and accessible evidence links**.**

List of Courses

Medhavi Skills University integrates the principles of SDG 8 (Decent Work and Economic Growth) across multiple academic programmes through courses focused on employability, entrepreneurship, business management, career readiness, workplace communication, industry immersion, digital skills, and professional development. Programmes offered by the School of Health Science and Technology, School of Management and Commerce, School of Hospitality and Tourism, and School of Computing Science & Engineering incorporate subjects such as Business Communication, Career Readiness, Entrepreneurship Development, Human Resource Management, Financial Management, Business Analytics, Industry Transition, Industry Immersion, Digital Marketing, Customer Relationship Management, and Organizational Behaviour.

The University's skill-integrated curriculum emphasizes workforce preparedness, leadership, innovation, entrepreneurship, financial literacy, and industry engagement. Through work-integrated learning, industry immersion, projects, and professional

competency-building courses, students develop the knowledge and practical skills required for productive employment, entrepreneurship, and sustainable economic growth. These curriculum components directly contribute to the objectives of SDG 8 by enhancing employability, promoting decent work opportunities, and fostering an entrepreneurial mindset among learners.

SDG	Key Curriculum Areas Supporting SDG 8
SDG 8 – Decent Work and Economic Growth	Business Communication
SDG 8 – Decent Work and Economic Growth	Career Readiness
SDG 8 – Decent Work and Economic Growth	Entrepreneurship Development / Entrepreneurship Orientation
SDG 8 – Decent Work and Economic Growth	Fundamentals of Business
SDG 8 – Decent Work and Economic Growth	Principles of Management and Leadership
SDG 8 – Decent Work and Economic Growth	Financial Management & Financial Modelling
SDG 8 – Decent Work and Economic Growth	Human Resource Management & Employee Relations
SDG 8 – Decent Work and Economic Growth	Business Analytics & Data Management
SDG 8 – Decent Work and Economic Growth	Digital Marketing & E-Commerce
SDG 8 – Decent Work and Economic Growth	Customer Relationship Management
SDG 8 – Decent Work and Economic Growth	Industry Transition & Industry Immersion
SDG 8 – Decent Work and Economic Growth	Corporate Readiness & Professional Competence

Research Publications

Medhavi Skills University contributes to **SDG 8: Decent Work and Economic Growth** through research focused on entrepreneurship, financial inclusion, digital payments, artificial intelligence in business, microenterprise sustainability, and investment analysis. Faculty members from the **School of Management and Commerce (SoMC)** have published research examining the challenges faced by small-scale entrepreneurs, the role of financial inclusion in rural development, customer behavior in cashless payment systems, the application of artificial intelligence in SMEs, and investment decision-making. These studies provide insights into employment generation, entrepreneurship development, digital transformation, financial literacy, and sustainable economic growth, directly supporting the objectives of SDG 8.

Author	Title of Publication	Journal	Link
Mr. M. Jamal	Artificial Intelligence Integration in Small and Medium Enterprises: Obstacles and Prospects	Business Trends Transformations and Way Ahead (Series II)	https://www.researchgate.net/publication/382155750_Artificial_Intelligence_Integration_in_Small_and_Medium_Enterprises_Obstacles_and_Prospects
Mr. Snehasish Bhattacharjee	Financial Inclusion and Microenterprise Sustainability: An Accounting Perspective on Rural Development Initiatives	International Journal of Special Education (IJSE)	View of Financial Inclusion and Microenterprise Sustainability: An Accounting Perspective on Rural Development Initiatives
Mr. Snehasish Bhattacharjee	Customer Satisfaction Behaviour Towards Cashless Payments	International Journal of Creative Research Thoughts	Customer Satisfaction Behaviour Towards Cashless Payments | IJCRT Vol. 13, Issue 5
Mr. M. Jamal	Measuring the Intensity of Challenges and Problems of Small-Scale Entrepreneurs in Uttarakhand, India	XIMB Journal of Management	EM-XIMB240036 217..233
Mr. Snehasish Bhattacharjee	Risk and Return Associated with Residential Real Estate Investments in Kolkata	International Journal of Creative Research Thoughts	RETURN AND RISK ON INVESTMENTS IN RESIDENTIAL REAL ESTATE IN KOLKATA | IJCRT Vol. 12, Issue 2

Collaboration

Medhavi Skills University advances SDG 8 (Decent Work and Economic Growth) through extensive industry collaborations that bridge the gap between education and employment. The University's partnership ecosystem integrates industry expertise into curriculum design, skill development, apprenticeships, on-the-job learning, and career pathways. Through collaborations with organizations such as Apollo Hospitals, Bosch, Quess Corp, Chai Point, Barbeque Nation, Steward Healthcare India, and Nexus Select Trust, MSU enhances students' employability, industry readiness, and access to decent work opportunities. The University reports more than 650 industry and skilling partners supporting work-integrated learning and career transformation.

Partner	SDG 8 Relevance
Apollo Hospitals	Work-integrated learning, healthcare employment and skill development
Bosch	Industry-aligned technical skills and employability
Quess Corp	Workforce development and career opportunities
Barbeque Nation	Hospitality industry exposure, internships and employment pathways
Chai Point	Industry-linked training and workplace learning
Steward Healthcare India	Professional skills, apprenticeships and healthcare careers
Nexus Select Trust	Industry engagement and career-oriented learning opportunities


MoU with Apollo Hospitals


MoU with Bosch

[Industry Collaborations at Medhavi Skills University Partnerships & MoUs]



Entrepreneurship Development and Employability Enhancement

Medhavi Skills University promotes SDG 8 (Decent Work and Economic Growth) through entrepreneurship development, employability enhancement, industry exposure, and innovation-focused learning opportunities. Events such as the MBA Start-up Ecosystem Workshop, Students Explore Entrepreneurship and Innovation at InspireX 2026, Skills and Employability Tour at MSU, and Exploring Sustainable Entrepreneurship at Crafted Fibers equipped students with practical knowledge of startup ecosystems, business development, innovation, leadership, sustainable entrepreneurship, and career readiness. These initiatives strengthen students' employability, entrepreneurial capabilities, and preparedness for productive employment and economic participation.



MBA Start-up Ecosystem Workshop

Event	SDG 8 Relevance	Evidence
MBA Start-up Ecosystem Workshop (Feb 2025)	MBA students gained insights into innovation, funding, networking, collaboration, and startup development, enhancing entrepreneurial and business leadership skills.	View Event
Students Explore Entrepreneurship and Innovation at InspireX 2026 (Jul 2026)	Students participated in a district-level entrepreneurship and innovation event, interacting with entrepreneurs, founders, and industry experts while learning about startup ecosystems and innovation-driven business development.	View Event
Encouraging Entrepreneurial Aspirations Among Students (Jul 2026)	Entrepreneurship workshop covering creativity, innovation, self-employment, business management, and entrepreneurial careers.	View Event
Skills and Employability Tour at MSU (Sep 2025)	Focused on skill-based education, practical learning, and career-oriented opportunities to improve student employability.	View Event
Exploring Sustainable Entrepreneurship at Crafted Fibers (Jul 2026)	Students learned about sustainable business models, artisan welcome, supply chain management, and community-based entrepreneurship.	View Event



Students Explore Entrepreneurship and Innovation at InspireX 2026



[Skills and Employability Tour at MSU]

Employment Practice

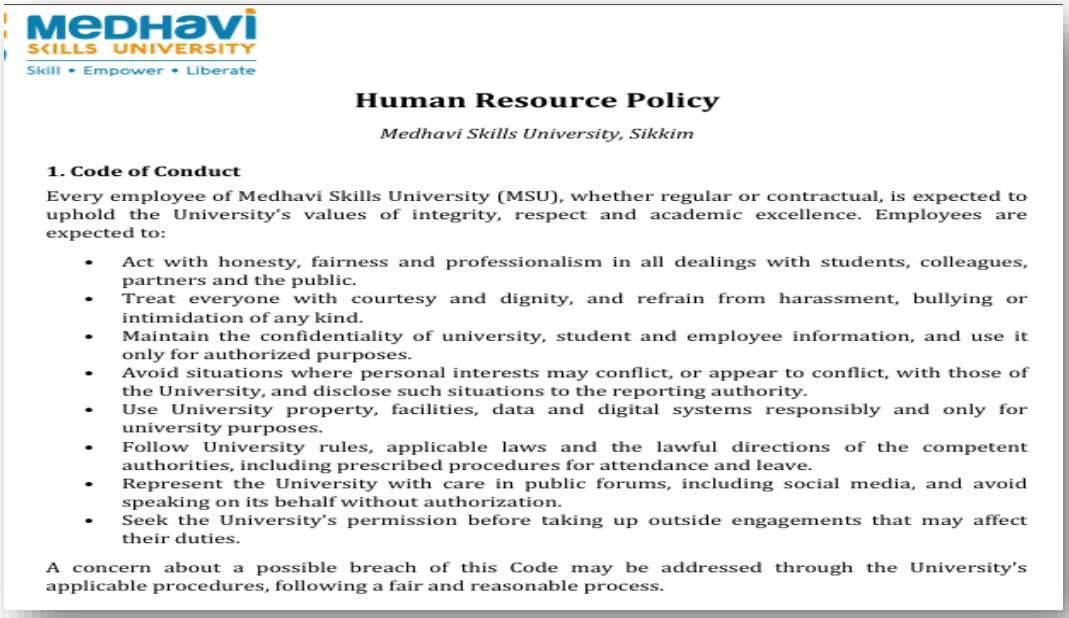
Employment Practice: Living Wage

Document the University's approach to fair and adequate remuneration for faculty and staff. Evidence may include approved salary policies, salary structure documentation and relevant HR records; protect confidential employee information.

Employment Practice: Unions

Medhavi Skills University respects the rights of employees to associate, participate in employee representative bodies, and engage in lawful collective dialogue in accordance with applicable labour laws and institutional regulations. The University is committed to maintaining a workplace environment based on mutual respect, open communication, and constructive employee engagement. Employees are encouraged to raise concerns, provide feedback, and participate in consultative mechanisms relating to workplace welfare, employment conditions, and professional development.

The University ensures that employees are not subjected to discrimination, intimidation, or retaliation for exercising their lawful rights to association and representation. Through transparent grievance redressal and communication channels, MSU promotes fair employment practices, employee well-being, and a positive workplace culture.



MEDHAVI SKILLS UNIVERSITY
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Human Resource Policy

Medhavi Skills University, Sikkim

1. Code of Conduct

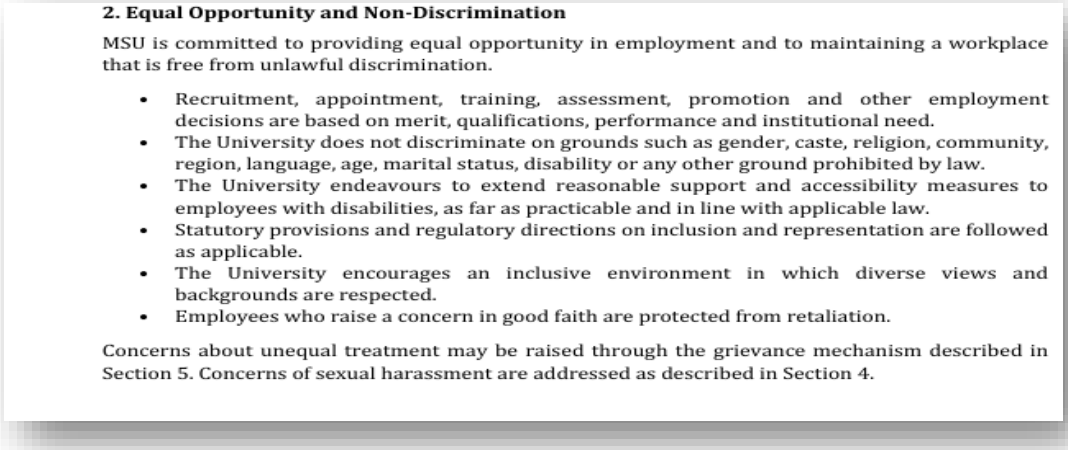
Every employee of Medhavi Skills University (MSU), whether regular or contractual, is expected to uphold the University's values of integrity, respect and academic excellence. Employees are expected to:

- Act with honesty, fairness and professionalism in all dealings with students, colleagues, partners and the public.
- Treat everyone with courtesy and dignity, and refrain from harassment, bullying or intimidation of any kind.
- Maintain the confidentiality of university, student and employee information, and use it only for authorized purposes.
- Avoid situations where personal interests may conflict, or appear to conflict, with those of the University, and disclose such situations to the reporting authority.
- Use University property, facilities, data and digital systems responsibly and only for university purposes.
- Follow University rules, applicable laws and the lawful directions of the competent authorities, including prescribed procedures for attendance and leave.
- Represent the University with care in public forums, including social media, and avoid speaking on its behalf without authorization.
- Seek the University's permission before taking up outside engagements that may affect their duties.

A concern about a possible breach of this Code may be addressed through the University's applicable procedures, following a fair and reasonable process.

Employment Policy on Discrimination

Medhavi Skills University is committed to providing a fair, inclusive, and discrimination-free workplace for all employees. The University prohibits discrimination in recruitment, hiring, compensation, training, promotion, transfer, benefits, and termination based on gender, age, religion, caste, ethnicity, disability, marital status, sexual orientation, gender identity, socioeconomic background, or any other protected characteristic. Employment decisions are made solely based on qualifications, performance, merit, and organizational requirements. The University maintains mechanisms for reporting grievances and complaints related to discrimination and ensures that employees are protected from retaliation for raising concerns in good faith. Through this policy, the University promotes equal opportunity, diversity, dignity, and respect for all members of its workforce.



2. Equal Opportunity and Non-Discrimination

MSU is committed to providing equal opportunity in employment and to maintaining a workplace that is free from unlawful discrimination.

- Recruitment, appointment, training, assessment, promotion and other employment decisions are based on merit, qualifications, performance and institutional need.
- The University does not discriminate on grounds such as gender, caste, religion, community, region, language, age, marital status, disability or any other ground prohibited by law.
- The University endeavours to extend reasonable support and accessibility measures to employees with disabilities, as far as practicable and in line with applicable law.
- Statutory provisions and regulatory directions on inclusion and representation are followed as applicable.
- The University encourages an inclusive environment in which diverse views and backgrounds are respected.
- Employees who raise a concern in good faith are protected from retaliation.

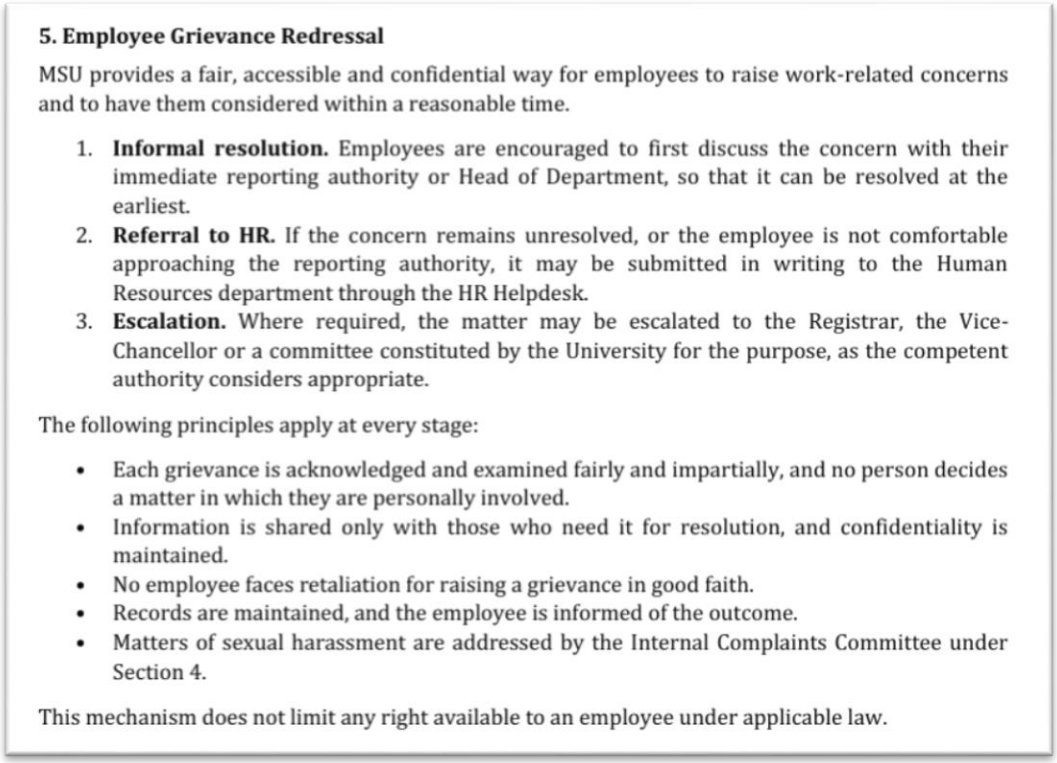
Concerns about unequal treatment may be raised through the grievance mechanism described in Section 5. Concerns of sexual harassment are addressed as described in Section 4.

Employment Policy: Modern Slavery

Document commitments and controls against forced labour, human trafficking, child labour and modern slavery in institutional employment and relevant operations. Evidence: policy, procurement/vendor clauses or applicable declarations.

Employment Practice: Equivalent Rights in Outsourcing

Medhavi Skills University is committed to ensuring that personnel engaged through outsourced agencies and service providers are treated with fairness, dignity, and respect. In line with the University's Employee Grievance Redressal Mechanism, outsourced personnel working on campus are encouraged to report workplace concerns, grievances, or instances of unfair treatment through appropriate channels. The University expects all contractors and service providers to uphold principles of equal opportunity, non-discrimination, safe working conditions, and compliance with applicable labour laws. By promoting transparent grievance resolution and ethical employment practices, the University seeks to ensure that outsourced personnel receive workplace protections and fair treatment consistent with the values and standards applied across the institution.



5. Employee Grievance Redressal

MSU provides a fair, accessible and confidential way for employees to raise work-related concerns and to have them considered within a reasonable time.

1. **Informal resolution.** Employees are encouraged to first discuss the concern with their immediate reporting authority or Head of Department, so that it can be resolved at the earliest.
2. **Referral to HR.** If the concern remains unresolved, or the employee is not comfortable approaching the reporting authority, it may be submitted in writing to the Human Resources department through the HR Helpdesk.
3. **Escalation.** Where required, the matter may be escalated to the Registrar, the Vice-Chancellor or a committee constituted by the University for the purpose, as the competent authority considers appropriate.

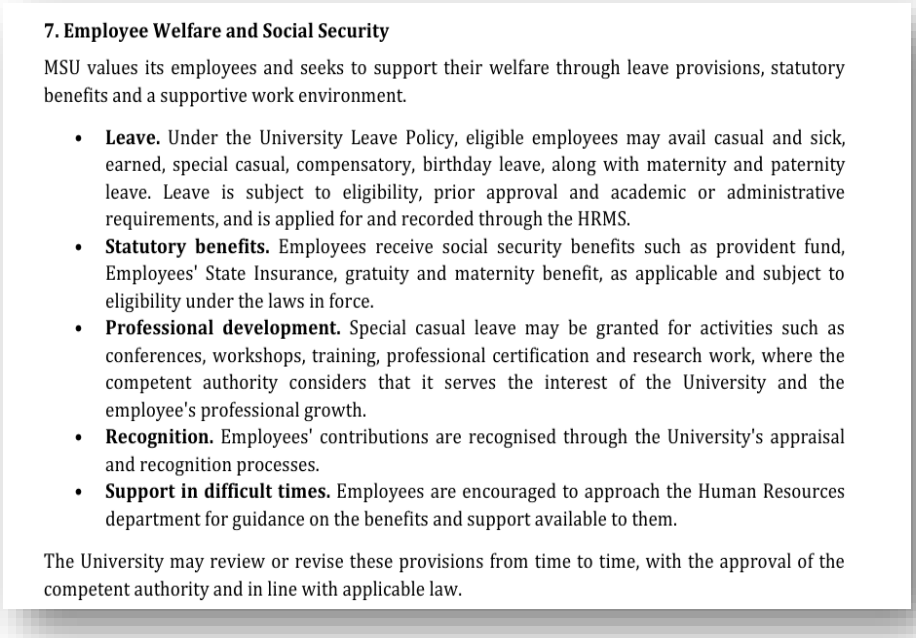
The following principles apply at every stage:

- Each grievance is acknowledged and examined fairly and impartially, and no person decides a matter in which they are personally involved.
- Information is shared only with those who need it for resolution, and confidentiality is maintained.
- No employee faces retaliation for raising a grievance in good faith.
- Records are maintained, and the employee is informed of the outcome.
- Matters of sexual harassment are addressed by the Internal Complaints Committee under Section 4.

This mechanism does not limit any right available to an employee under applicable law.

Employment Practice: Labour Rights

Medhavi Skills University is committed to upholding labour rights and maintaining a fair, safe, and inclusive workplace for all employees. The University ensures compliance with applicable labour laws and regulations relating to employment conditions, working hours, leave entitlements, workplace safety, non-discrimination, and employee welfare. Employees are provided with access to transparent grievance redressal mechanisms through which workplace concerns can be raised and addressed fairly and confidentially. The University promotes equal opportunity, respect, dignity, and protection from harassment or unfair treatment, while supporting a healthy and productive work environment. Through these practices, MSU reinforces its commitment to ethical employment standards and the protection of labour rights across the institution.



7. Employee Welfare and Social Security

MSU values its employees and seeks to support their welfare through leave provisions, statutory benefits and a supportive work environment.

- **Leave.** Under the University Leave Policy, eligible employees may avail casual and sick, earned, special casual, compensatory, birthday leave, along with maternity and paternity leave. Leave is subject to eligibility, prior approval and academic or administrative requirements, and is applied for and recorded through the HRMS.
- **Statutory benefits.** Employees receive social security benefits such as provident fund, Employees' State Insurance, gratuity and maternity benefit, as applicable and subject to eligibility under the laws in force.
- **Professional development.** Special casual leave may be granted for activities such as conferences, workshops, training, professional certification and research work, where the competent authority considers that it serves the interest of the University and the employee's professional growth.
- **Recognition.** Employees' contributions are recognised through the University's appraisal and recognition processes.
- **Support in difficult times.** Employees are encouraged to approach the Human Resources department for guidance on the benefits and support available to them.

The University may review or revise these provisions from time to time, with the approval of the competent authority and in line with applicable law.

"Skills create opportunities, and opportunities create economic progress. Medhavi Skills University prepares learners for meaningful careers through industry-relevant education, practical experience, and professional development, enabling them to build dignified livelihoods and contribute to sustainable economic growth."

Medhavi Skills University

www.msu.edu.in

Topakhani, Lower Chisopani
PO: Singtam Bazar, PS: Singtam
District: East Sikkim
Sikkim – 737134