



VIT[®]

Vellore Institute of Technology
(Deemed to be University under section 3 of UGC Act, 1956)

SDG-8 ANNUAL REPORT 2019-20

8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Vellore Institute of Technology

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Report of VIT-Vellore Campus

Vellore Institute of Technology provides teaching, learning and research infrastructure to students and faculty members to excel in their career and to achieve sustainable economic growth, productive employment and decent work.

During the academic year 2019-20, about 86 Scopus indexed papers are published by VIT on Decent Work and Economic Growth. The titles of some of the papers are given below:

Sl. No.	Title of the paper
1.	Productivity and quality improvement through DMAIC in SME
2.	Innovation and economic growth in European Economic Area countries: The Granger causality approach
3.	Internationalization of small and medium enterprises in Indian business incubators
4.	A study on sustainable growth rate for firm survival
5.	The association between foreign direct investment (FDI), economic growth (EG) and government expenses on infrastructure (GI) in India
6.	Role of engineering education in sustaining the economic development of India

Promote development-oriented policies that support decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises

VIT has provided teaching positions to 156 faculty members during the academic year 2019-20; the total number of faculty members on roll is 1866. About 1600 supporting staff works in VIT. Decent work place along with a reasonable salary is given to faculty members as well as the staff of VIT.



VIT - Employee Advantages (<https://careers.vit.ac.in/about-us/>)

- VIT has revised the salary structure based on 7th Pay Commission recommendations
- Employment Provident Fund & Gratuity
- Mediciam Insurance / Accidental Policy with United India Assurance for Employees and Dependents
- Free Health Centre benefits (extended to family members also)
- Encashment of Earned Leave
- Special Pay to Staff Members for Continuous Service
- 25% Concession to avail Bus Facility to Staff Members
- Sabbatical Leave to pursue Higher Education / Research
- Laptops are issued to Faculty members while at service to pursue Research and Academic work
- Faculty members are encouraged to take up consultancy, projects and research work.
- Faculty members are sponsored to
- Pursue further studies
- Present papers in conferences abroad periodically.
- VIT is an equal opportunity employer.
- VIT attracts the brightest and best talent pool available in the industry.
- Our human resource policies and practices are geared towards attracting and recruiting the best, rewarding, recognising and retaining them. These policies and practices are comparable to some of the best in the industry.
- In our work environment, all employees are valued and respected and have opportunities to develop their full potential and pursue a career path of their choice.

The Technology Business Incubator (TBI) conducts many programs for promoting creativity, innovation, entrepreneurship and help many students to start micro-enterprises known as 'Start-ups' to promote sustainable economic growth. The VIT Technology Business Incubator (VIT-TBI) offers a four-week Entrepreneurship Development Programme for science & technology graduates. According to a VIT, this non-residential programme trains the science & technology graduates and diploma holders in the essentials of conceiving, planning, initiating and launching



An awareness programme for the Biotechnology Ignition Grant from BIRAC was organized for the faculty and research scholars on the 29th of Jan 2020. The session was delivered by Dr. Pranita Phatak from SINE, IITB.

an economic activity or an enterprise successfully. The programme content includes class room training on essentials of entrepreneurship, survey of the prevalent socio-economic scenario, identification of business opportunities, role and function as well as schemes of assistance offered by various constituents of the support system, preparation of a technically feasible and economically viable project report, and the nuances of management of an enterprise. A six week Technology Entrepreneurship Development Programme in Industrial Internet of Things (IIoT) was initiated on the 19th February 2020. Various aspects of technology and business have been addressed by academicians and industry experts; about 22 participants underwent the training which was organized under the DST-NIMAT project (<https://vittbi.com/>)

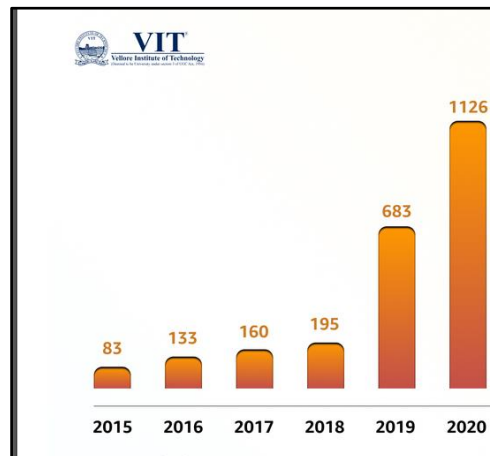


Achieve full and productive employment and decent work for all women and men, including for young people, and equal pay for work of equal value

VIT prepares students to get placements in industries offering high cost-to-company (CTC). Some of the companies offering high CTCs are given below.

Company	CTC	Microsoft	INR	44,00,000	
AppDynamics	INR	39,20,000	D.E.SHAW	INR	
35,25,000	UDAAN	INR	35,00,000	WorkIndia	INR
35,00,000	Cloudera	INR	31,33,000	Amazon	INR
29,50,000	Motorq	INR	26,00,000	Morgan Stanley	
INR	25,30,000	PayPal	INR	23,80,000	
WellsFargo	EGS India	INR	20,00,000.		

In this placement offer, the students are presented with offers with Cost of Company (CTC) of INR10,00,000-00 and above per annum. About 140 companies offered 1126 super dream placements offers during the year 2020. Among them,



PLACEMENT TREND (YEAR WISE)

Items	2020
Total Registered	5805
Total Placed	4914 84.65%
Dream	2513
Super Dream	1126
Number of Companies Visited	739
Average CTC in L.P.A	7.13
Highest CTC	41,60,000



Microsoft has offered the highest CTC of INR 41,60,000-00 per annum. 7 students have got their placement in Microsoft with the Super Dream Offer. In Dream placement offer,

2513 students are presented with offers with Cost of Company (CTC) of INR 5,50,000-00 and above per annum. More than 386 companies have been giving this placement offer to enable students to have multiple choices in the dream placement category. They can choose among various streams including IT Services, product consulting, banking, Core Engineering companies among other options. Such placement opportunities allow the students to freely select the offer that is present in their area of interest. VIT is a proud holder for the Limca book of records for the highest number of recruitments through placements done from a single institution by IT sector companies for 7 years. Cognizant, TATA Consultancy Services, Accenture, Wipro, and Infosys are a few names in the IT sector that have their placement bases in VIT. Also, the Placement cell in VIT is responsible for internships for students.

Substantially promote employment, education and training

VIT conducts industry conclave, consortiums, contests, hackathons, skill development programs, Alumni events, Industry certification, higher education training, Industry internships, soft skills training, placement training, and career counselling and train students to get employment in industries having decent

work with reasonable and higher salaries <https://vit.ac.in/career-development-centre>. Apart from placements for students in their final year, the Placement Cell provides international internships with leading MNCs across the globe. An average of 10 students every year get an opportunity to get internships in USA, UK, Ireland, Japan, China, Israel, Taiwan, UAE, Kenya, Germany, Nigeria and Italy. These internship programs help the students to earn a stipend, in addition to hands-on experience and practical application of everything they have learned. While VIT ensures that all its students obtain placement in leading MNCs, it also makes sure that they get internships and have valuable work experience.

A global strategy for employment

VIT's Centre for Sustainable Rural Development & Research Studies (VIT-CSRDRS) acts as a bond between VIT and society, to provide better and effective services for the development of rural areas through various innovative initiatives. VIT students, under the guidance of the faculty

and staff, engage in social upliftment activities to foster rural community development through various projects and programs.

The vision of this center is to improve the quality of the life of rural people by meeting their rudimentary needs of the present without compromising the ability of the future generations through participative planning and implementation of sustainable practices and improving the quality of life and economic well-being of people living in the rural area. The mission of this center is to promote and implement the sustainable rural development practices through participative planning, education, capacity building, effective networking, research techniques, and knowledge management through innovative methods to enlighten the rural community for self – reliant rural development (<https://vit.ac.in/about/community-outreach>).

Extension Works:

- Adoption of villages for holistic development.
- Entrepreneurship development activities.
- Skill Development and Women Empowerment.
- Higher education for all in Vellore District.
- Agriculture and allied activities to promote organic farming.
- Youth development activities.
- Entrepreneurial development activities for SHGs.
- Promotion of health and sanitation in rural areas.
- Green Vellore- protection of the environment.
- Clean River Palar for efficient water management.
- Infrastructure development and environmental enhancement in Government schools.
- Livelihood development activities linked to economic development.
- Credit linkage to Tribal Farmers for holistic development.
- Organic farming.
- Digital literacy campaign.
- Financial literacy promotion.





VIT-CSR&RS organized a mega job mela at university campus at Vellore. More than 30 companies participated, and offered 2,000 job openings. Candidates who have passed 8th, 10th, 12th standards, ITI, diploma, degree, B Tech, MBA, nursing, catering technology, tailoring, driving or any other qualifications also applied.

Adoption of villages for holistic development

VIT, as a professional higher education institution, contributes directly to the development of the rural sector. VIT has adopted five villages address the huge developmental disconnects between the rural and urban sectors, such as inequity in health, education and basic amenities as well as creating employment opportunities

The imperatives of sustainable development demand an eco-friendly development and the creation of appropriate employment opportunities. The students have learnt the urgent need for technology development for rural areas to address their day to day challenges.



The vision is to bring transformational change in rural development processes by leveraging knowledge institutions to help build the architecture of an inclusive India.

<https://vit.ac.in/about/community-outreach/projectsandprograms>

Empowering Tribal Community

The National Bank for Agriculture and Rural Development (NABARD) has launched a Joint Liability Group (JLG) scheme to provide access to institutional credit for small, marginal, tenant farmers, and oral leases and share croppers. JLGs are essentially credit groups of small/marginal/tenant farmers/asset less poor who do not have proper title of their farmland. These informal groups of 4-10 members are engaged in similar economic activities and are willing to jointly undertake to repay the loans.



Mega Loan Mela - 01.02.2020 at Jawadhu Hills, Tiruvannamalai District



MEDP - Training Tailoring Skill Development

VIT is an endorsed JLG Promoting Institution associated with NABARD Tiruvannamalai and extends his supports via financial support for awareness creation and capacity building of all stakeholders under the JLG Scheme In Jawadhu Hills, Tiruvannamalai District consists of 11 Village Panchayats. Until the year 2019-20, VIET linked 147 JLGs and 19 farmers group for credit linkage for an amount of INR 442,00,000-00 with support of NABARD and Indian Bank, Jamunamarthur . Every year the Mega Loan mela is organized and loans are disbursed to JLGs for livelihood development activities with subsidy (<https://vit.ac.in/about/community-outreach/projectsandprograms>).

Entrepreneurship Development Program

VIT-CSR & RS, in collaboration with EDI (Entrepreneurship Development Institute) and District Industries Centre, train the candidates in various skills to groom them as successful entrepreneurs. The following Entrepreneur cum Enterprise Development programs were conducted during the academic year 2019-20 (<https://vit.ac.in/about/community-outreach/projectsandprograms>).

Sl. No.	Training Program	Duration	Number of Participants
1.	New Entrepreneur cum Enterprise Development Scheme	13-11-2019 to 29-11-2019	30
2.	BM & BP for AIEDP Aspirants	28-1-2020 to 30-1-2020	25
3.	New Entrepreneur cum Enterprise Development Scheme	24-2-2020 to 13-3-2020	26



The VIT-CSR&RS and National Research Development Corporation (NRDC), Government of India, with the objective to promote, develop and commercialize the technologies got the approval for conducting EDP training programs for rural areas of Vellore under the administrative control of the Dept. of Scientific & Industrial Research, Ministry of Science & Technology (<https://vit.ac.in/about/community-outreach/projectsandprograms>).



Life Skill Development for Government School Students

Life Skill Development is implemented through GV School Development initiatives by VIT-CSR& RS to 302 students in 6 Schools with the support of Vellore School Education Department.





The training includes promotion of skills and attitudes such as self-awareness, empathy, communication, interpersonal skills, decision-making, problem-solving, creative thinking, critical thinking, coping with emotions and stress, etiquette, gender sensitization, and others (<https://vit.ac.in/about/community-outreach/projectsandprograms>).



VIT's Good Girls And Boys (GGB) is youth organization, aims to promote and spread awareness about sustainable development amongst the most integral part of our societies, the youth. As stated by the United Nations, the Sustainable Development Goals encompass a wide variety of issues plaguing our societies, nations and the world entirely. The opportunity to work for a cause and the drive to make the world a better place is what makes GGB a refreshing, yet rewarding experience to be a part of. VIT students touch countless lives of people from all walks of life and inspire others.

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Report of VIT-Chennai Campus

Preamble

The following is a comprehensive report on ‘SDG 8 – Decent Work and Economic Growth’ for Vellore Institute of Technology Chennai (VIT Chennai). SDG 8 deals with sustainable and fair economic growth that enhances the societies to create necessary conditions that allow people to have quality jobs which invariably stimulate the economy while not harming the environment. VIT Chennai focuses primarily on employees’ decent work culture which includes providing sophisticated infrastructure, a comfortable and benevolent work environment and enhancing the prosperity of employees.

Policies/Major decisions regarding SDG 8

The policies or major decisions regarding SDG 8 are elucidated as follows.

1. Code of Conduct

The “Code of Conduct for Employee” is established and demonstration of the same is given to all the newly joined employees via Faculty Induction Programs, as well as the existing employees (<https://chennai.vit.ac.in/files/Conduct-Rules-for-Employees.pdf>).

2. General Amenities



Canteen and Food Court Complex

The general campus amenities are aimed to make every student feel very lively, fun-filled, and a resourceful community to enrich their erudite years. Some of the major general campus facilities aid in providing a good ambience for an enjoyable learning experience. They are listed below:

- Canteens and food courts provide easier access to food and refreshments
- Health centre with in-patient facility and ambulances provide the required 24x7 health care facility
- Transport facilities for day scholar students, staff and faculty members
- Walkways for safe, easy and congestion-free movement of students inside the campus
- Banks and ATM facilities
- Electrical power backup which is provided by standby power generators
- Guesthouse for the convenience of the visiting family members of students with online booking facility
- Gymnasium for male and female students with state-of-the-art equipment
- Sewage Treatment Plant



Canteen (Interior View)



Bank & ATM facility

With clubs, chapters and college festivals, students are exposed to a competitive environment not only within the campus but also outside the campus.

3. Smart Classrooms

The classrooms are well designed rooms that incorporate everything needed for a pleasant learning atmosphere. The wide spacious classrooms contain a whiteboard and also a projector. The Professor can switch to different modes of teaching as and when required so the teaching is not monotonous and the lectures are put across in the best way possible. This hi-tech equipment enables our faculty to conduct classes in a way that helps students to make use of

every available resource from one point at the click of a button. These classrooms are also often used for seminars and events from time to time. Video capturing facilities are also available for enhancing the teaching-learning process.



Smart Classroom (Interior View)



Video capturing facility

4. Salary and Recruitment/Promotion Norms

The salaries and allowances of the regular faculty and staff members are paid as the Government norms. High standard and well-established norms are set for the recruitment of the employees and the promotion of the existing employees.

5. Academic Staff College (ASC)

Academic Staff College (ASC) is dedicated to creating a culture of academic excellence and conducting faculty development activities for all our schools and centres at VIT Chennai. ASC conducts regular dialogue with different stakeholders of the institute and coordinates with schools and centres towards achieving a decent and knowledgeable work environment. ASC network with international resource persons and universities as well as industry experts and invite the best resource persons to deliver lectures and workshops. ASC helps our faculty members and staff members stay updated with the latest developments in teaching, research and technology and thus to create a world-class learning environment for the students.

6. Fully Flexible Credit System (FFCS)

In the continuous pursuit of academic excellence and creating a student-friendly learning environment, VIT introduced the Fully Flexible Credit System (Shortly referred to as FFCS). FFCS is a way in which students have complete freedom in tailoring their course and in a way they wish. It accommodates the wants and needs of the entire student community. With this system, a student can prepare his/her own timetable with the specific courses he/she intends to do in that semester along with the timings of classes and choice of professors. Learning has never been this fun. Students have the flexibility to pursue their other interests in sports or club activities and scheduling of classes will take it along the way. It is a beneficial system that is tailor-made to suit all the kinds of students with all learning needs, whether someone wishes to complete subjects early or pursue subjects of the other branches for acquiring a Minor/Honours degree. Also, this system ensures offerings of subjects from all disciplines, encouraging students to pursue multiple interests and develop holistically.

The salient features of FFCS are as follows:

- Choice in the order of selection of courses for each semester
- Choice in the timings/time slots in the selection of courses
- Choice in the selection of number of courses per semester
- Choice of preparing his/her own Timetable and Academic Plan



- Balanced curriculum with engineering, science, humanities and management courses
- Ample opportunities to do interdisciplinary courses
- Soft on slow learners by offering important/common courses in all semesters
- Optional Summer/Intersession semester to do courses
- Opportunity of undergraduate research experience
- Value addition with double Major/Minor/Honours option
- Branch change option in B.Tech. at the end of first year

7. Internal Committees

The following are some of the internal committees to perform the courteous task within the organization to enhance quality and a decent work environment.

7.1 Internal Complaints Committee

If any woman faculty, staff, or girl student has any grievance, including any kind of harassment, the same can be brought to the notice of the Convenor or any of the Committee Members of Internal Complaints Committee for necessary action and redressal. Any physical/mental harassment towards fellow students including ragging, quarrelling, using abusive language and violent behaviour is strictly prohibited.

7.2 Intellectual Property Rights Cell

Intellectual Property Rights Cell (IPRC) is being formed and the objective is to promote patenting. The following members will constitute the IPRC.

1. Dean, Sponsored Research, ex-Officio – Convener
2. Dr. Sugumaran. V – Member
3. Dr. John Kennedy. L –Member

7.3 Vigilance Cell

A 'Vigilance cell' is being formed and the objective of this cell is to be on the alert of any misconduct/unwanted activities/risks and take preventive measures. The following members will be part of the team:

1. Dr. R. Venkatesh – Convener
2. Dr. S. Elavenil – Member

8. Medical Insurances for the employees

The Management is providing mediclaim coverage for the employees and their family for a sum of Rs. 2 Lakhs, and the premium for 2 lakhs is borne by VIT Chennai.

Academic details regarding SDG 8

The following courses are offered as part of B.Tech and BBA programs respectively at VIT Chennai.

- MGT1003 – Economic Analysis for Managers
- MGT1024 – Organizational Behaviour
- CLE2022 – Economics and Business Finance for Civil Engineer
- HUM1021- Ethics and Values
- HUM1036 - Engineering Economics and Decision Analysis

Major Events Organized

1. Faculty training

Faculty and staff members are given adequate and periodic training on Outcome-Based Education (OBE), other teaching-learning processes through Academic Staff College (ASC).

S. No.	Name of the Program	From	To	No. of Days
1	Hands on Mathematics Through “A Smart And Self Learning Companion”	31-08-2021	31-08-2021	1
2	Lights, Camera, Action (Film Making and Editing)	10-09-2019	10-09-2019	1
3	Self-Defence	14-09-2019	14-09-2019	1
4	Fitness Workshop	27-09-2019	27-09-2019	1

2. Lectures organized relevant to SDG 8

- School of Computer Science and Engineering organized a guest lecture on ‘Why Should You Choose a Career in Computer Vision?’ by Mr. Tata Ganesh, Senior Machine Learning Engineer, Capillary Technologies on 30/10/2019. Computer vision is an interdisciplinary scientific field that deals with how computers can be made to gain high-level



understanding from digital images or videos. From the perspective of engineering, it seeks to automate tasks that the human visual system can do.

- VIT Business School has organised a one-day panel discussion on union budget 2020 on 11th February 2020 at VIT Chennai. The eminent speakers in various areas related to auditor, macro economists, agricultural economists participated and shared their views on the union budget. Nearly 120 participants including students, faculties and research scholars attended the session and shared their views.
- School of Computer Science and Engineering organized a guest lecture on 'Investor Awareness Program' by Mr. Dinesan Kallidil, Regional Head, South Region, Emkay Global Financial Services Limited on 15-11-2019 for students, staff and faculty members. The topics discussed in this lecture are as follows:
 - Indian Stock Market and Opportunities available to Indian Investors
 - Smart Index Trader Program



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