

SDG WORKFORCE EMPLOYMENT PRACTICES AND WELFARE POLICY

Policy No. SDG -WEPWP_8.0

KARE/IQAC/SDG/2024/08



Approved by BoM on 14.06.2024

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION

(Deemed to be University)

(Under the section 3 of the UGC Act 1956)

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KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION


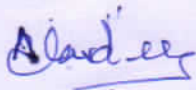
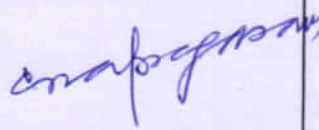

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Policy Preparation and Verification Team

Prepared: version 1.0 - 2024

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SDG WORKFORCE EMPLOYMENT PRACTICES AND WELFARE POLICY

Kalasalingam Academy of Research and Education (KARE)

(For Implementation Across All Academic Programmes)

1. Preamble

Kalasalingam Academy of Research and Education (KARE) ensures in achieving the standards that enable an institution in establishing the basic foundation of ethical and professional conduct and behaviour. The institutional standards also emphasize in maintaining its commitment to create a decent, respectful, diversified and inclusive environment aligning with that of the institution's mission and vision statement. The rules, regulations and standards include dedicated service delivery through specialized knowledge of the teaching community, professionally ethical individuals of the society and personally responsible members as a community as a whole. The need to meet such standards become inevitable for making the role of higher education institutions an effective one while contributing towards the United Nations Sustainable Development Goals (SDGs). The basis of ensuring high standards in the institution paves way in achieving towards the sustainable goals as a whole.

This policy directly aligns with:

- UN SDG 01 : No Poverty – Any individual who has a decent job shall have his or her living helping in eradicating poverty as they would be economically empowered.
- SDG 02 : Zero Hunger – When the employment stability is ensured the individuals serve their families paving way for them to afford to get food and achieving food security.
- SDG 04: Quality Education – Through effective corporate or placements training and employment opportunities, the individuals are given accessed to quality education.
- SDG 05: Gender Equality – Any individual irrespective of their gender are given chances to get employment opportunities enabling them to empower their own self.

- SDG 10: Reduced Inequalities – Policies related to recruitment, equal opportunity supports the institutions in upkeeping the standards as against the inequalities at workplaces.

This policy indirectly aligns with:

- SDG 03: Good health and well being – When employees are ensured with safety at workspaces, there lies their good mental, social and physical health and overall wellbeing.
- SDG 09 : Industry, Innovation and Infrastructure – When individuals are encouraged to be innovative and creative at workplaces, they are indirectly contributing in making the country economically stable through efficient and effective practices of productivity.
- SDG 13 : Climate Action – By means of adopting diversity based employment practices, the promotion of sustainable tourism is achieved.
- SDG 17 : Partnership for the Goals – The combined strength of partnership among the individuals in the institution helps in achieving the SDG 8 in a successful manner.

2. Purpose of the Policy

The purpose of this policy is to:

1. Ensure that all students, faculty and administrative members at KARE are ensured with the decent employments, job security, entrepreneurship and social protection aligning with the goals related to other SDGs.
2. Promote an environment for all that is inclusive, sustained, diversified, productively employed and decently placed with a suitable job or employment opportunity.
3. Strengthen KARE's responsibility toward working community and development of individuals to be self-empowered and sustainable innovation.

3. Scope

This policy applies to:

- All academic departments, schools, and centres
- Faculty members, administrative members and all workforces employed directly or on adhoc basis in the institution
- All Students who are undergraduate and postgraduate programme takers and who are participating in academic training and placement activities of the institution

4. Policy Statements

4.1 Integration of SDGs in Policies

KARE aims in achieving the below through its policies:

- The general public are given notice about the job opportunity and ensure job creation through transparent way of reaching them and conduct of recruitment practices and retention of workforces.
- Each individual is given equal opportunity to be a part of the job creation process and shall achieve the innovation standards through their capabilities.
- Formalized way of achieving the SDG standards and enable each individual realize that their contribution towards the nation and international sustainable helps in economically viability and growth in a continuous manner.

4.2 Promotion of sustained individual and economic growth

The University shall strive in promoting:

- Developmental oriented job opportunities for students and workforces with its job creation activities, productive activities evolving the community in innovation, research, higher education and self-sustained initiatives.
- Educational activities that ensure in achieving the domestic product growth of the country and develop the country.

- Initiatives that help one achieve economic productivity through educational innovations , technological upgradations and focussing on high value added propositions in protecting labour community.
- An environment that is of equal pay and decent employment to the community.
- In protecting the individual rights of every workforce with safe working conditions and making them available with the basic amenities and as against the child labour and other unfair workplace practices.
- In developing youth employment strategy in the institution.

4.3 FAIR EMPLOYMENT PRACTICES

KARE shall implement fair employment practices with

- Its effective recruitment process making everyone reach our institution with no hassle.
- Its support to choose the best job that suits the individual irrespective of their gender, race, religion and other diversity factors.
- The implementation of employment practices that ensures the workforce to be safe and free from modern slavery, trafficking and other unfair labour practices against the interest of employees.
- Universal access to educational services to the student community and ensuring them with suitable placements and job opportunities.

4.4 EMPLOYEE WELFARE MEASURES

The University shall ensure to initiate employee welfare measures such as :

- Conduct Faculty Development Programmes (FDPs) on SDGs and their relevant area of interest, general knowledge about the national and international economical growth and development.
- Facilitate training for students with topics that are relevance to current trends ensuring strategic upskilling and reskilling workforce for future scenario.
- Encourage faculty to adopt innovative working practices saving costs and availing benefits and rewards related to their productivity.

4.5 Research, Innovation, and Entrepreneurship

KARE will encourage continuously :

- Research aligned with SDGs, supported by institutional funding.
- Student participation in corporates with or without stipendiary based job offers and summer internship offers both national and international level.
- Startups, incubation projects, and technological solutions that address societal and environmental challenges.
- Student participation in SDG-based quizzes, hackathons, competitions, and global innovation events.

4.6 Partnerships and Collaborations

KARE shall establish and strengthen:

- Collaborations with other stakeholders such as Corporates, NGOs, government agencies, and industries for SDG-based training, outreach, and internships.
- International partnerships promoting global learning and sustainability research higher studies opportunities (for doctoral research and post -doctoral research) and internship opportunities.

4.7 Monitoring, Review, and Reporting

- The IQAC and SDG Cells will monitor the workforce productivity of SDG employment parameters in the form of key performance indicators for teaching and administrative workforces.
- The policy will be reviewed every three years for improvements and towards achievement of sustainable goals.

5. Expected Outcomes

Through this policy, the University aims to:

- Develop each individual and students who are socially responsible, environmentally conscious, and globally competent.

- Foster a campus culture with diversity and inclusivity, workforces with future orientedness and sustainability, ethical, and service orientedness.
- Strengthen KARE's contribution to national and global sustainable development efforts.

6. Approval & Review

This Policy shall be reviewed annually and revised every 3 years or earlier as per the requirements of the institution.



Dr. S. Narayanan

Vice-Chancellor-KARE

Dr. S. NARAYANAN

Vice - Chancellor

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