



हरकोर्ट बटलर प्राविधिक विश्वविद्यालय

नवाबगंज, कानपुर - 208002, उ.प्र., भारत

HARCOURT BUTLER TECHNICAL UNIVERSITY

NAWABGANJ, KANPUR - 208002, U.P., INDIA

(Formerly Harcourt Butler Technological Institute, Kanpur)

Phone : +91-0512-2534001-5, 2533812, website : <http://www.hbtu.ac.in>, Email : [vc@hbtu.ac.in](mailto:vc@hbtu.ac.in)

100+ YEARS  
1921 - 2021



## SDG 8: Decent Work and Economic Growth

*(Sustained, Inclusive & Sustainable Economic Growth, Full and Productive Employment, and Decent Work)*

### 1. Introduction

HBTU Kanpur is committed to fostering sustainable economic growth, ensuring productive employment, and promoting decent work for all. This report outlines the University's strategic contributions to **SDG 8**, mapping existing actions to specific **targets and indicators** and proposing new initiatives for broadening institutional impact.

### 2. Current initiatives Aligned with SDG 8 Indicators

**Target 1: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation**

- **Initiatives**
  - **Startup and Incubation Support:** Establishment of a dedicated Incubation Centre offering mentorship, funding access, and boot camps.
  - **Entrepreneurship Workshops & Hackathons:** Events to promote creativity, innovation, and enterprise development among students.
  - **Student-Led Business Proposals:** Encouragement of social enterprises and sustainable business models.
- **Indicators Addressed**
  - Proportion of informal employment in non-agriculture sectors (indirectly addressed through formal incubation and job opportunities).

**Target 2: Achieve full and productive employment and equal pay for work of equal value**

- **Initiative**
  - **Inclusive Hiring Policies:** Ensuring gender equity, opportunities for differently-abled individuals, and local community employment.



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- **Campus Job Fairs:** Direct engagement with employers for equitable employment opportunities.
- **Soft Skills Training:** To improve access to decent jobs for all students, including underrepresented groups.
- **Indicators Addressed**
  - Average hourly earnings of employees by sex and occupation (institutional tracking of placement packages).
  - Unemployment rate by educational level and gender (University can collect data through alumni surveys).

**Target 3: Substantially reduce the proportion of youth not in employment, education or training**

- **Initiative**
  - **Mandatory Internships:** Industry exposure to prepare students for future employment.
  - **Vocational Training Programs:** Short-term certification courses for youth including those from surrounding areas.
- **Indicators Addressed**
  - Proportion of youth not in education, employment or training (data can be compiled through graduate outcomes).

**Target 4: Promote sustainable tourism and local culture for job creation**

- **Initiative**
  - **Skill Training for Local Artisans/MSMEs:** Collaboration with Skill India and MSME sectors for upskilling.
  - **Community Outreach for Local Handicrafts:** Marketing support for self-employed artisans.
- **Indicators Addressed**
  - Tourism directs GDP (in academic interpretation, contribution to local employment).



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- Jobs supported by sustainable tourism (local jobs supported by outreach programs).

**Target 5: Strengthen the capacity of domestic financial institutions to expand access to banking, insurance, and financial services**

- **Initiative**
  - **Financial Literacy Programs:** Workshops for students and local youth.
  - **Start-Up Finance Support:** Linkages with government schemes and financial institutions.
- **Indicators Addressed**
  - Proportion of adults with an account at a bank or financial institution (through campus drives and outreach).

### 3. Policy Framework & Guidelines

To align academic operations with sustainable economic development and decent work, HBTU has implemented a structured and inclusive policy framework comprising:

- **Industry-Academia Integration Policy:** Promotes collaborative curriculum design, guest lectures by industry experts, and credit-based internships to ensure employability and skill relevance.
- **Research and Innovation Promotion Policy:** Incentivizes faculty and students to engage in funded research, file patents, and develop solutions aligned with industry needs. Includes seed grants and recognition for commercialization.
- **Equal Opportunity and Non-Discrimination Policy:** Ensures fair hiring practices, inclusivity in training programs, and support systems for marginalized groups including women and differently-abled individuals.
- **Financial Inclusion through Scholarships & Aid:** Offers need-based scholarships and fee waivers to ensure accessibility of higher education to economically weaker sections, thereby reducing barriers to decent employment.
- **Sustainable Procurement and Vendor Guidelines:** Mandates ethical sourcing, transparent vendor selection, and promotion of MSMEs and green suppliers as part of responsible campus operations.



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- **Startup and Incubation Governance:** Framework to support student and faculty-led startups through pre-incubation screening, mentorship, IPR support, and exposure to angel funding and venture capital networks.

This policy-driven approach ensures that decent work and inclusive growth are woven into the academic, research, and operational fabric of the university.

#### 4. Proposed Initiatives for Strengthening SDG 8 at University Level

Proposed Initiative	Suggested Indicator
Launch a University Employment Tracking Dashboard	Graduate employment rate, average starting salary
Entrepreneurship Bootcamp Series with Industry Mentors	Number of startups/incubated annually
Skill Academy for Local Youth and Women	No. of beneficiaries completing vocational courses
Inclusive Hiring Campaigns on Campus	Gender parity in placement statistics
Financial Literacy and Banking Camps for Students	% students with bank accounts, insurance coverage
Collaboration with Local Handicraft Sectors	No. of collaborative employment generation programs
Faculty-Startup Research Integration	Patents, tech transfers, student employment via research
Sustainability Job Fair focusing on Green Jobs	% placement in sustainability and green sectors

#### 5. Monitoring and Evaluation Framework

To ensure that HBTU's progress toward SDG 8 is tracked, assessed, and improved upon consistently, the following robust Monitoring and Evaluation (M&E) Framework is proposed:

- Graduate Outcome Surveys
  - a. Annual surveys to collect data on student employment status, sectors of employment, salary bands, and job satisfaction.



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- b. Differentiated data collection by gender, discipline, and course type to identify gaps and strengths.
- Placement Analytics Dashboard
  - a. A centralized dashboard for tracking real-time placement statistics across departments.
  - b. Key indicators include number of recruiters, sectoral distribution, average salary, highest offer, and gender-disaggregated data.
- Startup Incubation Tracking
  - a. Year-wise tracking of startups incubated, their survival rate, funding received, patents filed, and number of people employed.
  - b. Evaluation of sectoral focus (e.g., ed-tech, green-tech, health-tech).
- Skill Development Audit
  - a. Audit reports to track participation in vocational and certification programs.
  - b. Feedback-based effectiveness analysis of training programs.
- Employment Equity Index
  - a. Metric to evaluate inclusivity in employment support provided by the university, factoring in gender, socio-economic background, and disability status.
- Local Economic Impact Assessment
  - a. Evaluation of community-based training programs, MSME collaborations, and their impact on local employment.
- Policy Compliance Monitoring
  - a. Annual review of implementation of equal opportunity and ethical hiring practices on campus.
- Publication of SDG 8 Progress Report
  - a. A comprehensive report released each academic year summarizing all key indicators, challenges, and course corrections.

This data-driven and participatory approach ensures that HBTU can monitor progress meaningfully and take timely action to promote decent work and inclusive economic growth.





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## 6. Summary

HBTU Kanpur is aligning education with employment and economic growth through research, innovation, skill development, and inclusive hiring practices. The university's initiatives directly support multiple targets under SDG 8, making it a leader in responsible and sustainable academic development. By integrating new programs and improving data monitoring, HBTU can further amplify its role in promoting decent work and economic opportunity for all.