



## ANNUAL PROGRESS REPORT FOR SDG 8 – 2024

### **8** DECENT WORK AND ECONOMIC GROWTH



### 17.3.8. University publishes progress against SDG 8

Sustainable Development Goal 8 aims to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. It focuses on creating job opportunities, ensuring fair wages, safe working conditions, and equal employment rights. SDG 8 also encourages innovation, entrepreneurship, and sustainable industrialization while reducing unemployment and child labor. By fostering a stable economy that values people and the planet, this goal seeks to build prosperity, support human dignity, and drive balanced growth that benefits both individuals and societies worldwide.

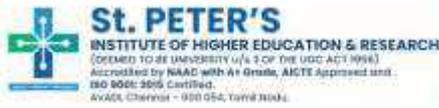
St. Peter's Institute of Higher Education and Research (SPIHER) prioritizes social well-being and environmental health by providing a safe and supportive campus environment. The institute ensures fair and safe working conditions through well-maintained buildings, ergonomic furniture, and accessible staff and student spaces. Safety measures such as surveillance cameras, along with a well-lit, airy work environment, contribute to a secure atmosphere. SPIHER also supports inclusivity with facilities for the disabled, child care services, and mentoring programs. The campus features a medical clinic to address health needs, promoting both physical and mental well-being for all members of the SPIHER community.

#### **Seminar on Industry readiness and Entrepreneurial Journey**

A comprehensive seminar on “*Industry Readiness and Entrepreneurial Journey*” held on 27<sup>th</sup> September, 2024 was organized with the objective of preparing students to meet the expectations of the evolving job market while also inspiring them to explore entrepreneurial pathways. The session strongly aligned with SDG 8: Decent Work and Economic Growth, emphasizing the importance of skill development, innovation, and sustainable economic participation.

The seminar provided an in-depth understanding of the current industrial landscape, highlighting the shifting demands in technology, management, and service sectors. Students were introduced to essential employability skills such as communication, teamwork, digital literacy, problem-solving, and professional ethics. The speaker also discussed workplace adaptability, the significance of continuous upskilling, and how industry-ready graduates contribute to national productivity and economic resilience.

A major component of the seminar focused on the entrepreneurial journey, offering a step-by-step insight into transforming ideas into viable business opportunities. Participants learned about opportunity recognition, business planning, funding avenues, regulatory requirements, innovation-driven solutions, and the challenges faced by startups. Real-life case studies and



success stories helped students understand the perseverance, creativity, and strategic thinking required to succeed as an entrepreneur.

The program encouraged a growth mindset, urging students to view challenges as opportunities for innovation. By fostering both employability and entrepreneurial competencies, the seminar directly contributed to SDG 8 by promoting productive employment, supporting youth empowerment, and nurturing a culture of sustainable economic growth.

Overall, the event served as a strong platform for motivating students to shape their careers responsibly—either as skilled professionals ready to contribute to the workforce or as future entrepreneurs capable of generating jobs and economic value for society.

A detailed seminar brochure for the Department of Business Administration. At the top, it features the St. Peter's logo and accreditation details. The main title is "Department of Business Administration Organizes Seminar on". The topic is "Industry Readiness and Entrepreneurial Journey". The date is "27-09-2024" at "11.00 am" in the "Main Block Conference Hall". The resource person is "Dr. Mahesh Pavan Sathavalli, Co-Owner, Advaita Goushala, KGF, Bangarupet, Karnataka". The convener is "Dr. V. Saravanan, Head, School, Department of Business Administration, SPHER". The advisor is "Maj. Dr. M. Venkatramanan, Dean, FACEM, SPHER". The co-ordinator is "Dr. G. Kannan, Associate Professor, Department of Business Administration, SPHER". At the bottom, contact information is provided: "+91 9445639085", "www.spther.ac.in", "spther.ac.in", and "@spther.ac.in".

Programme Brochure



**Demonstrates entrepreneurship needs and importance in vibrant environment and for self-sustainability**

### **Public Links**

<https://www.instagram.com/p/DAZ9seIIIF5/?igsh=MTNhcGkxZXpvMW1nYw==>

<https://www.facebook.com/share/p/WT42GfoSCcBLXF1x/?mibextid=qi2Omg>

[https://x.com/SpiherIndia/status/1839509408088481903?t=gJ\\_INLEEGS31-BFfeWzxzg&s=19](https://x.com/SpiherIndia/status/1839509408088481903?t=gJ_INLEEGS31-BFfeWzxzg&s=19)

[https://www.linkedin.com/posts/spiherchennai\\_entrepreneurship-business-industryreadiness-activity-7245274802951782400-EYBz?utm\\_source=share&utm\\_medium=member\\_android](https://www.linkedin.com/posts/spiherchennai_entrepreneurship-business-industryreadiness-activity-7245274802951782400-EYBz?utm_source=share&utm_medium=member_android)

## Research Article published under SDG 8

Rajalakshmi D, Gunasekaran S, Paneerselvam PJ, Kostova I. Synthesis, characterization, and biomedical potential of nickel oxide and Silver-doped nickel oxide nanoparticles via green synthesis method. *Physica B: Condensed Matter*. 2024 Nov 15;693:416237.



Physica B: Condensed Matter

Volume 693, 15 November 2024, 416237



# Synthesis, characterization, and biomedical potential of nickel oxide and Silver-doped nickel oxide nanoparticles via green synthesis method

D. Rajalakshmi <sup>a</sup>, S. Gunasekaran <sup>a</sup>, P. Janani Paneerselvam <sup>b</sup>, Irena Kostova <sup>c</sup>

<sup>a</sup> Sophisticated Analytical Instrumentation Facility, St. Peter's Institute of Higher Education Research, AVADI, Chennai, 600 054, Tamil Nadu, India

<sup>b</sup> Instructed designer Head (Academic) Echtran Contents pvt.Ltd, Mumbai, India

<sup>c</sup> Faculty of Pharmacy, Medical University, Sofia, Bulgaria

Received 20 March 2024, Revised 19 June 2024, Accepted 21 June 2024, Available online 22 June 2024, Version of Record 22 August 2024.

 What do these dates mean?

 Check for updates

Show less 

 Add to Mendeley  Share  Cite

<https://doi.org/10.1016/j.physb.2024.416237>

 Get rights and content

## Abstract

The present study focuses on the synthesis of pure and different concentrations, viz. 2%, 5%, and 10 %, 15% of Silver doped nickel oxide (NiO) nanoparticles prepared by green synthesis method using aqueous flower extract of *Moringa oleifera Lam.* (MO). The flower extract of MO contains several bioactive constituents that can be used as a strong reducing, stabilizing and capping agent to prepare pure and Silver (Ag) doped NiO NPs. The XRD studies confirm the crystallinity structure of the material. Pure NiO is found to be around 20.38 nm on average, 14.7–18.29 nm for Ag-doped NiO nanoparticles, and it belongs to the face-centred cubic (FCC) structure. The morphology of the samples is studied using SEM in 3D mode and the elemental analysis is confirmed by EDS. FTIR, ATR

Our university is committed to fair and ethical employment practices. We believe that every member of our staff deserves to be paid a living wage that reflects the true cost of living, ensuring that no one experiences financial hardship while working with us. Paying a living wage is an essential part of creating a respectful and equitable workplace where everyone feels valued for their contribution.

All directly employed staff receive at least the living wage, and we work with contractors and suppliers to encourage the same standard for anyone providing regular services to the university. When we engage in procurement or partnership agreements, we consider whether organizations share our commitment to fair pay and decent working conditions.

We also provide transparent information about pay structures and regularly review salaries to make sure they remain fair and competitive. Our employment policies promote equality, prevent exploitation, and support staff wellbeing in every role across the university. By maintaining these standards, we aim to create a community built on respect, fairness, and social responsibility where every person's work is properly recognized and rewarded.

**St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH**  
(DEEMED TO BE UNIVERSITY U/S 3 OF THE UGC ACT 1956)  
 AVAR, Chennai - 600 054, Tamil Nadu. Phone: 94-2019000-41  
 E-mail: registrar@spit.ac.in Website: www.spit.ac.in

**POLICY ON EMPLOYMENT PRACTICE LIVING WAGE**

**University Context**

- St. Peter's Institute of Higher Education & Research (SPIHER), located in Avadi, Chennai, Tamil Nadu, is a deemed university under Section 3 of the UGC Act. It offers programs in engineering, architecture, management, science, and more.

**Pay Scales at SPIHER**

**Faculty (Teaching Staff)**

- According to publicly reported service rules, SPIHER's pay scales for teaching staff align with UGC-like pay bands.
- The pay scale (basic + grade pay) is given as:
  - Assistant Professor: ₹25,000-38,000 + 10,000 AGP
  - Associate Professor: ₹37,000-67,000 + 18,000 AGP
  - Professor: ₹57,000-87,000 + 30,000 AGP
- For comparison, these pay scales are at least with UGC pay bands historically used by many private or deemed universities.

**Faculty Salaries Reported by Employees**

- On Anonimous form (an employee received 100+ salary reports for SPIHER) they reported:
  - Assistant Professor: ₹2-3 lakhs/year
  - Associate Professor: ₹3.6-4.9 lakhs/year
  - Professors: ₹6-11.5 lakhs/year for 100% experienced faculty.
- These figures likely include base + benefits (or at least reflect total compensation as reported by individuals).

**What is the "Living Wage" or Poverty Threshold in Chennai - Tamil Nadu?**

To assess whether SPIHER's salaries are above a "living wage," we used a benchmark. Since there's no universally agreed formal "living wage" for Chennai or SPIHER, a common proxy is the poverty indicator for a family of five.

- According to a recent analysis, the urban poverty line for Tamil Nadu is ₹5,750/month per person.
- For a family of five (if each adult worked for 100% average per person), that implies a minimal "poverty-level income" of roughly ₹25,000/month for four people (₹5,750 × 4), though this is a simplification — poverty lines are usually calculated per person, not per income source.

**Comparing SPIHER Pay to That Poverty Benchmark**

**Faculty (Teaching)**

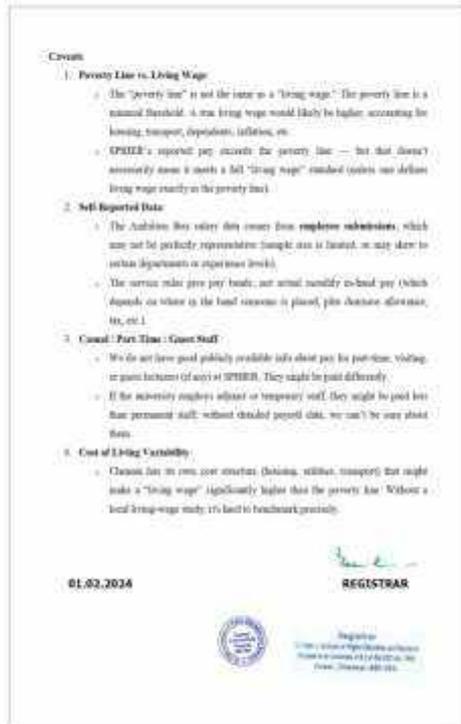
- Let's translate the Anonimous annual salaries into monthly:
  - Assistant Professor (₹2-3 lakhs/year) → ₹16,667 to ₹25,000/month
  - Associate Professor (₹3.6-4.9 lakhs/year) → ₹30,000 to ₹40,833/month
  - Professors (₹6-11.5 lakhs/year) → ₹50,000 to ₹96,667/month
- These monthly figures are well above the required poverty line benchmark (₹5,750/month for a 4-person family, per our rough calculation).

**Non-Teaching Staff**

- Public service rules (from the "Service Rules & Policies" document) list pay scales for non-teaching administrative and technical staff.
- For example, a "Superintendent" has a pay scale of ₹9,300-34,100 + 5,200 (per these rules).
- Even at the low end, ₹9,300 has it more than double the per-person poverty line of ₹5,750/month.

**Assessment**

- Yes, based on available data, regularly employed faculty and many staff at SPIHER appear to be paid significantly above the poverty-line benchmark for Tamil Nadu.
- There is no public data (from what I found) suggesting that SPIHER pays all its employees (faculty + non-teaching) below a minimal poverty-line wage.



**Policy on Employment Practice –Living Wage created in 2020 and revised on 01.02.2024, reaffirming SPIHER’s commitment to fair pay, ethical employment standards, and ensuring that all staff receives at least a living wage in a supportive and equitable workplace environment.**

SPIHER is committed to fair, ethical, and responsible employment practices that ensure all employees receive at least a living wage. The institution recognises that fair pay is essential for dignity, financial security, and full participation in campus life, and therefore goes beyond minimum legal requirements to support a decent standard of living for its staff. All eligible staff is entitled to wages that meet or exceed recognised living wage benchmarks, along with timely payment and transparent communication about salary, benefits, and entitlements. The campus strives to maintain clear, equitable pay structures and review them periodically to reflect changes in the cost of living and institutional responsibilities. Any form of exploitation, unfair labour practice, or discriminatory treatment in pay, workload, or conditions of employment is strictly prohibited, and employees are encouraged to report concerns through established grievance and HR channels. SPIHER will address all such reports promptly, confidentially, and without retaliation, reinforcing its commitment to justice, respect, and decent work for every member of its workforce.

St. Peter's Institute of Higher Education & Research  
 College Road, Attyathurai, Chennai - 600089  
 Pay Slip for the month of Aug 2024

Sl. No.	Particulars	Debit	Credit	Balance
1	Salary		1,00,00.00	1,00,00.00
2	PF	1,000.00		99,000.00
3	EDLI	500.00		98,500.00
4	ESI	500.00		98,000.00
5	Gratuity		1,000.00	99,000.00
6	Medical		1,000.00	1,00,000.00
7	House Rent		1,000.00	1,01,000.00
8	Conveyance		1,000.00	1,02,000.00
9	Others		1,000.00	1,03,000.00
10	Net Pay		1,03,000.00	1,03,000.00

St. Peter's Institute of Higher Education & Research  
 College Road, Attyathurai, Chennai - 600089  
 Pay Slip for the month of Aug 2024

Sl. No.	Particulars	Debit	Credit	Balance
1	Salary		1,00,00.00	1,00,00.00
2	PF	1,000.00		99,000.00
3	EDLI	500.00		98,500.00
4	ESI	500.00		98,000.00
5	Gratuity		1,000.00	99,000.00
6	Medical		1,000.00	1,00,000.00
7	House Rent		1,000.00	1,01,000.00
8	Conveyance		1,000.00	1,02,000.00
9	Others		1,000.00	1,03,000.00
10	Net Pay		1,03,000.00	1,03,000.00

St. Peter's Institute of Higher Education & Research  
 College Road, Attyathurai, Chennai - 600089  
 Pay Slip for the month of Aug 2024

Sl. No.	Particulars	Debit	Credit	Balance
1	Salary		1,00,00.00	1,00,00.00
2	PF	1,000.00		99,000.00
3	EDLI	500.00		98,500.00
4	ESI	500.00		98,000.00
5	Gratuity		1,000.00	99,000.00
6	Medical		1,000.00	1,00,000.00
7	House Rent		1,000.00	1,01,000.00
8	Conveyance		1,000.00	1,02,000.00
9	Others		1,000.00	1,03,000.00
10	Net Pay		1,03,000.00	1,03,000.00

St. Peter's Institute of Higher Education & Research  
 College Road, Attyathurai, Chennai - 600089  
 Pay Slip for the month of Aug 2024

Sl. No.	Particulars	Debit	Credit	Balance
1	Salary		1,00,00.00	1,00,00.00
2	PF	1,000.00		99,000.00
3	EDLI	500.00		98,500.00
4	ESI	500.00		98,000.00
5	Gratuity		1,000.00	99,000.00
6	Medical		1,000.00	1,00,000.00
7	House Rent		1,000.00	1,01,000.00
8	Conveyance		1,000.00	1,02,000.00
9	Others		1,000.00	1,03,000.00
10	Net Pay		1,03,000.00	1,03,000.00

St. Peter's Institute of Higher Education & Research  
 College Road, Attyathurai, Chennai - 600089  
 Pay Slip for the month of Aug 2024

Sl. No.	Particulars	Debit	Credit	Balance
1	Salary		1,00,00.00	1,00,00.00
2	PF	1,000.00		99,000.00
3	EDLI	500.00		98,500.00
4	ESI	500.00		98,000.00
5	Gratuity		1,000.00	99,000.00
6	Medical		1,000.00	1,00,000.00
7	House Rent		1,000.00	1,01,000.00
8	Conveyance		1,000.00	1,02,000.00
9	Others		1,000.00	1,03,000.00
10	Net Pay		1,03,000.00	1,03,000.00

St. Peter's Institute of Higher Education & Research  
 College Road, Attyathurai, Chennai - 600089  
 Pay Slip for the month of Aug 2024

Sl. No.	Particulars	Debit	Credit	Balance
1	Salary		1,00,00.00	1,00,00.00
2	PF	1,000.00		99,000.00
3	EDLI	500.00		98,500.00
4	ESI	500.00		98,000.00
5	Gratuity		1,000.00	99,000.00
6	Medical		1,000.00	1,00,000.00
7	House Rent		1,000.00	1,01,000.00
8	Conveyance		1,000.00	1,02,000.00
9	Others		1,000.00	1,03,000.00
10	Net Pay		1,03,000.00	1,03,000.00

St. Peter's Institute of Higher Education & Research  
 College Road, Attyathurai, Chennai - 600089  
 Pay Slip for the month of Aug 2024

Sl. No.	Particulars	Debit	Credit	Balance
1	Salary		1,00,00.00	1,00,00.00
2	PF	1,000.00		99,000.00
3	EDLI	500.00		98,500.00
4	ESI	500.00		98,000.00
5	Gratuity		1,000.00	99,000.00
6	Medical		1,000.00	1,00,000.00
7	House Rent		1,000.00	1,01,000.00
8	Conveyance		1,000.00	1,02,000.00
9	Others		1,000.00	1,03,000.00
10	Net Pay		1,03,000.00	1,03,000.00

St. Peter's Institute of Higher Education & Research  
 College Road, Attyathurai, Chennai - 600089  
 Pay Slip for the month of Aug 2024

Sl. No.	Particulars	Debit	Credit	Balance
1	Salary		1,00,00.00	1,00,00.00
2	PF	1,000.00		99,000.00
3	EDLI	500.00		98,500.00
4	ESI	500.00		98,000.00
5	Gratuity		1,000.00	99,000.00
6	Medical		1,000.00	1,00,000.00
7	House Rent		1,000.00	1,01,000.00
8	Conveyance		1,000.00	1,02,000.00
9	Others		1,000.00	1,03,000.00
10	Net Pay		1,03,000.00	1,03,000.00

**Payslip for Teaching and Non-Teaching staffs**

Our university is committed to fair and ethical treatment of all workers, including those engaged through outsourcing arrangements. We recognize that outsourced workers play an essential role in maintaining campus operations and services, and therefore deserve rights and protections equivalent to those enjoyed by direct employees.

We work closely with contractors and suppliers to promote fair employment standards, ensuring outsourced workers receive equitable pay, benefits, safe working conditions, and access to grievance mechanisms. In our procurement and partnership processes, we consider each organization's commitment to upholding these standards.

Transparent communication about employment terms and regular reviews help ensure that protections for outsourced workers remain fair and aligned with legal and ethical norms.

Our policies actively prevent exploitation and discrimination of outsourced workers, creating a respectful and inclusive workplace community where all contributions are valued.

By maintaining these standards, the university fosters social responsibility and equity across all operational roles, ensuring that every worker supporting the university's mission is treated with dignity and fairness.

**St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH**  
(Deemed to be University U/s 3 of the UGC Act 1956)  
AVAR, Changanassery - 686 054, Thiruvananthapuram  
Phone: 0471-2518880  
E-mail: [naac@spira.ac.in](mailto:naac@spira.ac.in)  
Website: [www.spira.ac.in](http://www.spira.ac.in)

**POLICY ON EQUIVALENT RIGHTS AND PROTECTION POLICY FOR OUTSOURCED WORKERS**

**Introduction**  
 This policy outlines the University's commitment to ensuring that outsourced workers engaged in any capacity are afforded rights and protection equivalent to those enjoyed by directly employed staff. It upholds national labour laws, constitutional guarantees, and international human rights standards to promote fair labour practices across all outsourcing arrangements.

**Scope**  
 This policy applies to all outsourced workers involved in cleaning, security, maintenance, transport, catering, and other contracted services within the University campus and its operations.

**Policy Commitments**

1. Equal treatment of outsourced workers concerning wages, benefits, working hours, rest periods, leave entitlements, health and safety, and grievance redressal.
2. Adherence to prevailing labour laws including minimum wages, payment timing, and occupational health and safety standards.
3. Prohibition of discrimination or harassment against outsourced workers based on any protected characteristics.
4. Contractors and service providers must incorporate clauses enforcing compliance with these rights and the University's standards.
5. Transparent communication and information sharing to ensure outsourced workers understand their entitlements and avenues for raising concerns.
6. Regular audits and inspections to monitor compliance and address any violation promptly.

**Definitions**  
**Outsourced Worker:** Individuals employed by third-party contractors to provide services within the University's campus and related functions. Equivalent Rights: Employment terms,

workplace standards, and protections that match those provided to directly employed University staff within the limits of employment relationships.

**Responsibilities**

- **University Administration:** Ensure contractual compliance, monitor service providers, and set clear expectations for ethical outsourcing.
- **Contractors and Vendors:** Guarantee fair employment conditions for their workforce and cooperate with University audits and investigations.
- **Human Resources:** Facilitate orientation, grievance mechanisms, and training relevant to outsourced workers' rights.

**Monitoring & Compliance:**  
 The University conducts periodic reviews and audits of outsourcing contracts and workers' conditions. Non-compliance entails corrective actions, contract re-evaluation or termination. By upholding this policy, the University supports SDGs related to reducing poverty, promoting decent work, and economic growth, reducing inequalities, and actively fostering health, gender equality, and quality education through fair labour practices.

**University Administration**  
 Ensure compliance with all labour laws and ethical employment standards concerning outsourced workers. Conduct thorough due diligence during the selection and listing of contractors and service providers. Incorporate mandatory clauses in contracts that safeguard against exploitation and guarantee equivalent rights to outsourced workers. Maintain transparency in recruitment processes, wage structures, and working conditions for outsourced staff.

**Human Resources**  
 Verify the identity, age, and employment eligibility of all outsourced workers through contractors. Provide regular training and awareness sessions for outsourced workers and contractors regarding their rights and workplace standards. Maintain confidential and accessible systems for reporting grievances or concerns related to outsourced workers.

**Contractors and Vendors**

Clarify that their operations are free from forced labor, child labor, and any form of exploitation. Monitor vendor employment records and regular compliance declarations submitted to the University. Acknowledge that violation of these standards will lead to contract termination or other disciplinary actions.

**Recruitment and Employment Practices**

No charges or fees shall be imposed on outsourced workers for recruitment or employment. All outsourced workers must receive clear, written employment contracts in languages they understand. Ensure adherence to statutory working hours, rest breaks, overtime regulations, and leave policies. Guarantee freedom of movement for outsourced workers during non-working hours.

**Monitoring and Compliance**

Conduct annual audits of all outsourced departments and contractors by dedicated University cells including Internal Audit, HR, and Legal Compliance. Verify records such as identity verification, wage registers, and employment contracts. Undertake surprise inspections when necessary to ensure compliance on campus. Apply corrective actions, penalties, or contract termination for any non-compliance.

**Reporting Mechanism**

Accept reports via the HR Grievance Portal, Equal Opportunity Cell, Legal Compliance Cell, Registrar, or HR Director. Guarantee confidential and sensitive handling of reports with full protection against retaliation.

**Awareness and Capacity Building**

Deliver regular training on legal rights, ethical labor standards, and exploitation prevention to staff, practitioners, and students. Conduct awareness campaigns focused on identifying signs of labor exploitation and trafficking. Provide mandatory orientation sessions on this policy for all new employees and external vendors.

**Action on Violations**

Immediate removal of any worker found in a harmful or exploitative situation from that environment. Prompt reporting of violations to appropriate legal authorities in accordance with the law. Enforcement of disciplinary or legal actions against the violating contractors or individuals. Provision of victim support, including referrals to relevant welfare agencies for rehabilitation and assistance. This policy protects the rights of outsourced workers and strengthens ethical employment practices throughout the University's operations and supply chain. It aligns with the institution's commitment to social justice, legal compliance, and human dignity, ensuring a fair and safe work environment for all members of the University community.

**01.02.2024**

**REGISTRAR**

Registrar  
 St. Peter's Institute of Higher Education & Research  
 Avail Campus, Chennai - 600 054, TN  
 Email: Registrar@spire.ac.in

**Policy on Equivalent Rights and Protection Policy for Outsourced Workers**

Policy Created on:	02/02/2020	Approved by:
Revised on:	01/02/2024	REGISTRAR

**Directly supported SDGs**

- SDG 1 No Poverty
- SDG 8 Decent Work and Economic Growth
- SDG 10 Reduced Inequalities

**Indirectly supported SDGs**

- SDG 3 Good Health and Well-being
- SDG 5 Gender Equality
- SDG 6 Quality Education (through improved staff stability, wellbeing, and fair outsourcing practices)

**REGISTRAR**

Registrar  
 St. Peter's Institute of Higher Education & Research  
 Avail Campus, Chennai - 600 054, TN

**Equivalent Rights and Protection Policy for Outsourced Workers created in 2020 and revised on 2024 for the commitment to fair treatment, dignity, and legal protection for all outsourced workers involved in university operations**

Our university is dedicated to promoting fair and equitable treatment of all employees, recognizing that pay equity and the elimination of gender-based pay gaps are essential to fostering an inclusive and just workplace. This policy reflects our commitment to ensuring that compensation practices are transparent, unbiased, and aligned with principles of fairness and equality.

We collaborate with all departments and leaders to ensure recruitment, promotion, and remuneration processes are free from discrimination and bias. Gender pay audits are conducted regularly to identify disparities and guide corrective measures. We also provide ongoing awareness and training programs to sensitize staff and management about pay equity and gender equality.

Transparent communication about pay structures, clear grievance mechanisms, and prompt, impartial resolution of issues reinforce the institution's commitment to dignity, respect, and equal opportunities for all employees. This policy supports broader university goals of equity, social responsibility, and academic excellence by ensuring that every staff member's contribution is recognized and rewarded fairly.

By upholding these standards, the university fosters a supportive environment that empowers all employees, promotes gender equality, and contributes to reduced inequalities, decent work, and quality education for the entire campus community.

**St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH**  
(Deemed to be University U/S 3 of the UGC Act 1956)  
AVAR, Chennai - 600 054, Tamil Nadu.  
Phone: 044-26338844  
E-mail: [info@spier.ac.in](mailto:info@spier.ac.in)  
Website: [www.spier.ac.in](http://www.spier.ac.in)

---

**POLICY ON PAY EQUITY & GENDER PAY GAP ELIMINATION POLICY**

**Introduction:**  
 This policy reflects St. Peter's Institute of Higher Education and Research's (SPIER) commitment to achieving pay equity and eliminating the gender pay gap. It applies national laws, the Constitution of India, and international standards promoting equality and non-discrimination in compensation.

**Scope:**  
 The policy applies to all employees across all departments and levels of the university, encompassing faculty, administrative, contractual, and contractual workers.

**Policy Commitments:**

- Equal pay for work of equal value, regardless of gender or other personal characteristics.
- Regular gender pay audits and transparent reporting to identify and address disparities.
- Fair recruitment, promotion, and salary setting practices to ensure equity.
- Programs of training and awareness programs to foster an inclusive work environment.
- Establishment of confidential grievance mechanisms for reporting pay equity concerns.

**Definitions:**  
 Pay Equity/Fairness is compensation where remuneration reflects the value of work performed without gender bias. Gender Pay Gap: Difference in average earnings between men and women across the university workforce.

**Responsibilities:**  
 University Administration: Ensure policy enforcement, oversee pay equity initiatives, oversee recruitment and promotion practices to eliminate gender bias, and set clear expectations for equitable compensation. Human Resources: Conduct regular gender pay gap analysis, implement training on unconscious bias and equitable pay, facilitate transparent salary reviews, and manage confidential grievance mechanisms related to pay equity. Supervisors and Managers: Apply fair and transparent pay decisions, support talent development opportunities fairly, and foster an inclusive workplace culture. Recruitment Teams: Implement unbiased hiring processes and ensure salary offers reflect pay equity principles.

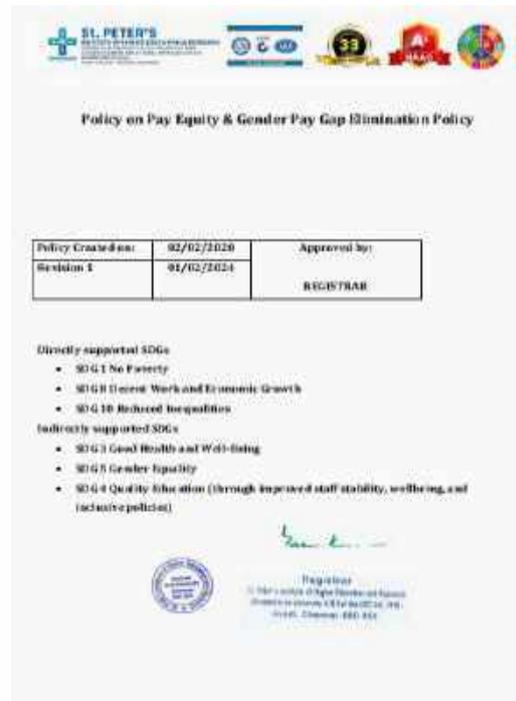
**Monitoring and Compliance:**  
 The University commits to annual gender pay audits, transparent reporting of pay data, and the development of corrective action plans to address identified disparities. Regular reviews and updates to the policy will ensure alignment with best practices, legal requirements, and community expectations. Ongoing feedback will be solicited from staff to gauge policy effectiveness and sustain continuous improvement.

**Reporting Mechanism:**  
 Establish confidential and accessible channels for employees to raise concerns about pay equity or discrimination. Guarantee protection against retaliation for all whistleblowers.

**Awareness and Capacity Building:**  
 Offer workshops and training programs on gender equality, pay equity, and unconscious bias to all levels of staff and leadership. Promote awareness campaigns aligned with international commitments to gender equality and fair work.

**Actions on Violations:**

- Investigate all reports promptly and impartially.
- Implement necessary disciplinary or corrective measures where violations are confirmed.
- Provide support and resources to affected staff.
- This policy reinforces SPIER's dedication to a fair, inclusive, and equitable work environment, contributing directly to SDG goals related to poverty reduction, decent work, and quality education.



**Policy on Pay Equity & Gender Pay Gap Elimination Policy Steadfast commitment to ensuring fair treatment, dignity, and legal protection for all outsourced workers engaged in university operations**

Our university is dedicated to promoting fair and equitable treatment of all community members through the Office of Human Resources & Institutional Equity. This policy reflects our commitment to fostering an inclusive and respectful environment by ensuring equal opportunity, non-discrimination, and support for diversity in all aspects of university life. Key responsibilities include developing and enforcing policies that prevent discrimination and harassment, providing confidential grievance mechanisms, and ensuring compliance with relevant laws and standards. The office facilitates training and awareness programs to promote cultural competency and unconscious bias reduction.

Transparent communication, regular equity assessments, and data-driven strategies ensure continuous improvement in inclusivity and representation. The office collaborates closely with leadership, academic departments, and student groups to embed equity principles institution-wide.

This policy supports the university’s mission of social justice, academic excellence, and community wellbeing. It advances Sustainable Development Goals by contributing directly to poverty reduction, decent work, and reduced inequalities, while indirectly fostering health, gender equality, and quality education through improved staff and student experiences.



**POLICY ON OFFICE OF HUMAN RESOURCES & INSTITUTIONAL EQUITY**

**Introduction**

This policy reaffirms St. Peter's Institute of Higher Education and Research's (SPIHER) commitment to fostering an inclusive, equitable, and respectful campus environment free from discrimination, harassment, and inequality. It upholds national legislation, constitutional provisions, and international human rights standards promoting equal opportunity in employment, education, and campus life.

**Scope**

The policy applies to all members of the university community including students, faculty, staff, and affiliates across all departments and levels.

**Policy Commitments**

- Promote institutional equity ensuring equal access to opportunities and resources regardless of gender, ethnicity, disability, or other protected characteristics.
- Maintain confidential and impartial grievance mechanisms for addressing equity, discrimination, or harassment complaints.
- Provide mandatory education and training on diversity, inclusion, and equity principles to all university members.
- Facilitate accommodations and accessibility to support community members with disabilities.
- Regularly assess equity indicators, publish reports, and implement strategies to address systemic barriers and enhance inclusivity.

**Definitions**

**Institutional Equity:** Fostering inclusive and equal access to resources and opportunities for all university members.

**Human Resources:** Department responsible for recruitment, employee development, welfare, and alignment with equity goals.

**Monitoring and Compliance**

Conduct periodic evaluations of policies and programs to identify inequities and develop corrective actions. Collaborate with leadership and campus groups to uphold transparency and accountability in equity practices.

**Responsibilities**

- **University Administration:** Ensure enforcement of institutional equity policies, oversee inclusive recruitment practices, and workplace culture initiatives.
- **Human Resources:** Manage diversity, equity, and inclusion programs, provide training, operate confidential complaint mechanisms, and support equitable employment practices.
- **Institutional Equity Office:** Lead investigations into discrimination and harassment, facilitate accommodations, and conduct equity assessments for continuous improvement.
- **Supervisors and Managers:** Apply inclusive leadership, support staff development, and uphold respectful work environments.

**Monitoring and Compliance**

- Conduct regular reviews and data analyses on diversity and equity metrics.
- Implement corrective action plans for identified issues and barriers.
- Report transparently on progress and challenges to university leadership and community.

**Reporting Mechanisms**

Maintain confidential, accessible channels for equity-related grievances with guaranteed protection against retaliation.

**Awareness and Capacity Building**

- Deliver continuous training on unconscious bias, cultural sensitivity, anti-discrimination laws, and inclusive practices.
- Promote awareness campaigns emphasizing the value of diversity and equity to all university roles.



**POLICY ON OFFICE OF HUMAN RESOURCES & LABOR RELATIONS CELL**

**Introduction**

This policy reaffirms St. Peter's Institute of Higher Education and Research's (SPIHER) commitment to maintaining harmonious labor relations across the university. It focuses on fair, transparent, and effective management of employment relations, fostering cooperative engagement between the university administration, employees, and labor representatives.

**Scope**

The policy applies to all employees including faculty, administrative staff, contract workers, and contractual staff at all levels and departments.

**Policy Commitments**

- Promote constructive dialogue and dispute resolution mechanisms to address workplace conflicts.
- Ensure compliance with labor laws, collective bargaining agreements, and contractual employment incidents.
- Facilitate regular communication, consultation, and negotiation with recognized employee representative organizations.
- Provide training on labor rights, responsibilities, and effective conflict management.
- Support a safe, equitable work environment that respects workers' rights and promotes industrial peace.

**Responsibilities**

- **Human Resources:** Manage labor relations programs, oversee compliance, and resolve disputes.
- **Labour Relations Cell:** Act as a confidential intermediary between employees and management to resolve grievances and foster positive relations.

- **University Leadership:** Support respectful engagement and address resources for effective labor relations.
- **Employees and Representatives:** Engage in dialogue respectfully and uphold institutional policies and agreements.

**Monitoring and Compliance**

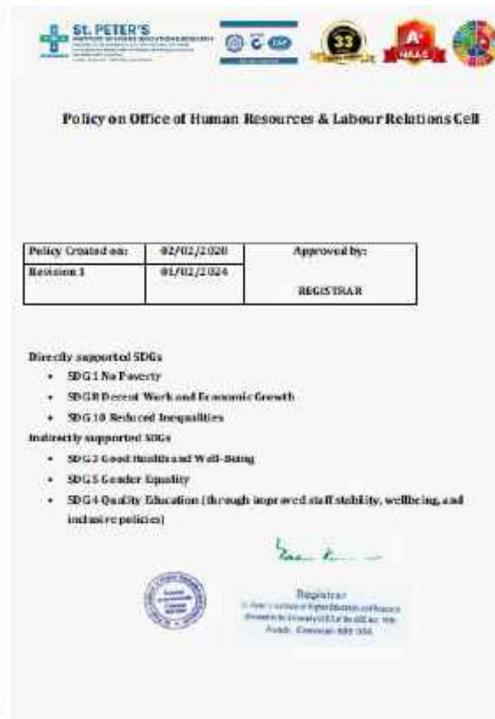
- Regular review of labor relations practice and feedback from stakeholders.
- Transparent reporting and adherence to legal and institutional standards.
- Prompt corrective actions to address identified issues or disputes.

The Office of Human Resources & Labor Relations Cell (OHLRLC) at SPIHER is structured to effectively manage the entire employee lifecycle while fostering positive labor relations. It ensures compliance with employment laws, collective agreements, and institutional policies through transparent and fair processes.

Key responsibilities include recruitment, onboarding, performance management, compensation and benefits administration, compliance monitoring, and employee development. OHLRLC serves as a conflict resolution mechanism and staff to resolve conflicts, facilitate collective bargaining, and uphold workplace safety and wellbeing.

Training programs on labor rights, dispute resolution, diversity, and inclusion are regularly conducted to enhance understanding and cooperation. The cell promotes continuous dialogue with employee representatives, encouraging respectful and constructive engagement.

Monitoring mechanisms include data-driven assessments of labor relations outcomes, feedback collection, and regular policy reviews to maintain relevance and effectiveness. The OHLRLC through these functions contributes to building a cooperative, respectful, and legally compliant work environment at SPIHER, supporting institutional goals and Sustainable Development Goals focused on decent work, equity, and social justice.



**Office of Human Resources & Labour Relations Cell is dedicated to fostering fair, transparent, and constructive labor relations by safeguarding employee rights, promoting equitable treatment, and facilitating professional development for all members of the organization**

Our university is committed to fostering a workplace that is safe, respectful, and free from discrimination or harassment. We uphold equal opportunity practices for all employees and applicants, ensuring fair treatment based on merit and qualifications regardless of gender, gender identity, caste, religion, ethnicity, disability, sexual orientation, or any other personal characteristic.

This policy applies to all faculty, staff, administration, students, contractors, and visitors engaging with the university. It prohibits any discriminatory acts in hiring, promotion, compensation, workplace behaviour, or access to resources. Mandatory training programs and awareness campaigns are conducted to foster an inclusive culture that respects diversity and promotes equity.

Complaints of discrimination or harassment can be reported confidentially through multiple channels, including an online portal, Human Resources, Student Affairs, and designated grievance committees. All complaints are investigated impartially, with protections against retaliation. Disciplinary actions for violations range from counselling and training to suspension or termination, depending on severity.

Our institution also maintains an Internal Complaints Committee to address gender-related concerns and sexual harassment proactively. The ICC organizes workshops and sensitisation sessions to nurture a harmonious campus where talent and capabilities are recognised without bias. Through these robust measures, the university ensures every employee

and student has an environment where dignity, equal opportunity, and fairness prevail, contributing to a healthy and productive academic community.



**EQUALITY AND NON-DISCRIMINATION POLICY**

**Introduction:**

The Institute is committed to promoting equality, eliminating discrimination, and creating the best environment for all members of its community. This policy shall refer to the Institute's commitment to provide an inclusive environment where no individual is discriminated on the basis of religion, ethnicity, religion, ability, disability, age, gender, sexual orientation, marital status, pregnancy status, or gender. The Institute values diversity as a strength that enriches learning, teaching, research, and innovation. The Institute strives to ensure that every individual has an equal opportunity to participate, contribute, and benefit from all aspects of Institute life.

**SCOPE**

This policy applies to:

- All Current and Prospective Students
  - All Academic, Administrative, and Support Staff
  - All Visitors, Contractors, and Volunteers
  - All Temporary, Ad-hoc, Sponsored or Affiliated Programs, Activities, and Events and events
- All aspects of the Institute including admissions, employment, teaching and learning, research, campus services, housing, and participation in student life.

**Objectives of the Policy**

- To prohibit, acknowledge, eliminate, or rectify actions on the grounds of ethnicity, religion or belief, disability, pregnancy status, or gender.
- To ensure equal access to education, employment, facilities, and services for all members of the University community.
- To provide reasonable accommodations and support to individuals with disabilities or specific needs.

- To respect and accommodate religious and cultural practices, provided these are consistent with the principles of equality, safety, and academic integrity.
- To recognize gender diversity and consent to supporting individuals' rights to express their gender identity freely.
- To protect individuals' rights regardless of immigration or citizenship status, within the limits of applicable law.
- To promote an environment of mutual respect, inclusivity, and dignity in all interactions and activities.

**RESPONSIBILITIES**

Provide oversight and ensure institutional compliance with equality obligations.

**Vice-Chancellor / President:**

Provide leadership, commitment, accountability, and resource allocation for effective implementation.

**Deans and Directors:**

Promote and ensure adherence to this policy in their respective areas.

**All Staff and Students**

Treat others with respect and dignity, and actively contribute to maintaining an inclusive environment.

**Implementation of the Policy**

The Institute provides training and awareness programs on equality, inclusion, and accessibility, and ensures accessible facilities and learning materials for individuals with disabilities. The Institute incorporates inclusive design in communications, curriculum, and events and ensures recruitment, admissions, and participation data to identify and address disparities (if any). The Institute creates or organizes religious observances through designated spaces and reasonable accommodations where necessary. Gender diversity is supported through inclusive language, policies, and facilities. The Institute regularly reviews policies, procedures, and data to ensure compliance and effectiveness. An annual report will be submitted to the Institute authorities outlining progress and areas for improvement. This policy will be formally reviewed every three years, or sooner if legislative or institutional changes occur.

**RETORTION, COMPLAINTS, AND REMEDY MEASURES**

Any individual who believes they have experienced discrimination or harassment based on ethnicity, religion, disability, pregnancy status, or gender may submit a formal complaint through the University's Complaints or Grievance Procedure. All reports will be handled with confidentiality, fairness, and impartiality. The Institute will take prompt and appropriate action in response to any substantiated complaints.

AYAZ-5004



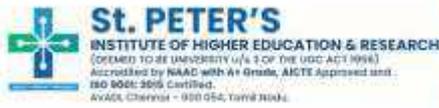
**REGISTRAR**

Registrar  
 St. Peter's Institute of Higher Education & Research  
 Ayaz, Chinna - 500 054, TN



**Policy on Workplace Non-Discrimination and Equal Opportunity created in 2020 and revised on 2024, reaffirming SPIHER's commitment to fostering a respectful, inclusive, and equitable campus environment.**

Our university is committed to upholding the highest standards of ethical employment by strictly prohibiting forced labour, modern slavery, human trafficking, bonded labour, and child labour in all our operations and partnerships. We ensure that no individual is employed



under coercion or exploitation, reflecting our dedication to human dignity and lawful labour practices.

We apply this commitment comprehensively across all faculties, staff including temporary, part-time, and contractual workers outsourced service providers, vendors, suppliers, and collaborators. In all recruitment and contracting processes, we require transparent compliance with legal protections, voluntary employment, and wage payments aligned with minimum and living wage standards.

The university mandates that no one under 18 years is employed directly or indirectly, and that personal identification documents remain with the employee. Recruitment fees or deposits are not permitted, and employees have freedom of movement outside working hours.

Through regular awareness training, confidential reporting channels, and thorough audits of departments and contractors, we actively prevent exploitation and trafficking. Any violations are met with swift legal and disciplinary action, including victim support and cooperation with authorities.

Our stance extends to embedding anti-exploitation clauses in contracts and continuous engagement with our community to promote transparency, fairness, and safe working conditions. By rigorously enforcing this policy, SPIHER contributes to eradicating abusive labour practices and fostering an equitable institutional culture consistent with our ethical responsibilities and applicable laws.

**St. PETER'S INSTITUTE OF HIGHER EDUCATION & RESEARCH**  
(Deemed to be University U/S 3 of the UGC Act 1956)  
 AVAR, Chennai - 600 054, Tamil Nadu. Phone: 411-20148644  
 Email: registrar@spiar.ac.in Website: www.spiar.ac.in

**POLICY ON PREVENTION OF FORCED LABOUR, MODERN SLAVERY, HUMAN TRAFFICKING, AND CHILD LABOUR**

**Introduction**

The policy firmly establishes the University's non-tolerance stance on forced labour, modern slavery, human trafficking, bonded labour, and child labour within all aspects of its operations, supply chains, and partnerships. It upholds national labour laws, the Constitution of India, the Child and Adolescent Labour (Prohibition and Regulation) Act, and relevant international human rights standards.

**Scope**

This policy applies to all faculty, non-teaching staff, temporary and contractual employees, seasonal workers (including security, maintenance, transport, etc.), vendors, suppliers, research collaborators, and contractors engaged by the University.

**Policy Commitments**

1. Strict prohibition of forced labour, modern slavery, bonded labour, human trafficking, and child labour.
2. No hiring of individuals below 18 years of age in any capacity.
3. Employment must be voluntary, free from coercion, intimidation, or threat.
4. Employees retain control of identity documents during employment.
5. All wages are paid directly and transparently, aligned with national and living wage laws.
6. Zero tolerance towards trafficking for labour exploitation, sexual exploitation, or domestic services.

**Definitions**

- **Forced Labour:** Work performed involuntarily under threat or coercion.
- **Modern Slavery:** Situations where persons cannot refuse or leave due to violence or abuse of power.
- **Human Trafficking:** Recruitment or transportation of persons by coercion or deception for exploitation.

- **Child Labour:** Employment of persons below 18 years is prohibited in industries work or campus or elsewhere within the University's remit.

**Responsibilities**

- University Administration
- Ensure compliance with laws and ethical standards.
- Conduct due diligence on hires and contractors.
- Incorporate anti-exploitation clauses in contracts.
- Maintain transparent recruitment and wage practices.

**Human Resources**

- Verify identity, age, and eligibility.
- Conduct training and awareness regularly.
- Maintain confidential systems for reporting concerns.

**Contractors and Vendors**

- Certify operations free from forced and child labour.
- Provide records and compliance declarations.
- Face termination for violations.

**Recruitment and Employment Practices**

- No recruitment fees or deposits from applicants.
- Written contracts provided in understandable language.
- Adhere to statutory working hours and leave policies.
- Freedom of movement across outside working hours.

**Monitoring and Compliance**

- Annual audits of departments and contractors by Internal Audit Cell, HR, and Legal Compliance.
- Verification of records and identity documents.
- Surprise inspections of on-campus contractors.
- Corrective action and penalties for non-compliance.

**Reporting Mechanism**

- Reports accepted via HR, Grievance Panel, Equal Opportunity Cell, Legal Compliance Cell, Registrar or HR Director.
- Confidential, sensitive handling and protection from retaliation guaranteed.

**Awareness and Capacity Building**

- Regular training for staff, contractors, and students.
- Workshops on legal rights and ethical labour practices.
- Awareness drives on identifying labour exploitation and trafficking.
- Mandatory orientation for new employees and vendors.

**Actions on Violations**

- Immediate removal of victims from harmful situations.
- Reporting to authorities as per law.
- Disciplinary/legal action against vendors or contractors.
- Victim support and referral to welfare agencies.

This policy safeguards human rights and promotes ethical labour practices within the University, its community, and extended operations, aligning institutional commitments with legal and moral imperatives to prevent exploitation.

01.02.2024

REGISTRAR

Registrar  
 St. Peter's Institute of Higher Education & Research  
 AVAR, Chennai - 600 054, Tamil Nadu.

**St. PETER'S INSTITUTE OF HIGHER EDUCATION & RESEARCH**  
(Deemed to be University U/S 3 of the UGC Act 1956)  
 AVAR, Chennai - 600 054, Tamil Nadu. Phone: 411-20148644  
 Email: registrar@spiar.ac.in Website: www.spiar.ac.in

**Policy on Prevention of Forced Labour, Modern Slavery, Human Trafficking, and Child Labour**

Policy Created on:	02/02/2020	Approved by:
Revised on:	01/02/2024	REGISTRAR

**Directly supported SDGs**

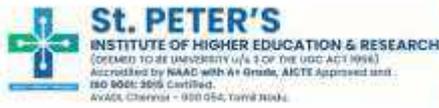
- SDG 8: Decent Work and Economic Growth
- SDG 10: Reduced Inequalities

**Indirectly supported SDGs**

- SDG 3: Good Health and Well-being
- SDG 5: Gender Equality
- SDG 4: Quality Education (through protecting vulnerable populations and promoting ethical practices)

REGISTRAR  
 St. Peter's Institute of Higher Education & Research  
 AVAR, Chennai - 600 054, Tamil Nadu.

**Policy on Prevention of Forced Labour, Modern Slavery, Human Trafficking, and Child Labour created in 2020 and revised on 2021 and 2024**



## Conclusion:

In conclusion, the initiatives aligned with SDG 17.3.8 emphasize the institution's commitment to enhancing human development by expanding access to international cooperation and resource-sharing opportunities. Through engagement with global academic bodies, collaborative research platforms, and knowledge-exchange networks, the institution ensures that students, faculty, and community beneficiaries gain exposure to diverse ideas, skills, and practices that enrich their personal and professional growth.

These partnerships not only strengthen institutional capabilities but also create inclusive pathways for individuals to participate in global learning, innovation, and problem-solving. By ensuring that international collaborations translate into tangible benefits such as training, scholarships, mobility programmes, and shared expertise. The institution prioritizes human empowerment at every stage. Overall, SPIHER strengthens the institution's vision of people-centred progress, ensuring that global cooperation directly enhances human capacity, well-being, and long-term sustainable development.