

ICFAI Foundation for Higher Education

Report on

SDG 8 Decent Work and Economic Growth



Preamble

Sustainability encompasses a paradigm shift in thought, behaviour, and operation that strives to fulfil the requirements of the current generation while safeguarding the capacity of resources to sustain future generations. The following are some essential aspects:

Social and Environmental Responsibility: Preserving natural resources, minimizing environmental damage, and minimizing carbon footprints are the primary objectives of sustainable practices.

Social equity: It is the practice of ensuring that all communities and individuals are treated fairly and equitably, and that decision-making processes take social justice and inclusiveness into account.

Economic viability: Sustainability aims to establish long-lasting economic systems that strike a balance between profitability and the adverse social and environmental consequences.

Innovation and adaptability: The adoption of innovation and adaptability is of the utmost importance in order to discover novel resolutions to preexisting challenges and effectively respond to evolving conditions.

Holistic approach: A holistic approach to decision-making entails taking into account the interdependencies among social, environmental, and economic factors.

Education and awareness: Advocating for education and raising awareness regarding sustainability contributes to the development of a responsible society and facilitates constructive transformation.

The university believes that through the implementation of sustainable practices across multiple domains, including resource management, policy formulation, business operations, and lifestyle selection, it is possible to strive for a more harmonious and balanced world that benefits both current and future generations.

IFHE believes and implements in the adage energy saved is energy produced.

About IFHE Hyderabad

The ICFAI Foundation for Higher Education (IFHE), Hyderabad, is a deemed-to-be university established under Section 3 of the UGC Act, 1956. Spread over a 91-acre, lush green campus, IFHE is one of India's largest multidisciplinary universities, with integrated programs across management (IBS Hyderabad—AACSB accredited), science & technology (IcfaiTech), law, architecture, and the social sciences. The institution is widely recognized for its student-centric, research-driven approach, robust international collaborations, and direct engagement with social responsibility and sustainability. Emphasizing "Learning for Leadership," IFHE has secured A++ NAAC accreditation and is consistently ranked among India's top private universities for management, law, and engineering.

The university campus is equipped with state-of-the-art infrastructure—including advanced classrooms, laboratories, digital learning hubs, residential hostels, sports facilities, and a strong network of faculty drawn from academic and industry backgrounds. With over 10,000 students and a strong alumni base, IFHE's teaching, research, and outreach focus on ethics, practical skills, problem-solving, and social impact—directly aligned with the UN SDGs, especially in water, health, innovation, justice, and partnerships.



Institutional Framework and Commitment

The ICFAI Foundation for Higher Education (IFHE) aligns with **Sustainable Development Goal 8 through initiatives that foster employment, entrepreneurship, skill development, and inclusive economic growth.**

Institutional governance under the Dean—Training and Placements and the ICFAI Centre for Entrepreneurship (ICE) ensures continuous enhancement of student employability and professional readiness.

Employment, Skill Development, and Training

During AY 2024–25, IFHE conducted structured skill-development initiatives aimed at career readiness and employability enhancement.

These include:

- **Career Skills Development Series** – a workshop-based programme covering résumé building, group discussions, and interview preparation.
- **Summer Internship Orientation Programme** – mandatory pre-internship training for professional exposure.
- **Panel Talk: “Transmission Season 2 – Strategic Investment Insights”** (November 2023) – featured Mr. Ravi Teja Gupta, Founder of Guptaji Investment, focusing on financial planning and sustainable investment strategies.
- **Faculty Development Programmes (FDPs)** on Case-Based Teaching and Entrepreneurship Education.

These activities collectively strengthen student employability while connecting classroom learning to industry practice.

Entrepreneurship and Start-Up Ecosystem

The **ICFAI Centre for Entrepreneurship (ICE)** and the **ICFAI Incubator** support student innovation and start-up ventures.

Entrepreneurial initiatives conducted during the period include:

- **Entrepreneurship Summit 2024** – platform for student business ideas and start-up pitches.
- **Women Entrepreneurship Forum** – organized with WE Hub (Telangana State Government) to promote women-led enterprises.
- **Start-Up Showcases** – featuring student-founded ventures such as IRA Healthcare (eco-friendly sanitary pad production) and Wattron Technologies (energy optimization).

These programmes nurture sustainable business models, job creation, and innovation-driven economic participation.

<https://ifheindia.org/assets/pdf/QS/Soch-2.0-A-Performance-for-Gender-Equality-and-Social-Justice.pdf>

Industry Collaboration and Experiential Learning

IFHE maintains strong partnerships with industry to foster applied learning and professional exposure. Highlights from AY 2024–25 include:

- **ACCESS Health International** – Healthcare Colloquium on industry and innovation.
- **Re-Sustainability Ltd.** – Waste management and green jobs awareness.
- **Aster DM Healthcare** – Guest lecture on digital transformation in the healthcare sector.
- **MANAGE (Govt. of India)** – FDP on Case Writing for management education.

Such collaborations help students and faculty engage with sustainable economic practices and real-world problem-solving.

https://ifheindia.org/assets/pdf/QS/Activities_18-04-2025.pdf

Inclusive Work Environment and Staff Welfare

IFHE ensures decent work and equality through institutional policies promoting a fair and inclusive workplace:

- **Diversity and Inclusion Policy (10.6.1)** ensures equal opportunity and non-discrimination in employment.
- **Divyagan Policy (2023)** supports accessible infrastructure and facilities for differently-abled employees and students.
- Faculty and staff benefit from **health insurance, professional development opportunities, and performance-linked recognition.**

These frameworks reflect IFHE's commitment to sustainable and equitable employment practices.

<https://ifheindia.org/assets/pdf/QS/Divyagan-Policy.pdf>

Research and Knowledge Contribution

Faculty at IFHE contribute to the discourse on sustainable economic growth through applied research and case development.

- Case studies on **responsible corporate practices, entrepreneurship ecosystems, and post-pandemic employment dynamics.**
- Research publications in business and technology journals addressing **economic resilience and sustainable management.**
- FDPs and workshops emphasizing entrepreneurship education for inclusive growth.

These research initiatives align academic outputs with SDG 8's global targets on productive employment and economic innovation. [given below]

Campus Placements and Career Outcomes

The Training & Placement Cell monitors employment statistics and industry engagement across schools. The placement framework includes:

- Structured **Industry-Academia Connect Programmes.**
- **Pre-Placement Training** focused on technical, communication, and leadership skills.
- Collaboration with corporate recruiters across IT, Banking, Manufacturing, and Consulting sectors.

Placement tracking and feedback are integrated with curriculum updates and career mentoring.

<https://www.ifheindia.org/placements>

Community Engagement and Sustainable Growth Awareness

Community awareness programmes emphasize sustainable livelihoods and work ethics:

- **Work and Dignity Campaigns** conducted by student clubs promoting fair work practices.
- **Skill-sharing sessions** with local communities under UBA encouraging entrepreneurship and employability in rural youth.
- **Workshops on Financial Literacy** through IBS Hyderabad's Finance Club to improve community economic inclusion.

These initiatives extend IFHE's SDG 8 impact beyond campus into surrounding communities.

Institutional Outcomes for AY 2024–25

- Employability and career training sessions: 6 major programmes.
- Entrepreneurship and innovation events: 3 major forums (including WE Hub collaboration).
- Faculty development programmes: 2 national-level FDPs on innovation and pedagogy.
- Start-ups incubated: IRA Healthcare and Wattron Technologies.
- Collaborations with industry and government agencies: 5 verified partnerships.
- Campus placement framework operational across all schools.

Alignment with THE Impact Ranking Indicators

- **8.2.1:** Institutional framework promoting sustainable economic growth and employment.
- **8.3.1:** Skill-development and career readiness programmes.
- **8.3.2:** Entrepreneurship ecosystem through ICFAI Incubator.
- **8.4.1:** Equality and inclusion through workplace policies.
- **8.5.1:** Industry collaboration and knowledge sharing.
- **8.6.1:** Employment tracking and placement data management.
- **8.7.1:** Welfare and safe working conditions.
- **8.9.1:** Local economic awareness and financial literacy programmes.

ICMR Case Studies (2023–2024)

Sl. No.	Academic Year	Title	Author(s)	SDG Goal(s)	Weblink
1.	2023–2024	Maria Klawe – Promoting Gender Diversity and Inclusion in STEM Education at Harvey Mudd College	Anirudhan, Anil; Dutta, Sanjib	SDG 5	Link
2.	2023–2024	PepsiCo's Sustainability Strategy to Build a Positive Value Chain	Kumari, Shwetha; Nair, Jitesh	SDG 13; SDG 17	Link
3.	2023–2024	SAP's Innovation Approach: Boost Startups and Intrapreneurship	Prasad, Namratha V	SDG 9	Link
4.	2023–2024	Starling Bank's Anne Boden – The Founder and CEO of a 'Profitable' Challenger Bank in the UK	Anirudhan, Anil; Dutta, Sanjib	SDG 5	Link
5.	2023–2024	Hilfr's Labor Model: A First for Gig Workers of the Platform Economy	Nair, Jitesh; Pasala, Balaswamy	SDG 8	Link
6.	2023–2024	Psudo – Setting New Standards for Sneaker Manufacturing	Zafar, Faria; Perepu, Indu	SDG 12; SDG 13	Link
7.	2023–2024	SHEIN: Ethical Cost of Ultra-Fast Fashion	Zafar, Faria; Perepu, Indu	SDG 12	Link
8.	2023–2024	Shubham Housing Development Finance – Social Impact through Financial Inclusion	Kumar, KBS; Perepu, Indu	SDG 10	Link
9.	2023–2024	Back Market and the Global E-Waste Crisis	Qumer, Syeda Maseeha	SDG 12	Link
10.	2023–2024	Hemalatha Annamalai: Woman Pioneer of India's Electric Vehicle Revolution	Koti, Vinod Babu; Prasad, Namratha V	SDG 5	Link
11.	2023–2024	IKEA Builds Smaller Format Stores – Comes Closer to Customers	Anirudhan, Anil; Dutta, Sanjib	SDG 9	Link
12.	2023–2024	You Mawo: Using 3D Printing Technology to Introduce a New Eyewear Concept	Koti, Vinod Babu; Prasad, Namratha V	SDG 9	Link
13.	2023–2024	Climeworks – Empowering People and Companies to Fight Global Warming with DAC Technology	Anirudhan, Anil; Dutta, Sanjib	SDG 13	Link
14.	2023–2024	Nepra's "Let's Recycle" Initiative – Tackling India's Solid Waste Management Problem	Anirudhan, Anil; Dutta, Sanjib	SDG 12	Link
15.	2023–2024	Cotopaxi: Creating Sustainable Social Impact	Kumari, Shwetha; Nair, Jitesh	SDG 10; SDG 12	Link
16.	2023–2024	Ecokaari: Up-Cycling Waste Plastics into Fabrics	Kumari, Shwetha; Nair, Jitesh	SDG 9; SDG 12	Link
17.	2023–2024	Marut Drones – Using Technology to Solve Social Issues	Zafar, Faria; Perepu, Indu	SDG 9	Link
18.	2023–2024	Nestlé's Diversification through Palforzia: The Setback and Lessons	Koti, Vinod Babu; Prasad, Namratha V	SDG 3	Link
19.	2023–2024	Science Based Targets Initiative (SBTi) – A Scientific Approach to Define and Achieve the Carbon Emissions Reduction Targets	Vijaya, Lakshmi S; Nagendra Kumar, MV	SDG 13	Link
20.	2023–2024	Unilever's Sustainable Sourcing	Samantarai, Munmun; Dutta, Sanjib	SDG 12; SDG 13	Link
21.	2023–2024	VAAST Bikes: Building a Niche Brand through Sustainable Products and Processes	Nair, Jitesh; Pasala, Balaswamy	SDG 9; SDG 12; SDG 13	Link
22.	2023–2024	Adidas: Sustainability Bond	Nagendra Kumar, MV; Perepu, Indu	SDG 9	Link
23.	2023–2024	Enbridge: A Diversity, Equity & Inclusion (DEI) Leader in the Energy Industry	Nair, Jitesh; Pasala, Balaswamy	SDG 8; SDG 10	Link
24.	2023–2024	Etsy's Growth Strategy in India: Empowering Artisans	Koti, Vinod Babu; Prasad, Namratha V	SDG 8	Link
25.	2023–2024	H&M – Can the Fast Fashion Giant Transition into a Green Future?	Kumar, KBS; Perepu, Indu	SDG 12; SDG 13	Link

Sl. No.	Academic Year	Title	Author(s)	SDG Goal(s)	Weblink
26.	2023–2024	LEAD's Integrated EdTech Solution: Combining Technology, Curriculum and Pedagogy to Transform Traditional Education	Nair, Jitesh; Pasala, Balaswamy	SDG 4; SDG 9; SDG 10	Link
27.	2023–2024	Pesky Fish's 'Port to Plate' Technology Platform: Reinventing the Seafood Supply Chain	Kumar, KBS; Perepu, Indu	SDG 8	Link
28.	2023–2024	Blueland: An Innovation-Led Solution Addressing Global Climate Challenges	Kumar, KBS; Perepu, Indu	SDG 13	Link
29.	2023–2024	PhysicsWallah – A Disrupter in the Indian EdTech Industry	Zafar, Faria; Perepu, Indu	SDG 4	Link
30.	2023–2024	Pure Harvest Smart Farms – A Technology-Enabled Agribusiness Startup Addressing the Food Security Challenges in the Middle East	Zafar, Faria; Perepu, Indu	SDG 2; SDG 9	Link
31.	2023–2024	Zipline: Navigating the Rwanda Skies to Make Medical Supplies Accessible to Millions on Land	Samantarai, Munmun; Dutta, Sanjib	SDG 3	Link
32.	2023–2024	Danone: Realigning Sustainability for Profitability?	Kumari, Shwetha; Nair, Jitesh	SDG 12	Link
33.	2023–2024	India's Moon Mission Chandrayaan-3: From Failure to Success	Harish, R; Dutta, Sanjib	SDG 9	Link

Conclusion

The ICFAI Foundation for Higher Education actively promotes **decent work and sustainable economic growth** through a blend of education, research, and inclusive employment practices.

By combining academic excellence with entrepreneurship incubation and industry collaboration, IFHE cultivates a workforce equipped with both skills and social responsibility.

The institution's consistent focus on equality, welfare, and innovation reflects tangible progress toward **Sustainable Development Goal 8** at both campus and community levels.