SDG 8: DECENT WORK AND ECONOMIC GROWTH

SDG 8 promotes decent work and economic growth. Curriculum alignment enhances employability, entrepreneurship, and workforce readiness. Students understand economic systems and labor standards. This contributes to sustainable economic development.



List of Courses mapped to SDG 8:

S.No	Course Title	Name of the Program	Justification for SDG Mapping
1	BUSINESS ETHICS AND CORPORATE GOVERNANCE	Master of Business Administration	Promotes ethical, accountable business practice, supporting fair and sustainable enterprise growth.
2	HUMAN RESOURCE MANAGEMENT	Master of Business Administration	Covers recruitment, development and fair treatment of employees, supporting productive and decent employment.
3	LABOUR LEGISLATION	Bachelor of Business Administration	Explains labour laws on wages, working conditions and worker rights that underpin decent work.
4	LABOUR LAW-1 & 2	BBA. LLB.	Examines legal protection of workers, industrial relations and social security.
5	INTRODUCTION TO MACROECONOMICS	Bachelor of Arts	Explains growth, employment and national income, the basis for understanding economic development.
6	INDIAN ECONOMY - PROBLEMS AND POLICIES	Bachelor of Arts	Analyses growth, employment and development policy in the Indian context.
7	INSIGHTS TO SUSTAINABLE DEVELOPMENT GOALS	All B.Tech Programs	Module 3 covers Decent Work and Economic Growth, and Module 6 covers social entrepreneurship and impact ventures that create livelihoods.

Course Outcomes and Syllabus

Business Ethics and Corporate Governance

SDG 8

Course code: 22MB62C1 | L-T-P-S: 3-0-0-0 | Credits: 3 | Programme: Master of Business Administration

CO	Course Outcome	PO / PSO	BTL
CO1	Gain knowledge about differences between ethics and morals, various ethical theories.	1	2
CO2	Have proficiency about the definition, objectives, natures and sources of ethics.	2	2
CO3	Have adequate knowledge in ethical issues in corporate governance, the problems of whistle blowing.	3	2
CO4	Become an expert in ethical issues in employer-employee relations, ethical issues in marketing.	4	4

Syllabus

Values, Norms and Beliefs- Ethics v. Morals; Values, Norms, Beliefs and their role; values for managers from Indian ethos; Ethical Codes – Ethical theories; Teleological, Deontological, natural and Kantian. Introduction to Ethics- Definition of Ethics – Objectives, nature and sources of ethics – Business Ethics – Nature, Importance and Factors influencing Business Ethics. Corporate Social Responsibility: Ethical issues in Corporate Governance; The role of Insider Trading; The problem of whistle blowing, Recent case studies. Nature and significance; arguments for and against CSR; the conflicting interests of various stakeholders; CSR initiatives at HSBC: Making good business sense. Ethical issues in Corporate Governance; The role of Insider Trading; The problem of whistle blowing, Recent case studies. Employees and Business Ethics - Ethical issues in employer – employee relation; discrimination at work place; Sexual and racial harassment; working conditions – employee privacy.Consumers and Business Ethics; the limits of doctrine of caveat emptor; Ethical issues in marketing, advertising; the ethical challenges under globalization .

Human Resource Management

SDG 8

Course code: 22MB52C3 | L-T-P-S: 3-0-0-0 | Credits: 3 | Programme: Master of Business Administration

CO	Course Outcome	PO / PSO	BTL
CO1	Integrated perspective on role of HRM in modern business	3	2
CO2	Competency to recruit, train, and appraise the performance of employees	5	3
CO3	Rational design of compensation and salary administration and ability to handle employee issues	3,5	3
CO4	Ability to understand and interpret emerging trends in HR	5	3

Syllabus

Introduction: Importance and Functions, Scope of HRM, Human Resource Management in a changing environment; Manpower Planning: Manpower planning process, Job Description and Job specification, Job analysis and Job design; Techniques of Job design. Manpower Planning: Manpower planning process, Job Description and Job specification, Job analysis and Job design; Techniques of Job design.HR Processes: Employee Selection and Development - Recruitment, Selection and Induction, Training and Development, Performance Appraisal. Compensation Planning- Employee Compensation, Job evaluation, Employee Benefits and Welfare,Compensation and Salary Administration. Governance: Integration and Separation- Employee Discipline, Suspension, Dismissal and Retrenchment; Employee Grievance Handling, Trade Unionism, Collective Bargaining, Industrial Democracy.New Trends in HRM: HRM in India, HRM in International Firms, talent management, HR Accounting, HR Audit, HRIS

Labour Legislation

SDG 8

Course code: 22BB32H4 | L-T-P-S: 3-0-0-0 | Credits: 3 | Programme: Bachelor of Business Administration

CO	Course Outcome	PO / PSO	BTL
CO1	Understand the changing Labor legislation in India	PO 3	2
CO2	Interpret legal aspects of Employee Compensation.	PO 2	4
CO3	Handle Industrial disputes in Indian organizations.	PO 3	4
CO4	Implement legal aspects of employee benefits	PO 2	4

Syllabus

Introduction & Overview of Labour legislation in India, Evolution and Growth of Labour laws in India; The Industrial Disputes Act, 1947 –Industry-Industrial disputes-ID resolution management, The Factories Act, 1948; Health, safety and welfare provisions, The Industrial Employment (Standing Orders) Act, 1946.- Industrial discipline. Legislations related to Wages: The workmen Compensation Act, 1923 – The Payment of Wages Act, 1936, Modes of payment, time frame of payment, Authorized deductions – The Minimum Wages Act, 1948, fixation of minimum wages, Maternity Benefit Act, 1961, criteria for eligibility and payment. Legislations related to Social Security: The Employees State Insurance Act, 1948, coverage of establishment, eligibility and benefits, – The Employee's Provident Fund & Misc. provisions Act, 1952,-schemes, The Payment of Bonus Act, 1965, Percentage of bonus , set on and set off, The Payment of Gratuity Act, 1972. Eligibility criteria, calculation of gratuity Compliances: Returns and Forms for labour Legislations. Challenges and issues for HR in implementing Labour laws, recent advancements in labour codes (Wage, IR, Social security, Occupational safety)

Labour Law – I

SDG 8

Course code: 22BL32C3 | L-T-P-S: 3-1-0-0 | Credits: 4 | Programme: BBA. LLB.

CO	Course Outcome	PO / PSO	BTL
CO1	The student will be able to understand Law Relating to labour visa-vis Employers.	PO1	1
CO2	The learner will be proficient to acquire knowledge relating to various labour legislations available in India.	PO4	2
CO3	The student will be capable to grapple the basic problems of labour against employers such as situation of labour, service conditions and division of labour, discipline of labour and their sphere of activity.	PO7	2
CO4	The students will be competent to recognize the possible disagreements between labour and employers and provide the solution for them.	PO1	1

Syllabus

Historical Perspective on Labour, From Laissez faire to Welfare State: Transition from exploitation to protection and from contract to status, International Labour Standards and their implementation. Trade Unionism, Colonial labour law and policy, Labour Movement as a counter measure to exploitation, History of trade union movement in India, Right to trade union as part of human right to freedom of association. Role of trade unions in the changing economic scenario. Legal control and protection of trade unions, Indian Trade Union Act of 1926, registration, rights and liabilities of trade union, Amalgamation and dissolution of trade union, Problems, multiplicity of unions, over politicization, intra-union and inter-union Rivalry, outside leadership, closed shop and union-shop, recognition of unions. Amendments to Trade Union Act and reforms in law. Collective Bargaining, Concept of collective bargaining, essential characteristics, merits and demerits, conditions for the success for collective bargaining, Bargaining process, Negotiation, Pressurization techniques, Strike and lockout, go-slow, Work to rule, Gherao, Structure of bargaining, plant, industry and national levels. Recognition of trade union for collective bargaining. Law relating to service conditions: Industrial Employment (Standing Orders) Act, 1946, Scope and object of the Act, Model standing orders, and matters to be incorporated in standing order schedule to the Act) Submission of draft standing order, certification and modification of standing orders, Interpretation of standing orders and power of appropriate Government to make rules, Concept of misconduct, disciplinary action and punishment for misconduct. Law relating to Industrial disputes: Industrial Disputes Act, 1947 - Conceptual conundrum, industry, industrial dispute, workmen, (Sec.2'j'k'&'s'), Dispute settlement machinery: Conciliation officers, Board of Conciliation, labour court, Industrial Tribunal and National Tribunal, duties and powers, (Sec3-10), Reference for adjudication and Voluntary Arbitration (Sec.10 & 10A), Award and its binding nature and judicial review of awards. (Secs.19 & 11-A), Statutory limitations on strikes and lock-outs, unfair labour practices, prohibition and penalties. (Sec.22-31&25-T, 25U), General and special provisions relating to lay- off, retrenchment & closure (Sections 25A-25S & 25K-25R), Recommendations of Second Labour Commission on industrial disputes. Discipline in Industry: Meaning of discipline and causes of indiscipline in industry, Doctrine of hire and fire, history of management's prerogative, Restraints on managerial prerogatives: Fairness in disciplinary process, right to know the charge sheet and right of hearing, Domestic enquiry, notice, evidence, cross- examination, representation, unbiased inquiry officer and reasoned decision, Prenatal (permission) and Postnatal (approval) control during pendency of proceedings (Sec.33 of ID Act).

Labour Law – II

SDG 8

Course code: 22BL41C4 | L-T-P-S: 3-1-0-0 | Credits: 4 | Programme: BBA. LLB.

CO	Course Outcome	PO / PSO	BTL
CO1	The student will be able to understand the law relating to Wages and factors influencing labour and employer relations.	PO1	2
CO2	The learner will be proficient to acquire knowledge relating to various social security legislations available in India.	PO4, PO7	2
CO3	The trainee will be capable of grapple the basic problems of labour against employers such as payment of wages, minimum wages and compensation in respect of employment injuries and retirement benefits etc.	PO3	1
CO4	The student will be competent to identify the possible differences between labour and employers in respect of social security & remuneration aspects and provide for the resolution of such incongruity.	PO1	1

Syllabus

Remuneration for Labour: The remuneration for labour is wages. The workers put effort and get wages in exchange of that. On the basis of pay scale and other allowances which are prescribed in the terms of employment, calculation of wages paid to direct or indirect workers is done. By terms of agreement between the employees and the employer, this may be modified from time to time. On the basis of job evaluation, merit rating, incentive plans, profit sharing &labour contract, the wages for the workers are determined. Law relating to wages and bonus: Theories of wages: marginal productivity, subsistence, wage fund, supply and demand, residual claimant, standard of living, Concepts of wages (minimum wage, fair wage, living wage, need-based minimum wage), Constitutional provisions, components of wages: Minimum Wages Act, 1948: Objectives and constitutional validity of the Act, procedure for fixation and revision of minimum rates of wages – exemptions and exceptions, Payment of Wages Act, 1936: Regulation of payment of wages, Authorized 33 Deductions, Payment of Bonus Act, Bonus - Its historical background, present position and exemptions , Payment of Bonus (Amendment) Act, 2007. Social security against employment injury and other contingencies: Concept and development of social security measures, Employers liability to pay compensation for employment injury, Legal protection: Workmen's Compensation Act, 1923 - Concept of 'accident arising out of' and 'in the course of the employment', Doctrine of notional extension and doctrine of added peril, Total and partial disablement, Quantum and method of distribution of compensation. Employees State Insurance Act, 1948: Benefits provided under the Act, Employees' State Insurance Fund and Contributions, Machinery for the implementation of the Act, ESI Court and appeal to High Court. Law relating to retirement benefits: Employees Provident Fund and Miscellaneous Provisions Act, 1952, Family Pension Scheme 1971 and Employees' Pension Scheme 1995, The changing rules regarding Employees Provident Fund and Pension Schemes, Payment of Gratuity Act, 1972, Concept of Gratuity, Eligibility for payment of gratuity, Determination of gratuity, Forfeiture of gratuity, Labour Welfare: Historical Development of Labour welfare legislation, Health, Safety and welfare measures under Factories Act, 1948, Welfare of women and child labour: Protective provisions under Equal Remuneration Act & Maternity Benefit Act, Contract Labour: Problems of contract labour, Process of contractualization of labour, Legal protection: Contract Labour (Regulation and Abolition) Act, 1970, Controversy regarding Abolition of contract labour and their absorption, Land mark cases: Air India Statutory Corporation. V. United Labour Union, (1997) & SAIL case (2002), proposed amendment and its impact on the contract labour, Un-organized Sector: Problem of Definition and Identification, Unionization problems Historical backdrop of proposed bills on social security for unorganized sector (2004, 2005 & 2007), Unorganized Sector Workers' Social Security Act, 2008.

Introduction to Macroeconomics

SDG 8

Course code: 22BA1204 | L-T-P-S: 4-0-0-0 | Credits: 4 | Programme: Bachelor of Arts

CO	Course Outcome	PO / PSO	BTL
CO1	The students will be able to understand the nature and scope of macroeconomics and various concepts related to national income.	PO1	2
CO2	The students will be able to understand the consumption and investment functions.	PO2	2
CO3	The students will be able understand the concept of money and banking framework in India.	PO3	2
CO4	The students will be able to understand the phenomenon of inflation and business cycle.	PO4	2

Syllabus

Introduction-Meaning, Scope and Limitations of Macro Economics. National Income: Concepts, Methods of Measurement and Difficulties in Estimation of National Income and Limitations National Income as a Measure of Welfare. Consumption and Investment-Consumption Function – APC, MPC, APS and MPS- Short run and Long run - Keynesian Psychological Law of Consumption (Absolute Income Hypothesis) – Consumption Function puzzle – Theories of consumption function – Life cycle, Permanent and Relative income hypothesis – Factors Determining Consumption. Multiplier – Static and Dynamic-Leakages of the Multiplier. Investment Function – Determinants of Investment — MEC, MEI and the Role of Expectations. Money and Banking-Definition of Money–Classification and Function-Money Supply: Measures of Money Supply (MI, M2, M3 & M4) –High Powered Money and Money Multiplier; Control of Money Supply. Demand for Money - Keynes Liquidity Preference Approach-Banking-Functions of Commercial Banks- Reserve Bank of India and its functions—Credit policy instruments of RBI—Role of Non-Bank Financial Institutions—Co-operative Credit Structure— Banking sector reforms in India-Monitory and Fiscal Policy. Inflation and Business Cycles-Definition of Inflation: Types, Causes, Consequences and Control of inflation -Deflation and Stagflation- Meaning and types of unemployment. - Cost of unemployment and Oakun's Law - Measurement of unemployment in India-Philips Curve. Nature, Characteristics and Phases of Business Cycles. Samuelson's Business Cycle Theory. Stock Market-Meaning, Functions.

Indian Economy - Problems and Policies

SDG 8

Course code: 22BA2104 | L-T-P-S: 4-0-0-0 | Credits: 4 | Programme: Bachelor of Arts

CO	Course Outcome	PO / PSO	BTL
CO1	The students will be able to understand the resource base and structure of India, its diverse features, and recent initiatives.	PO1	2
CO2	The students will be able to analyse the role and significance of agriculture, industrial and service sector in India.	PO2	2
CO3	The students will be able to understand the external sector of India.	PO3	2
CO4	The students will be able to understand significance, achievements and failure of planning in India.	PO4	2

Syllabus

Resource Base and Structure of Indian Economy-Economic Geography of India – Basic features - Human Resource: Demographic features-Demographic Trend and Pattern since Independence- Changes in Major Demographic Indicators - Urbanisation and its issues and Problems – Demographic Dividend in India and its issues and Challenges - National Population Policy 2000 - Salient features of Census 2011. HDI of India. Agriculture, Industry and Service Sector- Role of Agriculture in Indian Economy-Land Reforms-New Agricultural Strategy - Green Revolution — Need for Second Green Revolution - Agricultural Growth and Performance - Changes in Land use and Cropping Pattern-Agricultural Finance and Issues - Agriculture during Economic Reform Period - WTO and Indian Agriculture. Industrial structure in India: Traditional, SSI, Village, Cottage and Modern industries. - Industrial Policy Resolution in India till 1991 - New Industrial Policy and its impacts. Role and Performance of Service sector in Indian Economy. External Sector Trends and composition of India's Imports - Trends and direction of India's Exports - EXIM Policy of India in relation to trade liberalization and its impacts-FDI, FII and MNCs in India - External Borrowing and BOP problem in India – International Institutions (IMF, WB, ADB, WTO) and the Indian Economy. Economic Planning and Development Issues- Meaning and rationale of Planning-Basic Strategies, Objectives and Achievements of Planning in India-NITI Aayog -Concept of Poverty and Poverty Line- Trends and Pattern of Urban and Rural Poverty-Poverty alleviation Schemes-Structure and Growth of Employment-Trend and Pattern of Unemployment-Climate Change challenges.

Insights to Sustainable Development Goals

SDG 8

Course code: 25UC0032E | L-T-P-S: 2-0-0-0 | Credits: 0 | Programme: All B.Tech Programs

CO	Course Outcome	PO / PSO	BTL
CO1	Understand sustainable development — concept, pillars, and the road to the SDGs.	PO6, PO7, PSO1	2
CO2	Understand the 17 SDGs, their targets, and their interlinkages.	PO6, PO7, PSO1	2
CO3	Analyze the people-and-prosperity SDGs in the Indian and global context.	PO6, PO7, PSO2	4
CO4	Analyze the planet SDGs — climate, energy, water, and ecosystems.	PO6, PO7, PSO2	4
CO5	Apply SDG measurement, governance, and localisation.	PO7, PO11, PSO2	3
CO6	Analyze how technology, AI, and innovation can accelerate the SDGs.	PO5, PO7, PSO2	4

Syllabus

Module 1: Foundations of Sustainable Development. Topics: What sustainable development means; The Brundtland definition; The three pillars - economic, social, environmental; Planetary boundaries; From MDGs to SDGs; The 2030 Agenda and 'leave no one behind'; Sustainability vs growth debates; India's sustainability context. Labs: Map a real project against the three pillars of sustainability; Footprint lab: estimate and reduce a sustainability footprint. Case Study: a development-vs-environment trade-off (e.g., a dam/infrastructure project): analyse how the three pillars of sustainability were balanced or violated.

Module 2: The 17 SDGs Overview. Topics: Overview of all 17 goals; Targets and indicators; The SDG 'wedding cake' model; Interlinkages and trade-offs among goals; Synergies across goals; 'Leave no one behind'; The global indicator framework; Tracking progress. Labs: Build an SDG interlinkage map for a chosen development problem; Indicator lab: interpret SDG progress data for a country/state. Case Study: SDG interlinkages in practice (e.g., clean energy enabling health and education): analyse how progress on one goal advances others.

Module 3: People & Prosperity SDGs. Topics: No poverty and zero hunger; Good health and well-being; Quality education; Gender equality; Decent work and economic growth; Reduced inequalities; Industry, innovation, and infrastructure; India's progress on people/prosperity goals. Labs: Analyse a region's people/prosperity indicators and gaps; Design an intervention targeting a people/prosperity SDG. Case Study: an Indian social initiative (e.g., a health/education/livelihood program): analyse its SDG contribution and outcomes.

Module 4: Planet SDGs. Topics: Clean water and sanitation; Affordable and clean energy; Climate action; Life below water; Life on land; Sustainable cities and communities; Responsible consumption and production; Circular economy. Labs: Audit a setting for responsible consumption and propose circular fixes; Design a planet-SDG (energy/water/waste) solution for a community. Case Study: a clean-energy or water initiative in India (e.g., solar mission / river rejuvenation): analyse its planet-SDG impact and scalability.

Module 5: Partnership, Governance & Measurement. Topics: Peace, justice, and strong institutions (SDG16); Partnerships for the goals (SDG17); Financing the SDGs; Indicators and the SDG India Index; Localising the SDGs; Voluntary National Reviews; Role of governments, business, and civil society; Accountability and reporting. Labs: Build an SDG scorecard for an organisation/community; Design a multi-stakeholder partnership for an SDG target. Case Study: the SDG India Index / a state's SDG localisation: analyse how SDGs are measured and localised, and what drives improvement.

Module 6: Technology, AI & Innovation for the SDGs. Topics: Technology as an SDG accelerator; AI for good - use cases across goals; Social entrepreneurship and impact ventures; Frugal and inclusive innovation; Digital public infrastructure for development; Measuring impact (theory of change); The engineer's and youth's role; Designing an SDG-aligned solution. Labs: Design a technology/AI-enabled solution mapped to an SDG with a theory of change; Pitch a social-impact venture targeting one or more SDGs. Case Study: AI/technology for an SDG (e.g., AI in healthcare access or precision agriculture): analyse how technology accelerates a specific goal, with its risks.