

# Manav Rachna International Institute of Research and Studies

(Deemed to be University under section 3 of the UGC Act,1956)

## 8 DECENT WORK AND ECONOMIC GROWTH



# PROGRESS REPORT 2022-23

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



# Contents:

## **1. PREAMBLE:**

**1.1 Policies and procedures of MRIIRS in regard to decent work and economic growth of the society**

**2. Activities/Awareness Programmes to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

**3. Prominent Publications**

**4. REGULAR SKILL SET ENHANCEMENT AT MRIIRS-CERTIFICATIONS EARNED BY STUDENTS AND FACULTY MEMBERS**

## Preamble:

ManavRachna International Institute of Research and Studies is actively working in the community engagement and sustainable development by actively engaging in various activities which contribute towards decent work and economic growth of the society. The university aligns its in-campus and outreach activities with the Sustainable Development Goals (SDGs). The university demonstrates its commitment to social responsibility by offering, managing, and delivering a wide range of outreach initiatives that benefit the local community. These initiatives encompass diverse domains such as education, health, information services, reading programs, community engagement, and tutorials.

Furthermore, MRIIRS's robust community engagement initiatives, including workshops, visits, waste segregation collection drives, plantation drives, seminars, health camps and collaborations with local partners, as it strives to bridge gaps and collaboratively work towards sustainable change.

SDG 8 aims to promote sustained, inclusive, and sustainable economic growth. The goal seeks to achieve full and productive employment for all, including women and young people, while also addressing issues related to underemployment and labor market conditions. The goal highlights the need for an economic environment that reduces inequality and ensures that the benefits of growth are shared by all members of society.

ManavRachna International Institute of Research and Studies (MRIIRS), unwavering in its dedication to the United Nations Sustainable Development Goals, acknowledges the profound importance of SDG 8, which focuses on achieving respectable employment and fostering economic growth.

### **1.1 Policies and procedures of MRIIRS in regard to decent work and economic growth of the society**

#### **Policy and Procedures for Faculty and Staff Welfare:**

MRIIRS has instituted an employment policy that promotes a gender-neutral atmosphere within the organization, fostering a harmonious and supportive work environment for all faculty and staff members throughout its campus. Faculty and Staff Well-being encompasses various aspects, including employee orientation and induction, recruitment, comprehensive training, skill development, performance appraisals, fair compensation and benefits, employee motivation, effective labor relations, safety compliance, and health regulations. The university is dedicated to taking all reasonable steps to enhance employee welfare, with a specific focus on addressing the needs of female staff. To this end, the university has established a dedicated committee responsible for formulating and overseeing welfare initiatives for its employees.

**Transparent and Unbiased Appraisal System:** All categories of employees are subjected to performance appraisal through suitable assessment mechanisms.

**Transparent and Unbiased Appraisal System:** All categories of employees are subjected to performance appraisal through suitable assessment mechanisms. These assessments are conducted consistently, impartially, and encompass all pertinent aspects of an employee's job and responsibilities. The appraisal data for faculty and staff members serves as a foundation for decision-making, influencing actions related to appraisal, promotion, recognitions through [KarmasuKaushalam Awards](#) and tenure, both for the reporting officer and the appointing authority.

**Link for the Policy and Procedures for Faculty and Staff Welfare :** [Click to view](#)

- **Policy for Gender Equity:**

As an educational Institution, MRIIRS plays an important role in the development and progress of the Faculty and Staff members irrespective of the gender. In delivering on the promise of excellence, the Gender Equity Policy guides the institutionalization of policies and practices that promote gender equity and equality and which ensure that no member faces discrimination or harassment on the basis of their gender. The overarching purpose of the Gender Equity Policy is to operationalize gender mainstreaming, thereby ensuring that all genders have equitable access to the resources and tools of development to better their lives. It ensures that all genders study and work in an environment that protects the fundamental rights and freedoms of all. For dealing with complaints the University has a special Internal Complaints Committee, Along with this the University has a Women and Gender Sensitization Committee and a Committee for Prevention of Sexual Harassment to empower and bring justice to the victim.

**Link for the Policy for Gender Equity:** [Click to view](#)

- **Inclusiveness:**

University believes in the creation of a barrier-free, inclusive environment that is right based, values diversity, is free from unlawful discrimination or harassment and ensures equality of opportunity, dignity and respect for all irrespective, of his or her disabilities / disadvantage / special needs and challenges. The University is committed to extend all the necessary facilities to make the campus barrier free and accessible for Specially abled students. All the details shall be made available in the form Guide/Handbook for Specially abled Students.

ManavRachna holds the responsibility to demonstrate inclusivity among students, employees and staff by providing an opportunity to display and share their own culture by enhancing representation of all communities. The university is committed to treat everyone fairly and allowing the same opportunities to all regardless of gender, race, religion, sexual orientation, culture or background.

MRIIRS -Equality, Diversity and Inclusiveness policy: [Click to view](#)

- **MRIIRS Diversity and Inclusiveness Committee:**

The aim of constituting this Committee is to implement policies and organize programmes related to equity, diversity, inclusion and human rights on campus. The committee is committed to organize awareness drives, campaigns, seminars, panel discussions, workshops etc for this purpose.

**Report on few sample programmes organized related to equity, diversity, inclusion and human rights on MRIIRS campus: [Click to view](#)**

- **Placement Opportunities for Students**

The prime objective for most of the students to enroll in higher education is to get a job after completing the programme. It is a dream of every student to either get placed in top MNCs or start his/her own venture to achieve his/her set goals and objectives. Keeping in view all these stated facts and with the aim to place the maximum number of students, MRIIRS has levelled up by equipping and upgrading its training and placement unit by proper balancing the curricula of different programmes giving emphasis on multi-disciplinary environment and Skill-based Education.

Corporate Resource Centre (CRC) is one of the facilitating centres of MRIIRS, which engages with the industry and constantly strives for expanding the industry-academia interface. Fulfilling the dreams of the students to get placed in the companies of his/her choice has been a constant endeavour of CRC.

The CRC invites relevant companies to the campus and help them conduct the recruitment drive. It also registers and informs students about the placement drives being conducted in or outside the campus. The CRC also publishes/ notifies the advertisements about walk-ins or recruitment and informs students about internship opportunities.

**Link for the Policy for Student Placements and Procedures: [Click to view](#)**

Further, under the umbrella of these policies, the conduct of awareness programmes is a regular practice of MRIIRS.

## 2. Activities/Awareness Programmes to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- **Maintenance of Safe Working Environment for Female Employees at workplace**

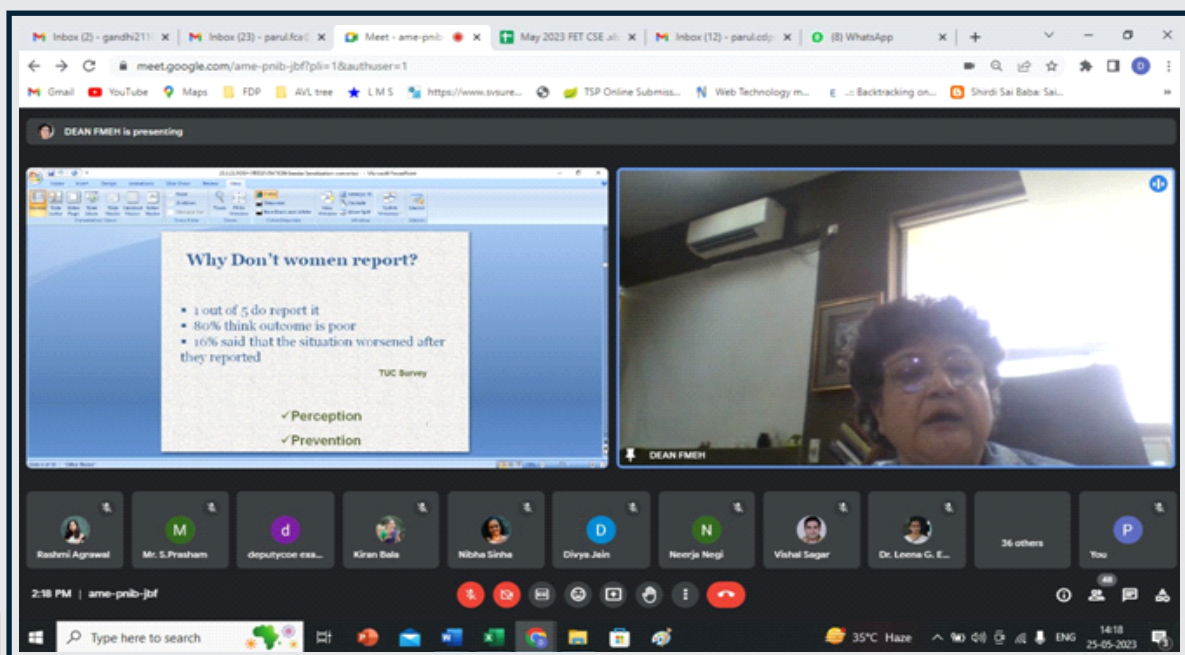
On May 25th 2023, Resource person of ICC Committee MRIIRS Dr. Mathali Ganjoo-Dean FMeH conducted an online session as per the notification of AICTE ref.no AICTE/ADV/AB/Misc/2023-24, under compliance of " Sexual Harassment of Women at workplace Act, 2013.

There were 60 staff & faculty members in the online session. The Chairperson ,Dr. Mathali Ganjoo explains that how important it is to speak out about the sexual harassment as absence of complaints doesn't necessarily means absence of sexual harassment and talked about the procedures of filing complaint. She said, any aggrieved woman can make complaint in writing with any member of ICC.

The Chairperson also explained the procedures of settlement of the case and told that how ICC investigate the complaint and provide its report as promptly as possible.

All the action plans received by the AICTE has been complied. ICC has already been constituted and is functioning and handling of all the issues related to gender based violence and sensitization program.

All the banners regarding Vishakha Guidelines displayed across the University Campus to create the awareness amongst employees about sexual harassment and its preventions.

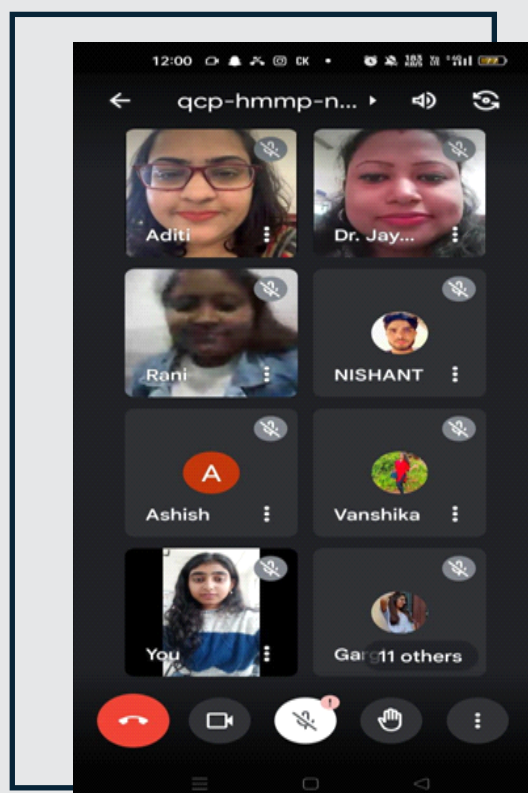


- **Guest lecture on Barriers of Women Empowerment**

**The Department of English**, Faculty of Media Studies and Humanities in collaboration with **Gender Sensitizing Cell** organized a Guest lecture on “Barriers of Women Empowerment”. The Guest lecture took place on 6th February, 2023 at 11:30 a.m. through Google Meet. The session was taken by **Dr. Aditi Bhola** who is presently working as an Assistant Professor of English at Govt. College, Bissar Akbarpur (Nuh). The students of B.A. Semester 3 and 5 and M.A. Semester 3 attended the lecture.

The Guest lecture was organized to create awareness and discussion around the issues women face in Indian society. Dr. Aditi Bhola talked about the mentality of our Indian society where a woman is supposed to be depended upon by a man in order to make herself feel fulfilled. She talks about how female students get admissions in college in order to pursue further studies and their ambition. So they work hard in the initial years but as the girls start to get 18-19 they are pressured to get married. Even if they have the will and passion to stand up on their feet yet they are forced by their family to get married and marry and manage their own family. She cited real life examples of her students in rural Haryana.

Dr. Aditi Bhola highlighted the fact that there are still some areas in India where the birth of a boy child is celebrated but the birth of a girl child is considered a curse. Although it is a relief that the society is beginning to change their mentality still women were restricted from getting too much exposure because if they are given the chance then they know that they are able to get financially independent and they fear that these women might exceed the males and then they will not follow the rules and customs set by the males of the society and how they expect women to behave accordingly. Overall it was a very fruitful session and the students shared their take on the condition of women in society.



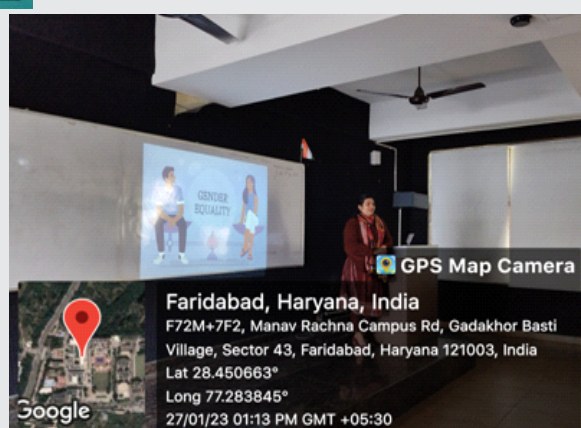
- **Session on Role and importance of Gender equality in professional and personal life**

The Department of Biotechnology FET MRIIRS conducted an “Awareness Program on Gender Sensitization (GSA)” **Session on Role and importance of Gender equality in professional and personal life** on 27th January 2023 at 13:00 hrs. The agenda of GSA programme was to assess the Gender Equality awareness among students/ participants.

Dr. Manu Solanki, HoD, Department of Biotechnology FET MRIIRS addressed the students and discussed about the role and importance of Gender equality in professional and personal life. She emphasized on assessing and sharing the issues related to gender inequality with family members, faculty at MRIIRS for any kind of problems or issues related to gender discrimination.

Dr. Vineeta Sharma, event coordinator (GSC-Cell) introduced Resource person(s): Dr. JayantMaini and Dr. VandanaNandal (Assistant Professor, Biotech Department) to the students representing both male and female students. They emphasized on the need of gender equality and awareness of gender sensitization and its role to maintain the overall safer and peaceful environment for overall growth of all genders.

Different aspects of gender equality, gender empowerment were discussed upon by Dr. JayantMaini. Dr. VandanaNandal advised students to adopt behavior gradually regarding gender specific stereotypes. She advised students to be open about their experience related to gender abuse and be vocal if they are facing any problem.





### 3. Prominent Publications

#### **Imperatives Associated with Women's Participation in Entrepreneurial Activities**

<https://www.taylorfrancis.com/chapters/edit/10.1201/9781003256663-11/imperatives-associated-women-participation-entrepreneurial-activities-om-prakash-mishra-rajeev-saha-rajender-kumar>

Women entrepreneurs are defined as the women or a group of women who initiate, organize, and operate a business enterprise. Women being the integral part of any society in the world, are equally responsible in overall development of the nation's economy. Since ancient times, women take charge of household management and freeing men to explore the earning sources. Now-a-days, the awareness among women regarding education has made them work independently. This results in the paradigm shift of the thinking process for professional women. The large number of women are now seen as turning towards entrepreneurship. The rate of growing women entrepreneurs on the world forum has outnumbered the men in above mentioned sectors in many parts of the world. Of course, many challenges are still to be addressed like getting funds, patriarchal male dominant society, lack of risk-taking habits, less tech savvy, etc. This study is intended to explore the rising women entrepreneurship contributing a large chunk in Industry 4.0 context for socio-economic development.

#### **Lean in Business Models Way to Go for Entrepreneurial Journey in Industry 4.0 Context**

<https://www.taylorfrancis.com/chapters/edit/10.1201/9781003256663-1/lean-business-models-rajender-kumar-dinesh-chawla-sushant-rahul-sindhwani-harish-kumar-banga>

Beginning an entrepreneurial journey in the twentieth century was a difficult one and also, the awareness to go was less. Only a few passionate professionals (with resources or experience; or having both resources and experience) were initiating their entrepreneurial journey. Now the scenario has been completely changed because of the downfall in the global job market. In addition, promotion and support are being provided to entrepreneurial activities so that one can easily begin this journey. It seems an exaggeration to say that the success of entrepreneurship is not guaranteed for every business. The success of any start-up is dependent on various factors. Even, the business model plays an important role in devising experimentation on innovation and strategies of the start-up. The term lean start-up has gained much popularity. The present study will discuss the implementation of lean terminology in the start-up models. Further, the featured challenges and unintended consequences are also distinguished to provide insights on implementing lean start-ups.

## **Principles of Entrepreneurship in the Industry 4.0 Era**

<https://doi.org/10.1201/9781003256663>

The feature that distinguishes this book from all other books on entrepreneurship is the comprehensive discussion of the challenges and opportunities that entrepreneurs encounter in the Industry 4.0 era. It enables readers to start dreaming big, visualizing, and encourages them to think clearly and creatively. The book emphasizes creativity and innovation as the core of entrepreneurship, by stretching imagination, thinking about problems and solutions, and visualizing their ventures at the local, national, and global scale. It also discusses the role of women in private enterprise, and entrepreneurship in the post COVID-19 world.

## **Empirical Study on Work-Life Conflicts experienced by Women Educators which influence Work-Life Balance**

Education, Awareness, Exposure and Changes in the lifestyle are the key factors to bring out the Women from the four walls of domestic confinement. In the every field, women's achievements are bringing laurels and noticeable to womanhood. Along with this, these women are also facing work-life conflict, which are not noticed by our society. The study investigated the level of work-life conflict experienced by women educators which influence work-life balance. For hypothesis testing, responses from the samples are used in the study and it is found that there is a significant relationship among the work-life balance and work-life conflict faced by women educators. There are three domains in which work-life conflicts are divided. These domains are organizational factors, family factors and individual factors. The sample size is 152 women educators from the state of Haryana. It is concluded that women educators faced there a moderate level of work-life conflict from all the domains such as organizational factors, family factors and individual factors

## **A Study of Work Life Balance of Women Educators Working in Higher Education**

<https://ijfans.org/uploads/paper/82b97c05994aefe7bd314bbc6434dcdf.pdf>

Expectations from women are increasing as society goes advance. Nowadays, women are not only play the role of homemaker but also they can generate income for their family by joining the organization as a paid workforce. The main reason for the maximum number of women are working women, is change in the mindset of new generation and increasing cost of living. In recent time, women are the equal competitor of man in each and every field. So this tendency is increased day by day, as a result, dual career families replaced by the core traditional families. Women are facing difficulties to maintain work life balance as they have higher workload and dual responsibility of work and home. In the current study, 135 women educators working in higher education are considered for the survey. It is concluded from the current study that the level of work life balance is moderate. It can be enhance by providing the Flexible working hours, child care facility, Transport facility, Recreational facilities and Job sharing.

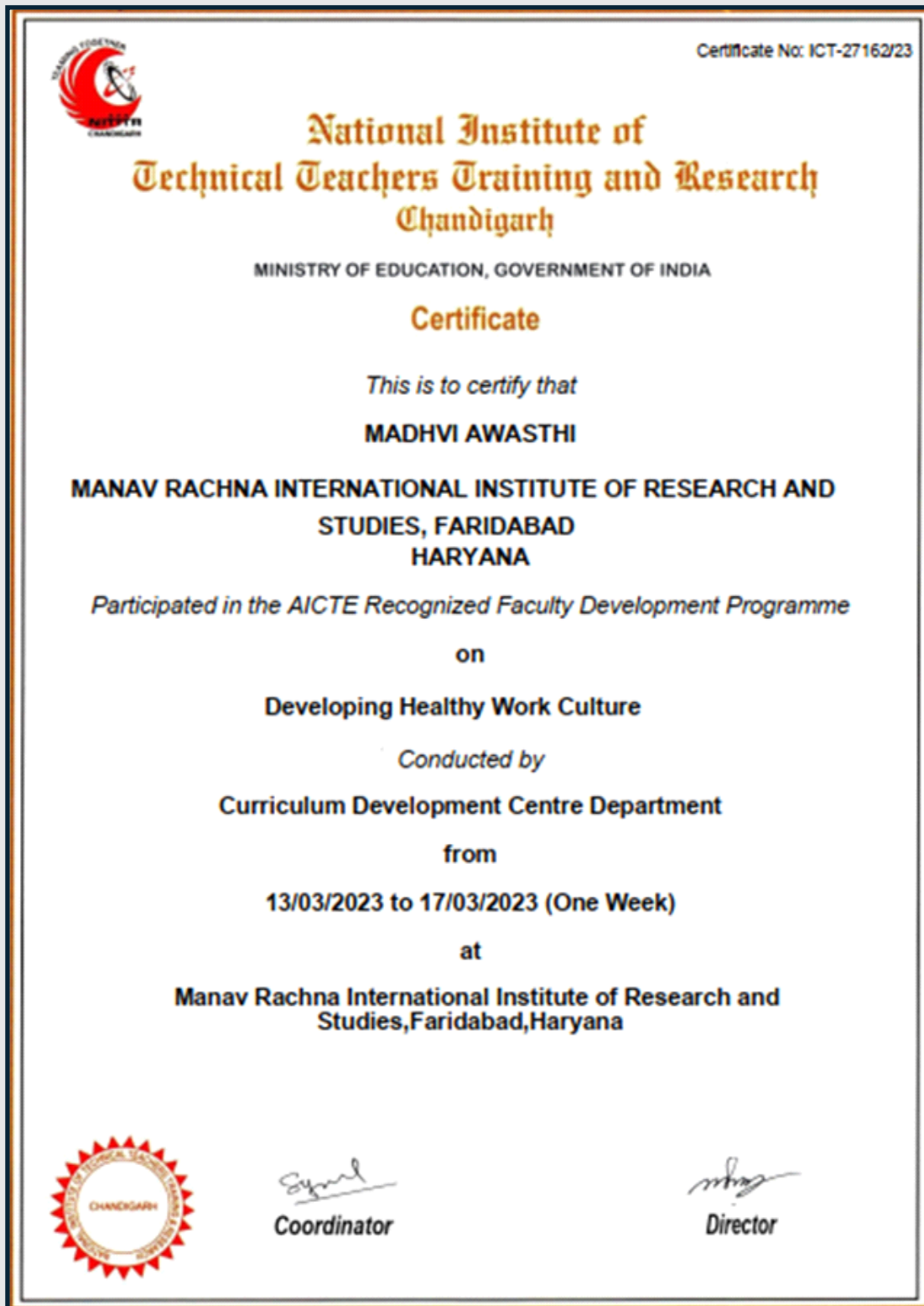
## Deconstructing Diasporic Consciousness: A Study of Meena Alexander's Selected Works

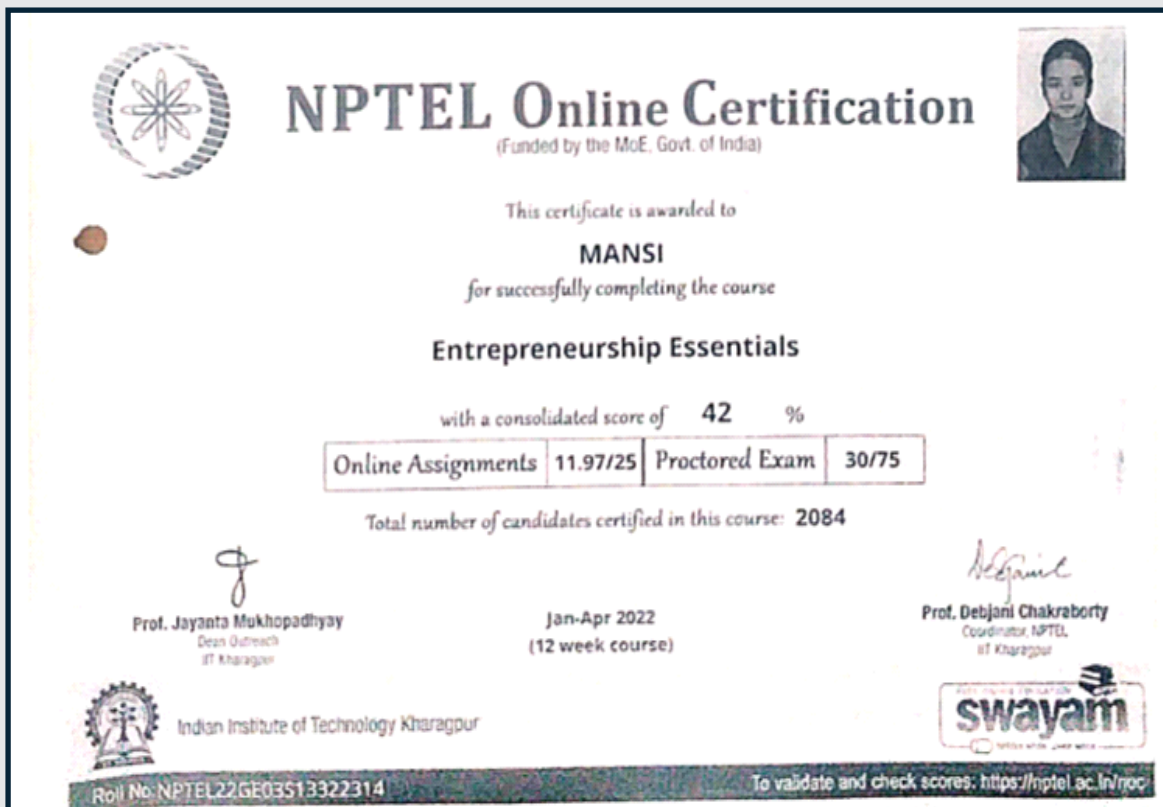
As a notable feminine voice in the field of diasporic literature, Meena Alexander assesses the experiences of migrants through careful assimilation of her own experiences of multiple dislocations. Primarily known for her poetic creations, this writer attempts to amalgamate a multitude of personal as well as social structures and frameworks that lead to the composition of a comprehensive diasporic consciousness also through her novels, essays and memoir. Literature of diaspora explores the impact of the composite process of uprooting and re-rooting the lead to a reconfiguration of the individual's identity. Her widely known works include the novels *Nampally Road* (1991) and *Manhattan Music* (1997), the memoir *Fault Lines* (1993), *Shock of Arrival* (1996), the collection of poetry *Raw Silk* (2004), *Quickly Changing River* (2008), *Poetics of Dislocation* (2009), *In Praise of Fragments* (2020) among others. The present research aims at delineating the diasporic individual engaged in a perpetual battle for self-definition and eventual assimilation. The study focusses primarily on Alexander's widely read memoir *Fault Lines* while also reflecting on the other major works of prose to determine the diasporic individual, while also attempting to address the question of gendered diaspora through the same.



## 4. REGULAR SKILL SET ENHANCEMENT AT MRIIRS- CERTIFICATIONS EARNED BY STUDENTS AND FACULTY MEMBERS

- Faculty Certification- Developing Healthy Work Culture





**Student Certification- Entrepreneurship Essentials**



**Managerial skills of interpersonal Dynamics**

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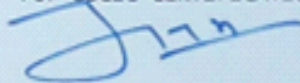
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