



BRAINWARE UNIVERSITY

**Annual SDG-8 Report
2023-24**

SDG 8: Decent Work and Economic Growth
*Promote Sustained, Inclusive and Sustainable
Economic Growth, Full and Productive
Employment and Decent Work for All*

SDG 8: Decent Work and Economic Growth – *Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All*

Vision and Institutional Philosophy

Brainware University believes that universities are economic engines, not ivory towers. Its pursuit of SDG 8 is rooted in three ideas:

- Learning must lead to livelihood.
- Growth must be inclusive, creating opportunities for all sections.
- Work must be dignified, respecting ethics, safety, and well-being.

The University's HR, Training & Placement, and Innovation ecosystems collectively foster decent work and economic growth by connecting education, enterprise, and employability.

Human-Resource Development and Decent Work Practices

HR Reforms (2023–24)

- Transparent Recruitment: Digital evaluation, merit-based appointment, UGC-2018 compliance.
- Faculty Welfare: Institutional health insurance, maternity benefits, and flexible leave policy.
- Workload Rationalisation: Teaching-load policy ensure fair distribution.
- Performance-Linked Recognition

Research and Intellectual Property Supporting Economic Growth

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The University's R&D output contributes directly to productivity, sustainable industry, and financial technology—pillars of SDG 8.

Patent / Book Chapter	Author(s)	Focus	SDG 8 Link
<i>Blockchain and IoT's Role in the Indian Banking Sector's Digital Transition</i>	Rajinder Uppal et al.	Secure fintech & job creation	Financial innovation
<i>Venture Capital Investments in an Entrepreneur Ownership Model</i>	Manabhanjan Sahu	Start-up ecosystem & capital flow	Entrepreneurship
<i>An Automated Market Analysis and Trading System for Stock Market</i>	Soumen Saha et al.	AI in trading & financial inclusion	Economic innovation
<i>Human Resource Management in the Era of Artificial Intelligence</i>	Tiny T. Gohain et al.	Future of work & AI skills	Workforce transformation
<i>Impact of the COVID-19 Pandemic on Migratory Behaviour of Rural Workers</i>	Adhikari S. et al.	Labour market resilience	Inclusive growth

Skill Development and Career Readiness

Brainware's skill-building strategy is woven into every curriculum:

Initiative	Key Focus
Pre-Placement Training Module	Soft skills, aptitude, interview readiness
AI & Data Analytics Workshops	Digital economy skills
MSME Entrepreneurship Bootcamp	Business planning & fund raising
Digital Marketing Certification	Online business skills
Entrepreneur Summit	Start-up showcase

Employability Index (IQAC 2024): 87 % of graduating students found suitable employment or entrepreneurial pathways within 6 months of completion.

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Decent work and sustainable growth are not abstract goals at Brainware University—they are visible in its classrooms, offices, and community fields.

Every student is guided toward a livelihood, every faculty member toward professional growth, and every initiative toward measurable social impact.

By merging employability, entrepreneurship, and ethical work culture, Brainware University ensures that growth becomes inclusive and work becomes dignified—living the true spirit of SDG 8 and strengthening India's knowledge economy in the process.

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