



**SUSTAINABLE  
DEVELOPMENT**

**GOALS**

# **KIIT Sustainable Development Report 2024**



**8**

**DECENT WORK AND  
ECONOMIC GROWTH**



**KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY**

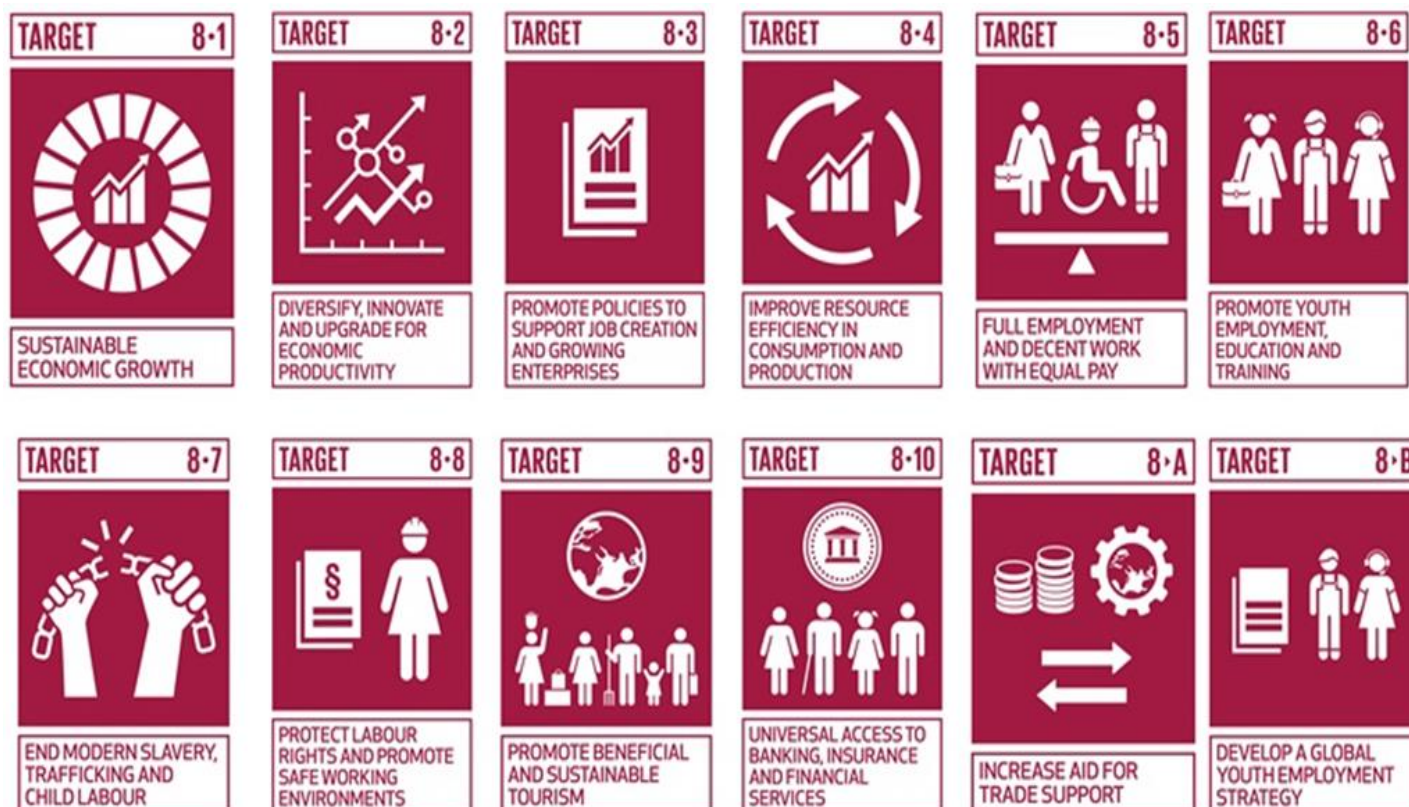
KIIT Deemed to be University

(Declared U/S 3 of UGC Act, 1956), Bhubaneswar, Odisha, India

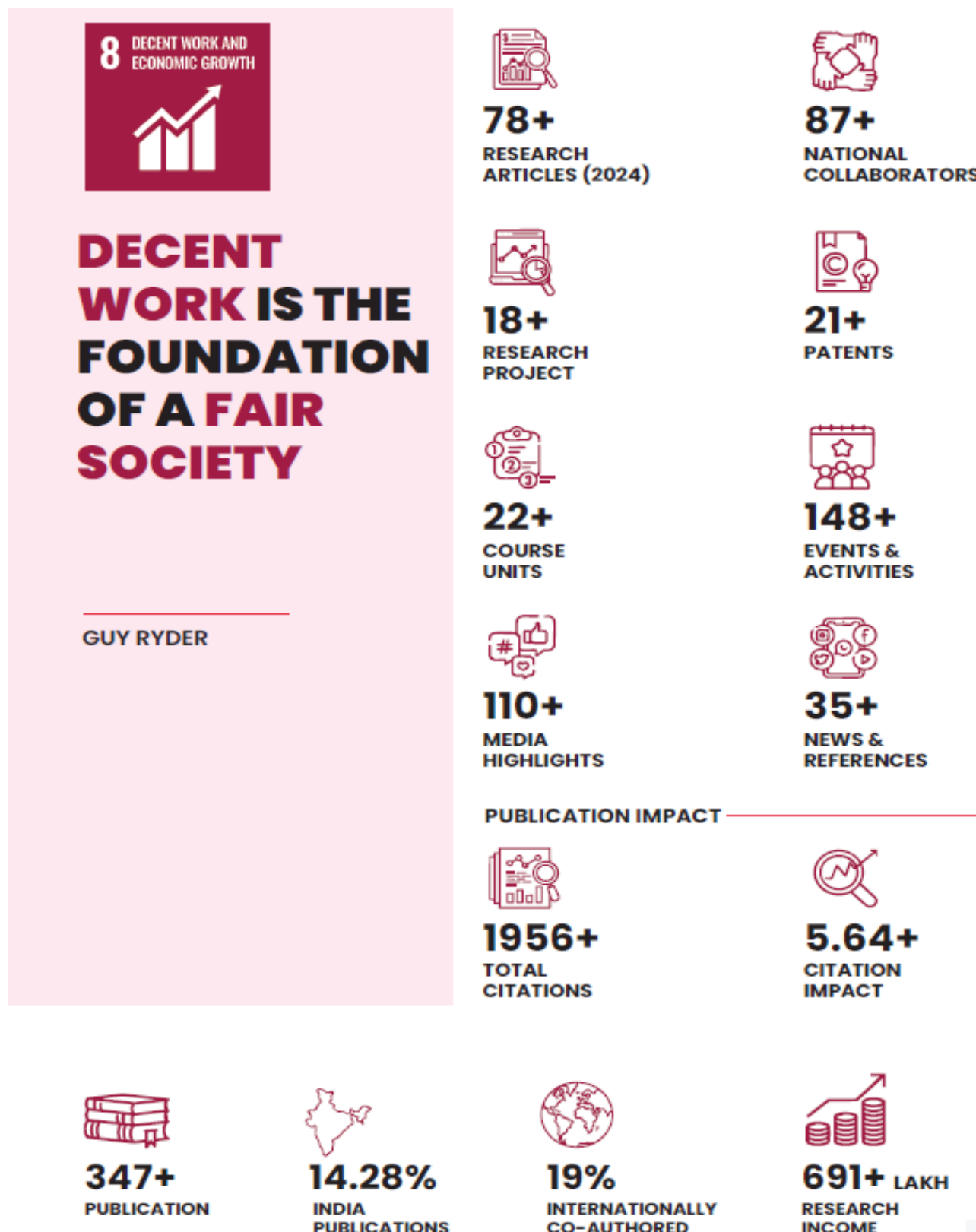
## 8. Introduction

KIIT University actively supports **SDG 8 – Decent Work and Economic Growth** through impactful research and sustainable employment practices. The university conducts research focused on promoting inclusive economic growth, innovative business models, and strategies for creating sustainable employment opportunities, with special emphasis on empowering youth and marginalized communities. KIIT fosters a strong employment practice by providing students with industry-relevant education, skill development programs, internships, and entrepreneurship support, enabling them to successfully enter the workforce or create their own ventures. The university ensures fair employment practices within its operations, promoting equal opportunities, safe working conditions, and continuous professional development for staff. Sustainability is integrated by encouraging green jobs, responsible business practices, and research on sustainable economic development, contributing to long-term economic resilience and social well-being.

The SDG 8 (Decent Work and Economic Growth) report focuses on the progress, key initiatives, and impact achievements across the following targets:



## 8.1 KIIT's Commitment to SDG 8 (Decent Work and Economic Growth): Research Publications, Patents Filed, Global Collaborations, Citations Received, Events Organized, and Community Activities – Key Figures



## 8.2 Employment Practice

### ❖ Employee Compensation and Pay Structure at KIIT University

KIIT University is committed to ensuring fair, transparent, and equitable compensation for all its employees. Every staff member receives a **standard living wage** that adequately covers essential needs such as housing, utilities, food, healthcare, clothing, and transportation.

By maintaining a structured and just pay framework, the University promotes the **well-being, motivation, and financial security** of its workforce, thereby fostering institutional sustainability and long-term employee satisfaction.

#### • Salary Framework for Teaching and Non-Teaching Staff

The salary structure at KIIT University is designed in alignment with **Government of India norms** and **University Grants Commission (UGC) guidelines**, ensuring parity with national standards in higher education. The pay structure is implemented as per the **7th Central Pay Commission (CPC)** recommendations.

#### Key Components of Salary

- ✓ **Basic Pay**
- ✓ **Dearness Allowance (DA)**
- ✓ **House Rent Allowance (HRA)**
- ✓ **Transport Allowance (TA)**
- ✓ **Other admissible benefits** as per government regulations

#### • Pay Levels for Non-Teaching and Administrative Staff

Category	Designation Examples	Pay Level (As per 7th CPC)	Pay Range (₹)
Group A	Administrative Officers, Senior Executives	Level 10–13A	56,100 – 2,15,900
Group B	Section Officers, Assistants, Technical Supervisors	Level 6–9	35,400 – 1,42,400
Group C	Clerical, Technical, and Support Staff	Level 2–5	19,900 – 92,300

❖ The KIIT - Kalinga Institute of Industrial Technology KIIT University, where I have the privilege of working, has announced a 7% Dearness Allowance (DA) hike from 46% to 53%, aligning with central government rates. Additional employee welfare initiatives, including pension plans, re-employment of retired staff, and job opportunities for families of deceased employees, were also introduced by our esteemed Founder, Prof. Dr. Achyuta Samanta sir, during the Annual Employee Meeting. This demonstrates our University and Dr. Samanta Sir's unwavering commitment to employee well-being."

- With successive revisions in the pay structure, employment at KIIT University has become increasingly rewarding and competitive. The university continues to recognize and reward academic excellence—recently, 65 faculty members across various disciplines were promoted in acknowledgment of their outstanding performance and contributions.

[#KIITUniversity](#) [#AchyutaSamanta](#) [#EmployeeBenefits](#)



KIIT NEWS  
Founder Declares Financial Benefits; Staff Members Become Euphoric

## ❖ Employment Practice Unions

KIIT University has drafted its own zero tolerance policy for curbing the menace of ragging, harassment, and any kind of complaints with consonance of rules and regulations provided by UGC, AICTE & Higher Education. Grievance Redressal committee was set up at KIIT University in accordance with the University Grants Commission regulations 2012 (The Gazette of India, March 23-29, 2013) for handling day-to-day grievances. All students / staff in our university have access to the **Grievance Redressal Cell** to voice their concerns about academic matters, financial matters, health services, the library and other central services related to physical or mental harassment, grievance regarding ragging, sexual harassment complaints regarding classroom teaching, classroom management, completion of syllabus, teaching methodology, infrastructure maintenance and up-gradation, etc. The University strictly follows zero tolerance policy against Ragging, Sexual Harassment.

Grievance Redressal Committee facilitates the resolution of grievances in a fair and impartial manner, maintaining necessary confidentiality. Any stakeholder with a genuine grievance may approach Grievance Redressal Committee to submit his/her grievance in writing or electronically via the Grievance Form available on the University website.

<https://kiit.ac.in/grievance/>

- **Complaint Form:** Parents, Students, Staff and Public can register their grievance in the PSP cell mail I'd which is [grievance.psp@kiit.ac.in](mailto:grievance.psp@kiit.ac.in), for redressal of their individual cases.

You can use the form below send us your grievance.

Name	<input type="text"/>
Email ID	<input type="text"/>
Mobile	<input type="text"/>
Student Roll Number. (if Applicable)	<input type="text"/>
Employee ID. (if Applicable)	<input type="text"/>
Subject	<input type="text"/>
Description	<div><div></div></div>
[anr_nocaptcha g-recaptcha-response]	
<div>SEND</div>	

- **Constitution of Grievance Redressal Cell**

To comply with the AICTE Regulation for addressing, student or Parent's grievance in a Technical Institution, "Grievance Redressal Committee" of KIIT Deemed to be University has been constituted with following Staff in different positions to enquire the nature and extent of grievance. The committee can suggest the final action to be initiated at the institutional level for the redressal of the same.





(i)	Emeritus Prof. & Chairman, PG Pro	Chairman
(ii)	One Professor	Member
(iii)	One Assoc. Professor	Member
(iv)	Head of Department	Member
(v)	A student representative of the school where the Special Grievance has occurred to be nominated, based on the invitee academic merit, by the concerned school.	

- KIIT University has established various specialized **cells and committees** comprising designated members to ensure efficient governance, smooth operations, and effective resolution of institutional matters. Each cell functions under clearly defined objectives and responsibilities to support the University's academic, administrative, and social framework.

In alignment with best employment practices, KIIT University **recognizes staff unions** and upholds the **freedom of association and collective bargaining** for all employees, including women and international staff. This inclusive approach promotes transparency, fairness, and participatory decision-making within the institution.

- ✓ Compliance Cell
- ✓ Event Management Committee
- ✓ Training & Placement Cell
- ✓ ICT Cell
- ✓ SAP
- ✓ Human Resource Department
- ✓ Finance and Accounts Department
- ✓ Central Purchase Committee
- ✓ Maintenance Cell
- ✓ Transport Department
- ✓ Security Department
- ✓ Legal Cell
- ✓ Parents, Students and Public Grievance Cell (PSP Grievance Cell)
- ✓ Community Engagement Cell (CEC)
- ✓ Social Media Connectivity Cell
- ✓ Library Committee
- ✓ Admissions Cell

- "K3" in "K3 Cub KIIT" refers to the K3 Ladies Club of KIIT**, a women's club that includes members from KIIT, KISS, and KIMS. The club organizes and promotes various activities, such as the "Pattathon" walk and the "BREAKFREE" initiative for women's empowerment. The "Cub" is likely a term referring to a member or a smaller component of the club.

**Purpose:** The club is a dedicated women's group within the KIIT Group of Institutions that fosters a sense of community and promotes the empowerment of its female members.

## ➤ **International Day for the Elimination of Violence Against Women Ladies (K3) Klub Hosts a Talk Show**

On November 25, 2024, the Ladies (K3) Klub hosted a Talk Show in observance of the International Day for the Elimination of Violence Against Women. This event marked the launch of the third edition of the national campaign against gender-based violence, *Nayi Chetna 3.0-Pahal Badlaav Ki*. The program aimed to raise awareness, foster meaningful dialogue, and empower women as part of the ongoing mission for gender equality and justice.

Ms. Sanghamitra Ray welcomed the chief guest, Ms. Bishakha Bhanja, a Core Committee Member of the National Alliance of Women (NAWO), Odisha Chapter. Ms. Bhanja shared her valuable insights into the development sector and her tireless efforts advocating for women's rights.



## ❖ Employment Policy on Discrimination

As per clause 16.1 of Memorandum of Association (MoA) of the University, 'Admission and employment in the Deemed to be University shall be open to all, regardless of race, religion, caste or creed, disability, immigration status and the area/ place of residence in the world'. Besides, clause 16.2 of MoA of the University also states that 'All policies and procedures, in this regard as applicable to KIIT'.

Extract for Clause 3.1 of Human Resource Manual states that 'In order to provide equal employment and advancement opportunities to all individuals, employment decisions at KIIT Deemed to be University will be based on merit, qualifications and abilities. KIIT does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin or disability. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor. Employees can raise concerns and make reports without any fear. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.'

<https://kiit.ac.in/policies/>

## • Academic Freedom Policy 2020

Academic freedom refers to the ambience, platforms or opportunities provided by the University allowing faculty members to engage in teaching, research, and related endeavors at higher educational institutions. Academic freedom encompasses the provisions necessary for the University to realize its mission towards instilling a habit of continual learning, encourage and support creative abilities and research temperament, establish and promote close interaction with industries and other utility sectors, keep abreast with state-of-the-art technology and above all, inculcate a global perspective in attitude. Academic freedom permits its members to pursue their academic pursuits with diligence, with the understanding that all members of the University have the right to express their own point of view and to be audience to others' views as well. The University is a place where all members can express themselves, while protecting and respecting the rights of others to learn, to do research, and to carry out necessary activities of the University without any interference or obstruction.

[https://kiit.ac.in/policies/academic-freedom-policy-2020/? gl=1\\*1n9eanx\\* ga\\*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.\\* ga\\_34QZ5P9757\\*czE3NjE2MzI2MTQkbzg3NCRnMSR0MTc2MTYzMjY2OCRqNiRsMCRoMA](https://kiit.ac.in/policies/academic-freedom-policy-2020/? gl=1*1n9eanx* ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.* ga_34QZ5P9757*czE3NjE2MzI2MTQkbzg3NCRnMSR0MTc2MTYzMjY2OCRqNiRsMCRoMA)

- **Anti-discrimination and Equal Opportunity Policy**

Indian constitution encapsulates social safeguard measures for all citizens of India in Article 15 and Article 16. Article 15 mandates prohibition of discrimination on grounds of religion, race, caste, sex or place of birth.

Article 16 mandates equal opportunity in matters of public employment. Article 16(2) further states that no citizen shall on grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them, be ineligible for, or discriminated against in respect of, any employment or office under the State.

KIIT is committed to promoting equal employment opportunities and a workplace that is free of all forms of discrimination. Equal opportunity means that all staff experience fairness, impartiality and equal access to all career initiatives in KIIT. KIIT's Commitment to equal opportunity promotes an inclusive work environment that values and accepts the diverse cultural and social backgrounds of its staff. The Anti-Discrimination and Equal Opportunities Policy is consistent with the KIIT 's pursuit of excellence. This policy is underpinned by a set of values and key guiding principles in the building of a community of all employees.

This non-disc representatives Equal Opportunities Policy ("Policy") states the internal policy of the KIIT University about non-discrimination at the workplace and equal opportunities during recruitment.

This Policy is internal to KIIT and is meant to provide a safe, diverse and comfortable workplace at KIIT. This Policy is without prejudice to any anti-discrimination provisions of applicable law including, but not restricted to, the provisions of:

- ✓ Article 17 of the Constitution of India
- ✓ the Protection of Civil Rights Act, 1955
- ✓ the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989
- ✓ the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013
- ✓ Sections 354 and 509 of the Indian Penal Code, 1860
- ✓ the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995

➤ **Policy Objectives:** The objectives of this Equal Opportunity (EEO) and Anti-Discrimination Policy are to ensure that all:

1. KIIT's employees or potential employees do not suffer unfair discrimination in the workplace.
2. Individuals and groups within the KIIT work in an environment where all decisions are free of discrimination, where they have equal opportunity based on relevant abilities and merit.
3. Employees are encouraged to take positive action towards promoting equal opportunity throughout the organization.
4. Personnel actions, such as compensation, benefits, transfers, layoffs, company-sponsored training programs, and social and recreational programs, will be administered on a non- discriminatory basis.
5. Application of labour laws to be uniformly applied in the organization.

➤ KIIT and its employees shall strive to create a workplace that is free from discrimination in their employment practices against any potential or existing employees, and shall not discriminate on a person's:

- ✓ Age or other circumstances
- ✓ Colour
- ✓ Cultural or social beliefs such as religious
- ✓ Educational Background
- ✓ Race, ethnicity or nationality
- ✓ Spiritual, traditional or customary beliefs



- ✓ Political opinion
- ✓ Physical features
- ✓ Gender identity and expression
- ✓ Marital status
- ✓ Pregnancy or judging the impacts of potential pregnancy on decisions
- ✓ Breastfeeding
- ✓ Sexual orientation
- ✓ Health or physical disability or impairment
- ✓ Medical record / HIV status

<https://kiit.ac.in/equal-opportunity-policy/>

## ❖ KIIT's Commitment to and Alignment with SDG 8: Decent Work and Economic Growth

- **KIIT-Led Mega Job Fair Transforms Youth Opportunities in Kandhamal, Odisha**  
21.01.2024 | Phulbani

A historic mega job fair in Phulbani, Kandhamal, supported by KIIT and district administration, attracted 120 companies and over 20,000 youth. With 13,500+ provisional job offers, it empowered candidates from class 5 to postgraduates—realizing CM Naveen Patnaik's vision for youth employment and development.



- **KIIT-ITI Technical Expo Showcases Innovation and Skill Development**  
24.02.2024 | KISS-DU

KIIT-ITI's two-day Technical Expo celebrated student innovation, hands-on learning, and international collaboration. Attended by dignitaries and a delegation from Indonesia's Nusa Putra University, the event promoted practical skills, creativity, and global exposure—building a foundation for future-ready education and technical excellence.



- KSOFT Hosts Insightful Lecture on Fashion and Entrepreneurship Development**

24.02.2024 | KIIT-DU

KIIT School of Fashion Technology hosted a special lecture on “Fashion and Entrepreneurship Development” by MSME expert Subash Kumar Sahu. With 20 years of experience, he emphasized value addition, entrepreneurial motivation, and government schemes like Udyam Registration. The interactive session equipped students with practical knowledge on launching and scaling fashion enterprises.



- ‘WOMEN-in-IT’ Empowers Future Tech Leaders at KIIT**

13.03.2024 | KIIT-DU

Dr. Saswata Biswas from IRMA delivered an insightful lecture on rural toilet adoption, emphasizing structural, psychological, and social barriers. Drawing from Swachh Bharat insights, he discussed gender roles, water access, cultural beliefs, and inadequate IEC strategies—encouraging future changemakers to rethink sanitation from a behavioral and socio-economic lens.



- KIIT Partners with UNV to Launch Historic Volunteer Programme**

09.04.2024 | KIIT

KIIT signed a groundbreaking MoU with the United Nations Volunteers (UNV) on 8th April 2024, becoming South Asia’s first private university to enable students to serve as National UN Volunteers. This partnership offers hands-on experience in global development and fosters youth engagement in sustainability efforts.





## • KIIT-DU IQAC Hosts Viksit Bharat @2047 Events to Inspire Nation-Building Ideas

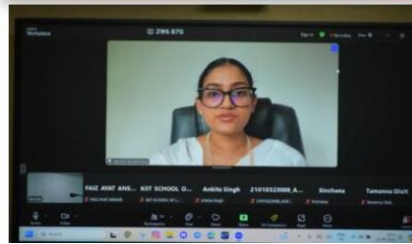
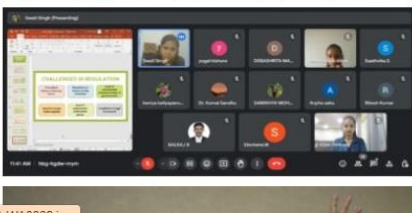
09.04.2024 | KIIT

KIIT-DU's IQAC organized nine events under the Viksit Bharat @2047 initiative to promote discussions on transforming India into a developed nation by 2047. Covering themes like frontier technologies, inclusive society, and employment, the events featured expert talks, seminars, and exhibitions, fostering innovation and awareness among students and faculty.



## • International Conference on Labour and Employment Laws Concluded at KIIT on 21st and 22nd September 2024

The International Conference on Labour and Employment Law – Contemporary Issues and Challenges was held at KIIT-DU, calling for research paper submissions and presentations from scholars around the world. Organized by the Centre for Labour and Employment Studies (CLES), KIIT School of Law, in collaboration with the National Labour Law Association (NLLA), New Delhi, the conference took place in hybrid mode. The conference centered around five key thematic areas, guiding participants in their submissions and presentations: Labour Rights and Global Perspectives, Trends and Challenges in Domestic Labour Laws, Protection of Rights for Unorganized Workers, Labour Rights and Gender Equality, and Child Labour and Labour Policies. These carefully curated themes encouraged a comprehensive exploration of critical issues shaping the current and future landscape of labour and employment law.



- **International Women's Day: KIIT-KISS founder Achyuta Samanta advocates for empowerment and equality**

On the eve of International Women's Day, the Founder of KIIT and KISS Dr. Achyuta Samanta delivered an inspiring address to the women staff of the KIIT group of institutions, highlighting the organization's commitment to gender equality and the empowerment of women. In his speech, Dr. Samanta proudly announced that women constitute 50 percent of the workforce within the KIIT family, underscoring a workplace environment where happiness and mutual respect thrive. Dr. Samanta reflected on the historical reverence for women, describing them as "the source of all forms of energy" and essential to achieving peace and prosperity.



## ❖ Continued Success of KIIT-TBI in fostering Innovation and Job Creation.

- **Fostering Innovation & Protecting Ideas**

KIIT Technology Business Incubator was delighted to participate in the Entrepreneurship Development and Intellectual Property Rights (IPR) Management event organized by the Institution's Innovation Council of DRIEMS University.

Dr. Bhaskar Das, Manager – Bio innovation, KIIT-TBI, joined as an invited speaker and delivered an insightful talk on "Entrepreneurship Essentials: Getting Started and Growing." His session covered key aspects of:

- ✓ Fundamentals of Entrepreneurship
- ✓ Funding Opportunities
- ✓ Pitching Strategies & Business Growth
- ✓ Importance of IP Protection in Innovation

At KIIT-TBI, we are committed to nurturing young innovators and startups by providing them with the right mentorship, resources, and ecosystem to thrive. Events like these play a crucial role in shaping the next generation of entrepreneurs and thought leaders.

A big thank you to DRIEMS University and the Institution's Innovation Council for organizing such an impactful session.





## • Excellent Student Placement Record, Enhancing Employability



With 700 plus top-notch companies doling out over 5500 plus job offers for eligible students of 2024 graduating batch, Kalinga Institute of Industrial Technology (KIIT), Deemed to be University, Bhubaneswar looks well-poised to achieve cent percent campus placement for yet another year. Since the commencement of the campus placement season for 2023-24 graduating batch from May 2023; approx. 91% students have already been placed till date with 1200 plus bagging multiple job offers.

- ✓ Top Companies-700
- ✓ Job offer-5585
- ✓ Highest Salary- 53 lacs per annum

This report consolidates the efforts of KIIT University towards achieving SDG 8 – Decent Work and Economic Growth, aligning with national and global sustainability frameworks.

### Campus Placement 2024 Graduating Batch

## 2024 Highlights

**700**  
Top Companies

**5585**  
Job Offers

**₹ 53.00**  
Lakh-Highest Salary Offered

Kalinga Institute of Industrial Technology, Deemed to be University (KIIT-DU), Bhubaneswar has well-poised campus placement track record for yet another year.

Placements at KIIT has been in top brackets both at National and International level with standing years success by pioneering to its established digital infrastructure both in academic and industry engagement front. Overall placement conversion was 90% considering all schools.

#### Placement Highlights of all the schools:

- Over 700 plus companies visited for campus placement of 5000 plus eligible students from KSOT, KSOM, KSRM, KSBT and KSOL and approximately 5585 offers were generated.
- Overall placement conversion was 83.06% considering all schools.
- For KIIT School of Technology, 3125 plus job offers were made by 390 plus companies. Out of these, approx. 1500 plus were Dream Offers with an average CTC of 8.50 LPA. Aside, 1000 plus students bagged multiple offers. Maximum number of 184 plus offers were made by HighRadius followed by Deloitte with 148 whereas highest CTC of 53 LPA was offered by Yugabyte. More than 228 companies offered CTC of 5 LPA plus, wherein 134 companies offered CTC of 10 LPA and plus. Also, more than 1500 paid internship opportunities were generated.
- More than 170 companies visited KIIT School of Management for placements of MBA students, highest CTC was 19.35 LPA and average CTC was 9.00 LPA. In total, around 331 plus offers were generated.
- School of Bio Technology SBT recorded 85% placement with substantial proportion of students opting for higher studies. Over 43 companies participated in the campus placement drives.
- Over 65 firms and companies from across India considered the candidature of the students from the 2024 graduated batch of the School of Law. Notable law firms such as Wadia Ghandy & Co., Bharucha & Partners, ElpeeCo, and corporates like TATA Power, HDFC Ergo GIC, Jindal Steel and Power Limited, Future Generali, visited the campus for recruitment. The highest package offered was ₹10.20 LPA, and over 67% of the students received career opportunities, with an average CTC of ₹5.00 LPA.
- In School of Rural Management, 68 companies visited for the batch size of 138 students. The highest package offered was 18.00 LPA and average CTC was 6.00 LPA. It achieved a record placement 100% of the students.





# ART OF GIVING

Giving education to the deprived is like  
giving sight to the blind -Achyuta Samanta

## PHILOSOPHY OF LIFE

'Art of Giving' is a not-for-profit initiative for spreading, supporting and promoting the practice of giving around the world. It is based on the philosophy of life of **Prof. Achyuta Samanta**, who has struggled through an experience of poverty, hunger, humiliation in receiving and pleasure in giving from his childhood. **He gives the credit of all his success to 'Art of Giving' and has been working relentlessly to achieve zero poverty, zero hunger and zero illiteracy since 1987.**



**Visit us at :**

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