



# SUSTAINABLE DEVELOPMENT GOALS



Progress Report 2024-2025

Trident Academy of Technology

**8** DECENT WORK AND ECONOMIC GROWTH





## SDG 8 DECENT WORK AND ECONOMIC GROWTH



### INTRODUCTION SDG 8

The Sustainable Development Goal 8 (SDG 8) seeks to advance full employment, decent work for everybody, and sustainable economic growth. It is among the 17 Sustainable Development Goals that the UN General Assembly adopted in 2015. Twelve targets make up SDG 8, some of which must be met by 2030 and others by 2020. The first ten targets aim for outcome-oriented goals like full employment, youth employment, resource efficiency, sustainable economic growth, labor rights protection, sustainable tourism, and universal financial services access.

The SDG 8 seeks to advance full employment, decent work for everybody, and sustainable economic growth. SDG 1 (No Poverty), SDG 2 (Zero Hunger), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), SDG 16 (Peace, Justice and Strong Institutions), and SDG 17 (Partnerships for the Goals) are among the SDGs with which it is interconnected. Economic expansion and decent labour are necessary to end poverty, and boost agricultural output.

The Institute departments and organizations are responsible for carrying out each of these activities. Activities connected to biodiversity are undertaken by several clubs, including the Kartyvya Club, HR Club, and Eco Club, in addition to the academics and administration of the Institute. Beyond just developing a green campus, the institution is committed to increasing awareness among all community members, especially students

### RECOGNIZE UNIONS AND LABOR RIGHTS (FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING) FOR ALL, INCLUDING WOMEN AND INTERNATIONAL STAFF DESCRIPTION:

Trident Academy of Technology is committed to following the most recent labor regulations passed by the Indian legislature, which have included provisions for fixed-term employment and enhanced worker protections. Short-term contract workers will benefit from these reforms by having protections that guarantee them the same rights as full-time workers. Trident Academy guarantees that all of its workers, whether on a fixed-term or permanent basis, are treated fairly and equally and acknowledges the importance of these regulations. Furthermore, the establishment of representative organizations reflects the institution's dedication to defending the rights of its workers. The interests of all faculty members are represented by a Faculty Council. This organized representation makes sure that all opinions are heard within the organization and promotes an open and transparent decision-making process that is advantageous to all.

### HAVE A POLICY ON ENDING DISCRIMINATION IN THE WORKPLACE (INCLUDING DISCRIMINATION BASED ON RELIGION, SEXUALITY, GENDER, AGE)

Trident Academy of Technology is fully committed to adhering to the laws and regulations of India and Odisha, which prioritize justice, equality, and fairness in the workplace. This commitment is reflected in the academy's HR Policies and Procedures, which include a comprehensive Code of Conduct aimed at promoting mutual respect among all employees, regardless of gender, race, nationality, or other protected characteristics.

**Trident Academy of Technology is committed to fostering a respectful and inclusive workplace.** We strictly prohibit any form of discrimination, including but not limited to age, gender, race, or physical or mental ability. We believe that a diverse and inclusive environment empowers all employees to reach their full potential. By taking decisive action against discrimination, we aim to create a positive and productive workplace where everyone feels valued and respected.



## INSTITUTES AS A BODY HAVE A POLICY COMMITMENT AGAINST FORCED LABOR, MODERN SLAVERY, HUMAN TRAFFICKING, AND CHILD LABOR DESCRIPTION:

Trident Academy of Technology adheres to the standards set by AICTE and the Government of Odisha, ensuring the protection of labor rights and the welfare of all employees, including national and international staff. To safeguard these rights, the academy has established a grievance committee that addresses employee concerns and guarantees fair treatment in line with legal provisions.

A key regulatory framework the academy follows is the **Child Labor (Prohibition and Regulation) Act, 1986**, which strictly prohibits child labor across India. Trident Academy recognizes the importance of protecting children from exploitation in the workplace and ensuring they have access to education and opportunities for growth.

The grievance committee reports directly to the institution's leadership, demonstrating Trident Academy's dedication to resolving issues quickly and equitably. This commitment ensures a positive and productive work environment, prioritizing the rights and welfare of its employees.

By setting such high standards, Trident Academy of Technology serves as a role model for other educational institutions in India and abroad, leading by example in upholding labor rights and employee welfare.



## INSTITUTE AS A BODY HAVE A POLICY ON GUARANTEEING EQUIVALENT RIGHTS OF WORKERS WHEN OUTSOURCING ACTIVITIES TO THIRD PARTIES DESCRIPTION:

Trident Academy of Technology (TAT) is committed to ensuring the fair treatment of all workers, including those employed by third-party contractors. In alignment with the laws and regulations of India and Odisha, this policy guarantees the rights of outsourced workers, promoting an equitable workplace for all.

## INSTITUTE AS A BODY HAS A PROCESS FOR EMPLOYEES TO APPEAL ON EMPLOYEE RIGHTS AND/OR PAY EMPLOYEE RIGHTS

Trident Academy of Technology (TAT) is committed to providing a positive and respectful work environment for all its employees. TAT upholds fundamental employee rights, including respect and dignity, freedom from abuse and harassment, a safe and healthy workplace, fair compensation and benefits, the right to collective bargaining, fair hearings, and confidentiality and privacy.



## PROPORTION OF EMPLOYEES ON SECURE CONTRACTS

At Trident Academy of Technology (TAT), a substantial percentage of staff holds long-term contracts, reflecting the institution's commitment to providing stable and reliable employment. This approach not only enhances the institute's competitiveness in the job market but also contributes to the social and economic stability of the surrounding community.

## CONCLUSION

The Trident Academy of Technology believes Growth in the economy ought to benefit the entire world. For this reason, we need to ensure that economic growth produces respectable, satisfying jobs without endangering the environment. In addition to defending workers' rights, we must permanently eradicate child labour and modern slavery. Everyone can profit from entrepreneurship and innovation if we encourage job creation and provide access to banking and financial services.