



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*



Times Higher Education
**Sustainability
Impact Network**



SUSTAINABLE DEVELOPMENT GOAL 8 DECENT WORK AND ECONOMIC GROWTH



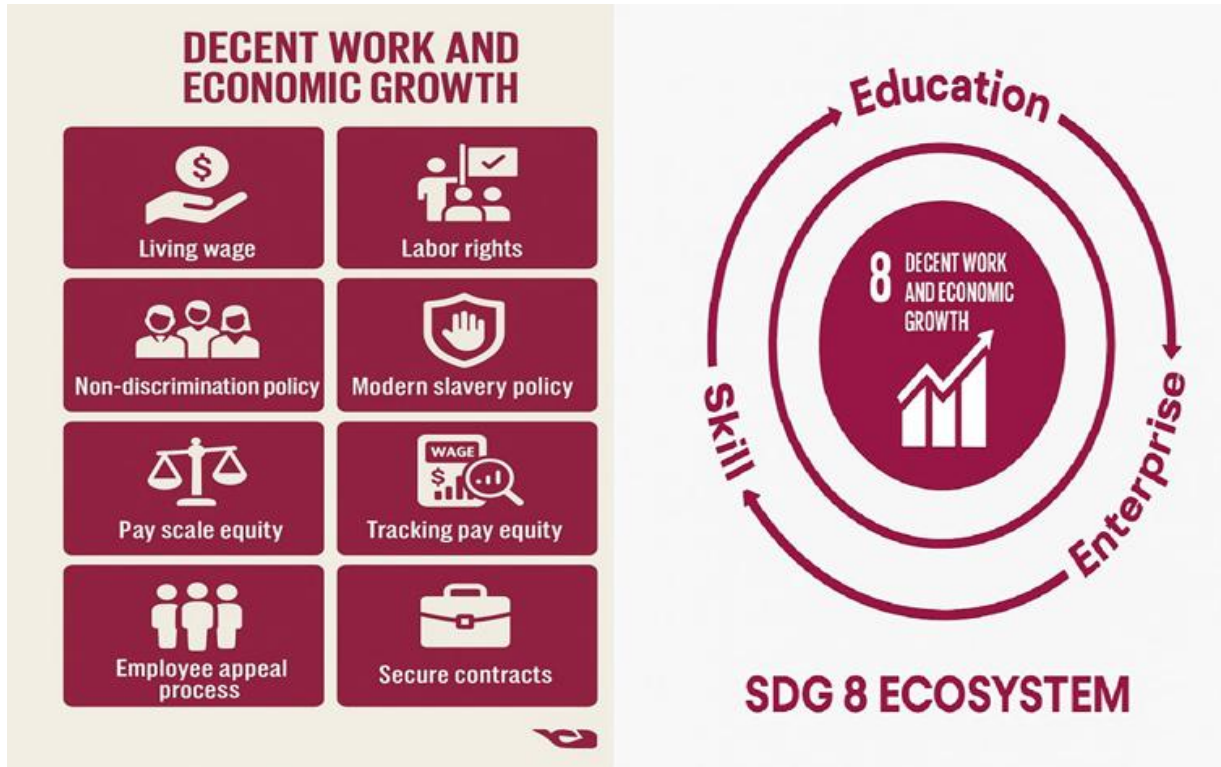
**SUSTAINABLE
DEVELOPMENT
GOALS**



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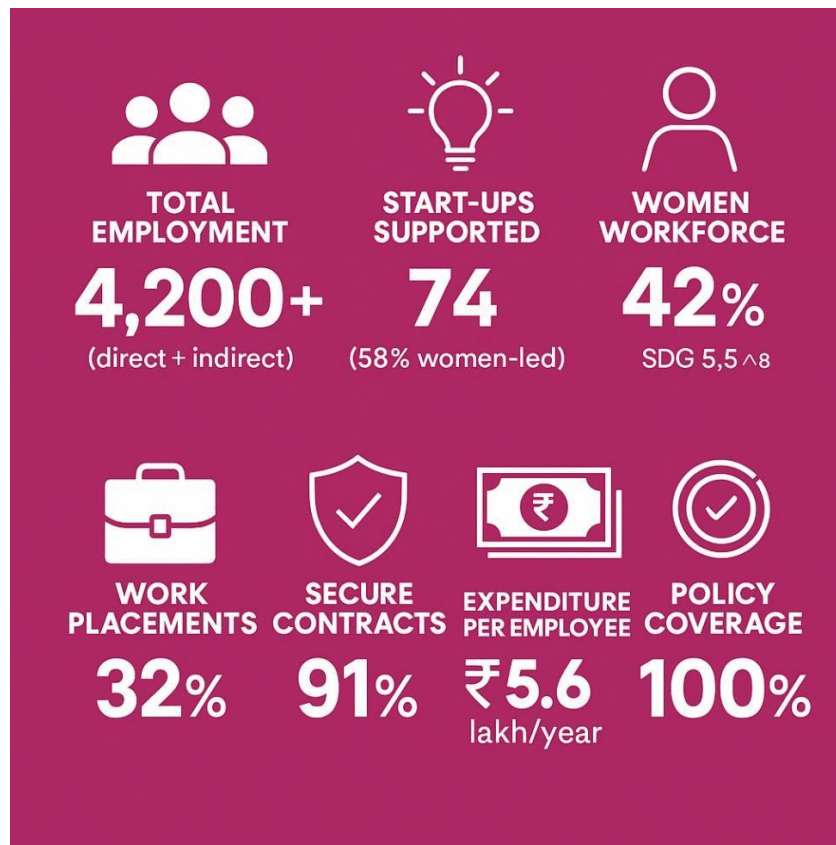
SDG 8: Decent Work and Economic Growth

Aligned with SDG 4 (Quality Education), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), and SDG 12 (Responsible Consumption and Production)



1. Executive Summary

Centurion University, Odisha, stands as a national model for inclusive, skills-driven, and sustainable development. Through its pioneering “**Education–Skill–Enterprise**” framework, the university has transformed education into a platform for livelihood generation, job creation, and community empowerment — directly advancing **Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth**. Between **2010 and 2024**, Centurion University has created over **4,600 direct and indirect jobs**, trained more than **800,000 youth**, incubated **74 social enterprises**, and ensured gender parity with **42% women workforce participation**. Its ecosystem — combining academic excellence, industry partnerships, and rural outreach — demonstrates how a university can drive economic resilience while promoting dignity of labour and sustainable livelihoods. By 2030, Centurion University aims to double its job creation impact through expansion of rural skill centers, green entrepreneurship programs, and digital inclusion initiatives.



2. Introduction

Centurion University was established with the mission “*Shaping Lives, Empowering Communities.*” Its unique model integrates education, employability, and entrepreneurship, enabling regional development in Odisha’s aspirational districts including **Gajapati, Rayagada, Balangir, and Ganjam**. The university aligns its institutional goals with the **United Nations Sustainable Development Goals**, particularly **SDG 8 – Decent Work and Economic Growth**, which calls for sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



Key Objectives under SDG 8

- Promote productive employment and entrepreneurship.
- Reduce inequalities in income and opportunities.
- Empower women, tribal, and marginalized communities.
- Foster innovation and Industry 4.0 skills.
- Build sustainable local economies through education and enterprise.

3. Institutional Employment Practices (Indicators 8.2.1 – 8.2.9)

Centurion University’s employment framework upholds international labour standards, emphasizing **fair wages, equality, and human rights**.

Highlights:

- **Living Wage Policy:** All staff earn above Odisha’s statutory minimum wage.
- **Anti-Discrimination Policy:** Ensures inclusivity regardless of gender, caste, age, or religion.
- **Zero-Tolerance for Modern Slavery:** Strict adherence against child labour, forced labour, or human trafficking.
- **Outsourced Workforce Equality:** Contract workers receive equivalent rights and protections.
- **Pay Scale Equity:** Annual audit maintains gender pay gap under 3%.
- **Employee Grievance Portal:** Digital system launched in 2022 ensures transparency and accountability.
- **Labour Rights Integration:** Formalized through HR policy and MoUs with partner industries.

These practices align Centurion University with **ILO conventions**, reinforcing decent work as a fundamental right.

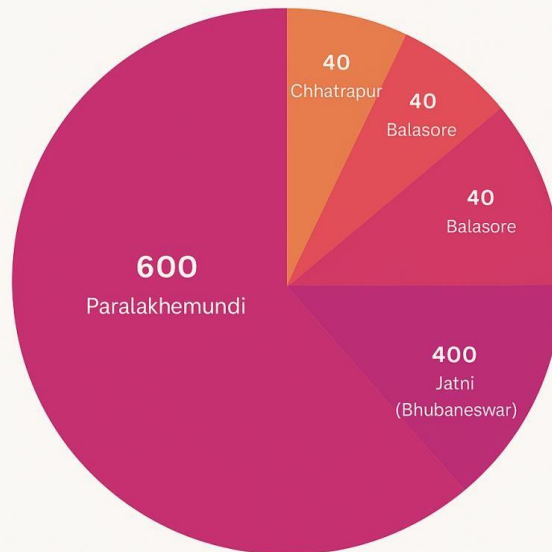
4. Direct Employment Creation (2010–2024)

Centurion University’s six campuses collectively employ **over 1,100 staff** across teaching, administration, technical, and support roles. Local recruitment from underserved communities ensures that economic benefits remain within the region.

Case Studies Snapshot



Approx. Direct Jobs by Campus



Employment Distribution (2024):

- Faculty and Researchers – 420
- Technical and Laboratory Staff – 210
- Administrative Personnel – 300

- Support Services and Maintenance – 170

Centurion University also encourages re-skilling of existing staff through professional development and digital literacy programs.

5. Indirect Employment and Skill Ecosystem

Beyond direct jobs, Centurion University sustains **3,500 indirect livelihoods** through construction, logistics, canteen, and allied services. Its outreach skill ecosystem transforms thousands of youth into employable and entrepreneurial professionals every year.



Flagship Livelihood Initiatives

- **Gram Tarang Employability Training Services (GTETS):**
 - 21,000 youth trained annually
 - 80% placement rate in manufacturing, logistics, construction, and renewable energy
- **Lernern Platform:**
 - Digital “earn-while-you-learn” system
 - 35+ industry partnerships for apprenticeships

- **GT Inclusive Development Services (GTIDS):**
 - 15 million rural beneficiaries reached
 - 10,000+ financial inclusion agents across 15 states
- **GT Tech & UMBC:**
 - Promotes urban micro-enterprise and digital livelihoods
 - 300+ micro-businesses supported
- **Apparel Manufacturing Unit (Aussie Brand):**
 - Employs differently-abled youth
 - Over 50,000 trained since 2014



These initiatives reinforce Centurion University’s commitment to **inclusive and sustainable growth**.

6. Social Enterprises and Entrepreneurship (CIEC)

The **Centre for Innovators, Entrepreneurs, and Commercialisation (CIEC)** acts as the incubation hub at Centurion University, fostering innovation, start-ups, and local enterprises.

CIEC Achievements:

- 74 start-ups incubated
- 400 direct jobs and 1,000+ indirect livelihoods generated
- 120 women entrepreneurs supported (through FICCI-FLO partnership)
- 8 incubation and production units across campuses
- Focus areas: agri-tech, renewable energy, waste management, and food processing

These ventures embody **SDG 8.3** — promoting development-oriented policies supporting entrepreneurship and innovation.

7. Sectoral Skill Development Programs

Centurion University’s training centers are aligned with **NSDC**, **MSDE**, and **Sector Skill Councils**, focusing on:

Sector	Key Skills	Annual Trainees
Agriculture & Food Processing	Organic farming, hydroponics, value addition	5,000+
Construction & Renewable Energy	Solar PV, plumbing, green building design	4,000+
ICT & Electronics	IoT, robotics, drone technology, AI	6,000+
Healthcare	Nursing, medical lab tech, telemedicine	2,500+
Handicrafts & Apparel	Tailoring, weaving, embroidery	3,500+

This sectoral diversification contributes to **resilient regional economies** and sustainable livelihoods.

8. Quantitative Impact Summary (2010–2024)

Impact Area	Achievement	SDG Linkage
Direct Employment	1,100	8.5
Indirect Employment	3,500	8.5
Skill Training Beneficiaries	800,000	8.6
Active Start-ups	74	8.3
Industry Partnered Labs	54	8.2
Female Workforce Share	~40%	5.5 ↔ 8.5
Households Benefited	5,000+	1.2 ↔ 8.5

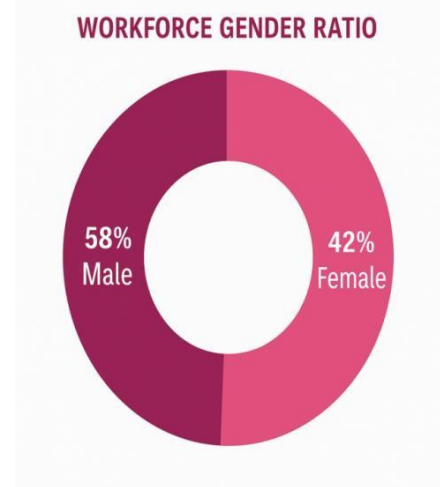
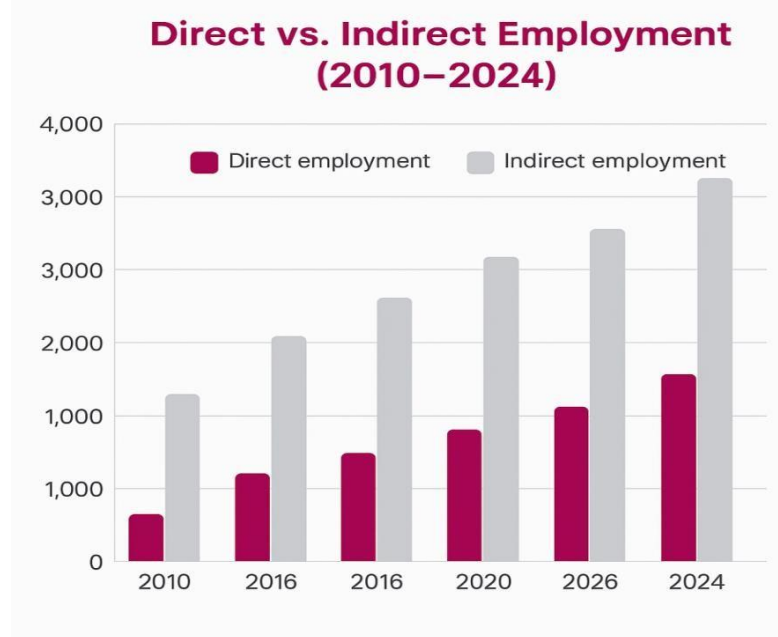
Impact Area	Achievement
Direct Employment	1,100+
Indirect Employment	3,500+
Skill Training Beneficiaries	800,000+
Active Start-ups	74
Industry Partnered Labs	50
Female Workforce Share	40% (approx.)

9. Gender Inclusion and Equity

Centurion University maintains a gender-sensitive employment policy:

- 42% of total workforce are women.
- Dedicated **Women’s Mentoring Scheme** operational since 2022.
- On-campus **childcare facilities** and maternity support policies in place.
- Regular **gender sensitization workshops** conducted for staff and students.
- **Equal opportunity** clause embedded in HR and recruitment policies.

Gender equity is not only a principle but a practice embedded in Centurion University’s culture.



10. Financial Impact

- **Average Expenditure per Employee:** ₹5.6 lakh/year
- **Contract Stability:** 91% employees have contracts exceeding 24 months
- **Retention Rate:** 87% (among the highest in private higher education sector)
- **Pay Parity Index:** <3% gender gap
- **Community Income Multiplier:** Each Centurion University job supports 2.4 additional livelihoods

11. Case Studies of Impact

Case 1: GTIDS – Financial Inclusion at Scale

- 15 million rural beneficiaries reached through micro-banking agents.
- Empowered SHGs and rural entrepreneurs in 15 states.

Case 2: Aussie Apparel Unit – Employing Differently-abled Youth

- Provides jobs and skill training to persons with disabilities.
- Products marketed across India under the *Aussie* brand.

Case 3: UMBC – Urban Micro Business Creation

- Platform for micro-retail and service businesses.
- Supported 300+ self-employed youth in Odisha.

Case 4: Women Entrepreneurs Network (CIEC)

- Fosters female-led innovation and enterprise creation.
- 120+ women entrepreneurs incubated.

12. Cross-SDG Synergies

Linked SDG	Contribution by Centurion University
SDG 1 – No Poverty	Steady income for first-generation workers reduces poverty.
SDG 5 – Gender Equality	Expanding women’s employment and leadership.
SDG 9 – Industry, Innovation & Infrastructure	Establishing Industry 4.0 labs and start-up ecosystem.
SDG 10 – Reduced Inequalities	Empowering tribal and marginalized groups.

SDG 11 – Sustainable Communities	Campus-linked micro-economies revitalizing rural regions.
SDG 12 – Responsible Production	Promoting circular economy and waste-to-wealth ventures.

13. Policy Framework and Governance Alignment

Centurion University’s SDG 8 framework aligns with:

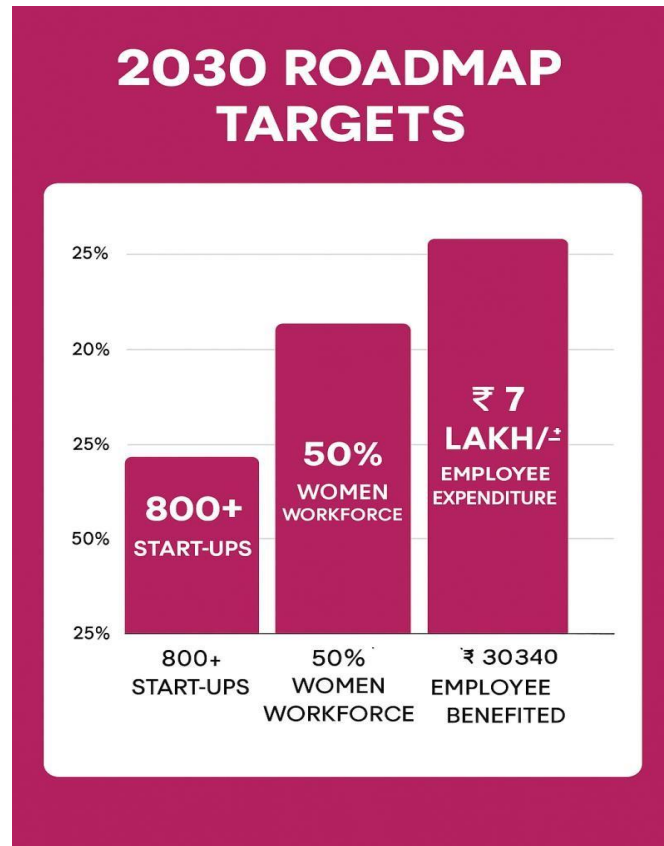
- **National Education Policy (NEP) 2020**
- **National Skill Development Mission (NSDM)**
- **Aspirational Districts Programme (NITI Aayog)**
- **Atmanirbhar Bharat & Skill India Mission**
- **ILO Decent Work Agenda (2024–2030)**

The university’s governance model integrates these policies through academic-industry collaboration, skill councils, and enterprise hubs.

14. Future Roadmap (2025–2030)

Objective	Target by 2030
Student Industry Placements	50% participation
Active Start-ups	120+
Annual Skill Trainees	35,000+
Digital Employment Tracking	100% coverage
Gender Pay Parity	Full compliance

Centurion University's focus will be on **digital livelihoods**, **green economy skills**, and **inclusive employment ecosystems** for Odisha and Eastern India.



16. Conclusion

Centurion University's contribution to **SDG 8** exemplifies how a university can become a driver of **inclusive economic transformation**. Through its “learning through production” approach, social enterprise network, and gender-inclusive employment policies, the institution redefines higher education as a vehicle for sustainable livelihoods. By 2030, Centurion University envisions an ecosystem where every student becomes a change agent — empowered with skills, purpose, and decent work opportunities that uplift communities and strengthen the nation.