SINDH MADRESSATUL ISLAM UNIVERSITY (SMIU)

Karachi, Pakistan

SDG 8

Decent Work and Economic Growth

Institutional Evidence Report

Item	Detail
Institution	Sindh Madressatul Islam University (SMIU), Karachi, Pakistan
Sustainable Development Goal	SDG 8 – Decent Work and Economic Growth
Evidence period covered	July 2023 – June 2024 and January – December 2025
Prepared by	Quality Enhancement Cell (QEC), SMIU
Purpose	Preparation of evidence for the Times Higher Education (THE) Impact Rankings
Report date	October 2026
Source documents	SMIU Annual Report; SMIU Chronicle January–June 2025; SMIU Chronicle July–December 2025

1. Executive Summary

This report presents the evidence of Sindh Madressatul Islam University (SMIU) for SDG 8 – Decent Work and Economic Growth, drawn from the SMIU Annual Report and the SMIU Chronicles for 2025. It covers SMIU's practices as an employer and steward of public funds, work placements and employability Programs, entrepreneurship and incubation, and university–industry linkages.

SMIU reports a time-scale promotion policy approved by its Syndicate, recognition of faculty, officers and support staff, and a financial recovery from annual deficits to a surplus of over PKR 50 million in 2023-24. For students it offers structured internship courses, recurring on-campus recruitment drives with named employers, the Google Career Certificate, and an entrepreneurship ecosystem comprising the Business Incubation Centre (first cohort May 2025), four editions of the Start-up Summit and the Sustainovation Expo, which drew 110 project nominations from 25 universities. Industry engagement includes professional evaluation of final-year projects, training with Agile Pakistan and MoUs with several organisations.

Principal documented contributions

- Staffing in 2023-24: 428 sanctioned posts, 304 filled (faculty 105 of 171; non-faculty 199 of 257) (AR p.54).
- Next higher time-scale policy for officers BPS-16 to BPS-19 approved by the Syndicate on 21 November 2023; 11 employees in BPS-01 to BPS-14 granted next higher time-scale (AR p.73).
- Financial sustainability: surplus of over PKR 50 million in 2023-24; FY 2024-25 recurring budget estimates of PKR 1,453.405 million; Endowment Fund of PKR 46 million (CJJ p.5).
- Business Incubation Centre: orientation of the inaugural cohort on 13 May 2025; HEC review team visit on 3 June 2025 (CJJ p.52, 67).
- Start-up Summit 3.0 (9 January 2025): over 90 final-year graduates presented 26 projects; Start-up Summit 4.0 (12 June 2025): 25 ventures (CJJ p.41, 63).
- Sustainovation Expo (18 February 2025): 110 nominations from 25 universities; 35 projects from 16 universities showcased (CJJ p.44).
- On-campus recruitment drives in February 2025 and August 2025 with Impressols HR, Meezan Bank, Fulcrum, SparkLab and Jadoon Designs; Job Fest on 12 December 2023 (CJJ p.48; CJD p.33; AR p.99).
- Structured internship course for Business Administration and Accounting, Banking and Finance students, Fall 2024, with evaluation interviews on 27 February 2025 (CJJ p.49).

2. Introduction and SDG Context

SDG 8 promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. For universities the relevant targets include entrepreneurship and innovation (8.3), productivity through innovation (8.2), full and productive employment and decent work (8.5), reducing the share of young people not in employment, education or training (8.6), and protection of labour rights and safe working environments (8.8).

Universities contribute as employers (fair contracts, safe workplaces, equal opportunity, staff development), as educators (work placements, employability skills, entrepreneurship education) and as regional economic actors (industry linkages, incubation, research). SMIU's mission to "produce leaders in various walks of life" and to build linkages with national and international seats of learning (AR p.5) provides the institutional frame.

Evidence areas aligned to THE metric themes for SDG 8

THE metric theme (2025 methodology)	Weight	SMIU evidence presented in this report
Employment practices	19.6%	Time-scale and promotion policy, recruitment through selection committees, staff recognition and welfare – Section 3.1.

THE metric theme (2025 methodology)	Weight	SMIU evidence presented in this report
Proportion of students taking work placements	19%	Internship courses, Academic Council decision on internships after the fifth semester, employer internship Programs – Section 3.2.
Supporting evidence for targets 8.2 and 8.3 (not a separately weighted metric)	–	Entrepreneurship and incubation, innovation showcases and industry linkages – Sections 3.3 and 3.4.

3. SMIU's Institutional Contributions

Activities are grouped by theme. Each entry states the activity, date, responsible unit, documented participants or outcomes, the indicative SDG target, the source and page, and its potential relevance to THE.

3.1 Documented institutional employment practices and financial stewardship

Activity / initiative and description	Date; responsible unit	Participants, beneficiaries, outcomes	SDG target; source and page; THE relevance
Staff strength and vacancies The Directorate of Finance reports sanctioned, filled and vacant posts for faculty and non-faculty staff. Evidence type: Direct – output (staffing data)	**Date/period:** 2023-24 **Unit:** Directorate of Finance; Directorate of HRM	Faculty: 171 sanctioned, 105 filled, 66 vacant. Non-faculty: 257 sanctioned, 199 filled, 58 vacant. Total 428 sanctioned, 304 filled, 124 vacant (AR p.54).	**Target:** 8.5 **Source:** AR p.54 **THE relevance:** Supporting evidence.
Time-scale and promotion policy Next higher time-scale was granted to 11 employees from BPS-01 to BPS-14 in isolated posts on the recommendation of the Promotion Committee (6th meeting). The policy of next higher time-scale for officers and officials from BPS-16 to BPS-19 was approved by the Syndicate. A Promotion Committee meeting was chaired by the Vice Chancellor on 5 August 2025. Evidence type: Direct – approved policy (as reported) and process record	**Date/period:** 21 November 2023 (Syndicate); 5 August 2025 (committee) **Unit:** Directorate of HRM; Syndicate; Promotion Committee	11 employees benefited (AR p.73).	**Target:** 8.5 **Source:** AR p.73, 90; CJD p.31 **THE relevance:** Supporting evidence.
Recruitment through selection committees The interview for the post of Registrar was conducted by a committee including the Secretary, Universities and Boards Department and the Vice Chancellor. Evidence type: Direct – process record	**Date/period:** 18 August 2025 **Unit:** Registrar's office; Vice Chancellor	Single recruitment event reported.	**Target:** 8.5 **Source:** CJD p.31 **THE relevance:** Contextual supporting evidence.
Staff recognition and welfare Appreciation certificates were presented to library staff (29 April 2025), and shields and certificates to faculty, officers, lab assistants, drivers, peons, cleaning staff and security guards after the 3rd Global Research Congress (December 2025). A staff appreciation certificate ceremony is also listed for 2023-24. The campus has a Medical Unit. Evidence type: Direct – activity	**Date/period:** 2023-24; 29 April 2025; December 2025 **Unit:** Vice Chancellor's office; Library; HRM	Recognition covered support staff as well as faculty (CJD p.85–87). No health-and-safety policy or medical-unit usage data is provided.	**Target:** 8.8 **Source:** AR p.7, 76; CJJ p.16; CJD p.85–87 **THE relevance:** Supporting evidence of employee welfare culture.
Financial turnaround and funding base The Senate was informed that annual deficits fell from PKR 70 million (2018-19) to PKR 6 million (2022-23) and that a	**Date/period:** 2018-19 to 2024-25 **Unit:** Directorate of Finance; Senate	2023-24 funding: HEC PKR 121.957 million, Sindh HEC PKR 464.819 million, own resources PKR 361.0	**Target:** 8.2, 8.5 **Source:** CJJ p.4–6; AR p.54; CJD p.2

Activity / initiative and description	Date; responsible unit	Participants, beneficiaries, outcomes	SDG target; source and page; THE relevance
surplus of over PKR 50 million was achieved in 2023-24. Budget estimates for FY 2024-25 were approved at PKR 1,453.405 million (recurring). The Endowment Fund reached PKR 46 million and a PKR 200 million "SMIU Development Fund" is reported. Evidence type: Direct – financial statements as reported to Senate		million, donations PKR 15.54 million; total available PKR 963.346 million (AR p.54).	**THE relevance:** Contextual to institutional stability; THE's expenditure metric needs employee-related expenditure data.

3.2 Work placements, internships and employability

Activity / initiative and description	Date; responsible unit	Participants, beneficiaries, outcomes	SDG target; source and page; THE relevance
Internship course – Business Administration and Accounting, Banking and Finance Both departments enrolled students in a structured Internship Program in Fall 2024; students submitted internship reports and were assessed in evaluation interviews by a faculty panel. Evidence type: Direct – activity	**Date/period:** Fall 2024; interviews 27 February 2025 **Unit:** Departments of Business Administration and Accounting, Banking and Finance; BIC (venue)	Activity recorded in the cited source.	**Target:** 8.6, 4.4 **Source:** CJJ p.49 **THE relevance:** Supporting evidence.
Internships in Environmental Sciences Most students in the 7th and 8th semesters took internships in local and regional industries and institutes. Evidence type: Supporting – activity	**Date/period:** 2023-24 **Unit:** Department of Environmental Sciences	Activity recorded in the cited source.	**Target:** 8.6 **Source:** AR p.37 **THE relevance:** Supporting evidence.
Academic Council decision on internships The 15th Academic Council discussed internships for students after the fifth semester and took relevant decisions. Evidence type: Direct – governance record (news summary)	**Date/period:** 24 September 2025 **Unit:** Academic Council	Activity recorded in the cited source.	**Target:** 8.6 **Source:** CJD p.24 **THE relevance:** Supporting evidence.
Enableship 2025 internship awareness session (Adamjee Life Assurance) DSA hosted an awareness session on the company's internship Program. Evidence type: Direct – activity	**Date/period:** 7 May 2025 **Unit:** DSA	Activity recorded in the cited source.	**Target:** 8.6 **Source:** CJJ p.51 **THE relevance:** Supporting; links to employer partnership.
Career Accelerator and recruitment drives Two-day Programs combining CV-writing and interview-skills training with on-campus recruitment. A Job Fest was held in December 2023 (the "2nd SMIU Job Fest"), inaugurated by vice chancellors of NED University and others. Evidence type: Direct – activity	**Date/period:** 12 December 2023; 24–25 February 2025; 6–7 August 2025 **Unit:** DSA	Employers named: Impressols HR and Meezan Bank (Feb 2025); Meezan Bank, Fulcrum, SparkLab, Jadoon Designs (Aug 2025).	**Target:** 8.5, 8.6 **Source:** AR p.2, 99–100; CJJ p.48; CJD p.33 **THE relevance:** Supporting evidence of employability programs.
Google Career Certificate; freelancing and digital skills The Google Career Certificate program (with the Government of Sindh and partners) and a seminar on Freelancing 101 prepared students for digital employment.	**Date/period:** 3 September 2025; 2023-24 **Unit:** DSA; Faculty of IT	300 completed the Google Program; 130 certificates presented (CJD p.34).	**Target:** 8.6, 4.4 **Source:** CJD p.34–35; AR p.75 **THE relevance:** Supporting.

Activity / initiative and description	Date; responsible unit	Participants, beneficiaries, outcomes	SDG target; source and page; THE relevance
Evidence type: Direct – output (certificates)			
Student fellowship and funding successes A Media and Communication Studies student was selected as a Qimam Pakistan Fellow (38 selected from over 11,000 applications); three students won PKR 50,000 to produce a socially driven short film at a Sony Alpha workshop. Evidence type: Direct – individual achievements	**Date/period:** September–October 2025 **Unit:** Department of Media and Communication Studies	Individual outcomes; not institutional-level measures.	**Target:** 8.6 **Source:** CJD p.41, 35 **THE relevance:** Contextual supporting evidence.

3.3 Entrepreneurship, incubation and innovation

Activity / initiative and description	Date; responsible unit	Participants, beneficiaries, outcomes	SDG target; source and page; THE relevance
Business Incubation Centre (BIC) The BIC held an orientation for its inaugural cohort, with an overview of the center's vision and mission. A team from HEC reviewed BIC activities. The Vice Chancellor urged IT students to use BIC facilities and directed that student projects be linked to industry. Evidence type: Direct – activity and facility	**Date/period:** 13 May 2025; 3 June 2025; 25 September 2025 **Unit:** ORIC	Reviewers came from NED, MUET and IoBM.	**Target:** 8.3 **Source:** CJJ p.52, 67; CJD p.40 **THE relevance:** Evidence for entrepreneurship support.
Start-up Summits Final-year business students present start-up projects developed through the entrepreneurship course. Editions: June 2024 and 1 November 2024 (AR); 3.0 on 9 January 2025; 4.0 on 12 June 2025. Evidence type: Direct – activity	**Date/period:** 2024–2025 **Unit:** BIC and Department of Business Administration	3.0: over 90 graduates, 26 projects, guests included the head of TIKA Karachi. 4.0: 25 ventures presented, evaluated by faculty.	**Target:** 8.3 **Source:** AR p.61, 97; CJJ p.41, 63 **THE relevance:** Supporting evidence of entrepreneurship education.
Sustainovation Expo 2025 ORIC and BIC hosted an inter-university expo inaugurated by the Chairman of Sindh HEC and a Director General of the Sindh IT Department. Cheques were later distributed to position-holders. Evidence type: Direct – activity	**Date/period:** 18 February 2025 **Unit:** ORIC; BIC	110 project nominations from 25 universities; 35 projects from 16 universities shortlisted (CJJ p.44). The Sindh HEC Chairman noted over two million graduates annually from public universities (speaker's statement).	**Target:** 8.3, 8.2 **Source:** CJJ p.44, 67 **THE relevance:** Supporting evidence of innovation ecosystem activity; relevant to SDG 17.
Seminar "Idea and Impact" with Sindh Enterprise Incubation Centre ORIC and BIC, with the Government of Sindh's SEIC, held a seminar for students aspiring to start ventures, with enterprise mentors. Evidence type: Direct – activity	**Date/period:** 3 October 2025 **Unit:** ORIC; BIC	Activity recorded in the cited source.	**Target:** 8.3 **Source:** CJD p.42 **THE relevance:** Supporting; partner is a public-sector incubator.
Technology and innovation showcases Tech Fest-25 (Faculty of IT with BIC) exhibited student projects evaluated by industry experts; SMIU presented projects at Sindh HEC Research and Technology Showcases (June 2024; January 2025); Marketing Expo (January 2024); TEDx SMIU (September 2023);	**Date/period:** 2023–2025 **Unit:** Faculty of IT; ORIC; BIC; Department of Business Administration	Jan 2025 showcase: six SMIU projects among 14 accepted entries (CJJ p.42 wording). Four Software Engineering projects selected for the June 2024 showcase (AR p.21).	**Target:** 8.2, 8.3 **Source:** CJD p.39–40; CJJ p.42, 51; AR p.21, 96, 101, 61 **THE relevance:** Supporting evidence of innovation activity; no commercialization outputs documented.

Activity / initiative and description	Date; responsible unit	Participants, beneficiaries, outcomes	SDG target; source and page; THE relevance
Entrepreneurial Edge in Digital Media session (May 2025). Evidence type: Direct – activities			

3.4 University–industry linkages

Activity / initiative and description	Date; responsible unit	Participants, beneficiaries, outcomes	SDG target; source and page; THE relevance
Industry evaluation of final-year projects and training Industry professionals evaluated Software Engineering and AI final-year projects and delivered Agile/Scrum training with Agile Pakistan Karachi Chapter. Evidence type: Direct – activities	**Date/period:** 9 June 2023; 25 February 2024; 26 February 2025 **Unit:** Departments of Software Engineering and AI and Mathematical Sciences; ORIC	Evaluators named include CEOs of Paper Free Software and Tech20Four (Feb 2025) and a Folio3 project manager (AR p.19).	**Target:** 8.2, 4.4 **Source:** AR p.19–20; CJJ p.47–48 **THE relevance:** Supporting evidence of industry engagement.
Industry-oriented MoUs MoUs signed with Pakistan User Group (7 January 2025), Institute of Business Management (22 May 2025), iCreativez Technologies (Faculty of IT, 29 October 2025) and Evolution (30 April 2024). Evidence type: Formal agreements	**Date/period:** 2024–2025 **Unit:** ORIC; Faculty of IT	Stated scopes include training, internships, joint research, product development and mentorship.	**Target:** 8.2, 8.3 **Source:** CJJ p.24, 26; CJD p.95; AR p.101 **THE relevance:** Supporting evidence.
Industry Liaison Committee framework The 15th Academic Council considered a policy framework for an Industry Liaison Committee. Evidence type: Supporting – governance record	**Date/period:** 24 September 2025 **Unit:** Academic Council	Activity recorded in the cited source.	**Target:** 8.2 **Source:** CJD p.24 **THE relevance:** Obtain minutes.
Finance and enterprise awareness sessions Guest-speaker sessions on investment (March–April 2025) and Islamic banking (21 November 2025); orientation for the Ali Suleman Habib Engineering Excellence Awards (13 October 2025). Evidence type: Direct – activities	**Date/period:** 2025 **Unit:** Faculty of Management, Business Administration and Commerce; ORIC	Activity recorded in the cited source.	**Target:** 8.10, 8.3 **Source:** CJJ p.50; CJD p.55, 48 **THE relevance:** Contextual supporting evidence.

4. Key Achievements and Outcomes

Quantified items documented in the source documents are listed below.

Measure	Documented value	Period	Source
Sanctioned / filled posts	428 / 304	2023-24	AR p.54
Employees granted next higher time-scale (BPS-01 to 14)	11	2023-24	AR p.73
Surplus achieved	Over PKR 50 million	2023-24	CJJ p.5
Budget estimates (recurring)	PKR 1,453.405 million	FY 2024-25	CJJ p.5
Total resources available	PKR 963.346 million (own resources PKR 361.0 million)	2023-24	AR p.54

Measure	Documented value	Period	Source
Start-up Summit 3.0	Over 90 graduates; 26 projects	9 January 2025	CJJ p.41
Start-up Summit 4.0	25 ventures	12 June 2025	CJJ p.63
Sustainovation Expo	110 nominations (25 universities); 35 projects shortlisted (16 universities)	18 February 2025	CJJ p.44
Google Career Certificate completions	300 students	September 2025	CJD p.34
Employers at on-campus recruitment drives	Impressols HR, Meezan Bank (February 2025); Meezan Bank, Fulcrum, SparkLab, Jadoon Designs (August 2025)	2025	CJJ p.48; CJD p.33

5. Institutional Policies and Strategic Alignment

The table lists the institutional instruments, structures and commitments recorded in the source documents, with their status as reported.

Policy, strategy or commitment	Status	Source
Next higher time-scale policy, BPS-16 to BPS-19	Approved by Syndicate (29th meeting, 21 Nov 2023), as reported	AR p.73
Promotion Committee procedures	Ongoing practice (6th meeting reported; meeting 5 Aug 2025)	AR p.73; CJD p.31
Internships after fifth semester	Decision at 15th Academic Council ()	CJD p.24
Industry Liaison Committee framework	Considered at 15th Academic Council.	CJD p.24
Directorate of Works and Services future roadmap (skills audit, training, startup ideas for engineers)	Proposed (listed as future roadmap)	AR p.71–72
Commitment to financial sustainability and own-resource generation	General commitment and reported results	CJJ p.4–7; CJD p.3

6. Partnerships and Stakeholder Engagement

Employer, industry and public-sector partners relevant to SDG 8 are listed with the nature of engagement.

Partner / stakeholder	Nature of engagement	Date; source	Status
Meezan Bank, Impressols HR, Fulcrum, SparkLab, Jadoon Designs	On-campus recruitment drives	Feb and Aug 2025; CJJ p.48; CJD p.33	Active: drives held.
Adamjee Life Assurance Co.	Enableship 2025 internship awareness session	7 May 2025; CJJ p.51	One session documented.
Sindh Enterprise Incubation Centre (Govt of Sindh)	Joint seminar “Idea and Impact”	3 Oct 2025; CJD p.42	Active: one event.
Sindh HEC; HEC incubation review team	Showcases, Sustainovation inauguration, BIC review	2025; CJJ p.42, 44, 67	Active: events and review visit.
Agile Pakistan Karachi Chapter; Folio3; PaperFree Software; Tech20Four	Training and project evaluation	2023–2025; AR p.19; CJJ p.48	Active: sessions documented.
Pakistan User Group; IoBM; iCreativez; Evolution	MoUs on training, research, mentorship, Programs	2024–2025; see SDG 17 report	Agreements documented.

Partner / stakeholder	Nature of engagement	Date; source	Status
Google; Tech Valley Pakistan; Govt of Sindh	Google Career Certificate	Sept 2025; CJD p.34	Active: 300 completions.

7. Evidence Matrix for THE Impact Rankings

The matrix lists the evidence items presented in this report against the SDG targets and the THE metric themes to which they relate. Potential THE indicators refer to the metric themes published in THE's Impact Rankings 2025 methodology.

Sr. No.	Activity / initiative	SDG target	Potential THE indicator	Evidence available	Source document	Page / section	Responsible department
1	Staffing and vacancy data	8.5	SDG 8 – Proportion of employees on secure contracts; Employment practices	Staffing table	AR	p.54	Directorate of HRM; Finance
2	Time-scale and promotion policy	8.5	SDG 8 – Employment practices	Reported policy approval; promotions	AR; CJD	AR p.73; CJD p.31	Directorate of HRM; Registrar
3	Expenditure on employees	8.5	SDG 8 – Expenditure per employee	Aggregate budget only	CJJ; AR	CJJ p.5; AR p.54	Finance; HRM
4	Staff recognition and welfare activities	8.8	Supporting	Event reports; Medical Unit mention	CJJ; CJD; AR	CJJ p.16; CJD p.85–87; AR p.7	HRM; Library; Medical Unit
5	Internship Program (BBA, ABF)	8.6, 4.4	SDG 8 – Proportion of students taking work placements	Program report	CJJ	p.49	Dept of Business Administration; ABF
6	Internships in Environmental Sciences and other Programs	8.6	SDG 8 – work placements	Statement ("most students")	AR	p.37	Environmental Sciences; DSA
7	Career Accelerator and recruitment drives; Job Fest	8.5, 8.6	Supporting	Event reports; employer names	AR; CJJ; CJD	AR p.99; CJJ p.48; CJD p.33	DSA
8	Business Incubation Centre and first cohort	8.3	Supporting (entrepreneurship support)	Orientation and review reports	CJJ	p.52, 67	BIC; ORIC
9	Start-up Summits and Sustainovation Expo	8.3	Supporting	Event reports with counts	CJJ	p.41, 44, 63	BIC; Dept of Business Administration
10	Industry project evaluation, training and MoUs	8.2, 8.3	Supporting	Event reports; MoU reports	AR; CJJ; CJD	AR p.19; CJJ p.24, 26, 48; CJD p.95	ORIC; departments
11	Financial sustainability and funding base	8.2	Contextual	Senate-reported figures; funds table	CJJ; AR	CJJ p.5; AR p.54	Finance

8. Conclusion

SMIU's documented contribution to SDG 8 combines responsible institutional management, with an approved time-scale policy, staff recognition that includes support staff and a recovery from deficit to surplus, with a broad set of Programs that connect students to work: internships, recruitment drives, digital-skills certification, and an entrepreneurship pipeline running from classroom start-up projects to the Business Incubation Centre.

Partnerships with employers, the Government of Sindh, Sindh HEC and industry professionals reinforce these activities and position the University as an active contributor to youth employment and enterprise in Karachi and Sindh.

9. References and Evidence Sources

Institutional documents

Abbrev.	Document	Pages cited
AR	SMIU Annual Report (internal title "SMIU Annual Report 2023-24"; period July 2023–June 2024).	p.2, 5, 7, 19–21, 37, 54, 61, 71–73, 75–76, 90, 96–97, 99–101
CJJ	SMIU Chronicle, January–June 2025.	p.4–7, 16, 24, 26, 41–42, 44, 47–52, 63, 67
CJD	SMIU Chronicle, July–December 2025.	p.2–3, 24, 31, 33–35, 37, 39–42, 48, 55, 85–87, 95