Swami Rama Himalayan University

NAAC A+

Report on

Sustainable Development Goal 8



DECENT WORK AND ECONOMIC GROWTH

2025

SDG 8: Decent Work and Economic Growth

Swami Rama Himalayan University (SRHU) promotes Decent Work and Economic Growth through research, fair employment practices, employee welfare, professional development, and opportunities for students to gain workplace experience. During 2021–2025, SRHU produced 43 publications aligned with SDG 8, covering sustainable agriculture, circular economy, digital transformation, green human resource management, tourism, and rural livelihoods. The University follows fair and transparent employment practices, including statutory wages, equal pay, social security benefits, professional development, grievance redressal, and measures against discrimination and workplace exploitation. SRHU also allocates resources towards salaries, benefits, training, healthcare, welfare, and workplace facilities, supporting employee well-being and institutional performance. In 2024–25, 626 of 888 graduating students were placed, while 537 students gained work placements exceeding one month, strengthening employability and career readiness. The University further supports secure employment through formal contracts and defined service conditions.

8.1 Research on Economic Growth and Employment

SRHU's research engagement with SDG 8 (Decent Work and Economic Growth) in 2017, the university has produced a cumulative total of 48 publications aligned with the goal. During the most recent five-year period (2021–2025), 43 publications were identified as contributing to SDG 8 and out of these, 18 publications were published in 2025.

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Research Metric	Value
Total Publications during 2021-2025	43
FWCI	1.76
Citation Count	776
Total Views	2127

8.1.1 Research on Economic Growth and Employment-cite score

SRHU data (2021-2025): Average CiteScore 5.91,

List of Publications with CireScore

S.No	Paper Title	Authors	Journal / Conference Proceedings/ Book Chapters	Year	CiteScore	DOI
1	Green and sustainable utilization of underutilized exudate gums from the Himalayan region: Advances in nutraceutical and pharmaceutical applications	Anand, A.| Pratiksha| Boruah, T.| Gupta, A.K.| Chutia, H.| Naik, B.| Kumar, V.	Sustainable Chemistry and Pharmacy	2025	11.6	10.1016/j.scp.2025.102160
2	Harnessing nanotechnology for sustainable agriculture: From seed priming to encapsulation	Mahra, S.| Tripathi, S.| Tiwari, K.| Sharma, S.| Mathew, S.| Kumar, V.| Sharma, S.	Plant Nano Biology	2025	11.5	10.1016/j.plana.2024.100124
3	Sal (Shorea robusta) seed oil: A sustainable alternative for cocoa butter and edible oil	Thapa, D.| Naik, B.| Kumar, V.| Saris, P.E.J.| Gupta, A.K.| Kumar, V.	Future Foods	2025	8.9	10.1016/j.fufo.2025.100655
4	Born Too Soon: learning from the past to accelerate action in the next decade	Gruending, A.| Lawn, J.E.| Reid, A.| Langlois, E.V.| Jacobsson, B.| McDougall, L.| Khosla, R.| Bhutta, Z.A.| Deorari, A.K.| Kak, L.| Robb-McCord, J.| Zaka, N.| Decena, D.D.| Fogstad, H.| Banerjee, A.| Kinney, M.V.| Dube, Q.	Reproductive Health	2025	5.6	10.1186/s12978-025-02044-8
5	Exploring Papaya Byproducts: A Step toward Circular Economy and Sustainability	Bhatt, S.C.| Negi, S.| Chauhan, M.| Mishra, S.| Rizwanuddin, S.| Naik, B.| Gupta, A.K.| Kumar, V.| Kumar, V.	ACS Food Science and Technology	2025	4.4	10.1021/acsfoodscitech.4c00872

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6	Rhizobium as a potential biofertilizer and its quality control analysis for sustainable agriculture	Bahuguna, V.| Matura, R.| Farswan, A.S.| Naqvi, S.S.| Sharma, N.| Chaudhary, M.	Journal of Applied Biology and Biotechnology	2025	3.3	10.7324/JABB.2025.197428
7	Strategic Integration of Green Human Resource Management and Circular Economy Principles for Sustainable Change Management	Trivedi, A.| Trivedi, N.	Approaches to Global Sustainability, Markets, and Governance	2025	1.4	10.1007/978-981-96-9055-8_9
8	Ecological Assessment of Nano Micronutrient Composites on Growth Dynamics and Yield Performance of Late-Sown Wheat (Triticum aestivum L.)	Jain, S.| Pathak, V.K.| Deogaonkar, A.| Vashistha, P.| Kumar, D.| Kabak, G.| Gaurav, K.| Gangola, S.| Divya| Srivastava, P.| Kumar, S.| Rawat, A.| Bhatt, P.| Khwairakpam, R.| Gupta, S.| Misra, S.| Gaur, A.| Joshi, S.| Bhardwaj, R.	Research in Ecology	2025	1.1	10.30564/re.v7i4.9640
9	Isolation and Characterization of Plant Growth Promoting Endophytes from Linum Usitatissimum	Bhandari, G.| Choudhary, S.| Deogaonkar, A.| Kumar, D.| Miglani, K.| Gupta, S.| Joshi, S.| Mittal, A.| Gangola, S.	Research in Ecology	2025	1.1	10.30564/re.v7i2.9406
10	Digitizing the Chain: Effects of Supply Chain Digitalization on Efficiency in Indian Manufacturing SMEs	Srinivasan, K.| Kamruddin, S.| Mallika, V.V.| Nalluri, V.| Chang, J.-R.| Kumar, K.S.V.| Sinha, P.	Asian Journal of Interdisciplinary Research	2025	0.4	10.54392/ajir25310
11	A SWOT analysis of religious tourism in Kedarnath, Uttarakhand, India	Dhyani, A.| Rana, V.| Dimri, G.| Dimri, R.P.| Dhyani, A.	Challenges, Opportunities, and Limitations of Religious Tourism in the Next Decade	2025	-	-

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12	Advances in Contemporary Tools for Detecting and Diagnosing Plant Pathogens	Chaudhary, A.| Chaudhary, P.| Singh, S.| Bhandari, G.| Tripathi, V.	Interdisciplinary Biotechnological Advances	2025	-	10.1007/978-981-97-7510-1_9
13	An Intelligent Approach to Predict Agricultural Productivity Using Artificial Neural Network Framework	Mall, S.| Sharma, V.| Srivastava, D.	Healthcare Recommender Systems: Techniques and Recent Developments	2025	-	10.1007/978-3-031-80056-6_17
14	Analysis of Smart City Solutions for Sustainable Urban Growth in India	Kaur, G.| Mishra, A.| Kumar, P.| Kapoor, G.	1st International Conference on Advances in Computer Science, Electrical, Electronics, and Communication Technologies, CE2CT 2025	2025	-	10.1109/CE2CT64011.2025.10939348
15	Crop Disease Detection Using Convolutional Neural Network (CNN)	Baghe, P.S.| Singhal, M.| Rani, R.| Kanauzia, R.	Proceedings of 1st IEEE Uttar Pradesh Section Women in Engineering International Conference on Electrical, Electronics and Computer Engineering, UPWIECON 2025	2025	-	10.1109/UPWIECON67212.2025.11390289
16	Information Asymmetry: Unveiling Its Impact on Borrowers and Credit Risk	Kandpal, V.| Prabha, V.| Chandra, D.| Trivedi, A.	International Conference on Intelligent and Innovative Practices in Engineering and Management, IIPEM 2025	2025	-	10.1109/IIPEM65914.2025.11548514
17	Serving local produce in homestays for socio-economic development in Uttarakhand	Dhyani, A.| Rana, V.| Dimri, G.| Dimri, R.P.| Dhyani, A.| Lal, S.K.	Global Practices and Innovations in Sustainable Homestay Tourism	2025	-	10.4018/979-8-3373-0427-4.ch011

S.No	Paper Title	Authors	Journal / Conference Proceedings/ Book Chapters	Year	CiteScore	DOI
18	Spectroscopy: A powerful tool for evaluating soil fertility and assessing soil health	Bhatt, P.| Pant, P.K.| Sharma, D.| Gaurav, K.| Rawat, A.| Gangola, S.| Joshi, S.| Kumar, P.	Modern Spectroscopic Techniques for Drug Discovery and Environmental Sustainability	2025	-	10.4018/979-8-3693-7473-3.ch014
19	Nanoparticles as a Tool for Alleviating Plant Stress: Mechanisms, Implications, and Challenges	Kumari, A.| Gupta, A.K.| Sharma, S.| Jadon, V.S.| Sharma, V.| Chun, S.C.| Sivanesan, I.	Plants	2024	7.6	10.3390/plants13111528
20	Micro-algae: Revolutionizing food production for a healthy and sustainable future	Naik, B.| Mishra, R.| Kumar, V.| Mishra, S.| Gupta, U.| Rustagi, S.| Gupta, A.K.| Preet, M.S.| Bhatt, S.C.| Rizwanuddin, S.	Journal of Agriculture and Food Research	2024	7.5	10.1016/j.jafr.2023.100939
21	Himalayan fruit and circular economy: nutraceutical potential, traditional uses, challenges and opportunities	Ritika| Bora, B.| Ismail, B.B.| Garba, U.| Mishra, S.| Jha, A.K.| Naik, B.| Kumar, V.| Rather, M.A.| Rizwana| Preet, M.| Rustagi, S.| Kumar, H.| Gupta, A.K.	Food Production, Processing and Nutrition	2024	7	10.1186/s43014-023-00220-6
22	Biochar production methods and their transformative potential for environmental remediation	Rajput, V.| Saini, I.| Parmar, S.| Pundir, V.| Kumar, V.| Kumar, V.| Naik, B.| Rustagi, S.	Discover Applied Sciences	2024	6.5	10.1007/s42452-024-06125-4
23	Impact of Financial Inclusion for Achieving Sustainable Development for Removing Poverty in all Forms: A Review Study from India	Rana, G.| Sharma, R.| Sharma, B.	Sustainable Finance	2024	0.6	10.1007/978-3-031-67523-2_20
24	A study of women entrepreneurs as catalysts for sustainable development An inspirational story of Uttarakhand well known “Mushroom Girl”	Bijlwan, S.| Joshi, S.| Singh, T.	Women Entrepreneurs: Building Sustainable Business Models in Digital Spaces,	2024	-	10.1201/9781032725581-6

S.No	Paper Title	Authors	Journal / Conference Proceedings/ Book Chapters	Year	CiteScore	DOI
			Case Studies, and Experiences			
25	Advanced technologies for realizing sustainable development goals: 5G, AI, big data, blockchain, and Industry 4.0 application	Bhatt, A.| Joshi, P.| Joshi, K.| Bijalwan, A.	Advanced Technologies for Realizing Sustainable Development Goals: 5G, AI, Big Data, Blockchain, and Industry 4.0 Application	2024	-	10.2174/9789815256680124010 1
26	An overview of renewable energy sources: technologies, applications and role of artificial intelligence	Singh, V.| Prasad, M.| Aswal, R.S.| Shrivastava, U.| Sharma, T.| Patel, N.K.	Computer Vision and Machine Intelligence for Renewable Energy Systems	2024	-	10.1016/B978-0-443-28947-7.00001-X
27	Ensuring the safety of healthcare professionals: A review of current challenges and legal frameworks in India	Mahani, A.| Zadu, R.	Indian Journal of Forensic and Community Medicine	2024	-	10.18231/j.ijfcm.2024.033
28	Fishers 4.0: Revolutionizing Contemporary Fisheries Management through Industry 4.0 Integration	Joshi, P.| Bhatt, A.| Aggarwal, G.	Proceedings - 2024 International Conference on Healthcare Innovations, Software and Engineering Technologies, HISET 2024	2024	-	10.1109/HISET61796.2024.00054
29	Integrating circular economy in smart cities: Challenges and pathways to sustainable urban development	Trivedi, A.| Trivedi, N.	Smart Cities and Circular Economy: The Future of Sustainable Urban Development	2024	-	10.1108/978-1-83797-957-820241006
30	Microbial Technology for Agro-Ecosystems: Crop Productivity, Sustainability, and Biofortification	Kumar, V.| Iram, S.	Microbial Technology for Agro-Ecosystems: Crop Productivity, Sustainability, and Biofortification	2024	-	10.1016/C2021-0-03424-6
31	Node MCU and Lily Pad based Relay Protection	Malik, S.| Jain, S.| Tiwari, P.| Tiwari,	2024 International Conference on	2024	-	10.1109/ICSD60

S.No	Paper Title	Authors	Journal / Conference Proceedings/ Book Chapters	Year	CiteScore	DOI
	System For Laboratory Micro-Grid	R.| Yamsani, N.| Al-Farouni, M.	Smart Devices, ICSD 2024			021.2024.10751602
32	Revolutionizing Communication: The Dynamic Shift with 5G Technology	Gupta, V.	Proceedings - 2024 International Conference on Healthcare Innovations, Software and Engineering Technologies, HISET 2024	2024	-	10.1109/HISET61796.2024.00059
33	Insights into the harvesting tools and equipment's for horticultural crops: From then to now	Kaur, B.| Mansi| Dimri, S.| Singh, J.| Mishra, S.| Chauhan, N.| Kukreti, T.| Sharma, B.| Singh, S.P.| Arora, S.| Uniyal, D.| Agrawal, Y.| Akhtar, S.| Rather, M.A.| Naik, B.| Kumar, V.| Gupta, A.K.| Rustagi, S.| Preet, M.S.	Journal of Agriculture and Food Research	2023	5.4	10.1016/j.jafr.2023.100814
34	A Perspective Review on Green Nanotechnology in Agro-Ecosystems: Opportunities for Sustainable Agricultural Practices & Environmental Remediation	Bhandari, G.| Dhasmana, A.| Chaudhary, P.| Gupta, S.| Gangola, S.| Gupta, A.| Rustagi, S.| Shende, S.S.| Rajput, V.D.| Minkina, T.| Malik, S.| Slama, P.	Agriculture (Switzerland)	2023	4.9	10.3390/agriculture13030668
35	Implications of Corona Virus Disease-19 pandemic on cytopathology laboratory—Challenges and solutions in resource-limited settings	Chandra, S.| Kusum, A.| Gaur, D.S.	Indian Journal of Pathology and Microbiology	2023	1.2	10.4103/ijpm.ijpm_173_22
36	Cyber Physical System Role in Stock Market	Dhyani, A.| Bisht, D.| Kathuria, S.| Gehlot, A.|	Proceedings of 5th International Conference on	2023	-	10.1109/DevIC57758.202

S.No	Paper Title	Authors	Journal / Conference Proceedings/ Book Chapters	Year	CiteScore	DOI
		Chhabra, G.| Tiwari, P.	2023 Devices for Integrated Circuit, DevIC 2023			3.10135047
37	Impact of Nanoparticles on Abiotic Stress Tolerance	Bhandari, G.| Chaudhary, S.| Gupta, S.| Gangola, S.	Advances in Nanotechnology for Smart Agriculture: Techniques and Applications	2023	-	10.1201/9781003345565-12
38	Nanotextured Materials for Soil Health	Adeleke, B.S.| Ayilara, M.S.| Sharma, D.| Sultana, R.| Mathur, M.| Bhandari, G.| Chaudhary, A.	Advances in Nanotechnology for Smart Agriculture: Techniques and Applications	2023	-	10.1201/9781003345565-15
39	The Challenges of Wastewater and Wastewater Management	Kumari, S.| Dwivedi, S.| Khan, E.A.R.| Nayanam, S.| Dhasmana, A.| Malik, S.	Advanced and Innovative Approaches of Environmental Biotechnology in Industrial Wastewater Treatment	2023	-	10.1007/978-981-99-2598-8_5
40	Algae in wastewater treatment, mechanism, and application of biomass for production of value-added product	Bhatt, P.| Bhandari, G.| Turco, R.F.| Aminikhoei, Z.| Bhatt, K.| Simsek, H.	Environmental Pollution	2022	14.9	10.1016/j.envpol.2022.119688
41	Microalgae-based removal of pollutants from wastewaters: Occurrence, toxicity and circular economy	Bhatt, P.| Bhandari, G.| Bhatt, K.| Simsek, H.	Chemosphere	2022	13.3	10.1016/j.chemosphere.2022.135576
42	Agrochemicals and their effects on soil microbial population	Chaudhary, P.| Singh, S.| Chaudhary, A.| Agri, U.| Bhandari, G.	Plant Protection: From Chemicals to Biologicals	2022	-	10.1515/9783110771558-003
43	Approach Towards Sustainable Crop Production by Utilizing Potential Microbiome	Rani, U.| Kumar, M.| Kumar, V.	Microorganisms for Sustainability	2021	-	10.1007/978-981-15-9912-5_9

8.1.2 Decent Work and Economic Growth: Publications

SRHU produced 43 publications aligned with SDG 8 during 2021-2025, spanning sustainable agriculture and plant-microbiome research (nanotechnology, biofertilizers, nanoparticles for plant stress), green human resource management and circular economy, food-industry byproduct valorization (papaya, exudate gums, Sal seed oil), digital transformation and supply-chain digitalization, groundwater and environmental sustainability, and sustainable tourism and rural livelihoods in Uttarakhand.

List of Publications

S.No	Paper Title	Authors	Journal / Conference Proceedings/ Book Chapters	Year	DOI
1	Green and sustainable utilization of underutilized exudate gums from the Himalayan region: Advances in nutraceutical and pharmaceutical applications	Anand, A.| Pratiksha| Boruah, T.| Gupta, A.K.| Chutia, H.| Naik, B.| Kumar, V.	Sustainable Chemistry and Pharmacy	2025	10.1016/j.scp.2025.102160
2	Harnessing nanotechnology for sustainable agriculture: From seed priming to encapsulation	Mahra, S.| Tripathi, S.| Tiwari, K.| Sharma, S.| Mathew, S.| Kumar, V.| Sharma, S.	Plant Nano Biology	2025	10.1016/j.plana.2024.100124
3	Sal (Shorea robusta) seed oil: A sustainable alternative for cocoa butter and edible oil	Thapa, D.| Naik, B.| Kumar, V.| Saris, P.E.J.| Gupta, A.K.| Kumar, V.	Future Foods	2025	10.1016/j.fufo.2025.100655
4	Born Too Soon: learning from the past to accelerate action in the next decade	Gruending, A.| Lawn, J.E.| Reid, A.| Langlois, E.V.| Jacobsson, B.| McDougall, L.| Khosla, R.| Bhutta, Z.A.| Deorari, A.K.| Kak, L.| Robb-McCord, J.| Zaka, N.| Decena, D.D.| Fogstad, H.| Banerjee, A.| Kinney, M.V.| Dube, Q.	Reproductive Health	2025	10.1186/s12978-025-02044-8
5	Exploring Papaya Byproducts: A Step toward Circular Economy and Sustainability	Bhatt, S.C.| Negi, S.| Chauhan, M.| Mishra, S.| Rizwanuddin, S.| Naik, B.| Gupta, A.K.| Kumar, V.| Kumar, V.	ACS Food Science and Technology	2025	10.1021/acsfoodscitech.4c00872
6	Rhizobium as a potential biofertilizer and its quality control analysis for sustainable agriculture	Bahuguna, V.| Matura, R.| Farswan, A.S.| Naqvi, S.S.| Sharma, N.| Chaudhary, M.	Journal of Applied Biology and Biotechnology	2025	10.7324/JABB.2025.197428

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7	Strategic Integration of Green Human Resource Management and Circular Economy Principles for Sustainable Change Management	Trivedi, A.| Trivedi, N.	Approaches to Global Sustainability, Markets, and Governance	2025	10.1007/978-981-96-9055-8_9
8	Ecological Assessment of Nano Micronutrient Composites on Growth Dynamics and Yield Performance of Late-Sown Wheat (Triticum aestivum L.)	Jain, S.| Pathak, V.K.| Deogaonkar, A.| Vashistha, P.| Kumar, D.| Kabak, G.| Gaurav, K.| Gangola, S.| Divya| Srivastava, P.| Kumar, S.| Rawat, A.| Bhatt, P.| Khwairakpam, R.| Gupta, S.| Misra, S.| Gaur, A.| Joshi, S.| Bhardwaj, R.	Research in Ecology	2025	10.30564/re.v7i4.9640
9	Isolation and Characterization of Plant Growth Promoting Endophytes from Linum Usitatissimum	Bhandari, G.| Choudhary, S.| Deogaonkar, A.| Kumar, D.| Miglani, K.| Gupta, S.| Joshi, S.| Mittal, A.| Gangola, S.	Research in Ecology	2025	10.30564/re.v7i2.9406
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11	A SWOT analysis of religious tourism in Kedarnath, Uttarakhand, India	Dhyani, A.| Rana, V.| Dimri, G.| Dimri, R.P.| Dhyani, A.	Challenges, Opportunities, and Limitations of Religious Tourism in the Next Decade	2025	-
12	Advances in Contemporary Tools for Detecting and Diagnosing Plant Pathogens	Chaudhary, A.| Chaudhary, P.| Singh, S.| Bhandari, G.| Tripathi, V.	Interdisciplinary Biotechnological Advances	2025	10.1007/978-981-97-7510-1_9
13	An Intelligent Approach to Predict Agricultural Productivity Using Artificial Neural Network Framework	Mall, S.| Sharma, V.| Srivastava, D.	Healthcare Recommender Systems: Techniques and Recent Developments	2025	10.1007/978-3-031-80056-6_17

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14	Analysis of Smart City Solutions for Sustainable Urban Growth in India	Kaur, G.| Mishra, A.| Kumar, P.| Kapoor, G.	1st International Conference on Advances in Computer Science, Electrical, Electronics, and Communication Technologies, CE2CT 2025	2025	10.1109/CE2CT64011.2025.10939348
15	Crop Disease Detection Using Convolutional Neural Network (CNN)	Baghe, P.S.| Singhal, M.| Rani, R.| Kanauzia, R.	Proceedings of 1st IEEE Uttar Pradesh Section Women in Engineering International Conference on Electrical, Electronics and Computer Engineering, UPWIECON 2025	2025	10.1109/UPWIECON67212.2025.11390289
16	Information Asymmetry: Unveiling Its Impact on Borrowers and Credit Risk	Kandpal, V.| Prabha, V.| Chandra, D.| Trivedi, A.	International Conference on Intelligent and Innovative Practices in Engineering and Management, IIPEM 2025	2025	10.1109/IIPEM65914.2025.11548514
17	Serving local produce in homestays for socio-economic development in Uttarakhand	Dhyani, A.| Rana, V.| Dimri, G.| Dimri, R.P.| Dhyani, A.| Lal, S.K.	Global Practices and Innovations in Sustainable Homestay Tourism	2025	10.4018/979-8-3373-0427-4.ch011
18	Spectroscopy: A powerful tool for evaluating soil	Bhatt, P.| Pant, P.K.| Sharma, D.| Gaurav, K.|	Modern Spectroscopic	2025	10.4018/979-8-

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	fertility and assessing soil health	Rawat, A.| Gangola, S.| Joshi, S.| Kumar, P.	Techniques for Drug Discovery and Environmental Sustainability		3693-7473-3.ch014
19	Nanoparticles as a Tool for Alleviating Plant Stress: Mechanisms, Implications, and Challenges	Kumari, A.| Gupta, A.K.| Sharma, S.| Jadon, V.S.| Sharma, V.| Chun, S.C.| Sivanesan, I.	Plants	2024	10.3390/plants13111528
20	Micro-algae: Revolutionizing food production for a healthy and sustainable future	Naik, B.| Mishra, R.| Kumar, V.| Mishra, S.| Gupta, U.| Rustagi, S.| Gupta, A.K.| Preet, M.S.| Bhatt, S.C.| Rizwanuddin, S.	Journal of Agriculture and Food Research	2024	10.1016/j.jafr.2023.100939
21	Himalayan fruit and circular economy: nutraceutical potential, traditional uses, challenges and opportunities	Ritika| Bora, B.| Ismail, B.B.| Garba, U.| Mishra, S.| Jha, A.K.| Naik, B.| Kumar, V.| Rather, M.A.| Rizwana| Preet, M.| Rustagi, S.| Kumar, H.| Gupta, A.K.	Food Production, Processing and Nutrition	2024	10.1186/s43014-023-00220-6
22	Biochar production methods and their transformative potential for environmental remediation	Rajput, V.| Saini, I.| Parmar, S.| Pundir, V.| Kumar, V.| Kumar, V.| Naik, B.| Rustagi, S.	Discover Applied Sciences	2024	10.1007/s42452-024-06125-4
23	Impact of Financial Inclusion for Achieving Sustainable Development for Removing Poverty in all Forms: A Review Study from India	Rana, G.| Sharma, R.| Sharma, B.	Sustainable Finance	2024	10.1007/978-3-031-67523-2_20
24	A study of women entrepreneurs as catalysts for sustainable development An inspirational story of Uttarakhand well known “Mushroom Girl”	Bijlwan, S.| Joshi, S.| Singh, T.	Women Entrepreneurs: Building Sustainable Business Models in Digital Spaces, Case Studies, and Experiences	2024	10.1201/9781032725581-6
25	Advanced technologies for realizing sustainable development goals: 5G, AI,	Bhatt, A.| Joshi, P.| Joshi, K.| Bijalwan, A.	Advanced Technologies for Realizing Sustainable	2024	10.2174/9789815256680124010101

S.No	Paper Title	Authors	Journal / Conference Proceedings/ Book Chapters	Year	DOI
	big data, blockchain, and Industry 4.0 application		Development Goals: 5G, AI, Big Data, Blockchain, and Industry 4.0 Application		
26	An overview of renewable energy sources: technologies, applications and role of artificial intelligence	Singh, V.| Prasad, M.| Aswal, R.S.| Shrivastava, U.| Sharma, T.| Patel, N.K.	Computer Vision and Machine Intelligence for Renewable Energy Systems	2024	10.1016/B978-0-443-28947-7.00001-X
27	Ensuring the safety of healthcare professionals: A review of current challenges and legal frameworks in India	Mahani, A.| Zadu, R.	Indian Journal of Forensic and Community Medicine	2024	10.18231/j.ijfcm.2024.033
28	Fishers 4.0: Revolutionizing Contemporary Fisheries Management through Industry 4.0 Integration	Joshi, P.| Bhatt, A.| Aggarwal, G.	Proceedings - 2024 International Conference on Healthcare Innovations, Software and Engineering Technologies, HISET 2024	2024	10.1109/HISET61796.2024.00054
29	Integrating circular economy in smart cities: Challenges and pathways to sustainable urban development	Trivedi, A.| Trivedi, N.	Smart Cities and Circular Economy: The Future of Sustainable Urban Development	2024	10.1108/978-1-83797-957-820241006
30	Microbial Technology for Agro-Ecosystems: Crop Productivity, Sustainability, and Biofortification	Kumar, V.| Iram, S.	Microbial Technology for Agro-Ecosystems: Crop Productivity, Sustainability, and	2024	10.1016/C2021-0-03424-6

S.No	Paper Title	Authors	Journal / Conference Proceedings/ Book Chapters	Year	DOI
			Biofortification		
31	Node MCU and Lily Pad based Relay Protection System For Laboratory Micro-Grid	Malik, S.| Jain, S.| Tiwari, P.| Tiwari, R.| Yamsani, N.| Al-Farouni, M.	2024 International Conference on Smart Devices, ICSD 2024	2024	10.1109/ICSD60021.2024.10751602
32	Revolutionizing Communication: The Dynamic Shift with 5G Technology	Gupta, V.	Proceedings - 2024 International Conference on Healthcare Innovations, Software and Engineering Technologies, HISET 2024	2024	10.1109/HISET61796.2024.00059
33	Insights into the harvesting tools and equipment's for horticultural crops: From then to now	Kaur, B.| Mansi| Dimri, S.| Singh, J.| Mishra, S.| Chauhan, N.| Kukreti, T.| Sharma, B.| Singh, S.P.| Arora, S.| Uniyal, D.| Agrawal, Y.| Akhtar, S.| Rather, M.A.| Naik, B.| Kumar, V.| Gupta, A.K.| Rustagi, S.| Preet, M.S.	Journal of Agriculture and Food Research	2023	10.1016/j.jafr.2023.100814
34	A Perspective Review on Green Nanotechnology in Agro-Ecosystems: Opportunities for Sustainable Agricultural Practices & Environmental Remediation	Bhandari, G.| Dhasmana, A.| Chaudhary, P.| Gupta, S.| Gangola, S.| Gupta, A.| Rustagi, S.| Shende, S.S.| Rajput, V.D.| Minkina, T.| Malik, S.| Slama, P.	Agriculture (Switzerland)	2023	10.3390/agriculture13030668
35	Implications of Corona Virus Disease-19 pandemic on cytopathology laboratory—Challenges and solutions in resource-limited settings	Chandra, S.| Kusum, A.| Gaur, D.S.	Indian Journal of Pathology and Microbiology	2023	10.4103/ijpm.ijpm_173_22
36	Cyber Physical System Role in Stock Market	Dhyani, A.| Bisht, D.| Kathuria, S.| Gehlot, A.| Chhabra, G.| Tiwari, P.	Proceedings of 5th International Conference on 2023 Devices	2023	10.1109/DevIC57758.2023.10135047

S.No	Paper Title	Authors	Journal / Conference Proceedings/ Book Chapters	Year	DOI
			for Integrated Circuit, DevIC 2023		
37	Impact of Nanoparticles on Abiotic Stress Tolerance	Bhandari, G.| Chaudhary, S.| Gupta, S.| Gangola, S.	Advances in Nanotechnology for Smart Agriculture: Techniques and Applications	2023	10.1201/9781003345565-12
38	Nanotextured Materials for Soil Health	Adeleke, B.S.| Ayilara, M.S.| Sharma, D.| Sultana, R.| Mathur, M.| Bhandari, G.| Chaudhary, A.	Advances in Nanotechnology for Smart Agriculture: Techniques and Applications	2023	10.1201/9781003345565-15
39	The Challenges of Wastewater and Wastewater Management	Kumari, S.| Dwivedi, S.| Khan, E.A.R.| Nayanam, S.| Dhasmana, A.| Malik, S.	Advanced and Innovative Approaches of Environmental Biotechnology in Industrial Wastewater Treatment	2023	10.1007/978-981-99-2598-8_5
40	Algae in wastewater treatment, mechanism, and application of biomass for production of value-added product	Bhatt, P.| Bhandari, G.| Turco, R.F.| Aminikhoei, Z.| Bhatt, K.| Simsek, H.	Environmental Pollution	2022	10.1016/j.envpol.2022.119688
41	Microalgae-based removal of pollutants from wastewaters: Occurrence, toxicity and circular economy	Bhatt, P.| Bhandari, G.| Bhatt, K.| Simsek, H.	Chemosphere	2022	10.1016/j.chemosphere.2022.135576
42	Agrochemicals and their effects on soil microbial population	Chaudhary, P.| Singh, S.| Chaudhary, A.| Agri, U.| Bhandari, G.	Plant Protection: From Chemicals to Biologicals	2022	10.1515/9781311077 1558-003
43	Approach Towards Sustainable Crop Production by Utilizing Potential Microbiome	Rani, U.| Kumar, M.| Kumar, V.	Microorganisms for Sustainability	2021	10.1007/978-981-15-9912-5_9

Curricular Integration and Academic Mapping for SDG 8 Alleviation

Program Name	Course Name	Course Code
MBBS Third Prof Part I & Part II	Community medicine	1101301
MD Community Medicine	Nutrition, Environmental Health, Primary Health Care system, Panchayat Raj system, National health Programs, RCH, Demography and Family Welfare, Health Care Administration, Health Management and Public Health Leadership.	1101509
MD Community Medicine	Social & Behavioral sciences- applied aspects, Scientific communications & Medical writing, Research Methodology, Public Health Legislations, International Health & Global Diseases surveillance.	1101509
MD Community Medicine	Health Policy planning, Medical Education technology, Information Technology, Integration of alternative Health system including AYUSH, Occupational Health, Recent advances in Public Health & Miscellaneous issues, Health Economics.	1101509
MD ImmunoHematology & Blood Transfusion	Blood centre organization and management, blood components, Hematology, clinical transfusion Practices	1101522
MD ImmunoHematology & Blood Transfusion	Recent Advances in IHBT, regulatory requirement, quality management system, information management and automation in transfusion	1101522
DM Neurology	Clinical Neurology (includes all aspects of clinical neurolog i.e. diagnosis, management, therapeutics, approach to clinical situations)	1101603
DM Cardiology	Clinical Cardiology (This should include all aspects of clinical cardiology, i.e., diagnosis, management, therapeutics and approach to clinical situations).	1101606
M.Sc. Clinical Research	General Epidemiology	CMCR506
M.Sc. Clinical Research	Clinical Data Management	CMCR516
M.Sc. Clinical Research	Principle of Management	CDMs101
M.Sc. Clinical Research	Introduction to Clinical and Pharmacoepidemiology	CMCR604
M.Sc. Epidemiology	English Communication	CMEC102
M.Sc. Epidemiology	Introduction to Management	CDMT105
M.Sc. Epidemiology	Advanced data management	CMEP002

Program Name	Course Name	Course Code
M.Sc. Epidemiology	Health Care Planning and Management (including Health Economics and Budgeting)	CMEP509
M.Sc. Epidemiology	Risk assessment and risk management (including Public Health Surveillance and Monitoring)	CMEP510
M.Sc. Epidemiology	Maternal and Child Health	CMEC005
M.Sc. Medical Microbiology	Sample Collection Techniques	MMMI2403
M.Sc. Medical Microbiology	Laboratory Quality Management	MMMI2404
M.Sc. Medical Microbiology	Practicals – Applied Microbiology I, II and Sample Collection Techniques	MMMI2405
BMLT	English Communication & Soft Skills	ESC 201
BMLT	Basic Computer and Information Sciences	CIS 201
B.Sc. Medical Radiology & Imaging Technology (BRIT)	Patient management & care-I	BRIT104
B.Sc. Medical Radiology & Imaging Technology (BRIT)	Patient management & care-II	BRIT 204
B.Sc. Medical Radiology & Imaging Technology (BRIT)	Radiography- I	BRIT303
B.Sc. Medical Radiology & Imaging Technology (BRIT)	Radiography- II	BRIT403
B.Sc. Medical Radiology & Imaging Technology (BRIT)	Regional Radiography I	BRIT501
B.Sc. Medical Radiology & Imaging Technology (BRIT)	Regional Radiography II	BRIT601
B.Sc. Medical Technology (Radiotherapy-BRT)	English, Communication & Soft Skills	ECS 201
B.Sc. Medical Technology (Radiotherapy-BRT)	Basic Computer and Information Sciences	CIS 201
Bachelor of Occupational Therapy (BOT)	English, Communication and soft skills	ECS201

Program Name	Course Name	Course Code
Bachelor of Occupational Therapy (BOT)	Introduction to Yoga - Basic theory , sciences and techniques	YST201
Bachelor of Occupational Therapy (BOT)	Basic computer and Information sciences	CIS201
Bachelor of Optometry (B.Optom)	Human Anatomy-I	BOPT101
Bachelor of Optometry (B.Optom)	Human Physiology-I	BOPT102
Bachelor of Optometry (B.Optom)	Biochemistry	BOPT103
Bachelor of Optometry (B.Optom)	Human Anatomy- II	BOPT201
Bachelor of Optometry (B.Optom)	Human Physiology-II	BOPT202
Bachelor of Optometry (B.Optom)	Basic Orthoptics	BOPT203
Bachelor of Optometry (B.Optom)	Optics	BOPT204
Bachelor of Optometry (B.Optom)	English, Communication & Soft Skills	ECS201
Bachelor of Optometry (B.Optom)	Introduction to Yoga- Basic theory, science & techniques	YST201
Bachelor of Optometry (B.Optom)	Basic Computer & Information Sciences	CIS201
Bachelor of Optometry (B.Optom)	Clinical refraction and contact lens	BOPT301
Bachelor of Optometry (B.Optom)	Pathology	BOPT302
Bachelor of Optometry (B.Optom)	Microbiology	BOPT303
Bachelor of Optometry (B.Optom)	Pharmacology	BOPT304
Bachelor of Optometry (B.Optom)	Environmental Science – I*	EVS301
Bachelor of Optometry (B.Optom)	Optometric investigations	BOPT401
Bachelor of Optometry (B.Optom)	Clinical orthoptics	BOPT402

Program Name	Course Name	Course Code
Bachelor of Optometry (B.Optom)	Low visual aids	BOPT403
Bachelor of Optometry (B.Optom)	Enviromental Science - II	EVS301
Bachelor of Optometry (B.Optom)	Advanced contact lens	BOPT502
Bachelor of Optometry (B.Optom)	Advanced Low visual aids	BOPTO503
Bachelor of Optometry (B.Optom)	Research Methodology and Biostatistics	BOPTO504
Bachelor of Optometry (B.Optom)	Community optometry	BOPT601
Bachelor of Optometry (B.Optom)	Advanced orthoptics	BOPT602
Bachelor of Optometry (B.Optom)	Eye banking and OT management	BOPT603
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Introduction to Speech language Pathology	B1.1M
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Introduction to Audiology	B1.2M
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Anatomy and Physiology of Speech & Swallowing	B1.3MC
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Practicals Audiology	B1.6M
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Fluency and its Disorders	B 2.1M
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Diagnostic Audiology- Basic	B2.2M
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Linguistics and Phonetics	B2.3MC
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Otolaryngology	B2.4MC

Program Name	Course Name	Course Code
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Optional Minor - 1	B2.5MO
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Speech Language Pathology	B2.6M
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B2.7M
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Introduction to Yoga- Basic theory, science and techniques	YST201
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Voice and its Disorders	B 3.1
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Speech Sound Disorders	B 3.2
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Diagnostic AudiologyBehavioralTest	B3.3
Bachelor of Audiology and Speech-Language Pathology (BASLP)	AmplificationDevices	B 3.4
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in SpeechLanguage Pathology	B3.5
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B3.6
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Motor Speech Disorders in children	B 4.1
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Child language Disorders	B4.2
Bachelor of Audiology and Speech-Language Pathology (BASLP)	DiagnosticAudiology–Phy siologicalTests	B4.3

Program Name	Course Name	Course Code
Bachelor of Audiology and Speech-Language Pathology (BASLP)	ImplantableHearingDevic es	B4.4
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in SpeechLanguage	B4.5
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B4.6
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Environmental Sciences	EVS
Bachelor of Audiology and Speech-Language Pathology (BASLP)	StructuralAnomali es&SpeechDisorde rs	B5.1
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Fluency and its Disorders	B5.2
Bachelor of Audiology and Speech-Language Pathology (BASLP)	PediatricAudiology	B5.3
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Aural Rehabilitation inChildren	B5.4
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in SpeechLanguagePa thology	B5.5
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B5.6
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Motor Speech Disorders inAdults	B6.1
Bachelor of Audiology and Speech-Language Pathology (BASLP)	LanguageDisordersin Adults	B6.2
Bachelor of Audiology and Speech-Language Pathology (BASLP)	AuralRehabilitationin Adults	B6.3

Program Name	Course Name	Course Code
Bachelor of Audiology and Speech-Language Pathology (BASLP)	AudiologyinPractice	B6.4
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Speech LanguagePathology	B6.5
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B6.6
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Speech langauge pathology	B 7.1
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B 7.2
Professional Diploma in Clinical Psychology (PDCP)	Psychological Perspective of Mental Disorder	PDCPT101
Professional Diploma in Clinical Psychology (PDCP)	Counselling and Psychotherapy	PDCPT102
Professional Diploma in Clinical Psychology (PDCP)	Psychiatry	PDCPT103
Professional Diploma in Clinical Psychology (PDCP)	Practical I Psychological Assessmnet and Viva Voce	PDCPP101
Professional Diploma in Clinical Psychology (PDCP)	Practical II Psychological Intervention nad Viva Voce	PDCPP102
Master of Physiotherapy (MPT)	Electrophysiology & Electro-diagnosis	MPT103
Master of Physiotherapy (MPT)	Musculoskeletal Disorders: Clinical Sciences I	MPT1 301
Master of Physiotherapy (MPT)	Musculoskeletal Disorders: Physiotherapeutics I	MPT1 302
Master of Physiotherapy (MPT)	Musculoskeletal Disorders: Recent Advances I	MPT1 303
Master of Physiotherapy (MPT)	Neurological Disorders: Clinical Sciences I	MPT2 301

Program Name	Course Name	Course Code
Master of Physiotherapy (MPT)	NeurologicalDisorders: Physiotherapeutics I	MPT2 302
Master of Physiotherapy (MPT)	Neurologicall Disorders: Recent Advances I	MPT2 303
Master of Physiotherapy (MPT)	Musculoskeletal Disorders: Clinical Sciences II	MPT1 401
Master of Physiotherapy (MPT)	Musculoskeletal Disorders: Recent Advances II	MPT1 403
Master of Physiotherapy (MPT)	Neurological Disorders: Clinical Sciences II	MPT2 401
Master of Physiotherapy (MPT)	Neurological Disorders: Recent Advances II	MPT2 403
Master of Hospital Administration	Management Theory and Organization Behaviour	MHA120
Master of Hospital Administration	Marketing of Hospitals and Health Care Services	MHA121
Master of Hospital Administration	Hospital Planning and Operations	MHA122
Master of Hospital Administration	Basic Medical Statistics and Research Methodology	MHA123
Master of Hospital Administration	Business Communication	MHA124
Master of Hospital Administration	Essentials of Computer Application	MHA125
Master of Hospital Administration	Human Resource Management	MHA126
Master of Hospital Administration	Management Information System in Hospitals	MHA127
Master of Hospital Administration	Accounting and Finance for Hospital managers	MHA128
Master of Hospital Administration	Inventory and equipment management in Hospitals	MHA129
Master of Hospital Administration	Concept of Health and Disease, Demography and Health Information	MHA130
Master of Hospital Administration	Quality Management in Hospitals	MHA215
Master of Hospital Administration	Project Management	MHA216
Master of Hospital Administration	Legal Implications in Hospital Administration	MHA217

Program Name	Course Name	Course Code
Master of Hospital Administration	Epidemiology, Health Communication and Health Economics	MHA218
Master of Hospital Administration	Recent Trends and Advances in Hospital Management	MHA219
Master of Hospital Administration	Patient Safety	MHA220
Master of Hospital Administration	Career Advancement course for Managers	MHA221
Master of Hospital Administration	Project work	MHA222
Master of Hospital Administration	Dissertation	MHA223
B.Sc. Nursing	Nursing Management & Leadership	NMLE 330
Post Basic BSc Nursing	Sociology	PBN206
M.Sc. Nursing	Child Health Nursing - I	MSN102 A
M.Sc. Nursing	Community Health Nursing - I	MSN102 B
M.Sc. Nursing	Mental Health Nursing - I	MSN102 D
M.Sc. Nursing	Child Health Nursing - I Practical	MSN102 A
M.Sc. Nursing	Community Health Nursing - I Practical	MSN102 B
M.Sc. Nursing	Mental Health Nursing - I Practical	MSN102 D
M.Sc. Nursing	Nursing Management	MSN202
Nursing Practice in Critical Care (NPCC)	Advanced skills in Leadership, Management and Teaching skills – Theory	NPC103
Nursing Practice in Critical Care (NPCC)	Theoretical Basis for Advance Practice Nursing - Theory	NPC105
B.Sc. Biotechnology	Principle of Management	BBTOE 112
B.Sc. Biotechnology	Entrepreneurship Development	BBTOE 122
B.Sc. Biotechnology	English Communication	AECC 121
B.Sc. Biotechnology	Principles of marketing	BBTOE 232
B.Sc. Biotechnology	Microbial Quality Control in Food and Pharmaceutical Industries	BBTSE 231
B.Sc. Biotechnology	Organizational Behaviour	AECC 241
B.Sc. Microbiology	Principle of Management	BBTOE 112
B.Sc. Microbiology	Industrial Microbiology	BMBC 122
B.Sc. Microbiology	Entrepreneurship Development	BBTOE 122
B.Sc. Microbiology	English Communication	AECC 121
B.Sc. Microbiology	Principles of marketing	BBTOE 232
B.Sc. Microbiology	Microbial Quality Control in Food and Pharmaceutical Industries	BBTSE 231
M.Sc. Microbiology	Industrial Waste Management	MMBE 302

Program Name	Course Name	Course Code
BSc. Yoga Science and holistic health	Foundations of Yoga – I	BYSC101
BSc. Yoga Science and holistic health	Principles of Hatha Yoga -I	BYSC102
BSc. Yoga Science and holistic health	Human Anatomy and Physiology-I	BYSC103
BSc. Yoga Science and holistic health	Basics of Sanskrit	BYSC104
BSc. Yoga Science and holistic health	Yoga Practical - I	BYSC106
BSc. Yoga Science and holistic health	Yoga Practical - II	BYSC107
BSc. Yoga Science and holistic health	Human Anatomy and Physiology Practical - I	BYSC108
BSc. Yoga Science and holistic health	Foundations of Yoga – II	BYSC201
BSc. Yoga Science and holistic health	Principles of Hatha Yoga -II	BYSC202
BSc. Yoga Science and holistic health	Human Anatomy and Physiology-II	BYSC203
BSc. Yoga Science and holistic health	Yogic concept of Human Anatomy & Physiology	BYSC204
BSc. Yoga Science and holistic health	Multidisciplinary Elective-I	MDC101/ MDC103
BSc. Yoga Science and holistic health	Soft Skill Training	BYSC205
BSc. Yoga Science and holistic health	Yoga Practical - III	BYSC206
BSc. Yoga Science and holistic health	Yoga Practical - IV	BYSC207
BSc. Yoga Science and holistic health	Human Anatomy and Physiology Practical – II	BYSC208
BSc. Yoga Science and holistic health	Patanjal Yoga Darshana – I	BYS301
BSc. Yoga Science and holistic health	Yoga Education & Teaching Methodology	BYS302
BSc. Yoga Science and holistic health	Holistic Health	BYS303
BSc. Yoga Science and holistic health	Functional English	BYS304

Program Name	Course Name	Course Code
BSc. Yoga Science and holistic health	Yoga Practical – V	BYS305
BSc. Yoga Science and holistic health	Yoga Practical – VI	BYS306
BSc. Yoga Science and holistic health	Holisitic Health Practical	BYS307
BSc. Yoga Science and holistic health	Patanjal Yoga Darshana – II	BYS401
BSc. Yoga Science and holistic health	Yoga Psychology	BYS402
BSc. Yoga Science and holistic health	Yoga Diet & Nutrition	BYS403
BSc. Yoga Science and holistic health	Fundamentals of Ayurveda	BYS404
BSc. Yoga Science and holistic health	Yoga Practical – VII	BYS405
BSc. Yoga Science and holistic health	Yoga Practical – VIII	BYS406
BSc. Yoga Science and holistic health	Ayurveda Practical	BYS407
BSc. Yoga Science and holistic health	Bhagavadgita	BYS501
BSc. Yoga Science and holistic health	Yoga Principles & Practices of Healthy Living	BYS502
BSc. Yoga Science and holistic health	Generic Elective –I Applied Astrology, Vastu Shastra & Holistic Healing Methods	BYS504(ST)
BSc. Yoga Science and holistic health	Generic Elective –II Fundamentals of Naturopathy	BYS504(ST)
BSc. Yoga Science and holistic health	Yoga Practical – IX	BYS505
BSc. Yoga Science and holistic health	Applied Astrology, Vastu Shastra & Holistic Healing Methods	BYS506(SP)
BSc. Yoga Science and holistic health	Naturopathy Practical	BYS506(SP)
BSc. Yoga Science and holistic health	Human Values, according to different Philosophical System	BYS601
BSc. Yoga Science and holistic health	Yoga Management of Lifestyle related disorders	BYS602
BSc. Yoga Science and holistic health	Elective-I Fundamentals of Homeopathy	BYS604

Program Name	Course Name	Course Code
BSc. Yoga Science and holistic health	Elective-II Applied Alternative Therapies	BYS605
BSc. Yoga Science and holistic health	Yoga Practical – X	BYS606
BSc. Yoga Science and holistic health	Yoga Field Work	BYS607
BSc. Yoga Science and holistic health	Internship-II	BYS608
MSc. Yoga Science and holistic health	Foundations of Yoga	MYS101
MSc. Yoga Science and holistic health	Human Consciousness	MYS102
MSc. Yoga Science and holistic health	Human Anatomy and Physiology-I	MYS103
MSc. Yoga Science and holistic health	Principles of Hatha Yoga	MYS104
MSc. Yoga Science and holistic health	Yoga Practical - I	MYS105
MSc. Yoga Science and holistic health	Yoga Practical - II	MYS106
MSc. Yoga Science and holistic health	Patanjala Yoga Darshana	MYS201
MSc. Yoga Science and holistic health	Fundamentals of Ayurveda and Naturopathy	MYS202
MSc. Yoga Science and holistic health	Human Anatomy and Physiology-II	MYS203
MSc. Yoga Science and holistic health	Essence of Upanishad	MYS204
MSc. Yoga Science and holistic health	Yoga Practical III	MYS205
MSc. Yoga Science and holistic health	Yoga Practical IV	MYS206
MSc. Yoga Science and holistic health	Yoga Psychology	MYS301
MSc. Yoga Science and holistic health	Indian Philo s op hy	MY302
MSc. Yoga Science and holistic health	Environmental Pollution and	MYS303
MSc. Yoga Science and holistic health	Elective II - Applied Astrology, Vaastu Sh astr a &	MYS304

Program Name	Course Name	Course Code
MSc. Yoga Science and holistic health	Alternative Therapy	MYS305
MSc. Yoga Science and holistic health	Yoga Practical - V	MYS306
MSc. Yoga Science and holistic health	Research Methodology & Statistics	MYS401
MSc. Yoga Science and holistic health	Yogic Management of Diseases	MY402
MSc. Yoga Science and holistic health	Elective I - Holistic Health	MYS403
MSc. Yoga Science and holistic health	Elective II - Basics of Computer	MYS404
B.Tech CSE	Programming for Problem Solving	CST112
194. B.Tech_CSE_Sem_III	Data Structures	CST233
194. B.Tech_CSE_Sem_III	Python Programming	CST234
B.Tech CSE	Probability and Statistics	BST241
B.Tech CSE	Database Management Systems	CST241
B.Tech CSE	Introduction to Machine Learning	CST242
B.Tech CSE	Theory of Computation	CST243
B.Tech CSE	Java Programming	CST244
B.Tech CSE	Principles of Management	HMG361
B.Tech CSE	Disaster Management	GES471
B.Tech (Hons.) CSE with AI & ML	Programming for Problem Solving	CST112
B.Tech (Hons.) CSE with AI & ML	Object Oriented Programming Using C++	CST122
B.Tech (Hons.) CSE with AI & ML	Introduction to IT Verticals	CST123
B.Tech (Hons.) CSE with AI & ML	Operating System	CST232
B.Tech (Hons.) CSE with AI & ML	Probability and Statistics	BST241
B.Tech (Hons.) CSE with AI & ML	Database Management Systems	CST241
B.Tech (Hons.) CSE with AI & ML	Java Programming	CST243
B.Tech (Hons.) CSE with AI & ML	Natural Language Processing	PCT413

Program Name	Course Name	Course Code
B.Tech (Hons.) CSE with DS & ML	Programming for Problem Solving	CST112
B.Tech (Hons.) CSE with DS & ML	Database Management Systems	CST241
Bachelor of Computer Applications (BCA)	Database Management System	BC232T
Bachelor of Computer Applications (BCA)	Management Information Systems	BCA303
Bachelor of Computer Applications (BCA)	Disaster Management	BCA309
B.Sc. Data Science	Database Management Systems	BDS233
B.Sc. Data Science	Operations Research	BDS352
B.Sc. Data Science	Business Intelligence Tools and Application	BDS362
Master of Computer Applications (MCA)	Software Engineering & Project Management	MCA116
Master of Computer Applications (MCA)	Data Base Management Systems	MCA121
BBA	Computing For Business	BBA 101
BBA	Business Mathematics	BBA 102
BBA	Financial Accounting	BBA 103
BBA	Management Concepts	BBA 104
BBA	Micro Economics	BBA 105
BBA	Environment Studies	BBA 107
BBA	Business Environment Analysis	BBA 201
BBA	Business Statistics	BBA 202
BBA	Business Communicatio n	BBA 203
BBA	Organizational Behavior	BBA 204
BBA	Macro Economics	BBA 205
BBA	Cost & Management Accounting	BBA 301
BBA	Human Resource Management	BBA 206
BBA	E-Commerce	BBA 303
BBA	Marketing Management	BBA 304
BBA	Production & Operations Management	BBA 305
BBA	Spreadsheet and Modeling Lab	BBA 306
BBA	Business Finance	BBA 401
BBA	Business Laws	BBA 402
BBA	Management Information System	BBA 403
BBA	International Business	BBA 404
BBA	Business Policy and Strategic Mangement	BBA 501
BBA	Financial Institutions and Markets	BBA 502
BBA	Management Information System	BBA 503

Program Name	Course Name	Course Code
BBA	Sales Management	BBA 504
BBA	Summer Internship Report	BBA 505
BBA	Exports ,Procedures & Documentation	BBA 602
BBA	Project Management and Entrepreneursh ip	BBA 603
BBA	Undergraduate Research Project	BBA 604
B.Com	Business Communication	BCM 101
B.Com	Business Statistics	BCM 102
B.Com	Financial Accounting	BCM 103
B.Com	Management Concepts & Organisational Behaviour	BCM 104
B.Com	Micro Economics	BCM 105
B.Com	Mercantile Law	BCM 201
B.Com	Advanced Accounting – I	BCM 202
B.Com	Business Mathematics	BCM 203
B.Com	Financial Management	BCM 204
B.Com	Macro Economics	BCM 205
B.Com	Environment Studies	BCM 207
B.Com	Advanced Accounting – Ii	BCM 301
B.Com	Financial Institutions & Services	BCM 302
B.Com	Corporate Accounting	BCM 303
B.Com	Cost Accounting	BCM 304
B.Com	Principles Of Marketing	BCM 305
B.Com	Accounting Standards	BCM 401
B.Com	Management Accounting	BCM 404
B.Com	Human Resource Management	BCM 405
B.Com	Financial Services Marketing	BCM 502
B.Com	Income Tax	BCM 504
B.Com	Financial Market Institutions & Financial Services	BCM 602
B.Com	Human Resource Management	BCM 603
MBA	Management Theory & Organizational Behaviour	MBA 101
MBA	Financial Accounting & Reporting	MBA 103
MBA	Economics For Business Decisions	MBA 104
MBA	Marketing Management	MBA 106
MBA	Management Science	MBA 108
MBA	Design thinking	MBA 109
MBA	Business Research	MBA 201
MBA	Management Information Systems	MBA 202
MBA	Cost & Management Accounting	MBA 203
MBA	Financial Management	MBA 204
MBA	Legal Aspects Of Business	MBA 205
MBA	Human Resource Management	MBA 206

Program Name	Course Name	Course Code
MBA	Operations Management	MBA 207
MBA	International Business	MBA 208
MBA	Introduction to Business Analytics	MBA 209
MBA	Strategic Management	MBA301
MBA	Business Ethics & Values	MBA302
MBA	Project Management & Entrepreneurship	MBA303
MBA	Career Advancement Course For Managers	MBA304
MBA	Business Research Project	MBA 401
B.Pharm	Human Anatomy and Physiology I	BP101T
B.Pharm	Pharmaceutical Analysis I	BP102T
B.Pharm	Pharmaceutics I	BP103T
B.Pharm	Pharmaceutical Inorganic Chemistry	BP104T
B.Pharm	Human Anatomy and Physiology I – Practical	BP107P
B.Pharm	Pharmaceutical Analysis I – Practical	BP108P
B.Pharm	Pharmaceutics I – Practical	BP109P
B.Pharm	Pharmaceutical Inorganic Chemistry – Practical	BP110P
B.Pharm	Pharmaceutical Organic Chemistry II	BP301T
B.Pharm	Physical Pharmaceutics I	BP302T
B.Pharm	Pharmaceutical Microbiology	BP303T
B.Pharm	Pharmaceutical Engineering	BP304T
B.Pharm	Pharmaceutical Organic Chemistry II – Practical	BP305P
B.Pharm	Physical Pharmaceutics I – Practical	BP306P
B.Pharm	Pharmaceutical Microbiology – Practical	BP307P
B.Pharm	Pharmaceutical Engineering – Practical	BP308P
B.Pharm	Pharmaceutical Organic Chemistry III	BP401T
B.Pharm	Medicinal Chemistry I	BP402T
B.Pharm	Physical Pharmaceutics II	BP403T
B.Pharm	Pharmacology I	BP404T
B.Pharm	Pharmacognosy and Phytochemistry I	BP405T
B.Pharm	Medicinal Chemistry I – Practical	BP406P
B.Pharm	Physical Pharmaceutics II – Practical	BP407P
B.Pharm	Pharmacology I – Practical	BP407P
B.Pharm	Pharmacognosy and Phytochemistry I – Practical	BP409P

8.2 Employment Practice

SRHU upholds fair, transparent, and sustainable employment practices that align with Sustainable Development Goal 8- promoting inclusive economic growth and decent work for all. The University ensures that every employee receives wages above the statutory living wage prescribed by the Government of Uttarakhand. Salaries are regularly revised to match inflation and are aligned with UGC and AICTE norms. The University's commitment extends to providing equal pay for equal work, maintaining gender pay parity, and preventing all forms of workplace discrimination.

All employees, including contractual and outsourced staff, are covered under social security benefits such as provident fund, gratuity, and health insurance. Through Himalayan Hospital, SRHU provides comprehensive healthcare coverage for employees and their families. Regular professional development programs, performance appraisals, and capacity-building initiatives promote continuous learning and career advancement. SRHU also emphasizes local employment generation to strengthen the regional economy and reduce rural migration.

The University's transparent HR and payroll systems ensure accountability and compliance with national labour regulations. Welfare committees monitor working conditions, staff satisfaction, and employee well-being. SRHU maintains a high employee retention rate and 100% compliance with fair wage and welfare standards. These practices reflect SRHU's belief that sustainable economic growth begins with empowering people through decent, dignified, and rewarding employment opportunities, contributing directly to the goals of SDG 8 - particularly in fostering productivity, equality, and resilience within the workforce.

8.2.1: Employment Practice: Living Wage

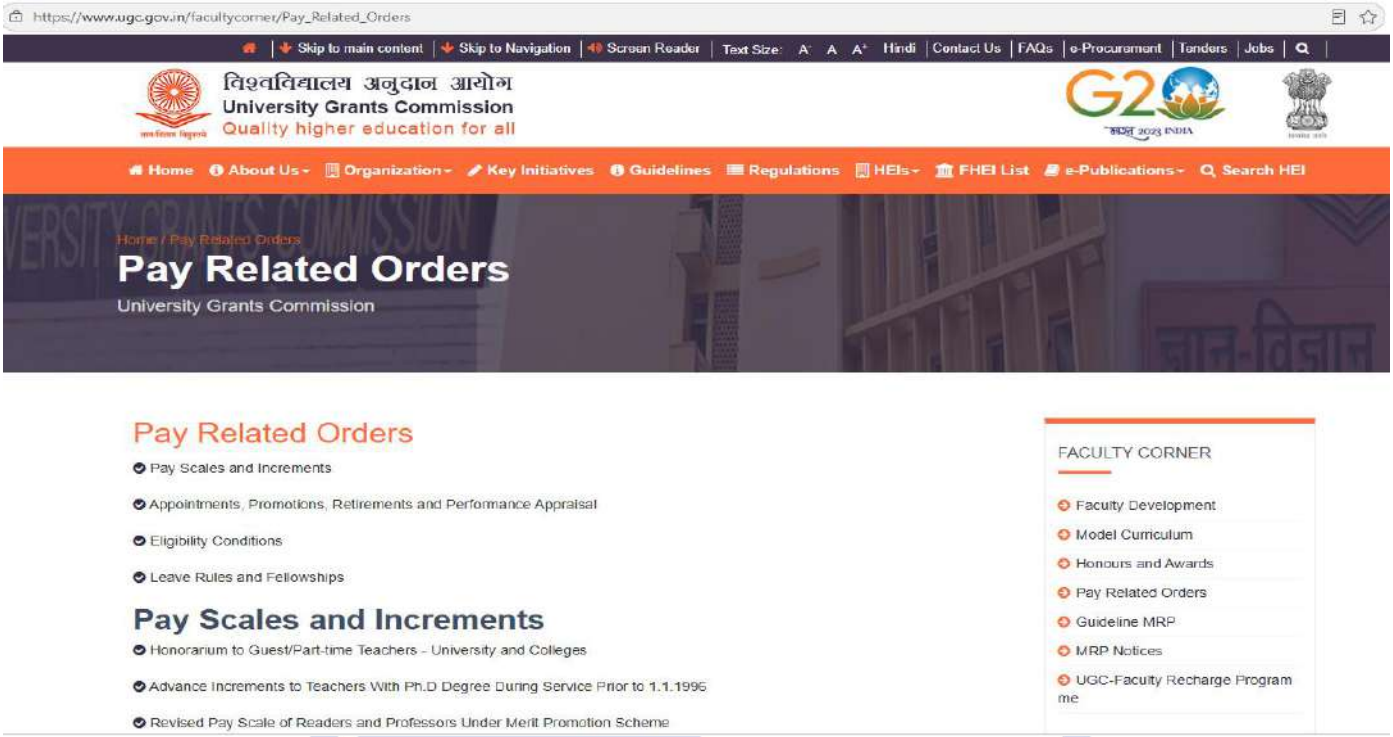
SRHU is committed to fair, equitable, and responsible employment practices that promote employee welfare, dignity, and professional development. The University follows established policies and institutional procedures relating to fair remuneration, employee rights, workplace dignity, prevention of exploitation and harassment, grievance redressal, and opportunities for professional growth. Employees, including early-career researchers and academic staff, have access to defined channels for raising concerns and appealing employment-related decisions. Through these mechanisms, SRHU seeks to maintain a supportive, transparent, and respectful work environment consistent with good employment practices and applicable statutory requirements.

SRHU ensures that all faculty and staff are paid at least the applicable statutory minimum wage, in accordance with the wage standards prescribed by the University Grants Commission, and follows approved institutional pay scales for faculty and staff.

Particulars	Status	Details
Living wage being paid	Yes	Wage standards prescribed by the University Grants Commission
Evidence provided	Yes	• Screenshot provided below • University Grants Commission pay scale • SRHU Employee Welfare Fund Policy
Is the evidence provided public	Yes	• Available on UGC website www.ugc.gov.in/facultycorner/Pay_Related_Orders • Available on SRHU website: • srhu.edu.in/policies-guidelines/policy-on-swami-rama-himalayan-university-employees-welfare-fund/

Evidences

Evidence: 1



Evidence: 2

Employee Welfare Fund Policy



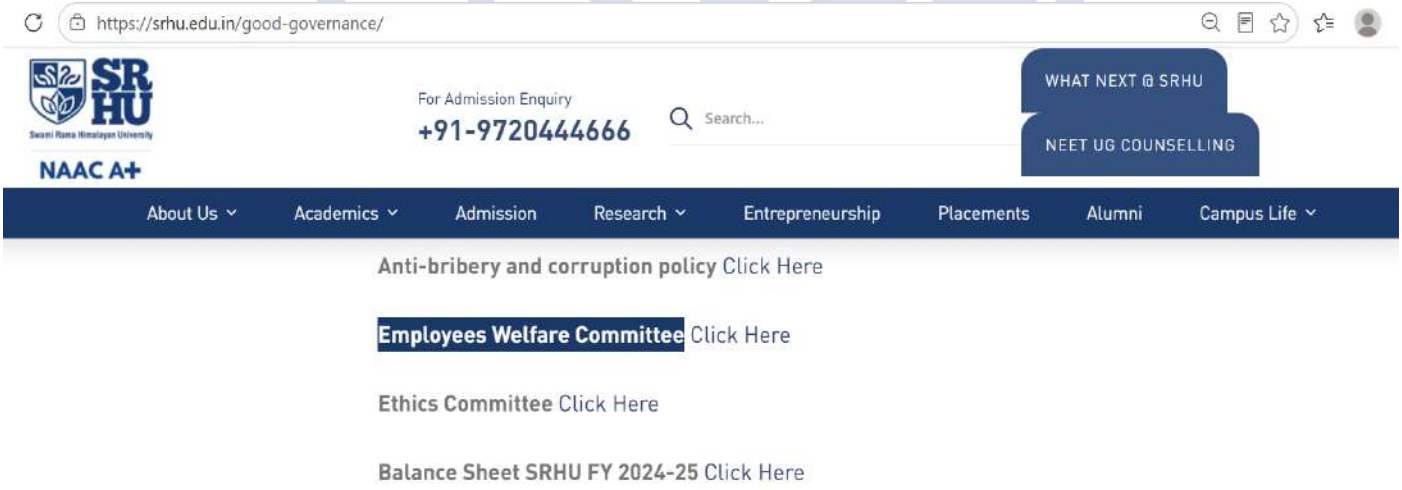
8.2.2: Employment practice unions:

SRHU promotes employee participation, welfare, and constructive engagement through a formally constituted Employee Welfare Committee**.** The Committee provides an institutional platform for faculty and staff to raise workplace concerns, communicate suggestions, and contribute to discussions related to employee welfare, workplace facilities, professional well-being, and employment-related matters**.** Issues and suggestions received through the Committee are appropriately documented, reviewed by the competent authority, and addressed through suitable institutional measures. This mechanism supports employee participation, workplace well-being, transparent communication, and inclusive employment practices

Particulars	Status	Details
Existence of recognition	Yes	Employee Welfare Committee, since 2013
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	srhu.edu.in/good-governance/ srhu.edu.in/wp-content/uploads/2026/10/Employees-Welfare-Committee.pdf

Evidence:

Evidence 1:



Evidence:2

https://srhu.edu.in/wp-content/uploads/2026/10/Employees-Welfare-Committee.pdf

Employees Welfare Committee

Senior University Official nominated by the Competent Authority	Dr. Dushyant Singh Gaur, Professor, Deptt. of Immuno Haematology & Blood Transfusion, HIMS	Chairperson
Faculty Representatives from each Academic Unit (Two Professors, Two Associate professors, Four Assistant Professors on rotation basis for three (3) years	Dr. Anuradha Kusum, Professor, HIMS	Member
	Dr. Kamli Prakash, Professor, HCN	Member
	Dr. Vivek Kumar, Associate Professor, Department of Biosciences	Member
	Dr. Som Aditya Juyal, Associate Professor, HSMS	Member
	Dr. Nikku Yadav, Assistant Professor, Department of Community Medicine, HIMS	Member
	Dr. Kanchan Bala, Assistant Professor, HCN	Member
	Dr. Deepak Srivastava, Assistant Professor, HSST	Member
	Dr. Somlata Jha, Assistant Professor, Department of Yoga Sciences	Member
Non-Teaching/ Administrative Staff Representatives	Mr. Rupesh Mehrotra, Manager-MTO	Member
	Mr. Amrinder Kumar Chaudhary, Estate Officer of the University	Member
	Mr. Vinod Joshi, Office Superintendent	Member
Hospital/Clinical Support Staff Representative	Mr. Vinod Juyal, Supervisor	Member
Nursing Staff Representative	Ms. Jaibunnisha, Deputy Nursing Superintendent	Member
Finance/Accounts Representative	Mr. Rajesh Kandwal, Assistant Manager	Member

8.2.3: Employment Policy on Discrimination

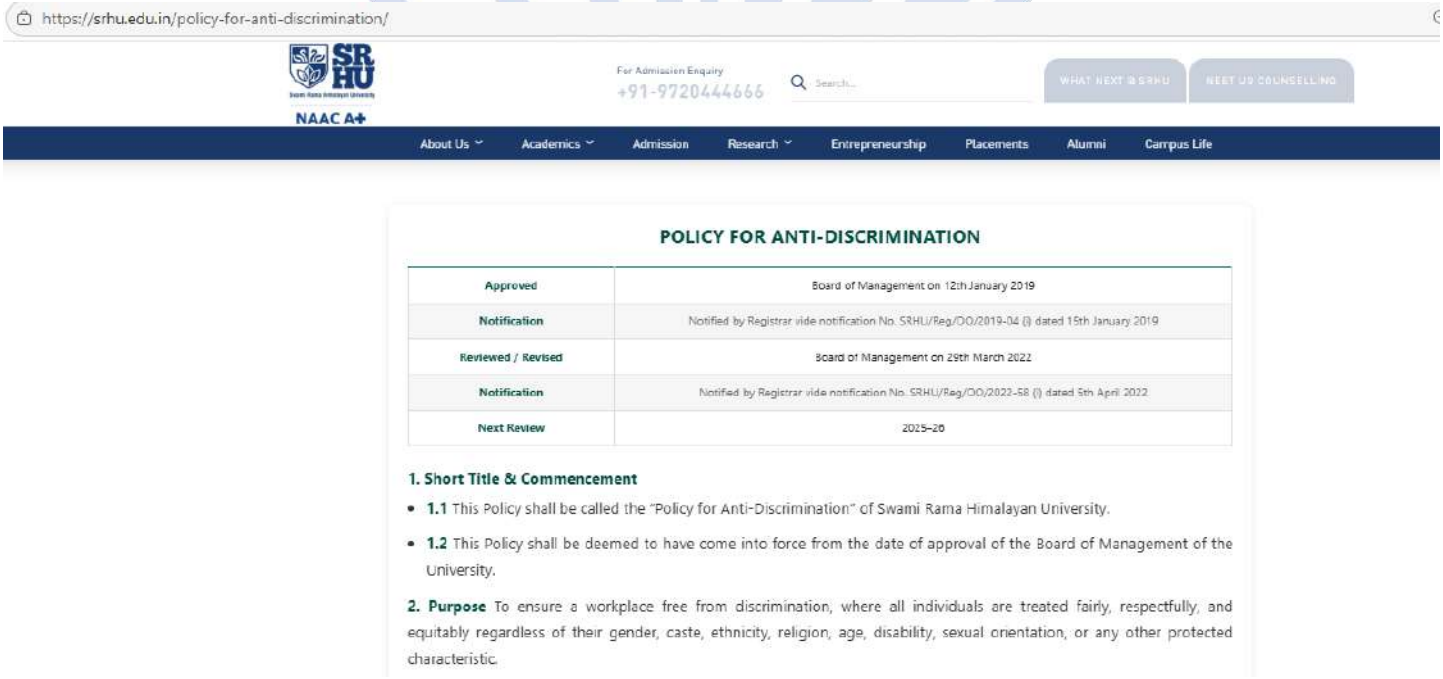
SRHU has implemented a separate Anti-Discrimination Policy since 2019, reviewed in 2022, to promote equality, dignity, inclusion, and equal opportunity and to prevent discrimination based on religion, gender, age, sexual orientation, disability, social or economic background, and other legally protected characteristics. The University also has a Policy for Ethical Employment and Responsible Outsourcing, in which non-discrimination is specifically embedded in Section 2, ensuring fairness, equal opportunity, and appropriate employment practices for employees and outsourced personnel. Grievance-redressal and complaint mechanisms are available under the institutional framework to address discrimination, harassment, or unequal treatment and support a safe, respectful, and inclusive workplace.

Particulars	Status	Details
Existence of Policy	Yes	• Policy on Anti- Discrimination, since 2019 • Non-Discrimination is embedded in Section 2 of the Policy for Ethical Employment and Responsible Outsourcing, since 2019
Evidence provided	Yes	Screenshot of polcies provided below
Is the evidence provided public	Yes	Available on the University website • srhu.edu.in/policy-for-anti-discrimination/ • srhu.edu.in/policies-guidelines/policy-for-ethical-employment-and-responsible-outsourcing/
Is policy created or reviewed in period 2021-2025	Yes	• Policy on Anti- Discrimination -Reviewed in 2022 • Policy for Ethical Employment and Responsible Outsourcing -Reviewed in 2022

Evidences

Evidence: 1

Employment Policy on Anti- Discrimination



Evidence: 2

Policy for Ethical Employment and Responsible Outsourcing for non-discrimination

https://srhu.edu.in/policies-guidelines/policy-for-ethical-employment-and-responsible-outsourcing/



POLICY FOR ETHICAL EMPLOYMENT AND RESPONSIBLE OUTSOURCING

Approved	Board of Management on 12th January 2019
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2019-04 (i) dated 15th January 2019
Reviewed / Revised	Board of Management on 29th March 2022
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2022-58 (i) dated 5th April 2022
Next Review	2025–26

1. Short Title & Commencement

1.1 This Policy shall be called the "Policy for Ethical Employment and Responsible Outsourcing" of Swami Rama Himalayan University.

1.2 This Policy shall be deemed to have come into force from the date of approval of the Board of Management of the University.

2. Purpose

2.1 To ensure that all employment practices and outsourced operations are ethical, non-discriminatory, and free from modern slavery or forced labour, while promoting equal rights, workplace fairness, and human dignity.

3. Scope

3.1 All employees (full-time, part-time, contract, probationary, and interns)

3.2 Recruitment, promotion, training, and compensation practices

3.3 All outsourcing partners, vendors, contractors, and suppliers

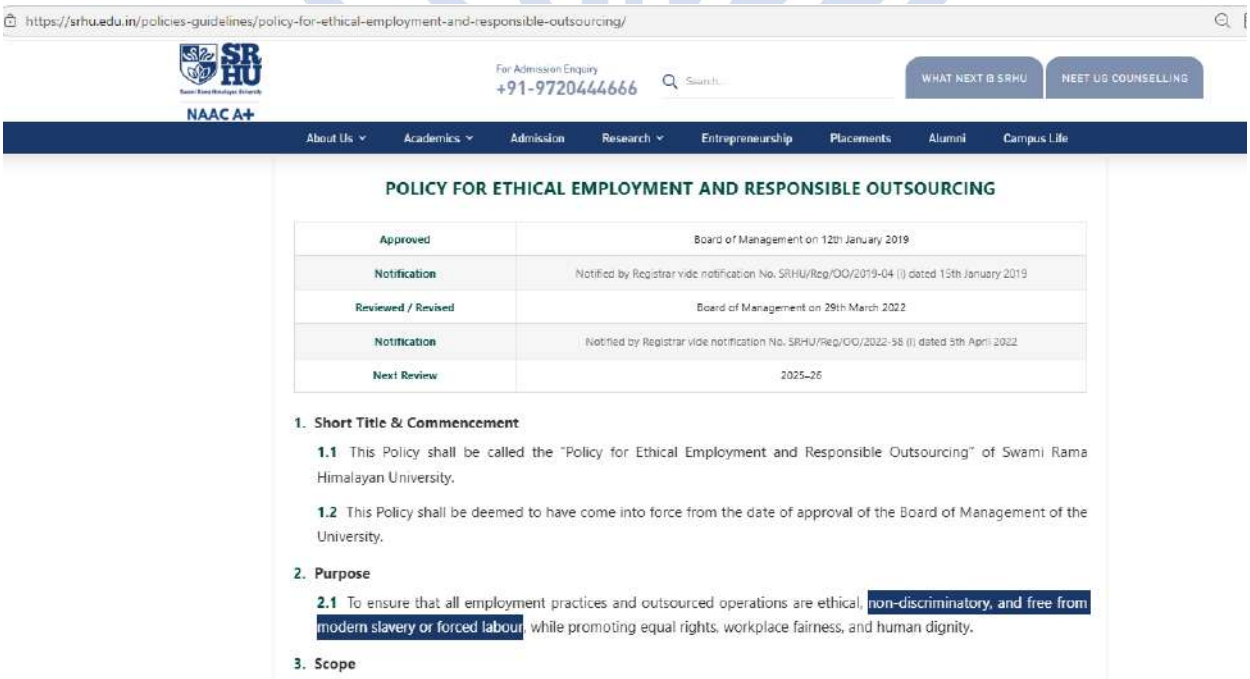
8.2.4: Employment Policy on Modern Slavery

SRHU is committed to maintaining a workplace free from modern slavery, forced labour, human trafficking, child labour, and all forms of workplace exploitation. The University follows applicable labour laws and institutional policies that promote fair employment, dignity, safety, equal opportunity, and ethical treatment of faculty, staff, researchers, students, and other workers. SRHU does not tolerate practices involving coercion, involuntary labour, exploitation, or trafficking and provides appropriate grievance-redressal mechanisms for reporting and addressing such concerns.

Particulars	Status	Details
Existence of policy	Yes	• Modern Slavery & Forced Labor is embedded in Section 2 and Human Trafficking is embedded in section 4 of the Policy for Ethical Employment and Responsible Outsourcing, since 2019
Evidence provided	Yes	• Snapshot provided below
Is the evidence provided public	Yes	• Available on the University website • srhu.edu.in/policies-guidelines/policy-for-ethical-employment-and-responsible-outsourcing/
Is policy created or reviewed in period 2021-2025	No	• Policy for Ethical Employment and Responsible Outsourcing -Reviewed in 2022

Evidence

Policy for Ethical Employment and Responsible Outsourcing is embedded Modern Slavery, Forced Labor & Human Trafficking


https://srhu.edu.in/policies-guidelines/policy-for-ethical-employment-and-responsible-outsourcing/

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3. **Scope**

8.2.5: Employment Practice Equivalent Rights Outsourcing

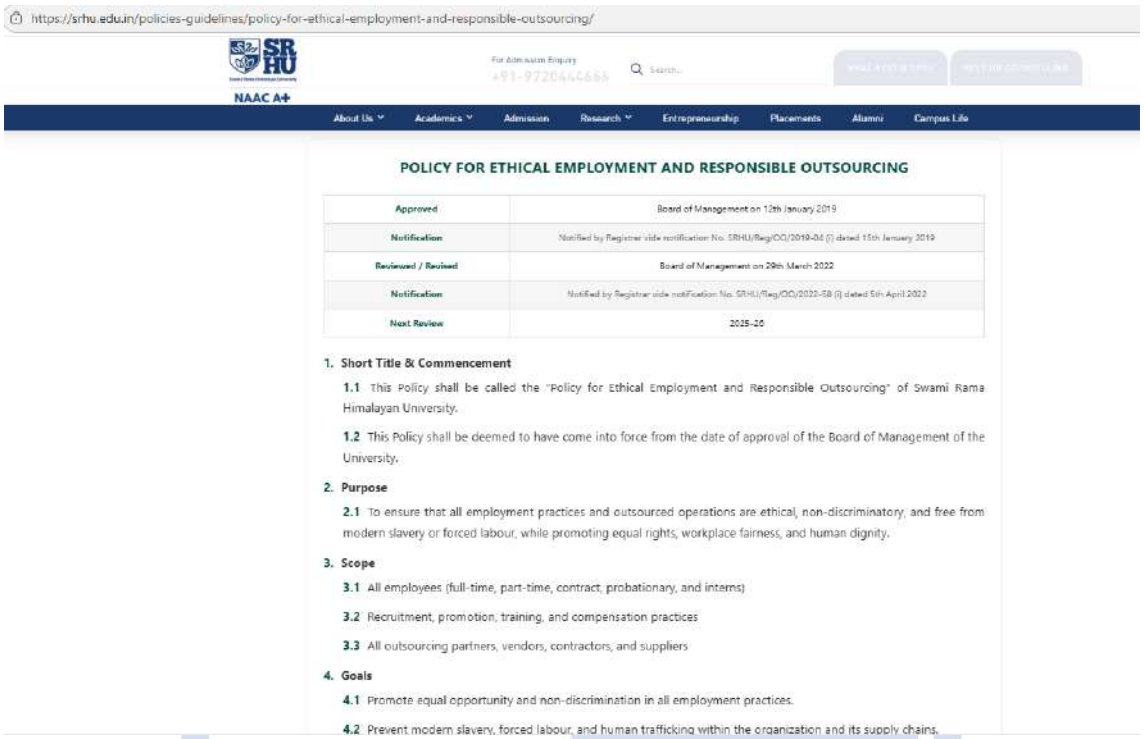
SRHU is committed to ensuring that outsourced and contract workers receive fair and equitable employment treatment in accordance with applicable labour laws and institutional requirements. The University requires service providers and contractors to comply with statutory provisions relating to wages, working conditions, working hours, social security, health and safety, and other applicable employee rights. Outsourced personnel working within SRHU are provided access to appropriate workplace facilities and grievance-redressal mechanisms, supporting equivalent standards of dignity, safety, and fair treatment across the University workforce.

Particulars	Status	Details
Existence of Policy	Yes	Policy for Ethical Employment and Responsible Outsourcing, since 2019
Evidence provided	Yes	Screenshots provided below • Policy for Ethical Employment and Responsible Outsourcing • Agreements of Outsourcing
Is the evidence provided public	Yes	• Available on the University website • srhu.edu.in/policies-guidelines/policy-for-ethical-employment-and-responsible-outsourcing/ • srhu.edu.in/good-governance/
Is policy created or reviewed in period 2021-2025	Yes	Policy for Ethical Employment and Responsible Outsourcing -Reviewed in 2022 URL: srhu.edu.in/good-governance/

Evidences

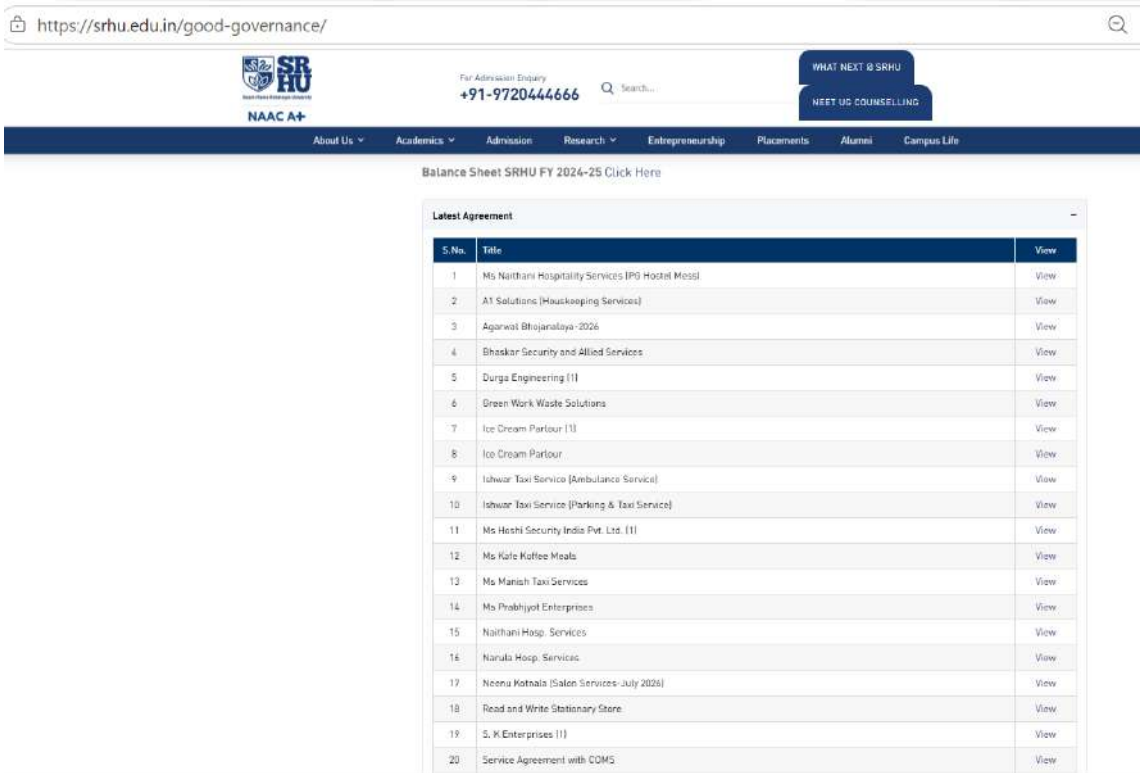
Evidence:1

Policy for Ethical Employment and Responsible Outsourcing



Evidence:2

Agreements of Outsourcing



8.2.6: Employment Policy:

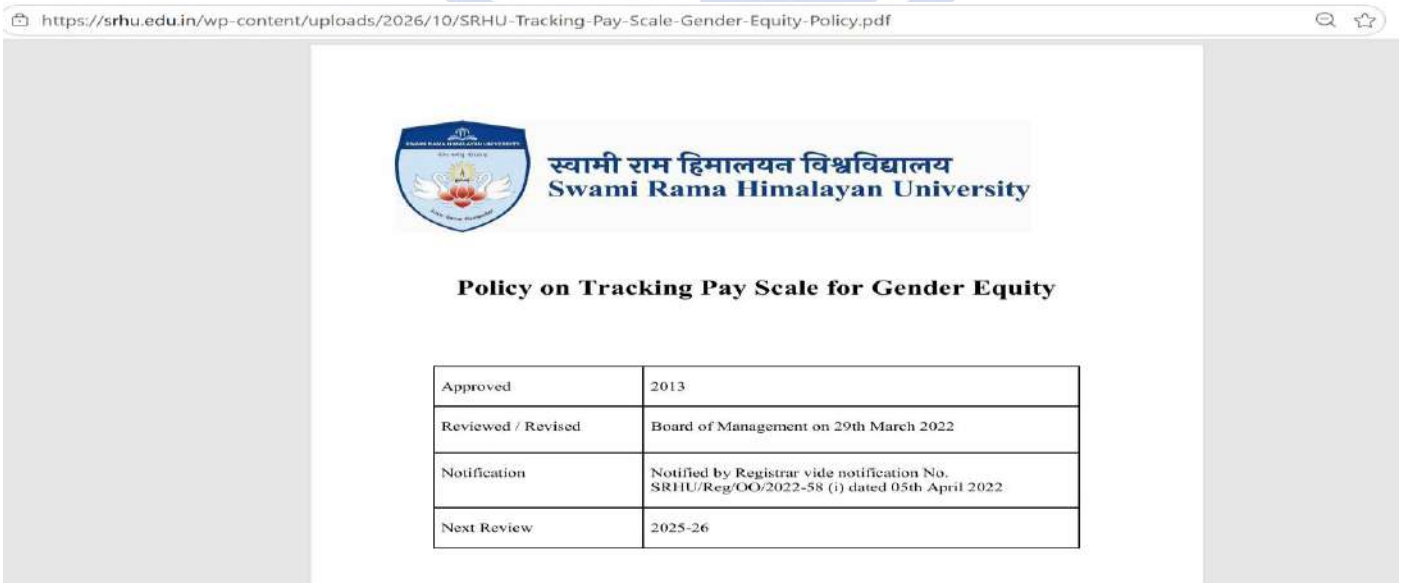
SRHU is committed to maintaining equitable and transparent pay practices for faculty and staff. The University follows approved pay scales and applicable UGC and institutional norms for determining remuneration, with salary structures based on qualifications, designation, experience, responsibilities, and applicable service conditions. SRHU promotes equal pay for comparable work and does not discriminate in remuneration on the basis of gender. Periodic review of pay structures and appropriate institutional mechanisms support fairness, consistency and transparency in employee compensation.

Particulars	Status	Details
Existence of Policy	Yes	2013
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	srhu.edu.in/sustainability-policies/ srhu.edu.in/wp-content/uploads/2026/10/SRHU-Tracking-Pay-Scale-Gender-Equity-Policy.pdf
Is policy created or reviewed in period 2021-2025	Yes	2022

Evidence:
Evidence 1:



Evidence 2:



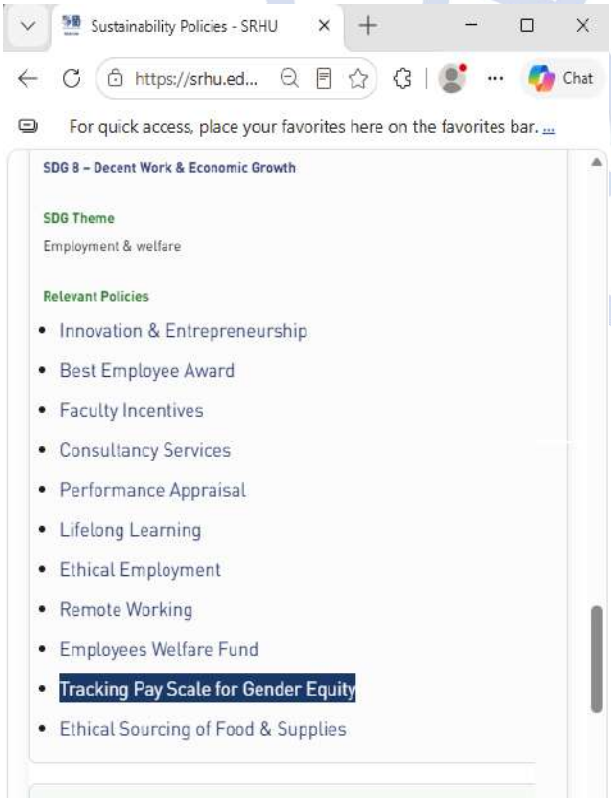
8.2.7: Tracking Pay Scale for Gender Equity

SRHU maintains a structured mechanism to track and promote gender equity in employee remuneration. The University follows approved pay scales and applicable UGC and institutional norms**,** with remuneration determined on objective criteria including designation, qualifications, experience, seniority, responsibilities and applicable service conditions, rather than gender. The Human Resources/competent administrative authority periodically reviews gender disaggregated pay and salary information across comparable positions to monitor consistency and identify any unexplained variations. Findings, where applicable, are documented and reported to the competent authority for review. Any unjustified disparity identified through the review is subject to appropriate corrective action, with the action taken and subsequent follow-up documented through relevant HR/administrative records. This monitoring–reporting–corrective action–follow-up mechanism supports equal pay for comparable work, transparency, accountability and non-discrimination in employment practices

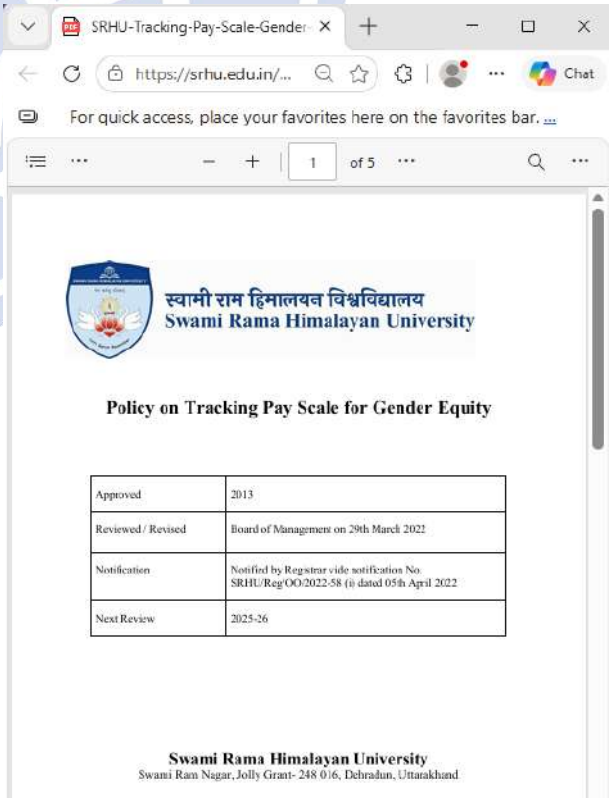
Particulars	Status	Details
Existence of measures	Yes	2013
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	srhu.edu.in/sustainability-policies/ srhu.edu.in/wp-content/uploads/2026/10/SRHU-Tracking-Pay-Scale-Gender-Equity-Policy.pdf

Evidence:

Evidence 1:



Evidence 2:



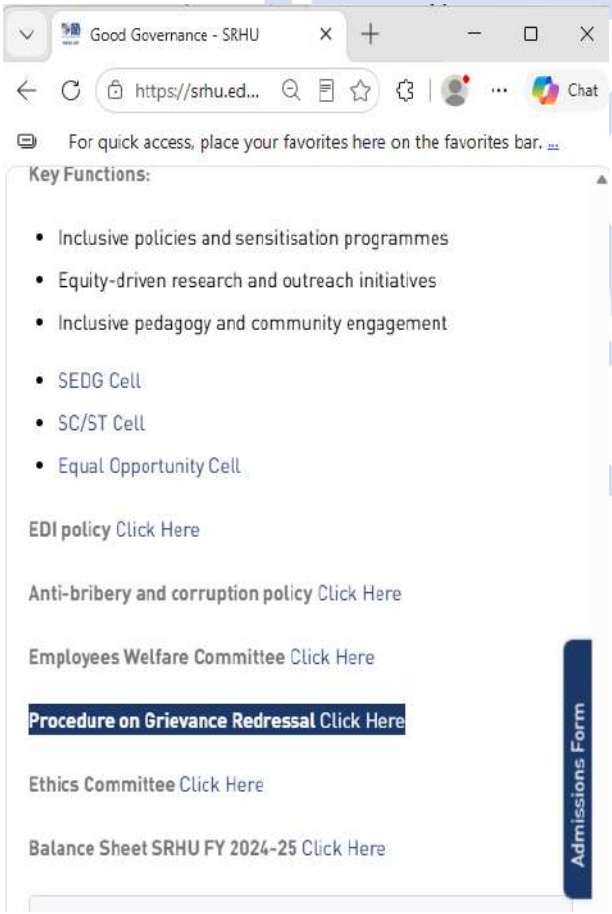
8.2.8: Employment Practice: Appeal Process

SRHU has mechanisms through which employees can appeal or raise concerns regarding their employment rights, terms and conditions of service, salary, pay scale, allowances, deductions, and other employment-related matters. Employees may submit their concerns through the designated grievance-redressal and administrative channels for review by the competent authority. The process provides employees with an opportunity to present their concerns and supporting documents, seek clarification or review of decisions, and receive appropriate action in accordance with applicable university policies, service rules, and principles of fairness and transparency.

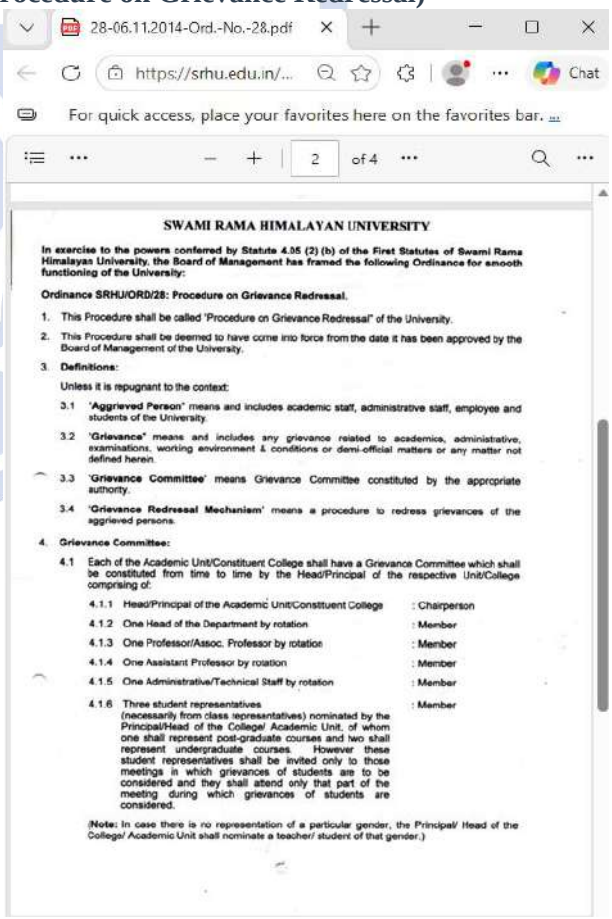
Particulars	Status	Details
Existence of process	Yes	Since 2014
Evidence provided	Yes	Snapshot provided below
Is the evidence provided public	Yes	srhu.edu.in/good-governance/ srhu.edu.in/wp-content/uploads/2026/10/28-06.11.2014-Ord.-No.-28.pdf

Evidence:

Evidence 1:



Evidence 2: Employment Practice: Appeal Process (Procedure on Grievance Redressal)

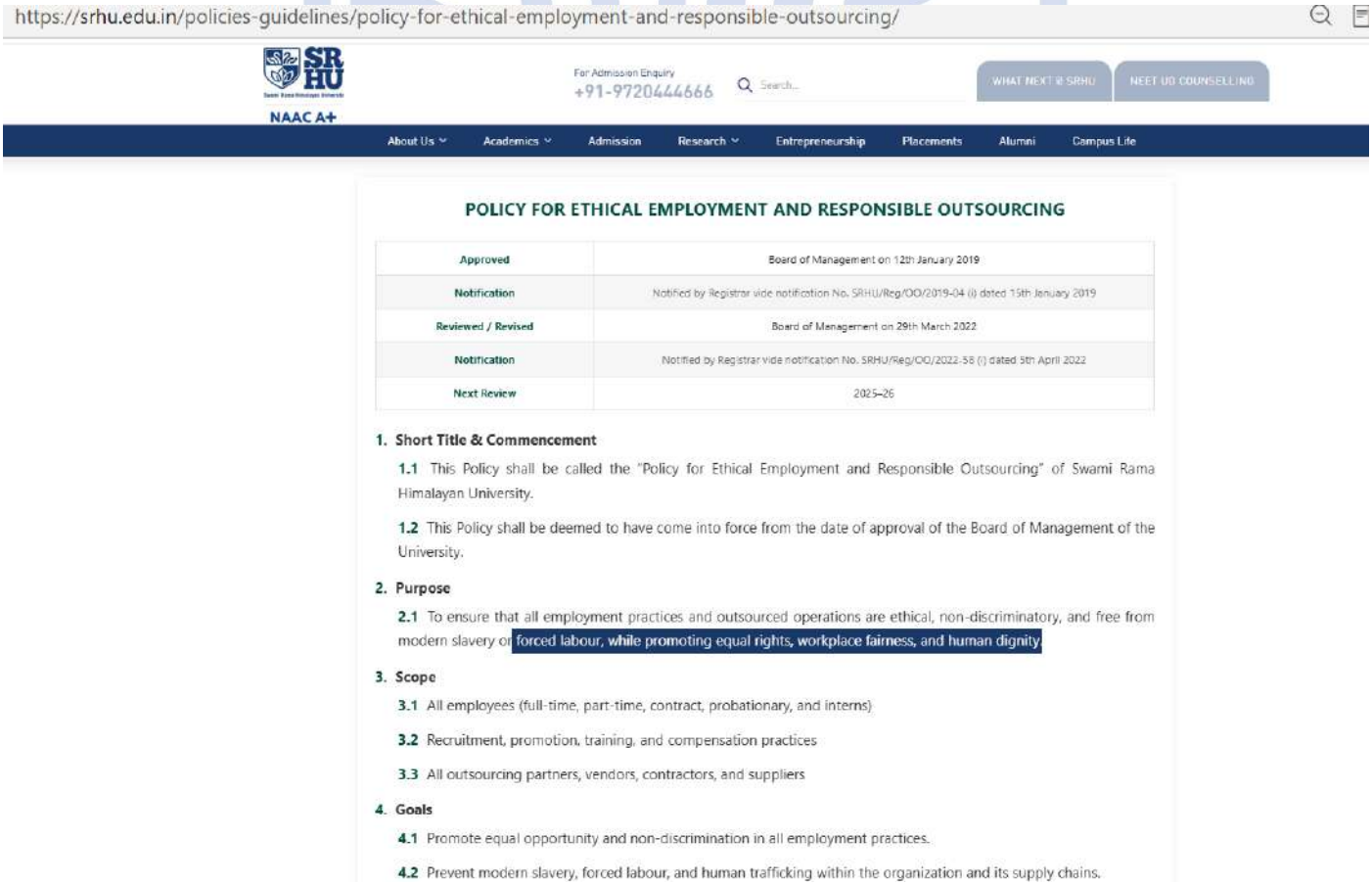


8.2.9: Employment Practice: Labour Rights

SRHU recognises and respects labour rights and the fundamental rights of employees, including freedom of association and collective bargaining, in accordance with applicable laws, institutional policies, and service regulations. These rights are intended to apply equitably to all eligible employees, including women and international staff, without discrimination. SRHU promotes a fair and respectful work environment in which employees can raise workplace concerns, communicate collectively through appropriate channels, and seek resolution of employment-related matters without unfair treatment or retaliation.

Particulars	Status	Details
Existence of recognition	Yes	Forced labour, while promoting equal rights, workplace fairness, and human dignity is embedded in Section 2 of the Policy for Ethical Employment and Responsible Outsourcing, since 2019
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	Available on the University website srhu.edu.in/policies-guidelines/policy-for-ethical-employment-and-responsible-outsourcing/

Evidence:


https://srhu.edu.in/policies-guidelines/policy-for-ethical-employment-and-responsible-outsourcing/

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POLICY FOR ETHICAL EMPLOYMENT AND RESPONSIBLE OUTSOURCING

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Next Review	2025–26

1. **Short Title & Commencement**
   - 1.1 This Policy shall be called the "Policy for Ethical Employment and Responsible Outsourcing" of Swami Rama Himalayan University.
   - 1.2 This Policy shall be deemed to have come into force from the date of approval of the Board of Management of the University.
2. **Purpose**
   - 2.1 To ensure that all employment practices and outsourced operations are ethical, non-discriminatory, and free from modern slavery or forced labour, while promoting equal rights, workplace fairness, and human dignity.
3. **Scope**
   - 3.1 All employees (full-time, part-time, contract, probationary, and interns)
   - 3.2 Recruitment, promotion, training, and compensation practices
   - 3.3 All outsourcing partners, vendors, contractors, and suppliers
4. **Goals**
   - 4.1 Promote equal opportunity and non-discrimination in all employment practices.
   - 4.2 Prevent modern slavery, forced labour, and human trafficking within the organization and its supply chains.

8.3 Expenditure per Employee:

SRHU monitors and manages expenditure per employee as part of its financial planning and human resource management practices. The University allocates financial resources towards employee salaries and benefits, professional development, training, welfare, workplace facilities, health and safety, and other staff support initiatives. Such expenditure reflects the University's commitment to maintaining an adequately supported workforce and creating an enabling environment for employees to perform their academic, administrative, clinical, research, and support functions effectively.

8.3.1: Expenditure per Employee

SRHU provides financial resources for its employees through expenditure on **s**alaries, statutory benefits, professional development, training, employee welfare, health and safety, and workplace facilities. The University systematically plans and monitors expenditure related to its workforce through established financial procedures and budgetary controls, ensuring that employees across academic, clinical, administrative, technical and support services are adequately supported. This expenditure contributes to workforce development, employee well-being, and the effective delivery of the University's teaching, research, healthcare and administrative functions.

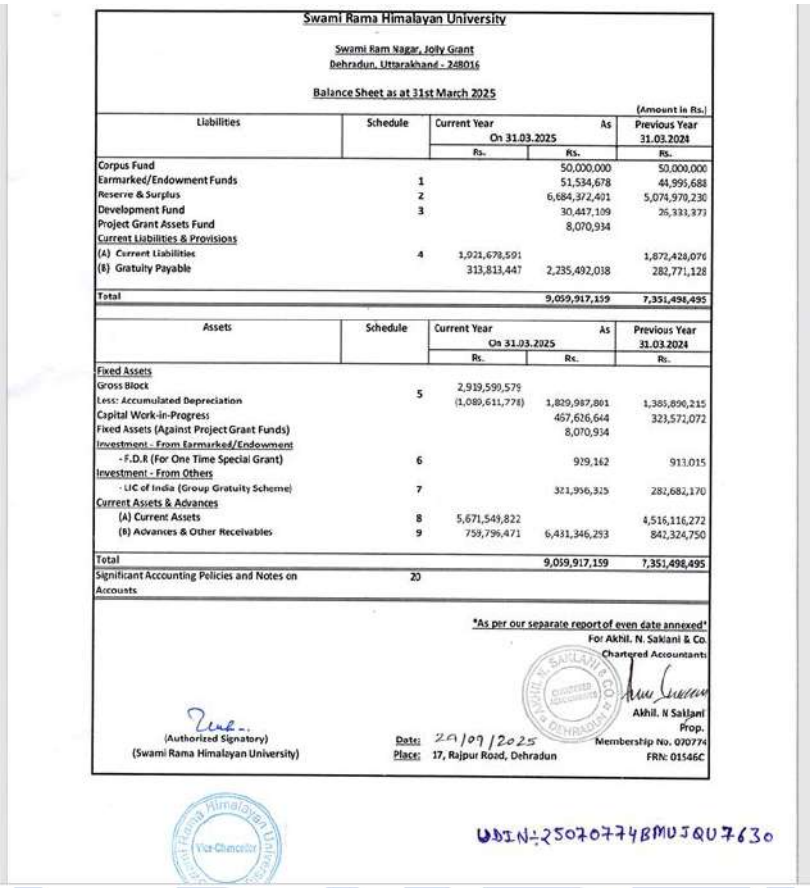
Total Expenditure and Expenditure per Employee

Number of employees	3142
University expenditure	Available on the University website srhu.edu.in/wp-content/uploads/2026/09/Balance-Sheet-SRHU-FY-2024-25.pdf

SRHU allocates substantial expenditure for employee welfare, including healthcare, insurance, provident fund and skill enhancement. Annual budget allocations reflect the institution’s commitment to human resource development as a pillar of sustainable growth.

Evidence:

Evidence 1: Total University Expenditure in last financial year 2025



Swami Rama Himalayan University

Swami Ram Nagar, Jolly Grant
Dehradun, Uttarakhand - 248016

Balance Sheet as at 31st March 2025

(Amount in Rs.)

Liabilities	Schedule	Current Year On 31.03.2025 Rs.	As Rs.	Previous Year 31.03.2024 Rs.
Corpus Fund			50,000,000	50,000,000
Earmarked/Endowment Funds	1		51,534,678	44,995,688
Reserve & Surplus	2		6,684,372,401	5,074,970,230
Development Fund	3		30,447,109	26,333,373
Project Grant Assets Fund			8,070,934	
Current Liabilities & Provisions				
(A) Current Liabilities	4	1,921,678,591		1,872,428,076
(B) Gratuity Payable		313,813,447	2,235,492,038	282,771,128
Total			9,059,917,159	7,351,498,495

Assets	Schedule	Current Year On 31.03.2025 Rs.	As Rs.	Previous Year 31.03.2024 Rs.
Fixed Assets				
Gross Block	5	2,919,599,579		
Less: Accumulated Depreciation		(1,089,611,778)	1,829,987,801	1,385,896,215
Capital Work-in-Progress			467,626,644	323,571,072
Fixed Assets (Against Project Grant Funds)			8,070,934	
Investment - From Earmarked/Endowment				
- F.D.R (For One Time Special Grant)	6		929,162	913,015
Investment - From Others				
- LIC of India (Group Gratuity Scheme)	7		321,956,325	282,682,170
Current Assets & Advances				
(A) Current Assets	8	5,671,549,822		4,516,116,272
(B) Advances & Other Receivables	9	759,796,471	6,431,346,293	842,324,750
Total			9,059,917,159	7,351,498,495
Significant Accounting Policies and Notes on Accounts	20			

As per our separate report of even date annexed
For Akhil. N. Saklani & Co.
Chartered Accountants

Akhil. N Saklani
Prop.
Membership No. 070774
FRN: 01546C

(Authorized Signatory)
(Swami Rama Himalayan University)

Date: 29/09/2025
Place: 17, Rajpur Road, Dehradun

UDIN:25070774BMUJQU7630

Evidence 2: Expenditure per Employee (from Balance Sheet 2024-25)

Expenditure per Employee

Employee expenditure head	FY 2024-25 (₹)
Staff Cost – Faculty /Non Teaching Staff	₹ 2,37,19,38,941
Salary Advance	₹ 4,48,412
Academic Activities	₹ 3,35,20,563
Library Books, Journals & Other Expenses	₹ 2,09,50,939
Research Expenditure through Intramural Project Grants	₹ 2,54,96,935
Seed Money towards Research, Outreach Activity & Faculty Development	₹ 3,27,03,371
Training / Workshop/ FDP / Conferences	₹ 2,21,76,728
Medical	₹ 2,33,92,636
Internet expenses	₹ 24,25,097
Transport	₹ 2,41,14,452
Total	**₹ 2,55,71,68,074**
Total Employee	3142
Expenditure per Employee	**₹8,13,866**

8.4: Proportion of Students with Work Placements

SRHU supports students in gaining work placements and employment opportunities through structured placement activities, industry linkages, internships, clinical training, career guidance, and recruitment drives. During the 2024–25 placement cycle, 626 out of 888 graduating students were placed, representing approximately 70.49% of graduates. Of these, 251 students were placed within SRHU and 375 students secured opportunities outside the University. These initiatives facilitate students' transition from academic education to professional employment and strengthen their career readiness.

Placement details for 2024-25

Total Students Graduated in 2024-25	888
Total Students Placed	626

8.4.1 Indicator: Proportion of students with work placements

SRHU supports students' transition from education to employment through structured placement and career-development initiatives. The University facilitates campus recruitment, internships, clinical training, industry interaction, career counselling, skill-development programmes and placement support across its academic and professional programmes. Students are provided opportunities to engage with prospective employers and gain practical workplace exposure, enhancing their employability and readiness for decent work

.

Data Collected	Definition
Number of students	888
Number of students with work placements for more than a month	537

Gain experience of the world of work

Level	Total
Under Graduate	508
Post Graduate	29

8.5: Proportion of Employees on Secure Contracts

SRHU promotes **secure and stable employment arrangements** for its workforce through formal appointment letters, defined terms and conditions of service, and employment contracts in accordance with applicable University rules and regulations. Employees are appointed under appropriate employment categories, with their roles, remuneration, benefits, responsibilities, and service conditions clearly specified. The University maintains employment records and follows established human-resource and administrative procedures to support continuity, transparency, and security of employment for eligible employees across academic, clinical, administrative, technical, and support services.

8.5.1 Indicators: Proportion of employees on secure contracts

Data Collected	Definition
Number of employees	3,142
Number of employees on over 24 months	2,382

Evidence:

स्वामी राम हिमालयन विश्वविद्यालय
[उत्तराखण्ड निजी विश्वविद्यालय अधिनियम, 2023 (अधिनियम संख्या: 02, वर्ष 2024) के अंतर्गत स्थापित]
Swami Rama Himalayan University
[Estd. under the Uttarakhand Private Universities Act, 2023 (Act No. 02 of 2024)]

SRHU/HRD/2025-2605(A) Date: 01.07.2025

TO WHOMSOEVER IT MAY CONCERN

This is to certify that a total of **3,808 (Three Thousand Eight Hundred Eight)** staff members, inclusive of outsourced personnel, were working/engaged at Swami Rama Himalayan University during the period from July 2024 to June 2025.

The above figure includes employees/staff engaged directly by the University as well as personnel engaged through various outsourced agencies during the aforesaid period.

This certificate is being issued for official record and submission as required.

Vinay Chaturvedi
General Manager (HR)

स्वामी राम नगर, जौलीग्रांट, देहरादून 248016, उत्तराखण्ड, भारत
Swami Ram Nagar, Jolly Grant, Dehradun 248016, Uttarakhand, India.
Tel.:+91-135-2471102 / 2471140 | Email: info@srhu.edu.in | www.srhu.edu.in

स्वामी राम हिमालयन विश्वविद्यालय
[उत्तराखण्ड निजी विश्वविद्यालय अधिनियम, 2023 (अधिनियम संख्या: 02, वर्ष 2024) के अंतर्गत स्थापित]
Swami Rama Himalayan University
[Estd. under the Uttarakhand Private Universities Act, 2023 (Act No. 02 of 2024)]

SRHU/HRD/2025-2603(A) Date: 01.07.2025

TO WHOMSOEVER IT MAY CONCERN

This is to certify that a total of **2,382 (Two Thousand Eight Hundred Eighty-Two)** staff members who have been working more than 24 months were engaged at Swami Rama Himalayan University during the period from July 2024 to June 2025.

The above figure includes employees engaged directly by the University during the aforesaid period.

This certificate is being issued for official record and submission as required.

Vinay Chaturvedi
General Manager (HR)

स्वामी राम नगर, जौलीग्रांट, देहरादून 248016, उत्तराखण्ड, भारत
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SDG 8 Champion

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