

Report on

Sustainable Development Goal 8



DECENT WORK AND ECONOMIC GROWTH



SDG 8 Decent Work and Economic Growth

Swami Rama Himalayan University (SRHU), through its inclusive employment practices and institutional policies, actively contributes to Sustainable Development Goal 8 (Decent Work and Economic Growth) Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

The University ensures ethical labor practices, equal opportunities, employee welfare, and skill-building initiatives that enhance employability and contribute to regional economic

8.1 Research on Economic Growth and Employment

Swami Rama Himalayan University (SRHU) aligns its research initiatives with the objectives of Sustainable Development Goal 8 (Decent Work and Economic Growth): Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

The university has been contributing to this goal through studies focusing on healthcare economics, entrepreneurship, sustainable employment, digital transformation, and productivity enhancement in various sectors.

Research under SDG 8 (Decent Work and Economic Growth) reflects SRHU's commitment to link academic knowledge with practical economic development, especially in the context of rural and semi-urban communities. The work emphasizes not only economic growth but also human-centered development, skill enhancement, and employment generation.

8.1.1 Research on Economic Growth and Employment-Cite Score

Swami Rama Himalayan University demonstrates impactful and high-quality research in sustainable economic growth and employment generation. Publications span diverse domains such as sustainable agriculture, circular economy, environmental management, renewable energy, and social entrepreneurship. The CiteScore values of the indexed publications range from **0.2 to 18.1**, with an **average of 6.3**, highlighting SRHU's research quality, scholarly visibility, and engagement in globally relevant sustainability themes. These journals are widely recognized in the areas of sustainability, agriculture, and environmental management, reflecting SRHU's strategic alignment with economic and ecological balance under SDG 8: Decent Work and Economic Growth.



Table :1 CiteScore Distribution of SDG 8 Publications

Metric	Value
Total publications corresponding to SDG 8	46
Publications with CiteScore > 5	14
Proportion above 5.0	30%
Average CiteScore (overall)	≈ 6.3
Highest CiteScore recorded	18.1 (Chemosphere, 2022)

8.1.2 Research on Economic Growth and Employment-FWCI

SRHU's research under SDG 8: Decent Work and Economic Growth, achieves an average FWCI of 2.0, which means the university's publications are cited twice as often as the global average for similar works.

This demonstrates:

- High academic relevance and impact,
- Interdisciplinary collaborations, and
- Global recognition in sustainable economic research.

Particularly, publications in Chemosphere, Environmental Pollution, and Reproductive Health received above-average citation impacts within their subject domains.

Table 2: FWCI Metrics for SDG 8 (Decent Work and Economic Growth)

Metric	Value
Total publications corresponding to SDG 8	46
Publications with FWCI > 1	18
Proportion above 1.0	39%
Average FWCI (overall)	≈ 2.0
Highest FWCI recorded	6.5 (Chemosphere, 2022)



Table 3: FWCI Analysis of SRHU Publications under SDG 8: Decent Work and Economic Growth

Subject Area	FWCI
Environmental Science, Sustainable Development	3.5
Environmental Science, Policy & Management	2.8
Public Health, Gender & Employment Studies	2.2
Agriculture, Food Sustainability	1.9
Green Chemistry, Industrial Sustainability	1.8
Plant Science, Environmental Biology	1.6
Multidisciplinary Sustainability Research	1.4
Health Economics, Community Studies	1.2
Public Health, Rural Economy	0.9
Interdisciplinary Sustainability & Employment Studies	1.0 (average)

8.1.3 Research on Economic Growth and Employment-Publications

Swami Rama Himalayan University (SRHU) has actively contributed to Sustainable Development Goal 8 (Decent Work and Economic Growth): Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

A total of 46 Scopus-indexed research outputs were identified under SDG 8: Decent Work and Economic Growth, encompassing themes such as sustainable agriculture, circular economy, industrial innovation, entrepreneurship, and workforce well-being. These publications highlight SRHU's growing research engagement in linking economic development with sustainability and employment generation.

Table 4: Research on Economic Growth and Employment-Publications

S.No	Paper Title	Authors	Journal/Book Name	Year	Cite Score
1	Green and sustainable utilization of underutilized exudate gums from the Himalayan region: Advances in nutraceutical and pharmaceutical applications	Anand, A.; Nayak, P.; Boruah, T.; Naik, B.; Vijay, K.	Sustainable Chemistry and Pharmacy	2025	8.8
2	Isolation and Characterization of Plant Growth Promoting Endophytes from <i>Linum Usitatissimum</i>	Bhandari, G.; Choudhary, S.; Deogaonkar, A.; Mittal, A.; Gangola, S.	Research in Ecology	2025	1.3
3	Groundwater Quality Assessment in the Foothills of the Kumaun Himalaya, India	Negi, R.S.; Negi, J.S.; Prasad, M.; Singh, K.P.	Water Environment Research	2025	5.8



4	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	
5	Born Too Soon: learning from the past to accelerate action in the next decade	Gruending, A.; Lawn, J.E.; Reid, A.; Kinney, M.V.; Dube, Q.F.	Reproductive Health	2025	7
6	Sal (Shorea robusta) seed oil: A sustainable alternative for cocoa butter and edible oil	Thapa, D.; Naik, B.; Vijay, K.; Gupta, A.K.; Kumar, V.	Future Foods	2025	10
7	Rhizobium as a potential biofertilizer and its quality control analysis for sustainable agriculture	Bahuguna, V.K.; Matura, R.; Farswan, A.S.; Sharma, N.; Chaudhary, M.	Journal of Applied Biology and Biotechnology	2025	2.5
8	Serving local produce in homestays for socio-economic development in Uttarakhand	Dhyani, A.; Rana, V.; Dimri, G.; Dhyani, A.; Lal, S.K.	Global Practices and Innovations in Sustainable Homestay Tourism	2025	
9	Spectroscopy: A powerful tool for evaluating soil fertility and assessing soil health	Bhatt, P.; Pant, P.K.; Sharma, D.; Joshi, S.; Kumar, P.	Modern Spectroscopic Techniques for Drug Discovery and Environmental Sustainability	2025	
10	Harnessing nanotechnology for sustainable agriculture: From seed priming to encapsulation	Mahra, S.; Tripathi, S.; Tiwari, K.; Kumar, V.; Sharma, S.V.	Plant Nano Biology	2025	6.6
11	Exploring Papaya Byproducts: A Step toward Circular Economy and Sustainability	Bhatt, S.C.; Negi, S.; Chauhan, M.; Kumar, V.; Vijay, K.	ACS Food Science and Technology	2025	4.7



12	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	0.5
13	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	
14	Himalayan fruit and circular economy: nutraceutical potential, traditional uses, challenges and opportunities	Ritika; Bora, B.; Ismail, B.B.; Kumar, H.; Gupta, A.K.	Food Production Processing and Nutrition	2024	7
15	Advanced technologies for realizing sustainable development goals: 5G, AI, big data, blockchain, and Industry 4.0 application	Bhatt, A.; Joshi, P.; Joshi, K.P.; Bijalwan, A.	Advanced Technologies for Realizing Sustainable Development Goals 5G AI Big Data Blockchain and Industry 4.0 Application	2024	
16	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	
17	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	



18	Biochar production methods and their transformative potential for environmental remediation	Rajput, V.; Saini, I.; Parmar, S.; Naik, B.; Rustagi, S.	Discover Applied Sciences	2024	6.5
19	Nanoparticles as a Tool for Alleviating Plant Stress: Mechanisms, Implications, and Challenges	Kumari, A.; Gupta, A.K.; Sharma, S.; Chun, S.C.; Sivanesan, I.	Plants	2024	7.6
20	Micro-algae: Revolutionizing food production for a healthy and sustainable future	Naik, B.; Mishra, R.; Vijay, K.; Bhatt, S.C.; Rizwanuddin, S.	Journal of Agriculture and Food Research	2024	7.5
21	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
22	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.P.	Women Entrepreneurs Building Sustainable Business Models in Digital Spaces Case Studies and Experiences	2024	
23	Node MCU and Lily Pad based Relay Protection System For Laboratory Micro-Grid	Malik, S.; Jain, S.; Tiwari, P.; Yamsani, N.; Al-Farouni, M.H.	2024 International Conference on Smart Devices ICSD 2024	2024	
24	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 (HISSET 2024)	2024	



25	Revolutionizing Communication: The Dynamic Shift with 5G Technology	Gupta, V.	Proceedings 2024 International Conference on Healthcare Innovations Software and Engineering Technologies (HISSET 2024)	2024	
26	An overview of renewable energy sources: technologies, applications and role of artificial intelligence	Singh, V.; Prasad, M.; Aswal, R.S.; Sharma, T.; Patel, N.K.	Computer Vision and Machine Intelligence for Renewable Energy Systems	2024	
27	Microbial Technology for Agro-Ecosystems: Crop Productivity, Sustainability, and Biofortification	Kumar, V.R.; Iram, S.	Microbial Technology for Agro Ecosystems Crop Productivity Sustainability and Biofortification	2024	
28	Insights into the harvesting tools and equipment's for horticultural crops: From then to now	Kaur, B.; Mansi; Dimri, S.; Rustagi, S.; Preet, M.S.	Journal of Agriculture and Food Research	2023	7.5
29	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
30	A Perspective Review on Green Nanotechnology in Agro-Ecosystems: Opportunities for Sustainable Agricultural Practices & Environmental Remediation	Bhandari, G.; Dhasmana, A.; Chaudhary, P.; Malik, S.M.; Sláma, P.	Agriculture Switzerland	2023	6.3
31	The Challenges of Wastewater and Wastewater Management	Kumari, S.; Dwivedi, S.; Khan, E.A.R.; Dhasmana, A.; Malik, S.M.	Advanced and Innovative Approaches of Environmental Biotechnology in	2023	



			Industrial Wastewater Treatment		
32	Nanotextured Materials for Soil Health	Adeleke, B.S.; Ayilara, M.S.; Sharma, D.; Bhandari, G.; Chaudhary, A.	Advances in Nanotechnology for Smart Agriculture Techniques and Applications	2023	
33	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	
34	Cyber Physical System Role in Stock Market	Dhyani, A.; Bisht, D.; Kathuria, S.; Chhabra, G.; Tiwari, P.	Proceedings of 5th International Conference on 2023 Devices for Integrated Circuit Devic 2023	2023	
35	Microalgae-based removal of pollutants from wastewaters: Occurrence, toxicity and circular economy	Bhatt, P.; Bhandari, G.; Bhatt, K.; Simsek, H.	Chemosphere	2022	18.1
36	Algae in wastewater treatment, mechanism, and application of biomass for production of value-added product	Bhatt, P.; Bhandari, G.; Turco, R.F.; Bhatt, K.; Simsek, H.	Environmental Pollution	2022	7.16
37	Agrochemicals and their effects on soil microbial population	Chaudhary, P.; Singh, S.V.; Chaudhary, A.; Agri, U.; Bhandari, G.	Plant Protection from Chemicals to Biologicals	2022	
38	Approach Towards Sustainable Crop Production by Utilizing Potential Microbiome	Rani, U.; Kumar, M.K.M.; Kumar, V.	Microorganisms for Sustainability	2021	3.1



39	Internet of things and businesses in a disruptive economy	Sharma, R.; Saini, R.K.; Prakash, C.; Vinod-Prasad, P.	Internet of Things and Businesses in A Disruptive Economy	2020	
40	An overview of EVP (employee value proposition)	Dubey, D.; Rana, G.	Innovations and Challenges in Human Resource Management for HR4.0	2020	
41	Diversity and Function of Microbes Associated with Rhizosphere of Finger Millet (<i>Eleusine coracana</i>)	Choudhary, R.; Rawat, G.; Vijay, K.; Kumar, V.R.	Microorganisms for Sustainability	2020	3.1
42	Car ecoleasing encouraging product service system with circular economy to help environment	Anand, S.; Choudhary, A.K.; Singhal, P.	Indian Journal of Environmental Protection	2019	0.2
43	Microbiome in Plant Health and Disease: Challenges and Opportunities	Kumar, V.V.; Prasad, R.; Kumar, M.K.M.; Choudhary, D.K.	Microbiome in Plant Health and Disease Challenges and Opportunities	2019	
44	Elucidation of scavenging properties of nanoparticles in the prevention of carcinogenicity induced by cigarette smoke carcinogens: An in silico study	Jamal, Q.M.S.; Alharbi, A.H.; Lohani, M.; Siddiqui, M.H.; Kesari, K.K.	Environmental Science and Engineering	2019	0.5
45	Probiotics in agroecosystem	Kumar, V.R.; Kumar, M.K.M.; Sharma, S.V.; Prasad, R.	Probiotics in Agroecosystem	2017	
46	Knowledge management process at BHEL: A case study	Rana, G.; Goel, A.K.	International Journal of Knowledge Management Studies	2017	2.1

Evidence: <https://srhu.edu.in/wp-content/uploads/2025/11/SDG-Publications.pdf>



8.2 Employment Practice

Swami Rama Himalayan University (SRHU) upholds fair, transparent, and sustainable employment practices that align with Sustainable Development Goal 8: Decent Work and Economic Growth- 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.

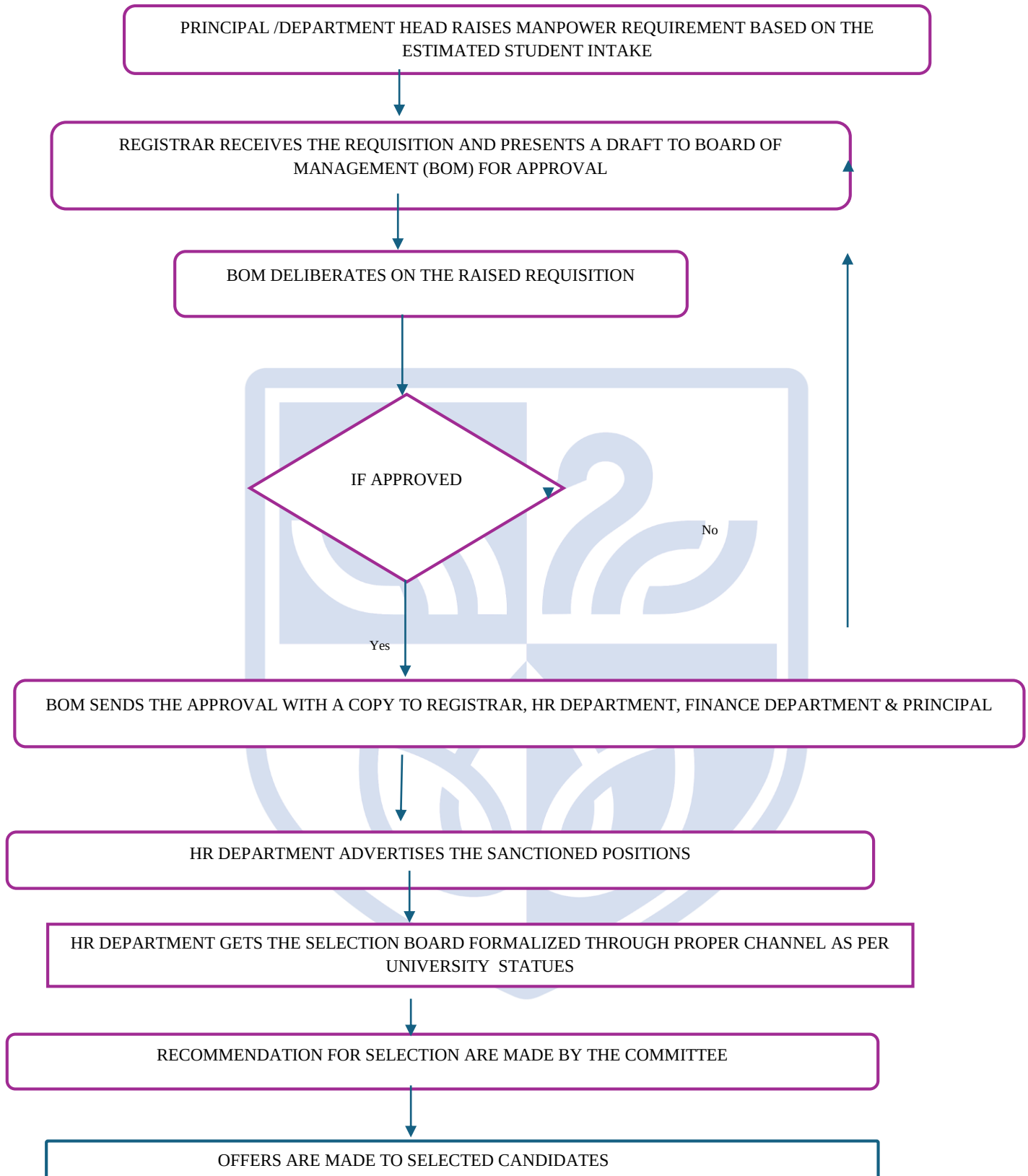
8.2.1 Employment Practice: Living Wage

Indicator: Pay all staff and faculty at least the local living wage or equivalent poverty indicator for a family of four.

SRHU follows a structured pay scale aligned with University Grants Commission (UGC), Government of Uttarakhand, and institutional norms to ensure fair and equitable compensation. Wages for contractual, outsourced, and support staff adhere to the Government-defined minimum wage and living wage standards, ensuring financial security and dignity of work.

- SRHU ensures that all full-time and contractual employees receive salaries above the state-prescribed minimum wage standards.
- Faculty and staff pay scales are as per UGC and institutional HR policy, reflecting a fair living wage

SRHU RECRUITMENT PROCESS





8.2.2 Employment practice unions

Recognition of unions or staff associations for representation.

Employees are represented through staff welfare and grievance redressal committees.

- Institutional policies uphold freedom of association and fair representation.
- Regular staff meetings and channels for policy input available.

8.2.3 Employment Policy on Discrimination

In alignment with the United Nations Sustainable Development Goal (SDG 8: Decent Work and Economic Growth) particularly Target 8.2.3 on promoting inclusive and equitable employment Swami Rama Himalayan University (SRHU) has implemented a comprehensive Policy for Anti-Discrimination. This policy ensures that all individuals, regardless of gender, caste, religion, ethnicity, age, disability, or any other protected characteristic, are treated fairly and equitably within the institution's employment framework.

The Anti-Discrimination Policy of SRHU aims to:

- Foster a workplace culture grounded in equality, respect, and inclusivity.
- Ensure fair treatment in recruitment, promotions, compensation, and all employment-related decisions.
- Uphold the principles of merit-based employment and zero tolerance towards discrimination or harassment.

This approach supports SDG 8.2.3 by creating an environment conducive to sustainable economic growth through fair, diverse, and equitable employment opportunities.

Key Features and Implementation

1. Equal Opportunity and Non-Discrimination:

The policy guarantees that no employee or applicant faces bias or exclusion based on gender, caste, race, disability, or other personal characteristics. This directly advances inclusive growth and decent work.

2. Transparent Recruitment and Career Advancement:

SRHU ensures bias-free hiring through standardized evaluation and merit-based promotion processes, reinforcing fairness and equality in professional advancement.

3. Pay Equity and Performance-Based Recognition:



Regular pay equity reviews prevent wage disparities, ensuring equal compensation for equal work, aligning with SDG principles of fair economic participation.

4. Training and Capacity Building:

The University conducts diversity, equity, and inclusion (DEI) training for all employees to promote awareness about unconscious bias and foster a respectful workplace culture.

5. Grievance Redressal Mechanism:

A confidential and impartial complaint mechanism is established to address any instances of discrimination or harassment, ensuring protection for complainants and witnesses.

6. Monitoring and Accountability:

The policy mandates annual audits and demographic analysis of employment records to evaluate adherence to non-discrimination standards, ensuring continuous improvement and transparency.



स्वामी राम हिमालयन विश्वविद्यालय
Swami Rama Himalayan University

Policy for Anti-Discrimination

Approved	Board of Management on 12 th January 2019
Notification	Notified by Registrar vide notification No. SRHU/Reg/00/2019-04 (i) dated 15 th January 2019
Reviewed / Revised	Board of Management on 29 th March 2022
Notification	Notified by Registrar vide notification No. SRHU/Reg/00/2022-58 (i) dated 5 th April 2022
Next Review	2025-26

Swami Rama Himalayan University
Swami Ram Nagar, Jolly Grant- 248 016, Dehradun, Uttarakhand

Swami Rama Himalayan University

Policy for Anti-Discrimination

1. Short Title & Commencement

- 1.1 This Policy shall be called the "Policy for Anti-Discrimination" 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

To ensure a workplace free from discrimination, where all individuals are treated fairly, respectfully, and equitably regardless of their gender, caste, ethnicity, religion, age, disability, sexual orientation, or any other protected characteristic.

2.1 This policy supports:

- 2.1.1 Reduce inequality within and among countries
- 2.1.2 Promote inclusive and equitable employment practices
- 2.1.3 Foster a diverse and respectful organizational culture

3. Scope

This policy applies to:

- 3.1 All employees (permanent, contractual, probationary, interns, and part-time)
- 3.2 All applicants for employment
- 3.3 All employment-related activities, including recruitment, promotions, training, compensation, benefits, and termination

4. Goals

This policy goals are to:

- 4.1 Equal Opportunity: All employees and applicants are entitled to fair treatment in all employment processes.
- 4.2 Non-Discrimination: No individual shall face discrimination based on:
 - 4.2.1 Gender, sexual orientation, or gender identity
 - 4.2.2 Race, caste, ethnicity, or religion
 - 4.2.3 Age, disability, marital or family status
 - 4.2.4 Political affiliation, social background, or other protected characteristics
- 4.3 Merit-Based Decisions: Employment, promotions, and benefits are based solely on skills, qualifications, and performance.
- 4.4 Zero Tolerance for Harassment: Harassment, bullying, or any form of unfair treatment is strictly prohibited.

Evidence : <https://srhu.edu.in/policy-for-anti-discrimination/>



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Policy for Ethical Employment and Responsible Outsourcing

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Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2019-04 (Q) dated 15 th January 2019
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- Purpose**

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.
- Scope**

This policy applies to:

 - All employees (full-time, part-time, contract, probationary, and interns)
 - Recruitment, promotion, training, and compensation practices
 - All outsourcing partners, vendors, contractors, and suppliers
- Goals**

The policy goals are to:

 - Promote equal opportunity and non-discrimination in all employment practices.
 - Prevent modern slavery, forced labour, and human trafficking within the organization and its supply chains.
 - Ensure outsourcing partners adhere to ethical labour standards equivalent to the organization's policies.
 - Promote a diverse, inclusive, and respectful workplace culture.
 - Comply with all relevant national laws, international conventions, and SDG commitments.
- Implementation Measures**
 - Non-Discrimination**
 - No employee or job applicant shall be discriminated against based on:
 - Gender, sexual orientation, or gender identity
 - Race, caste, ethnicity, religion, or national origin
 - Age, disability, marital status, or health condition
 - Political or social affiliation

Evidence: <https://srhu.edu.in/policy-for-ethical-employment-and-responsible-outsourcing/>

8.2.4 Employment Policy on Modern Slavery

Indicator: Policy against forced labour, modern slavery, trafficking, and child labour.

SRHU Practice:

- Strict adherence to Indian Labour Laws, Child Labour (Prohibition and Regulation) Act.
- Outsourced vendors must certify compliance with labour and child protection laws.
- Annual HR compliance audit conducted.



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- 3.2 Recruitment, promotion, training, and compensation practices
- 3.3 All outsourcing partners, vendors, contractors, and suppliers

4. Goals

The policy goals are to:

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- 4.2 Prevent modern slavery, forced labour, and human trafficking within the organization and its supply chains.
- 4.3 Ensure outsourcing partners adhere to ethical labour standards equivalent to the organization's policies.
- 4.4 Promote a diverse, inclusive, and respectful workplace culture.
- 4.5 Comply with all relevant national laws, international conventions, and SDG commitments.

5. Implementation Measures

5.1 Non-Discrimination

- 5.1.1 No employee or job applicant shall be discriminated against based on:
 - o Gender, sexual orientation, or gender identity
 - o Race, caste, ethnicity, religion, or national origin
 - o Age, disability, marital status, or health condition
 - o Political or social affiliation

Evidence: <https://srhu.edu.in/policy-for-ethical-employment-and-responsible-outsourcing/>

8.2.5 Employment Practice: Equivalent Rights Outsourcing

Indicator: Guarantee equivalent labor rights for outsourced workers.

SRHU Practice:

- Outsourced staff (housekeeping, transport, and canteen) receive statutory benefits (ESI, EPF, and gratuity).
- Periodic inspection ensures parity in basic working conditions.



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- 4.3 Ensure outsourcing partners adhere to ethical labour standards equivalent to the organization's policies.
- 4.4 Promote a diverse, inclusive, and respectful workplace culture.
- 4.5 Comply with all relevant national laws, international conventions, and SDG commitments.

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 - o Political or social affiliation

Evidence: <https://srhu.edu.in/policy-for-ethical-employment-and-responsible-outsourcing/>

8.2.6 Employment Policy: Pay Scale Equity

Indicator: Implementation of fair, transparent, and equitable pay practices that ensure equal pay for equal work and eliminate wage disparities among employees.

In pursuit of Sustainable Development Goal (SDG 8: Decent Work and Economic Growth) 8.2.6, which emphasizes fair and equitable employment conditions as a foundation for decent work and inclusive economic growth, Swami Rama Himalayan University (SRHU) has adopted the Policy for Pay Scale Equity.

This policy establishes a framework to ensure that all employees receive equitable compensation based on merit, skills, and performance, without any bias related to gender, caste, ethnicity, or other protected attributes. By embedding fairness and transparency in its compensation system, SRHU contributes to sustainable institutional growth and employee well-being.

The core objective of the Pay Scale Equity Policy is to:

- Promote equal pay for equal work across all categories of employees.
- Foster a transparent and merit-based compensation structure aligned with skills and performance.



- Eliminate wage discrimination and ensure compliance with national and international labour standards.
- Uphold the principles of economic equity and inclusivity that advance SDG 8 (Decent Work and Economic Growth), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities).

Key Features and Implementation

1. **Standardized Pay Structures:**

SRHU has defined clear job grades and corresponding pay ranges based on role complexity, qualifications, and responsibilities. Periodic benchmarking with industry standards ensures competitiveness and fairness in compensation.

2. **Equal Pay for Equal Work:**

The policy guarantees that employees performing comparable roles with similar qualifications and responsibilities receive equal remuneration, irrespective of gender or background.

3. **Merit-Based Compensation and Promotions:**

Increments, bonuses, and promotions are determined solely by objective performance metrics, qualifications, and contribution to institutional goals—ensuring productivity-driven growth.

4. **Non-Discrimination in Compensation:**

The University strictly prohibits pay discrimination based on gender, caste, age, religion, disability, sexual orientation, or any other personal characteristic.

5. **Transparency and Communication:**

Pay scales, allowances, and appraisal criteria are communicated clearly to all employees. This transparency builds trust, accountability, and motivation across the workforce.

6. **Pay Audits and Monitoring:**

Annual **internal and external pay audits** are conducted to identify potential disparities. Corrective actions are taken promptly to uphold pay equity and institutional integrity.



7. **Grievance Redressal Mechanism:**

A confidential channel allows employees to raise pay-related concerns. The HR department and management ensure timely and impartial resolution of grievances.

8. **Capacity Building:**

HR personnel and supervisors are trained in equitable compensation practices and pay equity principles, promoting consistent implementation across departments.

- Pay scales follow uniform institutional matrix—same grade pay for equivalent roles.
- No gender-based pay disparity observed in audits.
- Gender equity report compiled annually.

Evidence: <https://srhu.edu.in/wp-content/uploads/2025/03/Code-of-conduct-and-service-rules-employees-Ord-45.pdf>

8.2.7 Tracking Pay Scale for Gender Equity

The service rule aims to ensure fair, transparent, and equitable compensation for all employees of SRHU. It supports equal pay for equal work and seeks to eliminate wage disparities based on gender, caste, ethnicity, religion, disability, or any other protected characteristic. The policy aligns with SDG 8 (Decent Work and Economic Growth), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities).

2. **Policy Highlights**

- **Equal Pay for Equal Work:** All employees performing comparable roles with similar responsibilities receive equal compensation.
- **Merit-Based Compensation:** Salaries, increments, and benefits are based on qualifications, experience, performance, and responsibility rather than previous pay history.
- **Non-Discrimination:** Ensures all pay decisions are free from bias related to gender, age, caste, religion, disability, or sexual orientation.
- **Transparency:** All pay scales, allowances, and criteria for increments are clearly communicated to employees.
- **Compliance:** Adheres to national and international standards, including the Equal Remuneration Act, 1976 (India) and relevant labor laws.



3. Implementation Measures

- **Standardized Pay Structures:**

Job grades and pay ranges are defined for each role and regularly benchmarked against industry standards.

- **Recruitment & Promotions:**

Based on objective performance assessments and job-related competencies.

- **Annual Pay Audits:**

Conducted to identify, report, and rectify pay disparities.

- **Employee Communication & Grievance Redressal:**

Employees are informed about pay structures, and a confidential grievance mechanism is available for concerns.

- **Training:**

HR staff and managers are trained in equitable compensation practices and anti-discrimination norms.

4. Monitoring and Evaluation

- **Disaggregated Data Maintenance:** Salaries are analyzed by gender, role, and grade to identify disparities.
- **Annual Audits:** Internal and external pay audits ensure ongoing compliance and fairness.
- **Corrective Action:** Prompt adjustments are made in case of any inequity.
- **Reporting:** Annual progress reports are reviewed by the administration and governance bodies.

Through this policy, SRHU promotes decent work and inclusive economic growth by fostering a transparent, equitable, and fair pay system. It supports staff morale, retention, and institutional integrity by embedding the principles of fairness, non-discrimination, and equality into compensation practices. This contributes directly to achieving SDG 8.2.7, ensuring sustainable growth through decent and equitable employment.

The University conducts annual monitoring and evaluation through disaggregated data analysis and periodic reviews, ensuring compliance with the Equal Remuneration Act, 1976 and international labour standards. By embedding pay equity within its governance and HR practices, SRHU reinforces its dedication to providing decent work opportunities, economic fairness, and institutional inclusivity, thereby advancing the principles of SDG 8: Decent Work and Economic Growth.

Evidence: <https://srhu.edu.in/wp-content/uploads/2025/03/Code-of-conduct-and-service-rules-employees-Ord-45.pdf>



8.2.8: Employment Practice: Appeal Process

The Employment Practice Appeal Process at Swami Rama Himalayan University (SRHU) ensures that all employees and job applicants have access to a fair, transparent, and confidential mechanism to appeal against any instance of discrimination, bias, or unfair employment practice. The process upholds the principles of equality, respect, and justice in alignment with the Policy for Anti-Discrimination and the University's commitment to SDG 8: Decent Work and Economic Growth and SDG 10: Reduced Inequalities.

The appeal process applies to:

- All categories of employees, permanent, contractual, probationary, interns, and part-time.
- All stages of employment, recruitment, promotion, training, compensation, benefits, and termination.
- All forms of discrimination, harassment, or inequitable treatment based on gender, caste, religion, ethnicity, age, disability, sexual orientation, or any other protected characteristic.

1. Framework of the Appeal Process

The employment practice appeal process is designed around fair hearing, confidentiality, and impartial resolution, guided by Clause 5.4 (Grievance Mechanism) of the Policy for Anti-Discrimination.

2. Reporting and Lodging of Appeal

- Any employee or applicant who believes they have experienced discrimination, bias, or unfair treatment may file an appeal with the Human Resource Department or designated Anti-Discrimination Committee.
- Appeals can be submitted in writing or through confidential reporting channels established by the University.
- Complainants are assured protection from retaliation or victimization for raising their concerns.

3. Preliminary Review

- Upon receipt of the appeal, a preliminary review is conducted within 7 working days to determine admissibility and gather initial facts.
- If required, the matter is referred to the Anti-Discrimination Review Committee for formal inquiry.

4. Investigation Process

- A neutral inquiry panel is constituted, consisting of members trained in diversity, equity, and inclusion practices.



- The panel reviews relevant documents, interviews involved parties, and ensures an unbiased and fact-based assessment.
- The inquiry must be completed within a stipulated time frame (typically 30 working days) from the date of registration.

5. Decision and Resolution

- Based on the inquiry findings, the Committee provides recommendations to the Vice Chancellor, whose decision is final and binding as per Policy Clause 8.
- Remedies may include corrective action, reinstatement, apology, training interventions, or disciplinary measures against those found in violation.
- Both complainant and respondent are informed of the outcome in writing.

6. Follow-Up and Record Keeping

- The HR Department maintains confidential records of all appeals, investigations, and outcomes.
- Periodic reviews of appeal data are conducted to identify trends and improve fairness in employment practices.
- Findings contribute to the annual compliance audit under Clause 5.5 (Monitoring and Reporting).

7. Training and Awareness

- SRHU regularly conducts sensitization and awareness programs for employees and administrators on anti-discrimination norms and appeal procedures.
- Managers and HR personnel are trained to handle complaints ethically, impartially, and with confidentiality.
- Awareness campaigns promote an open, inclusive, and responsive institutional culture.

8. Monitoring and Evaluation

- **Annual Audits:** Employment and appeal records are reviewed annually to ensure compliance with equity standards.
- **Feedback Mechanism:** Anonymous feedback from employees is collected to assess satisfaction with the appeal process.
- **Reporting:** The University compiles yearly summaries of appeals received, resolved, and actions taken for governance review.



9. Impact and Outcomes

Through this structured appeal mechanism, SRHU has institutionalized a fair and accountable employment framework, ensuring that all employees are protected from discrimination and that grievances are addressed promptly and transparently.

This process strengthens employee trust, enhances workplace harmony, and demonstrates SRHU's adherence to ethical employment standards and SDG-aligned governance.

Evidence: <https://srhu.edu.in/wp-content/uploads/2025/03/Code-of-conduct-and-service-rules-employees-Ord-45.pdf>

8.2.9: Employment Practice: Labour Rights

Recognition of freedom of association and collective bargaining.

- Institutional HR policy respects all labour rights under Indian law.
- Open communication and periodic meetings between administration and staff.

Evidence: <https://srhu.edu.in/wp-content/uploads/2025/03/Code-of-conduct-and-service-rules-employees-Ord-45.pdf>

8.3 Expenditure Per Employee

Number of Faculty: 294

Number of Staff: 2699

Total Expenditure in 2023-24: INR 4,57,48,36,819

8.3.1: Expenditure Per Employee

Table 5: Reflecting number of employees

Employees	Number
Number of staff	2699
Number of faculty	294
Total number of employees	3055



Table 6: Reflecting of Total Expenditure and Expenditure per Employee

Total Expenditure	4,57.48,36,819 INR
Expenditure per Employee	1,49,74,91

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.

8.4 Proportion of Students taking work placements

8.4.1 Proportion of students with work placements

SRHU's **Career Services and Placement Cell** ensures that students gain meaningful employment and work-integrated learning experiences.

- A large proportion of students undertake internships, clinical rotations, and research assistantships within University hospitals, community projects, and partner industries.
- The University maintains strong ties with healthcare, pharmaceutical, IT, and public health organizations, ensuring employment opportunities post-graduation.

Table 7: Placement details for 2023-24

Total Students Graduated in 2023-24	658
Total Students Placed	509
Total Students placed within SRHU	178
Total Students Placed outside the SRHU	331

- % of students placed – 77.35%
- % of students placed in organization outside SRHU – 50%
- % of students placed within SRHU – 27.35%

8.5 Proportion of Employees on Secure Contracts

Employment Security

A majority of SRHU employees hold secure, long-term appointments. Temporary and contractual positions are limited to specific project-based or short-term assignments, with fair compensation and benefits.

- All employment contracts clearly define duration, remuneration, and rights.
- The University discourages precarious employment arrangements and ensures employment continuity and job security.

