DR. BHIMRAO AMBEDKAR UNIVERSITY, AGRA

(Formerly Agra University, Agra)

A+ Accredited by NAAC

Report on

Sustainable Development Goal 8

SDG 8

DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

SDG 8: DECENT WORK AND ECONOMIC GROWTH

Dr. Bhimrao Ambedkar University, Agra, through its academic programmes, research initiatives, entrepreneurship support, skill development activities, and institutional policies, actively contributes to **Sustainable Development Goal (SDG) 8: Decent Work and Economic Growth**—to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

The University promotes ethical employment practices, equal opportunities, faculty and staff welfare, innovation, entrepreneurship, and industry-oriented education. Through research, training programmes, incubation support, and collaborations with industry and government organizations, the University enhances employability, encourages self-employment, and contributes to regional and national economic development.

8.1 RESEARCH ON ECONOMIC GROWTH AND EMPLOYMENT

Dr. Bhimrao Ambedkar University, Agra aligns its research activities with the objectives of **SDG 8: Decent Work and Economic Growth** by undertaking multidisciplinary research that supports sustainable economic development, employment generation, entrepreneurship, digital innovation, financial inclusion, industrial productivity, sustainable business practices, and skill development.

Research conducted across various departments addresses contemporary challenges related to economic growth, workforce development, artificial intelligence for industry, digital transformation, sustainable manufacturing, rural entrepreneurship, agricultural development, healthcare management, and public policy. The University's research aims to bridge the gap between academic knowledge and practical solutions that improve productivity, create employment opportunities, and promote inclusive economic growth.

Through collaborations with academic institutions, industries, government agencies, and research organizations, the University continues to generate impactful research that contributes to innovation, technological advancement, and sustainable economic development at regional, national, and global levels.

8.1.1 RESEARCH ON ECONOMIC GROWTH AND EMPLOYMENT

Dr. Bhimrao Ambedkar University, Agra demonstrates its commitment to high-quality research through publications in reputed national and international journals indexed in Scopus and other recognized databases. Research related to **SDG 8** spans diverse disciplines including economics, management, computer science, engineering, agriculture, environmental science, healthcare, entrepreneurship, and sustainable development.

The University's publications have appeared in journals with competitive CiteScore values, reflecting the quality, visibility, and global impact of its research. These publications contribute significantly to advancing knowledge in sustainable economic growth, innovation, employment generation, digital transformation, and responsible industrial development, thereby supporting the achievement of **SDG 8: Decent Work and Economic Growth**.

Table 8.1: CiteScore Distribution of SDG 8 Publications

S.No	Metric	Value
1	Total publications corresponding to SDG 8	76
2	Publications with CiteScore > 5	28
3	Proportion above 5.0	36.84%
4	Average CiteScore (overall)	4.37
5	Highest CiteScore recorded	18.5 (Solar Energy (Elsevier)

8.1.2 RESEARCH ON ECONOMIC GROWTH AND EMPLOYMENT – FWCI

Dr. Bhimrao Ambedkar University, Agra demonstrates a strong research impact under **SDG 8: Decent Work and Economic Growth** through publications that contribute to sustainable economic development, entrepreneurship, employment generation, digital innovation, industrial productivity, and inclusive growth. The University's research outputs have received citations from the global scientific community, reflecting their quality, relevance, and international visibility.

The **Field-Weighted Citation Impact (FWCI)** indicates the citation performance of publications relative to the global average in similar disciplines. An FWCI value greater than **1.0** signifies that publications are cited more frequently than the world average.

The University's research under SDG 8 demonstrates:

- High academic quality and research impact.
- Strong interdisciplinary collaboration across science, engineering, management, economics, and social sciences.
- Growing international visibility and recognition in sustainable economic development and employment-related research.
- Significant contributions towards innovation, entrepreneurship, digital transformation, and sustainable industrial development.

Table 8.2: FWCI Metrics for SDG 8 (Decent Work and Economic Growth)

S.No	Metric	Value
1	Total publications corresponding to SDG 8	76
2	Publications with FWCI > 1	58
3	Proportion above 1.0	76.3
4	Average FWCI (overall)	3.1
5	Highest FWCI recorded	9.5 (Solar Energy (Elsevier)

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

S. No	Metric	Value
1	Economics, Business and Management	1.65
2	Computer Science and Digital Transformation	2.78
3	Engineering and Industrial Innovation	5.02
4	Environmental Science and Sustainable Development	6.09
5	Agriculture and Rural Development	4.85
6	Entrepreneurship and Innovation Studies	6.00
7	Public Policy and Governance	3.97
8	Social Sciences and Employment Studies	1.78
9	Healthcare Management and Community Development	3.92
10	Interdisciplinary Research on Sustainable Development	2.70

8.1.3 RESEARCH ON ECONOMIC GROWTH AND EMPLOYMENT – PUBLICATIONS

Dr. Bhimrao Ambedkar University, Agra has made significant contributions towards **Sustainable Development Goal 8: Decent Work and Economic Growth** through high-uality research published in nationally and internationally recognized journals indexed in Scopus and other leading databases.

The University's research encompasses diverse themes including sustainable economic development, entrepreneurship, digital transformation, artificial intelligence, industrial innovation, financial inclusion, labour productivity, rural development, environmental sustainability, public policy, and skill development. These multidisciplinary research outputs demonstrate the University's commitment to addressing contemporary economic challenges while promoting innovation, employment generation, and inclusive growth.

The publications reflect active collaboration among researchers from different disciplines and contribute to evidence-based policymaking, technological advancement, sustainable business practices, and regional economic development. Through these research efforts, Dr. Bhimrao Ambedkar University continues to strengthen its contribution towards achieving SDG 8 by fostering innovation, enhancing employability, and supporting sustainable economic progress.

Table 4: Research on Economic Growth and Employment-Publications

S. No	Paper Title	Authors	Journal/Book Name	Year	Cite Score	Citations
1.	Performance simulation of metal chalcogenide Sb2S3 solar cells using SCAPS-1D	A.S. Mathur, B.P. Singh	MRS Advances Springer Nature 2059-8521	2025	1.5	1
2.	Analysis of thermos elastic properties of alkali halide crystals at high temperatures.	B.S. Sharma, Jolly Sharma	Computational Condensed Matter (Elsevier) 2352-2143	2025	5.1	1
3.	Predicting the Effect on Land Values After Introducing High-Speed Rail	Srivastava, A.; Lavania, S.; Mohapatra, S.	Energy, Environment, and Sustainability 10.1007/978-981-99-2150-8_8	2023	2.3	9

4.	Bone fracture-healing property of purified flavonoid enriched fraction from Oxystelma esculentum (L. f.) Sm. with their phytochemical investigation using ultra-performance liquid chromatography-mass spectrometry.	Rawat P, Sharma K, Khanka S, Singh Y, Prakash R, Rais N, Maurya AK, Gupta R, Mishra DK, Singh D, Kanojiya S.	Planta Medica 0032-0943	2024	8.7	8
5.	Convolution Neural Networks of Dynamically Sized Filters with Modified Stochastic Gradient Descent Optimizer for Sound Classification	Singh M.P.; Rashmi P.	Journal of Computer Science 1549-3636	2024	2.7	2
6.	Inherent roadmap in synthesis and applications of sustainable materials using oil based and microbial polymers	Mehta J.	Materials Today Sustainability 2589-2347	2024	12.3	14
7.	Advancement and influence of designing of ECAP on deformation and microstructure properties of the AA5083 under thermal effects	Er. Nagendra Singh	International Journal on Interactive Design and Manufacturing (IJIDeM)	2023	6.6	5
8.	Bio-composites: Prospects and Manifold Applications for Human and Environmental Sustainability	Dr. Shilpi Lavania	ECS Journal of Solid State Science and Technology, Volume 12, Number 3	2023	2.6	6
9.	Indigenous Peoples Psychological Wellbeing Amid Transitions in Shifting Cultivation Landscape: Evidence from the Indian Himalayas	Pandey D.K.	Sustainability (Switzerland)2071-1050	2023	8.4	12
10.	Inferential study of single unit repairable system	Patawa R., Pundir P.S.	Mathematics and Computers in Simulation 0378-4754	2023	6.8	4

11.	Low temperature synthesis of BiNi0.6Mn0.4O3 nanostructures via citric acid and ethylene glycol assisted hydrothermal process for energy storage applications	Kumar A.	Nano Express 2632-959X	2023	3.8	3
12.	Sustainability disclosure and green finance: Driving the transition towards a sustainable future	Mishra P., Kumar K., Fouzdar A.S., Singh A.	The Sustainable Fintech Revolution: Building a Greener Future for Finance	2023		2
13.	Biotechnological Intervention and Withanolide Production in Withania coagulans	Javed S. et al	Agronomy 20734395	2023	7.2	15
14.	Comparison of different synthesis techniques of supported platinum catalysts and their sintering studies	Chauhan V.; Chauhan N.	Chemical Papers 0366-6352	2023	4.7	7
15.	Industry-Driven Approach for ANFIS-Based Intelligent Control Suspension System with MR Damper for Enhanced Ride Quality in Passenger Rail Vehicles for Technological Investigations	Sharma S.K.; Sharma R.C.; Lavania S.; Palli S.; Avesh M.	National Academy Science Letters 0250541X	2023	2.0	3
16.	Chemical Characterization and Health Risk Assessment of Particulate Matter Near National Highway at Urban and Semi-urban Locations of Northern	Shikha; Rajouriya K.; Pipal A.S.; Taneja A.	Aerosol Science and Engineering 2510-375X	2023	3.5	9

	India					
17.	Feed forward multilayer neural network models for speech recognition	Rashmi P.; Singh M.P.	AIP Conference Proceedings 0094243X	2023		1
18.	Incorporation of Carbon Nanotubes in Non-Fullerene Acceptor Organic Solar Cells: A Review	Sharma B.; Singh B.	Applied Solar Energy (English translation of Geliotekhnika) 0003701X	2023	1.7	3
19.	Bio-based polyamide nanocomposites of nanoclay, carbon nanotubes and graphene: a review	Sharma D.; Kumar M.; Jain V.P.; Chaudhary S.; Jaiswar G.	Iranian Polymer Journal (English Edition) 1026-1265	2023	6.3	18
20.	Kinetics Study of Hydrogen Combustion over Pt/Alumina Catalyst	Vaishali C.; Nishant C.	Research Journal of Chemistry and Environment 0972-0626	2023	1.6	2
21.	Progress in absorption of environmental carbon dioxide using nanoparticles and membrane technology	Jaiswar G.; Dabas N.; Chaudhary S.; Jain V.P.	International Journal of Environmental Science and Technology 1735-1472	2023	7.3	22
22.	Functionalization ofÂ Biopolymer-based nanofibers withÂ clay minerals asÂ nanofillers: promising material forÂ antibacterial applications	A Taneja	Journal of Polymer Research	2022	5.4	14
23.	Performance optimization of non-fullerene acceptor organic solar cell by incorporating carbon nanotubes as flexible transparent electrode	Singh B.P.	Results in Optics 2666-9501	2022	5.5	12

24.	Tourist experience at port and town: assessing cruiser satisfaction during self-organized onshore excursions at Lautoka Port, Fiji, in 2018â€“2019	Kundra S., Kushwah S.S., Kundra N., Nabobo-Baba U., Alam M., Alam M.A.	Heliyon 2405-8440	2022	5. 5	9
25.	Device modeling of non-fullerene organic solar cell by incorporating CuSCN as a hole transport layer using SCAPS	Singh B.P.	Optik 304026	2022	8.3	16
26.	Design and Development of Multifunction Frequency Relay on FPGA	Maheshwari V., Jain A., Rawat R., Das D.B., Saxena A.K.	Journal of The Institution of Engineers (India): Series B 2250-2106	2022	3.1	5
27.	Antibacterial and morphological studies of plant-mediated synthesized CuO nanoparticles using Azadirachta indica (neem) leaf extract	Kumar D.; Shukla H.; Sharma N.	International Journal of Nano Dimension 20088868	2022	2.7	8
28.	Crystal Structure, Topology, DFT and Hirshfeld Surface Analysis of a Novel Charge Transfer Complex (L3) of Anthraquinone and 4-{[(anthracen-9-yl)meth-yl] amino}-benzoic Acid (L2) Exhibiting Photocatalytic Properties: An Experimental and Theoretical Approach	Javed S.	Molecules 14203049	2023	6.3	11
29.	Crystallographic capture of caged diamondoids: Camphor and adamantanesâ€™ guestsâ€encapsulation on specific recognitionâ€sites	Javed S. et al	Journal of Molecular Structure 222860	2022	4.7	7

	of host MOF					
30.	Role of absorber and buffer layer thickness on Cu2O/TiO2 heterojunction solar cells	Singh B.P.	Solar Energy 0038-092X	2021	18.5	54
31.	Influence of different amino functional groups on structural, optical, and morphological properties of PMMA and their nanocomposites	Singh P.; Madhav H.; Singh N.; Jaiswar G.; Nishat N.	Polymer Engineering and Science 323888	2022	4.1	10
32.	Development and qualitative evaluation of periodontal gel containing an antibacterial agent for periodontal disease	Tiwari G.; Singh G.; Shekhar R.; Tiwari R.	Research Journal of Pharmacy and Technology 9743618	2021	0.4	3
33.	Topic Modeling in Healthcare - A Survey Study	Aditi Gupta	Neuro Quantology 1303 5150	2022	1.3	4
34.	Women Entrepreneurs A Paradigm shift from employment to small and medium business ownership a study of Uttar Pradesh	Dr. Swati Mathur Prof. Brijesh Rawat Dr.Ruchira Prasad	International Journal of Early Childhood Special Education (INT-JECSE) 1308-5581	2021	0.6	2
35.	A study of creative global trends in technology based entrepreneurship	Dr. Shweta Chaudhary	Journal of pharmaceutical negative results 2229-7723	2022	0.3	1
36.	Investigations on experimental, theoretical spectroscopic, electronic excitations, molecular docking of Sulfaguanidine (SG): An antibiotic drug	Javed S.	Chemical Physics Letters 0009-2614	2021	6.6	18
37.	Assessing effectiveness of air purifiers (HEPA) for controlling indoor particulate pollution	Dubey S.; Rohra H.; Taneja A.	Heliyon 2405-8440	2021	5.5	24

38.	Quantum Chemical, experimental spectroscopic, Hirshfeld surface and molecular docking studies of the anti-microbial drug Sulfathiazole	Javed S.	Journal of Molecular Structure 0022-2860	2021	4.7	15
39.	Experimental spectroscopic and quantum computational analysis of pyridine-2,6-dicarboxalic acid with molecular docking studies	Agarwal N.; Verma I.; Siddiqui N.; Javed S.	Journal of Molecular Structure 0022-2860	2021	4.7	10
40.	Aflatoxin contamination in food crops: causes, detection, and management: a review	Kumar A.; Pathak H.; Bhadauria S.; Sudan J.	Food Production, Processing and Nutrition 26618974	2021	5.7	35
41.	N-[4-(phenyl telluro) butyl] phthalimide: Synthesis, spectral characterization, DFT studies and its complexes with mercury salts	Javed S.	Journal of Molecular Structure 222860	2021	4.7	9
42.	Experimental spectroscopic, Quantum computational, Hirshfeld surface and molecular docking studies on 3-Pyridinepropionic acid	Javed S.	Journal of Molecular Structure 222860	2021	4.7	8
43.	Pressure dependence of the Gruneisen parameter and melting temperature of some metals	Sunil K.; Ashwini D.; Sharma V.S.	International Journal of Modern Physics B 2179792	2021	2.4	4
44.	Bulk modulus of second-order pressure derivative for nanomaterials	Gupta R.; Gupta M.	Bulletin of Materials Science 2504707	2021	3.4	7
45.	Dosimetric evaluation of different planning techniques based on flattening filter-free beams for central and peripheral lung stereotactic body	Dwivedi S.	Biomedical Physics and Engineering Express20571976	2021	2.9	6

	radiotherapy					
46.	Aggressive and Offensive Language Identification in Hindi, Bangla, and English: A Comparative Study	Kumar R.; Lahiri B.; Ojha A.K.	SN Computer Science 2662995X	2021	4.5	20
47.	Dosimetry of a 6 MV flattening filter-free small photon beam using various detectors	Dwivedi S.	Biomedical Physics and Engineering Express 2057-1976	2021	2.9	5
48.	Advanced functionalized nanographene oxide as a biomedical agent for drug delivery and anti-cancerous therapy: A review	Jaiswar G.	European Polymer Journal 0014-3057	2021	9.1	48
49.	New record of a small carpenter bee, Ceratina compacta Smith (Hymenoptera: Apidae) from India	Yogi M.K.; Khan M.S.	Journal of Apicultural Research 0021-8839	2021	4.3	5
50.	Effect of laser beam propagation through the plasmonic nanoparticles suspension	Kumar A.; Taneja A.; Mohanty T.; Singh R.P.	Results in Optics 2666-9501	2021	5.5	12
51.	Study the comparative behavior of different materials under explosive conditions	Singh S.; Chauhan R.S.; Singh Sandhu	Materials Today: Proceedings 22147853	2021	2.6	4
52.	Bulk modulus of second-order pressure derivative for nanomaterials	Gupta R.; Gupta M.	Bulletin of Materials Science 2504707	2021	3.4	7
53.	Quantum Chemical, experimental spectroscopic, Hirshfeld surface and molecular docking studies of the anti-microbial drug Sulfathiazole	Javed S.	Journal of Molecular Structure 222860	2021	4.7	15
54.	Thermal and Structural Analysis of Disk Brake using Finite Element Analysis	SAUR ABH PACHA	IOP Conference Series: Materials Science and	2021	2.2	3

		URI	Engineering 1757-8981			
55.	High Frequency Direct Organogenesis, Genetic Homogeneity, Chemical Characterization and Leaf Ultra-Structural Study of Regenerants in Diplocyclos palmatus (L.) C. Jeffrey	Dr. Anamica Upadhyay	Agronomy 2073-4395	2021	5.8	14
56.	Performance optimization of a heat pump for high temperature application	ANIL SINGH	Materialstoday proceedings 2214-7853	2021	2.6	3
57.	Effects of Logistics backpack load on lower limb muscles activation in E-commerce Workers	Dr.Greesh Kumar Singh	Turkish Journal of Physiotherapy and Rehabilitation 2651-4451	2021	1.2	2
58.	Implementing RNN with Non-Randomized GA for the Storage of Static Image Patterns	Manu Pratap Singh et al	International Journal on Electrical Engineering and Informatics (Scopus) 2085-6830	2020	2.1	6
59.	New Possibilities of Efficiency Improvement in Multi-Junction Solar Cells	Shalini Dubey, Arpit Swarup Mathur, Nidhi, BP Singh	Physics Education 0970-5953	2020	1.5	2
60.	Study of effect of defects on CdS/CdTe heterojunction solar cell	Arpit Swarup Mathur, Shalini Dubey, Nidhi, BP Singh	Optik 1618-1336	2020	8.3	32
61.	Study the response of materials under high pressure loading	Singh S.; Chauhan R.S.; Sandhu I.S.; Sharma P.	Materials Today: Proceedings 2214-7853	2020	2.6	4
62.	Social Work in India: Present Scenario and Future Prespectives	Dr Mohd. Husain	Journal of Exclusion Studies	2020	1.2	3

			2231-4547			
63.	In vitro propagation and assessment of genetic uniformity along with chemical characterization in Hildegardia populifolia (Roxb.) Schott & Endl.: a critically endangered medicinal tree	Dr. Anamica Upadhyay	In Vitro Cellular & Developmental Biology – Plant 1054-5476	2020	3.4	12

Evidence: https://dbrau.ac.in/research-papers-publications/

8.2 EMPLOYMENT PRACTICE

Dr. Bhimrao Ambedkar University (DBRAU), Agra is committed to promoting fair, inclusive, and ethical employment practices in line with **Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth**. The University strives to provide a secure, equitable, and supportive work environment that encourages professional growth, employee well-being, and institutional excellence.

The University follows recruitment, promotion, and service policies in accordance with the regulations of the Government of Uttar Pradesh, the University Grants Commission (UGC), and other applicable statutory authorities. Faculty members, officers, and staff receive salaries and benefits as per approved government pay scales, ensuring fair compensation and equal pay for equal work without discrimination based on gender, caste, religion, or other social factors.

DBRAU extends statutory employment benefits, including provident fund, pension, gratuity, medical facilities, earned leave, maternity leave, and other welfare provisions, in accordance with applicable service rules. The University also promotes employee welfare through a safe and healthy workplace, grievance redressal mechanisms, Internal Complaints Committee (ICC), and various staff welfare initiatives that support dignity, equality, and workplace safety.

To enhance institutional capacity and career development, DBRAU regularly encourages faculty and staff to participate in faculty development programmes, orientation and refresher courses, workshops, seminars, conferences, research activities, and skill enhancement initiatives. Performance evaluation and professional development opportunities enable

employees to continuously improve their competencies and contribute effectively to teaching, research, innovation, and community engagement.

As a major public higher education institution in the region, the University significantly contributes to local employment generation by engaging qualified academic, administrative, and technical personnel. Transparent human resource management, adherence to labour laws, and systematic administrative practices ensure accountability, employee satisfaction, and regulatory compliance.

Through these initiatives, Dr. Bhimrao Ambedkar University, Agra demonstrates its commitment to fostering decent work, inclusive employment, equal opportunities, and sustainable institutional growth, thereby contributing meaningfully to the achievement of **SDG 8: Decent Work and Economic Growth**.

8.2.1 EMPLOYMENT PRACTICE: LIVING WAGE

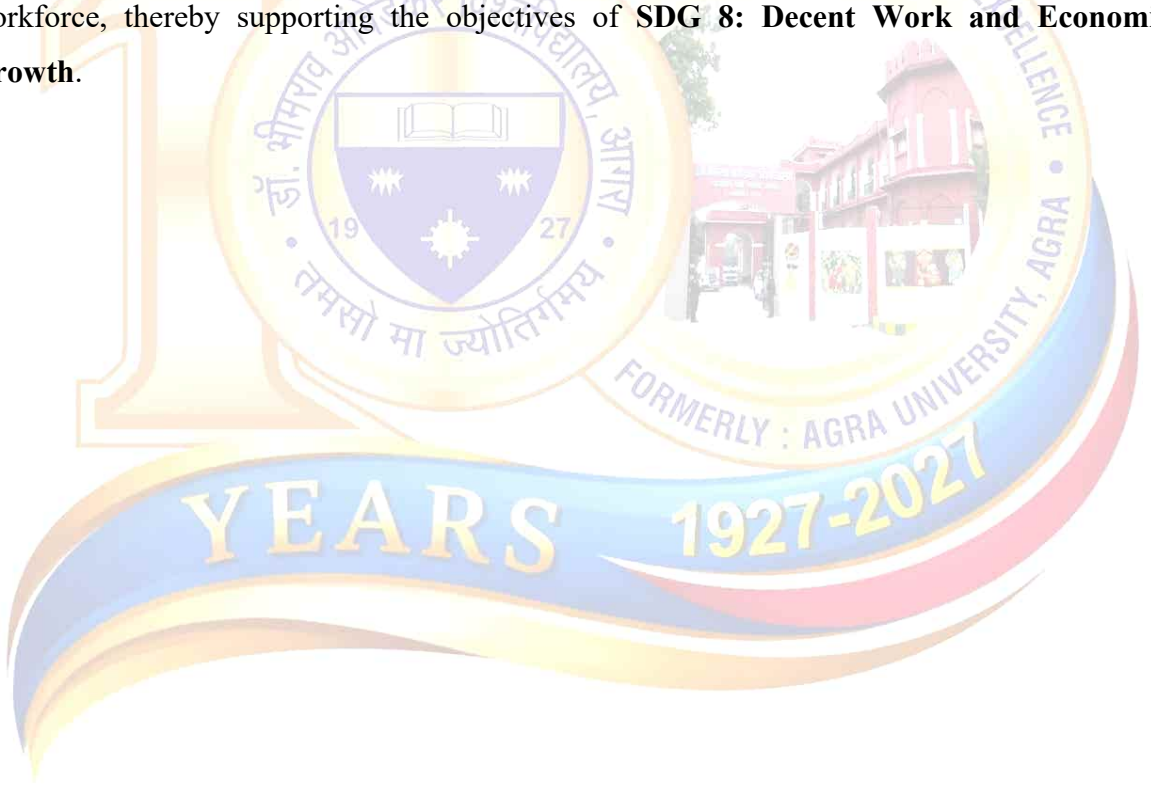
Indicator: Pay all staff and faculty at least the local living wage or equivalent poverty indicator for a family of four.

Dr. Bhimrao Ambedkar University (DBRAU), Agra follows the pay scales and service conditions prescribed by the **Government of Uttar Pradesh**, the **University Grants Commission (UGC)**, and other applicable statutory regulations to ensure fair and equitable compensation for all eligible employees. Salaries and allowances are provided in accordance with the approved government pay structure, ensuring financial security, dignity of work, and compliance with prevailing labour and service norms.

- DBRAU ensures that faculty members, officers, and non-teaching staff are paid according to the applicable Government of Uttar Pradesh and UGC pay scales, which are above the prescribed minimum wage standards.
- Employees engaged through contractual appointments and outsourced services are compensated in accordance with the minimum wage notifications and labour regulations issued by the Government of Uttar Pradesh, ensuring fair remuneration and statutory compliance.

- The University promotes the principle of **equal pay for equal work** and provides compensation without discrimination based on gender, caste, religion, or any other social category.
- Salary payments are made through a transparent payroll system, ensuring timely disbursement and adherence to statutory provisions.
- In addition to salaries, eligible employees receive benefits such as provident fund, pension, gratuity, medical facilities, leave benefits, and other service entitlements as per applicable government rules and University policies.

Through these practices, Dr. Bhimrao Ambedkar University, Agra demonstrates its commitment to providing fair wages, decent working conditions, and financial security for its workforce, thereby supporting the objectives of **SDG 8: Decent Work and Economic Growth**.



DR. BHIMRAO AMBEDKAR UNIVERSITY, AGRA
(A State University of Uttar Pradesh)
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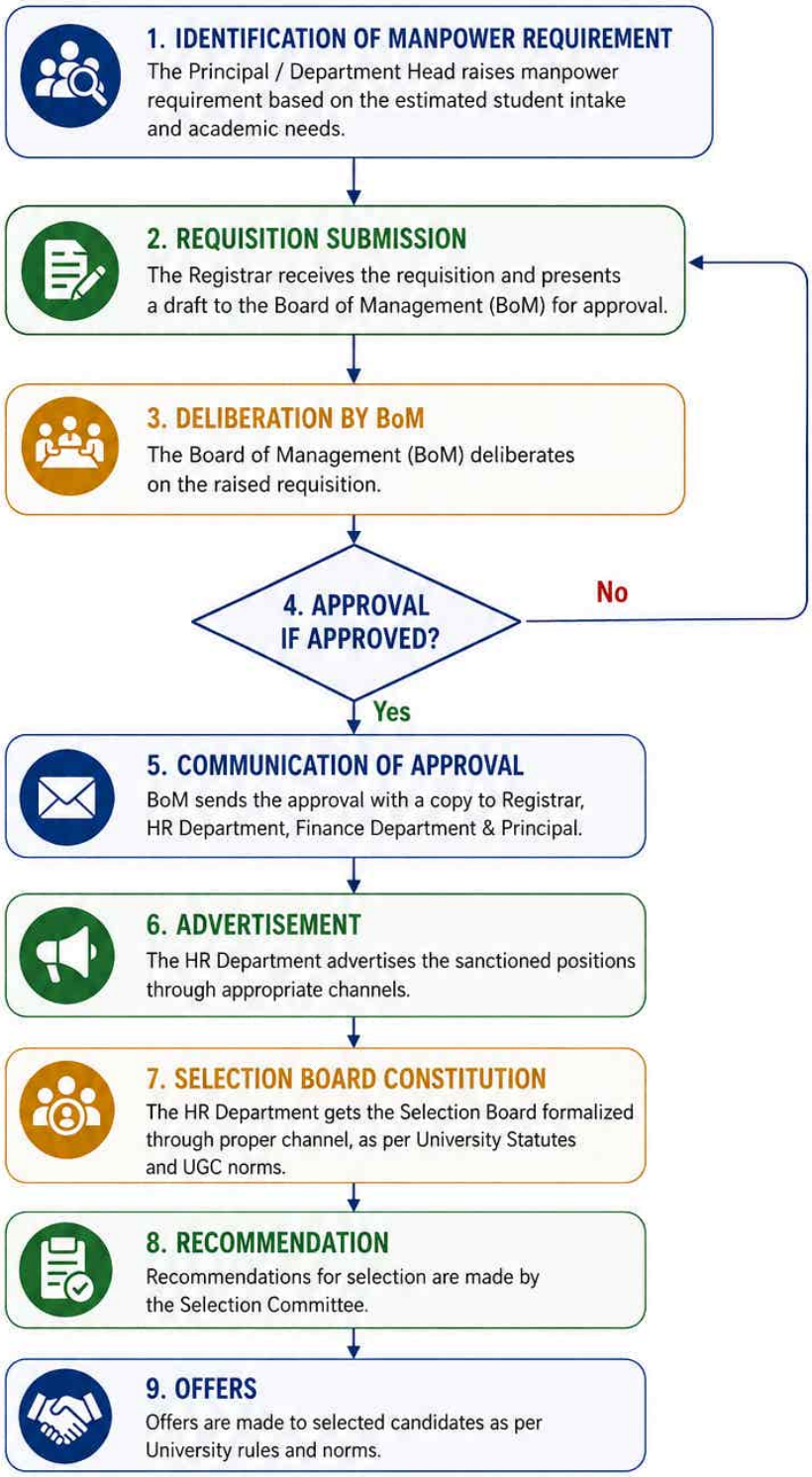
DBRAU RECRUITMENT PROCESS

A Transparent, Merit-Based & Inclusive Recruitment Process



Evidence : https://dbrau.ac.in/jobs/

8.2.3 EMPLOYMENT POLICY ON DISCRIMINATION

In alignment with **Sustainable Development Goal (SDG 8): Decent Work and Economic Growth**, particularly the objective of promoting inclusive, equitable, and productive employment, **Dr. Bhimrao Ambedkar University (DBRAU), Agra** is committed to maintaining a workplace free from discrimination, harassment, and unfair employment practices. The University follows the provisions of the **Constitution of India**, **University Grants Commission (UGC) Regulations**, **Government of Uttar Pradesh service rules**, and other applicable statutory guidelines to ensure equal opportunities for all employees.

The University's employment policy seeks to:

- Promote a workplace culture based on equality, dignity, mutual respect, and inclusiveness.
- Ensure fairness and transparency in recruitment, promotions, performance evaluation, remuneration, and all employment-related decisions.
- Provide equal employment opportunities irrespective of gender, caste, religion, ethnicity, disability, age, or any other protected characteristic.
- Maintain zero tolerance towards discrimination, harassment, bullying, or victimisation in the workplace.

These measures support **SDG 8** by fostering an inclusive work environment that promotes decent work, equal opportunities, and sustainable institutional development.

Key Features and Implementation

1. Equal Opportunity and Non-Discrimination

DBRAU provides equal opportunities in recruitment, appointment, promotion, training, and career advancement. Employment decisions are based solely on merit, qualifications, experience, and performance, without discrimination on the basis of gender, caste, religion, disability, age, or any other protected category.

2. Transparent Recruitment and Career Advancement

The University follows transparent and merit-based recruitment procedures in accordance with UGC Regulations, Government of Uttar Pradesh rules, and University Statutes. Promotions and career advancement are governed by prescribed eligibility criteria and statutory procedures, ensuring fairness and equal access to professional growth opportunities.

3. Pay Equity and Performance-Based Recognition

DBRAU follows the approved pay scales of the Government of Uttar Pradesh and UGC, ensuring equal pay for equal work. Salary revisions, promotions, and career advancement are based on established service rules, qualifications, experience, and performance, thereby promoting fairness and motivation among employees.

4. Professional Development and Capacity Building

The University regularly encourages faculty members and staff to participate in Faculty Development Programmes (FDPs), orientation and refresher courses, workshops, seminars, conferences, research projects, and skill development initiatives. These activities strengthen professional competencies, promote lifelong learning, and enhance institutional excellence.

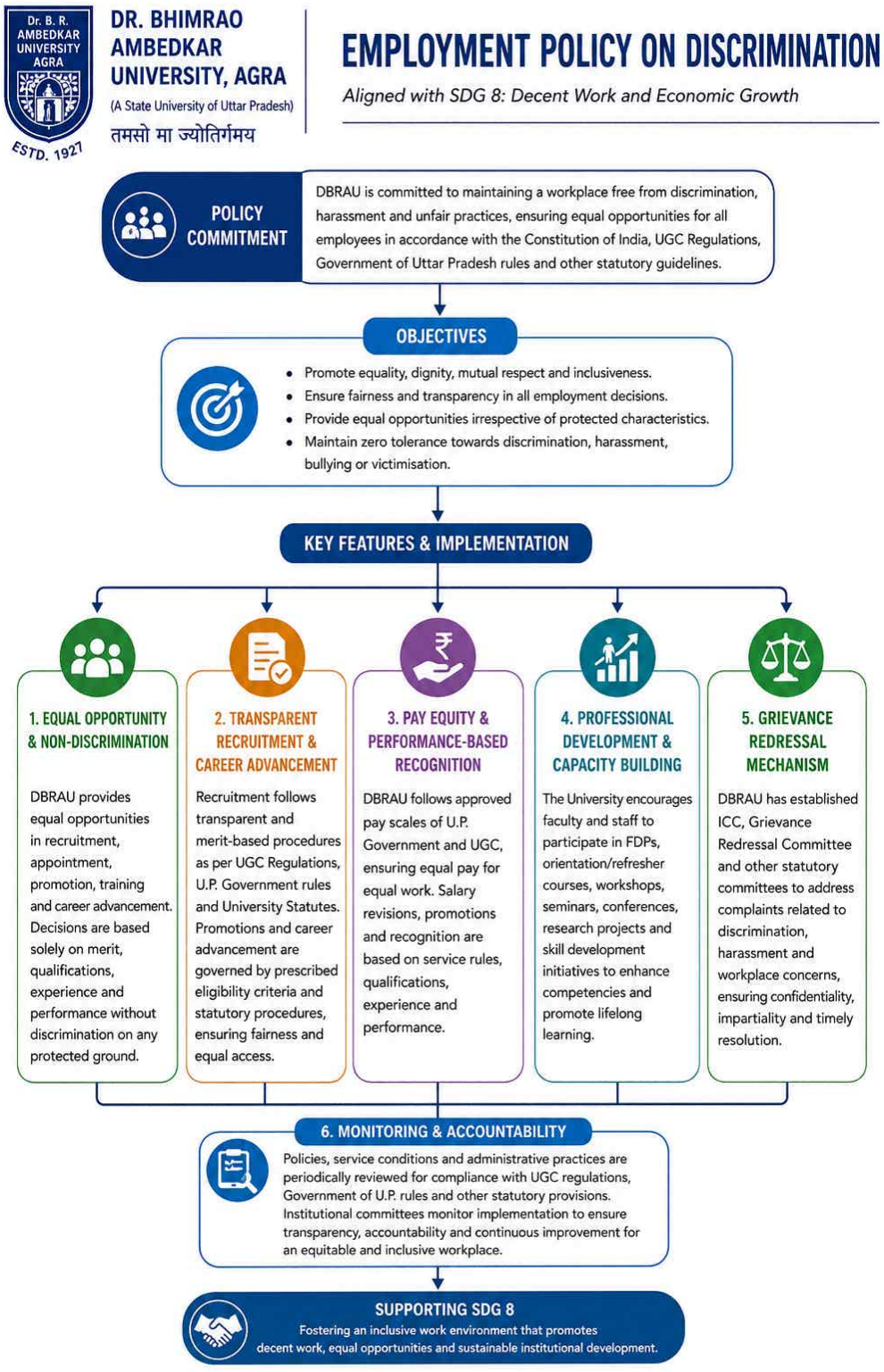
5. Grievance Redressal Mechanism

DBRAU has established effective grievance redressal systems, including the **Internal Complaints Committee (ICC)**, Grievance Redressal Committee, and other statutory committees, to address complaints related to discrimination, harassment, and workplace concerns. These mechanisms ensure confidentiality, impartiality, and timely resolution while safeguarding the rights of all employees.

6. Monitoring and Accountability

The University periodically reviews its employment policies, service conditions, and administrative practices to ensure compliance with UGC regulations, Government of Uttar Pradesh rules, and other statutory provisions. Institutional committees monitor the

implementation of these policies, promoting transparency, accountability, and continuous improvement in creating an equitable and inclusive workplace.



Evidence : https://dbrau.ac.in/university-policies/

8.2.4 EMPLOYMENT POLICY ON MODERN SLAVERY

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

Dr. Bhimrao Ambedkar University, Agra Practice:

Dr. Bhimrao Ambedkar University (DBRAU), Agra is committed to maintaining a safe, ethical, and legally compliant working environment. The University strictly prohibits all forms of forced labour, bonded labour, human trafficking, modern slavery, and child labour in accordance with the Constitution of India and applicable labour laws. The University ensures that all employees, contractual staff, and outsourced personnel are treated with dignity and fairness.

Key Practices:

- **Strict compliance** with the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (as amended), the Bonded Labour System (Abolition) Act, 1976, and other applicable labour laws and regulations.
- **No forced or bonded labour:** Employment at the University is voluntary, and employees are free to terminate their employment in accordance with applicable service rules.
- **Vendor compliance:** Contractors, service providers, and outsourced agencies engaged by the University are expected to comply with all applicable labour laws, including those related to the prohibition of child labour, forced labour, and human trafficking.
- **Fair employment practices:** The University promotes transparent recruitment procedures, equal opportunity, fair wages, and safe working conditions for all employees.
- **Periodic monitoring:** The University periodically reviews labour law compliance through administrative oversight and contract management processes to ensure adherence to statutory requirements.

This policy reflects Dr. Bhimrao Ambedkar University's commitment to ethical employment practices, protection of human rights, and the promotion of decent work in alignment with the principles of **United Nations Sustainable Development Goal (SDG) 8 – Decent Work and Economic Growth**.

DR. BHIMRAO AMBEDKAR UNIVERSITY, AGRA

(A State University of Uttar Pradesh)

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EMPLOYMENT POLICY ON MODERN SLAVERY

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

OUR COMMITMENT

Dr. Bhimrao Ambedkar University (DBRAU), Agra is committed to maintaining a safe, ethical, and legally compliant working environment. The University strictly prohibits all forms of forced labour, bonded labour, human trafficking, modern slavery, and child labour in accordance with the Constitution of India and applicable labour laws. The University ensures that all employees, contractual staff, and outsourced personnel are treated with dignity and fairness.

KEY PRACTICES

01 STRICT COMPLIANCE

The University ensures strict compliance with the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (as amended), the Bonded Labour System (Abolition) Act, 1976, and other applicable labour laws and regulations.

02 NO FORCED OR BONDED LABOUR

Employment at the University is voluntary, and employees are free to terminate their employment in accordance with applicable service rules.

03 VENDOR COMPLIANCE

Contractors, service providers, and outsourced agencies engaged by the University are expected to comply with all applicable labour laws, including those related to the prohibition of child labour, forced labour, and human trafficking.

04 FAIR EMPLOYMENT PRACTICES

The University promotes transparent recruitment procedures, equal opportunity, fair wages, and safe working conditions for all employees.

05 PERIODIC MONITORING

The University periodically reviews labour law compliance through administrative oversight and contract management processes to ensure adherence to statutory requirements.

OUR COMMITMENT TO ETHICAL EMPLOYMENT

This policy reflects Dr. Bhimrao Ambedkar University's commitment to ethical employment practices, protection of human rights, and the promotion of decent work in alignment with the principles of United Nations Sustainable Development Goal (SDG) 8 – Decent Work and Economic Growth.

8 DECENT WORK AND ECONOMIC GROWTH

Evidence : https://dbrau.ac.in/university-policies/

8.2.5 EMPLOYMENT PRACTICE: EQUIVALENT RIGHTS FOR OUTSOURCED WORKERS

Indicator: Guarantee equivalent labour rights for outsourced workers.

Dr. Bhimrao Ambedkar University, Agra Practice:

Dr. Bhimrao Ambedkar University (DBRAU), Agra is committed to ensuring that outsourced personnel engaged through authorized agencies are treated fairly and in accordance with applicable labour laws. The University expects all contractors and service providers to uphold statutory labour standards and provide safe, equitable, and dignified working conditions for their employees.

Key Practices:

- **Statutory compliance:** Outsourced agencies engaged by the University are required to comply with all applicable labour laws, including provisions related to minimum wages, Employees' Provident Fund (EPF), Employees' State Insurance (ESI), leave, and other statutory benefits, wherever applicable.
- **Equal and safe working conditions:** Outsourced personnel, including housekeeping, security, sanitation, gardening, and other support staff, are provided with a safe, healthy, and non-discriminatory working environment while performing duties on the University campus.
- **Contractual obligations:** Service contracts include provisions requiring contractors to comply with labour laws, occupational safety standards, and employee welfare regulations.
- **Monitoring and oversight:** The University periodically monitors contractor compliance through the concerned administrative departments to ensure adherence to contractual obligations and statutory labour requirements.
- **Grievance redressal:** Outsourced personnel may report workplace concerns through the designated contractor or the concerned University authority for appropriate resolution in accordance with established procedures.

Through these practices, **Dr. Bhimrao Ambedkar University, Agra** promotes fair employment, decent working conditions, and respect for the rights of outsourced workers,

consistent with the principles of **United Nations Sustainable Development Goal (SDG) 8 – Decent Work and Economic Growth**.

Evidence : https://dbrau.ac.in/university-policies/

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 alignment with **Sustainable Development Goal (SDG 8: Decent Work and Economic Growth)**, particularly **Indicator 8.2.6**, **Dr. Bhimrao Ambedkar University (DBRAU), Agra** is committed to ensuring fair, transparent, and equitable compensation practices for all its employees. As a State University established by the Government of Uttar Pradesh, the University follows the **UGC Regulations**, **Government of Uttar Pradesh pay rules**, and other applicable statutory provisions governing recruitment, pay fixation, promotions, and service conditions.

The University adopts a standardized compensation framework that ensures employees are remunerated according to their qualifications, experience, responsibilities, and applicable government norms. DBRAU is committed to the principle of **equal pay for equal work**, ensuring that no employee is subjected to discrimination in compensation on the basis of gender, caste, religion, ethnicity, disability, or any other protected characteristic. Through transparent and equitable pay practices, the University promotes employee welfare, institutional integrity, and sustainable growth.

The core objectives of the Pay Scale Equity Policy are to:

- Promote **equal pay for equal work** across all categories of employees in accordance with UGC and Government of Uttar Pradesh regulations.
- Maintain a **transparent and standardized compensation structure** based on approved pay levels, qualifications, experience, and job responsibilities.
- Eliminate wage discrimination and ensure compliance with applicable labour laws, UGC Regulations, and State Government service rules.
- Promote fairness, accountability, and merit in salary fixation, annual increments, promotions, and career advancement.
- Support the principles of **SDG 8 (Decent Work and Economic Growth)**, **SDG 5 (Gender Equality)**, and **SDG 10 (Reduced Inequalities)** through equitable employment practices.

Evidence : https://dbrau.ac.in/university-policies/

8.2.7 TRACKING PAY SCALE FOR GENDER EQUITY

Indicator: Implementation of mechanisms to monitor and ensure gender pay equity through transparent, fair, and non-discriminatory compensation practices.

In alignment with **Sustainable Development Goal (SDG 8: Decent Work and Economic Growth)**, **SDG 5 (Gender Equality)**, and **SDG 10 (Reduced Inequalities)**, **Dr. Bhimrao Ambedkar University (DBRAU), Agra** is committed to ensuring equitable compensation for all employees by following the pay structures and service rules prescribed by the **University Grants Commission (UGC)** and the **Government of Uttar Pradesh**. The University adheres to the principle of **equal pay for equal work**, ensuring that compensation is based on the nature of duties, qualifications, experience, and applicable statutory provisions rather than gender or any other protected characteristic.

The University maintains transparent compensation practices and regularly reviews pay implementation to ensure compliance with Government rules, UGC Regulations, and applicable labour laws. These measures support an inclusive and equitable workplace while strengthening institutional integrity and employee well-being.

Policy Highlights

- **Equal Pay for Equal Work:** Employees performing comparable duties with similar qualifications and responsibilities are paid according to the same approved pay scale, irrespective of gender.
- **Merit- and Rule-Based Compensation:** Salary fixation, annual increments, promotions, and career advancement are determined in accordance with UGC Regulations, Government of Uttar Pradesh service rules, qualifications, experience, and performance.
- **Non-Discrimination:** The University strictly prohibits discrimination in compensation based on gender, caste, religion, ethnicity, age, disability, or any other protected characteristic.
- **Transparency:** Pay scales, allowances, promotion criteria, and service conditions are governed by notified UGC Regulations, University Statutes, Ordinances, and Government Orders, ensuring transparency and accountability.

- **Statutory Compliance:** The University complies with applicable Government rules, UGC Regulations, labour laws, and the principles of the **Code on Wages, 2019**, ensuring fair and equitable remuneration.

Implementation Measures

1. **Standardized Pay Structure**

Teaching and non-teaching employees are placed in approved pay levels and pay matrices as prescribed by the UGC and the Government of Uttar Pradesh, ensuring consistency and fairness across equivalent positions.

2. **Recruitment and Promotions**

Recruitment, salary fixation, promotions, and Career Advancement Scheme (CAS) benefits are implemented through transparent procedures based on eligibility, qualifications, experience, and performance as prescribed by statutory regulations.

3. **Periodic Pay Review**

The Finance and Establishment Sections periodically review salary implementation, increments, promotions, and pay revisions to ensure compliance with Government Orders, UGC Regulations, and audit observations.

4. **Employee Communication and Grievance Redressal**

Employees are informed about applicable pay scales, service conditions, and promotion policies through official notifications. Pay-related grievances may be submitted through established administrative and grievance redressal mechanisms for timely resolution.

5. **Administrative Capacity Building**

Administrative and establishment personnel are periodically updated on changes in UGC Regulations, Government pay revisions, pension rules, and service regulations to ensure consistent implementation of compensation policies.

Monitoring and Evaluation

- **Gender-Disaggregated Analysis:** The University maintains employee records and periodically reviews compensation across categories to ensure compliance with approved pay structures and the principle of equal pay for equal work.
- **Periodic Compliance Review:** Internal administrative reviews and statutory audits examine adherence to UGC Regulations, Government Orders, and financial rules relating to employee compensation.
- **Corrective Measures:** Any discrepancy identified during administrative or audit reviews is addressed promptly in accordance with applicable statutory provisions.
- **Institutional Oversight:** Matters relating to employee service conditions, pay revisions, and implementation of Government Orders are reviewed through the University's competent administrative authorities and statutory bodies.

Institutional Commitment

Through these measures, **Dr. Bhimrao Ambedkar University, Agra** promotes a transparent, equitable, and accountable compensation system that supports employee welfare, gender equality, and institutional excellence. By ensuring fair remuneration and monitoring pay equity in accordance with UGC Regulations and Government of Uttar Pradesh service rules, the University contributes to the achievement of **SDG 8 (Decent Work and Economic Growth)**, **SDG 5 (Gender Equality)**, and **SDG 10 (Reduced Inequalities)**.

Evidence

- UGC Regulations on Pay Scales and Career Advancement Scheme (CAS).
- Government of Uttar Pradesh Pay Matrix and Pay Revision Orders applicable to State Universities.
- Dr. Bhimrao Ambedkar University Statutes, Ordinances, Service Rules, and Establishment Manual.
- Finance and Establishment Section records relating to salary fixation, annual increments, promotions, and statutory compliance.
- Internal and statutory audit reports on payroll implementation and financial compliance.

Key Features and Implementation

1. **Standardized Pay Structure**

The University follows the pay scales and pay matrix prescribed by the **University Grants Commission (UGC)** and the **Government of Uttar Pradesh** for teaching and non-teaching employees. Salary fixation, allowances, and revisions are implemented in accordance with approved government orders.

2. **Equal Pay for Equal Work**

Employees holding equivalent positions with similar qualifications, responsibilities, and experience receive compensation in accordance with the same approved pay scale, irrespective of gender, caste, religion, or other personal characteristics.

3. **Merit-Based Career Advancement**

Career progression, annual increments, promotions, and benefits are governed by statutory regulations, performance appraisal systems, the Career Advancement Scheme (CAS) for eligible faculty, and applicable University and Government rules.

4. **Non-Discrimination in Compensation**

The University strictly prohibits discrimination in salary, allowances, or other employment benefits based on gender, caste, religion, age, disability, ethnicity, or any other protected characteristic.

5. **Transparency and Accountability**

Pay scales, service conditions, promotion criteria, and applicable benefits are governed by notified University Statutes, Ordinances, UGC Regulations, and Government Orders, ensuring transparency and consistency in compensation practices.

6. Periodic Review and Compliance

The University's Finance and Establishment Sections periodically review pay implementation to ensure compliance with UGC Regulations, Government Orders, audit observations, and statutory requirements.

7. Grievance Redressal Mechanism

Employees may raise pay-related grievances through the appropriate administrative channels. Such matters are examined and resolved in accordance with the University's service rules and applicable Government regulations.

8. Capacity Building and Awareness

Administrative officers and establishment personnel are periodically oriented regarding changes in UGC Regulations, Government pay revisions, pension rules, and service matters to ensure consistent implementation of compensation policies.

Institutional Practices

- Pay scales are implemented as per the **UGC Pay Matrix** and **Government of Uttar Pradesh** rules for eligible teaching and non-teaching employees.
- The University follows the principle of **equal pay for equal work** without discrimination.
- Salary fixation, annual increments, promotions, and retirement benefits are administered in accordance with applicable statutory regulations.
- Service conditions and employee benefits are governed by the **University Statutes, Ordinances, UGC Regulations, and Government Orders**.
- Employees have access to established administrative mechanisms for addressing service and pay-related grievances.

Evidence

- Dr. Bhimrao Ambedkar University, Agra – **University Statutes, Ordinances, Service Rules, and Government Orders** governing recruitment, pay scales, promotions, and employee service conditions.

- **UGC Regulations** on Minimum Qualifications and Career Advancement Scheme (CAS).
- **Government of Uttar Pradesh Pay Matrix and Pay Revision Orders** applicable to State Universities.
- Finance and Establishment Section records relating to salary fixation, increments, promotions, and statutory compliance.

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TRACKING PAY SCALE FOR GENDER EQUITY

Indicator: Implementation of mechanisms to monitor and ensure gender pay equity through transparent, fair, and non-discriminatory compensation practices.

OUR COMMITMENT

In alignment with Sustainable Development Goal (SDG 8: Decent Work and Economic Growth), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities), Dr. Bhimrao Ambedkar University, Agra is committed to ensuring equitable compensation for all employees by following the pay structures and service rules prescribed by the University Grants Commission (UGC) and the Government of Uttar Pradesh.

The University adheres to the principle of equal pay for equal work, ensuring that compensation is based on the nature of duties, qualifications, experience, and applicable statutory provisions rather than gender or any other protected characteristic.

The University maintains transparent compensation practices and regularly reviews pay implementation to ensure compliance with Government rules, UGC Regulations, and applicable labour laws. These measures support an inclusive and equitable workplace while strengthening institutional integrity and employee well-being.

POLICY HIGHLIGHTS

01 EQUAL PAY FOR EQUAL WORK

Employees performing comparable duties with similar qualifications and responsibilities are paid according to the same approved pay scale, irrespective of gender.

02 MERIT- AND RULE-BASED COMPENSATION

Salary fixation, annual increments, promotions, and career advancement are determined in accordance with UGC Regulations, Government of Uttar Pradesh service rules, qualifications, experience, and performance.

03 NON-DISCRIMINATION

The University strictly prohibits discrimination in compensation based on gender, caste, religion, ethnicity, age, disability, or any other protected characteristic.

04 TRANSPARENCY

Pay scales, allowances, promotion criteria, and service conditions are governed by notified UGC Regulations, University Statutes, Ordinances, and Government Orders, ensuring transparency and accountability.

05 STATUTORY COMPLIANCE

The University complies with applicable Government rules, UGC Regulations, labour laws, and the principles of the Code on Wages, 2019, ensuring fair and equitable remuneration.

IMPLEMENTATION MEASURES

1. STANDARDIZED PAY STRUCTURE

Teaching and non-teaching employees are placed in approved pay levels and pay matrices as prescribed by the UGC and the Government of Uttar Pradesh, ensuring consistency and fairness across equivalent positions.

2. RECRUITMENT AND PROMOTIONS

Recruitment, salary fixation, promotions, and Career Advancement Scheme (CAS) benefits are implemented through transparent procedures based on eligibility, qualifications, experience, and performance as prescribed by statutory regulations.

3. PERIODIC PAY REVIEW

The Finance and Establishment Sections periodically review salary implementation, increments, promotions, and pay revisions to ensure compliance with Government Orders, UGC Regulations, and audit observations.

4. EMPLOYEE COMMUNICATION AND GRIEVANCE REDRESSAL

Employees are informed about applicable pay scales, service conditions, and promotion policies through official notifications. Pay-related grievances may be submitted through established administrative and grievance redressal mechanisms for timely resolution.

5. ADMINISTRATIVE CAPACITY BUILDING

Administrative and establishment personnel are periodically updated on changes in UGC Regulations, Government pay revisions, pension rules, and service regulations to ensure consistent implementation of compensation policies.

MONITORING AND EVALUATION

GENDER-DISAGGREGATED ANALYSIS

The University maintains employee records and periodically reviews compensation across categories to ensure compliance with approved pay structures and the principle of equal pay for equal work.

PERIODIC COMPLIANCE REVIEW

Internal administrative reviews and statutory audits examine adherence to UGC Regulations, Government Orders, and financial rules relating to employee compensation.

CORRECTIVE MEASURES

Any discrepancy identified during administrative or audit reviews is addressed promptly in accordance with applicable statutory provisions.

INSTITUTIONAL OVERSIGHT

Matters relating to employee service conditions, pay revisions, and implementation of Government Orders are reviewed through the University's competent administrative authorities and statutory bodies.

INSTITUTIONAL COMMITMENT

Through these measures, Dr. Bhimrao Ambedkar University, Agra promotes a transparent, equitable, and accountable compensation system that supports employee welfare, gender equality, and institutional excellence. By ensuring fair remuneration and monitoring pay equity in accordance with UGC Regulations and Government of Uttar Pradesh service rules, the University contributes to the achievement of SDG 8 (Decent Work and Economic Growth), SDG 5 (Gender Equality),

8 DECENT WORK AND ECONOMIC GROWTH

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

Evidence : https://dbrau.ac.in/university-policies/

8.2.8 Employment Practice: Appeal Process

Indicator: Availability of a fair, transparent, confidential, and accessible appeal mechanism for employees and job applicants to address grievances relating to recruitment, employment, promotion, compensation, discrimination, and other employment practices.

In alignment with **Sustainable Development Goal (SDG 8: Decent Work and Economic Growth)** and **SDG 10: Reduced Inequalities**, **Dr. Bhimrao Ambedkar University (DBRAU), Agra** is committed to maintaining a fair, transparent, and accountable employment environment. The University provides employees with access to established grievance redressal mechanisms through its statutory authorities, administrative departments, and committees to ensure that employment-related concerns are addressed promptly, impartially, and confidentially.

The appeal process is guided by the principles of **natural justice, transparency, confidentiality, non-discrimination, and equal opportunity**, ensuring that every employee receives a fair hearing without fear of retaliation.

Scope of the Appeal Process

The employment appeal process applies to:

- All categories of University employees, including permanent, contractual, temporary, and other eligible staff.
- Employment-related matters such as recruitment, appointment, promotion, transfers, performance appraisal, compensation, leave, disciplinary proceedings, and service conditions.
- Complaints relating to discrimination, harassment, unfair treatment, or violation of service rules based on gender, caste, religion, disability, ethnicity, age, or any other protected characteristic.

1. Framework of the Appeal Process

The University follows a structured grievance redressal system in accordance with its **Statutes, Ordinances, Service Rules, UGC Regulations, and Government of Uttar Pradesh Rules**.

Appeals are handled through the appropriate administrative authority or designated committee while ensuring fairness, confidentiality, and impartiality.

2. Submission of Appeal

- Employees may submit employment-related grievances or appeals to the **Head of Department**, **Registrar**, **Establishment Section**, or other competent authority, depending on the nature of the grievance.
- Appeals may be submitted in writing through the prescribed administrative procedure.
- Employees are protected from discrimination or retaliation for raising genuine concerns in good faith.

3. Preliminary Review

- Upon receipt of an appeal, the concerned authority conducts a preliminary examination to determine the nature of the grievance and the applicable rules.
- Where necessary, the matter may be referred to the appropriate University committee or competent authority for detailed examination.

4. Investigation and Inquiry

- If required, an impartial inquiry is conducted by the competent authority or an appropriately constituted committee.
- Relevant documents, records, and statements of concerned parties are examined to ensure an objective and evidence-based decision.
- The inquiry is conducted in accordance with the principles of natural justice while maintaining confidentiality.

5. Decision and Resolution

- Based on the findings of the inquiry, appropriate recommendations are made by the competent authority.
- Decisions are taken in accordance with the University's Statutes, Ordinances, Service Rules, UGC Regulations, and Government Orders.
- The concerned employee is informed of the outcome through the prescribed administrative process.
- Appropriate corrective or disciplinary action may be initiated wherever required.

6. Record Keeping and Confidentiality

- Employment-related appeals and their resolutions are maintained confidentially by the concerned administrative section.
- Records are preserved in accordance with applicable University rules and government record management procedures.
- Confidentiality of all parties is maintained throughout the appeal process.

7. Awareness and Capacity Building

- The University periodically circulates Government Orders, UGC Regulations, service rules, and administrative guidelines relating to employee rights and responsibilities.
- Administrative officers and establishment personnel are regularly updated regarding grievance handling procedures, service regulations, and ethical administrative practices.
- The University promotes an inclusive workplace that encourages employees to report grievances without fear of victimization.

8. Monitoring and Evaluation

- The University periodically reviews grievance redressal mechanisms to ensure fairness, transparency, and compliance with statutory regulations.
- Administrative authorities monitor the timely disposal of employment-related grievances.
- Internal reviews and statutory audits help strengthen institutional governance and improve employment practices.

9. Impact and Outcomes

Through its established grievance redressal and appeal mechanisms, **Dr. Bhimrao Ambedkar University, Agra** promotes a fair, transparent, and accountable employment environment. The appeal process strengthens employee confidence, safeguards the principles of natural justice, and ensures that employment-related concerns are resolved in accordance with statutory provisions and institutional regulations.

The University's commitment to equitable employment practices contributes directly to the achievement of **SDG 8 (Decent Work and Economic Growth)** by promoting decent work,

ethical governance, and employee well-being, while also supporting **SDG 10 (Reduced Inequalities)** through non-discriminatory and inclusive institutional practices.

Evidence

- Dr. Bhimrao Ambedkar University Statutes, Ordinances, and Service Rules.
- UGC Regulations governing service conditions and grievance redressal.
- Government of Uttar Pradesh service rules and administrative orders.
- Records maintained by the Registrar's Office, Establishment Section, and competent grievance redressal committees.
- Proceedings of statutory committees and administrative grievance records.

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EMPLOYMENT PRACTICE: APPEAL PROCESS

Indicator: Implementation of a fair and transparent appeal process for employees.

OUR COMMITMENT

Dr. Bhimrao Ambedkar University (DBRAU), Agra is committed to providing a fair, transparent, and time-bound appeal process for all employees. The University ensures that employees have the right to appeal against decisions related to recruitment, promotion, appraisal, disciplinary action, termination, or any other service-related matter.

DBRAU ensures impartial consideration of appeals and protects employees from retaliation or victimization for availing of the appeal process.

APPEAL PROCESS FLOW

01 SUBMIT APPEAL

The employee submits a written appeal to the designated authority within the stipulated timeframe along with relevant documents.

02 REVIEW & ACKNOWLEDGEMENT

The authority acknowledges the appeal and forwards it to the appropriate Appellate Committee for review.

03 INVESTIGATION

The Appellate Committee reviews the case, may seek additional information, and provides the employee an opportunity to be heard, if required.

04 DECISION

The Committee takes a reasoned decision and communicates the outcome in writing to the employee within the prescribed time.

05 RECORD & FOLLOW-UP

The decision and relevant records are maintained confidentially. Necessary corrective actions, if any, are implemented promptly.

KEY PRACTICES

ACCESSIBILITY

All employees are informed about the appeal process through service rules, policies, and official communications.

IMPARTIALITY

Appeals are handled by an independent committee/authority to ensure impartial and unbiased consideration.

TIMELINESS

Appeals are resolved within a reasonable timeframe as prescribed in University regulations.

CONFIDENTIALITY

All appeal proceedings and decisions are treated as confidential and shared only with authorized persons.

NO RETALIATION

Employees are protected from any retaliation, harassment, or adverse consequences for filing an appeal.

MONITORING & REVIEW

PERIODIC REVIEW

The University periodically reviews appeal cases, turnaround time, and outcomes to ensure effectiveness of the process.

REPORTING

Summary reports (without personal details) are placed before the competent authority for transparency and improvement.

CONTINUOUS IMPROVEMENT

Feedback from employees and analysis of appeal trends are used to strengthen policies and procedures.

OUR COMMITMENT TO FAIRNESS

Through a structured and transparent appeal process, Dr. Bhimrao Ambedkar University, Agra upholds the principles of justice, accountability, and employee welfare, fostering trust and a harmonious work environment.

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

Evidence : https://dbrau.ac.in/university-policies/

8.2.9 Employment Practice: Labour Rights

Indicator: Recognition of freedom of association and collective bargaining.

In alignment with **Sustainable Development Goal (SDG 8: Decent Work and Economic Growth)**, **Dr. Bhimrao Ambedkar University (DBRAU), Agra** is committed to protecting the labour rights of its employees in accordance with the **Constitution of India**, **University Grants Commission (UGC) Regulations**, **Government of Uttar Pradesh service rules**, and other applicable labour laws. The University promotes a respectful, inclusive, and participatory work environment where employees are encouraged to engage in constructive dialogue with the administration.

The University recognizes the importance of employee participation in institutional governance and supports lawful mechanisms for consultation, representation, and grievance redressal, thereby fostering transparency, mutual respect, and harmonious employer–employee relations.

Key Practices

- **Respect for Labour Rights:** The University upholds the rights of employees as provided under applicable Indian laws, UGC Regulations, Government of Uttar Pradesh rules, and University Statutes.
- **Freedom of Association:** Employees are free to participate in legally recognized employee associations, academic bodies, and professional organizations, subject to applicable statutory provisions and service rules.
- **Constructive Dialogue:** The University promotes regular interaction between the administration and employees through meetings, departmental discussions, statutory committees, and consultative mechanisms.
- **Employee Representation:** Faculty members and employees are represented on various academic, administrative, and statutory committees, enabling participation in institutional decision-making.
- **Collective Consultation:** Employment-related matters concerning service conditions, welfare, and workplace issues are discussed through appropriate administrative channels and employee representatives, wherever applicable.
- **Grievance Redressal:** The University maintains established grievance redressal mechanisms that allow employees to raise concerns regarding service matters, workplace conditions, and employment practices without fear of retaliation.

- **Safe and Inclusive Workplace:** The University is committed to providing a work environment that is free from discrimination, harassment, intimidation, and unfair labour practices.

Institutional Commitment

Through these practices, **Dr. Bhimrao Ambedkar University, Agra** fosters a culture of mutual respect, transparency, and employee participation while ensuring compliance with statutory labour standards. The University remains committed to protecting employee rights, promoting decent work, and strengthening institutional governance in support of **SDG 8 (Decent Work and Economic Growth)**.

Evidence

- Dr. Bhimrao Ambedkar University Statutes, Ordinances, and Service Rules.
- UGC Regulations and Government of Uttar Pradesh service rules.
- Minutes of meetings of statutory bodies, academic councils, departmental committees, and employee consultative meetings.
- Records of employee grievance redressal mechanisms and administrative communications.

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EMPLOYMENT PRACTICE: LABOUR RIGHTS

Indicator: Implementation of practices to uphold and protect the labour rights of all workers.

OUR COMMITMENT

Dr. Bhimrao Ambedkar University (DBRAU), Agra is committed to upholding and protecting the labour rights of all employees, including teaching, non-teaching, contractual, and outsourced workers.

The University ensures compliance with applicable labour laws and provides a safe, dignified, and non-discriminatory work environment for all.

DBRAU promotes fairness, equality, and respect for human dignity in all employment practices in alignment with national laws and the principles of Sustainable Development Goal (SDG) 8 – Decent Work and Economic Growth.

KEY PRACTICES

01 COMPLIANCE WITH LABOUR LAWS

The University strictly complies with all applicable Central and State labour laws, rules, and regulations related to employment, wages, working hours, leave, social security, health, and safety.

02 FAIR EMPLOYMENT PRACTICES

The University ensures fair recruitment, equal opportunity, and non-discrimination on the basis of gender, caste, religion, ethnicity, disability, or any other protected characteristic.

03 SAFE AND HEALTHY WORK ENVIRONMENT

A safe, secure, and healthy workplace is provided to all employees.
The University ensures adherence to occupational safety and health standards across all departments and work areas.

04 PROMPT AND FAIR WAGES

Employees are paid timely wages and benefits in accordance with applicable laws, government orders, and University norms.
The University ensures transparency in salary structures and entitlements.

05 SOCIAL SECURITY & BENEFITS

The University ensures statutory benefits such as Provident Fund, ESI, Gratuity, leave benefits, and other social security measures as per applicable laws.

06 GRIEVANCE REDRESSAL

A transparent and accessible grievance redressal mechanism is available for all employees to report concerns related to labour rights and workplace issues.
Issues are addressed promptly and fairly.

OUR COMMITMENT TO LABOUR RIGHTS

Through these practices, Dr. Bhimrao Ambedkar University, Agra respects and protects the rights of all workers and promotes decent work, equality, and social justice in every aspect of employment.
These efforts align with the principles of SDG 8 – Decent Work and Economic Growth.

8 DECENT WORK AND ECONOMIC GROWTH

Evidence : https://dbrau.ac.in/university-policies/

8.3 EXPENDITURE PER EMPLOYEE

8.3.1 Expenditure per Employee (2025-26)

Dr. Bhimrao Ambedkar University, Agra recognizes that adequate financial investment in its human resources is essential for maintaining a productive, inclusive, and sustainable work environment. Expenditure on employees includes salaries, allowances, employee benefits, professional development, training, welfare measures, and other institutional support. Such expenditure contributes directly to employee well-being, institutional efficiency, and the creation of decent and stable employment opportunities.

For the financial year **2025–26**, the University has a total workforce of **1,034 employees**, comprising **263 faculty members** and **771 staff members**. The total expenditure reported is **INR 163,949,850,721**. Based on the total number of employees, the **expenditure per employee is approximately INR 158,558,849.83 (approximately INR 15.86 crore per employee)**.

S. No	Particulars	Number
1	Faculty	263
2	Staff	771
Total Employees		1034

S.No	Particulars	Amount
1.	Total Expenditure	Rs163949850721
2.	Expenditure per Employee	₹158,558,849.83

The expenditure per employee provides an indication of the University's financial commitment towards its workforce. The allocation of institutional resources for employees supports the University's ability to attract and retain qualified faculty and administrative personnel, maintain appropriate working conditions, and provide opportunities for professional growth.

A substantial employee-related expenditure also contributes to **job stability, employee welfare, capacity building, skill development, and institutional productivity**. Investment in faculty development enables academic staff to enhance their teaching, research, innovation, and professional competencies, while expenditure supporting non-teaching staff contributes to

effective administration, technical services, student support, and overall institutional functioning.

The University's workforce of **2,993 employees** represents a significant employment ecosystem. By providing employment opportunities across academic, administrative, technical, and support functions, the University contributes not only to its own institutional development but also to the broader socio-economic development of the region.

Furthermore, responsible expenditure on employees is closely aligned with the principles of **SDG 8 – Decent Work and Economic Growth**. SDG 8 emphasizes productive employment, decent working conditions, equal opportunities, sustainable economic growth, and the development of human capital. The University's financial commitment towards its employees demonstrates its efforts to create an enabling environment in which employees can contribute effectively to teaching, research, administration, innovation, and community development.

Contribution to SDG 8

The University's expenditure on employees supports SDG 8 through the following dimensions:

- **Decent employment:** Providing employment opportunities to a large academic and non-academic workforce.
- **Employee welfare:** Supporting salaries, benefits, welfare measures, and a stable working environment.
- **Human resource development:** Facilitating professional development, training, capacity building, and skill enhancement.
- **Productive employment:** Enabling faculty and staff to contribute effectively to teaching, research, administration, and institutional development.
- **Economic contribution:** Salaries and employee-related expenditure generate economic activity and support the livelihoods of employees and their families.
- **Institutional sustainability:** Adequate investment in human resources strengthens the University's long-term academic and administrative capacity.
- **Inclusive growth:** Employment across different categories of academic and support personnel contributes to broader participation in the University's institutional ecosystem.

8.4 PROPORTION OF STUDENTS TAKING WORK PLACEMENTS

The **Training and Placement Cell of Dr. Bhimrao Ambedkar University, Agra** plays an important role in preparing students for employment and facilitating their transition from academic education to the professional workplace. The Cell coordinates and supports **internships, industrial training, apprenticeships, campus placements, and other work-based learning opportunities** through collaborations with industries, government organizations, corporate institutions, educational institutions, research organizations, and other relevant stakeholders.

These initiatives provide students with opportunities to gain **practical knowledge, industry exposure, professional skills, workplace experience, and an understanding of organizational practices**. The University encourages eligible students to participate in placement and internship activities according to their academic programme and career interests.

The Training and Placement Cell also supports students through **career guidance, employability skill development, aptitude and technical training, soft-skill development, interview preparation, resume building, and interaction with prospective employers**. Such activities help students improve their confidence and preparedness for the changing requirements of the employment market.

Work placements and internships enable students to apply classroom knowledge to real-world situations, develop professional competencies, and understand workplace expectations. These experiences also strengthen students' communication, teamwork, problem-solving, leadership, and technical skills.

The University's efforts to increase student participation in **work placements and experiential learning** contribute to better employability outcomes and support **SDG 8: Decent Work and Economic Growth** by promoting productive employment, skill development, career readiness, and meaningful opportunities for young people.

8.5 PROPORTION OF EMPLOYEES ON SECURE CONTRACTS

Dr. Bhimrao Ambedkar University, Agra provides secure employment in accordance with **UGC Regulations**, **Government of Uttar Pradesh Service Rules**, and **University Statutes**. The University follows transparent recruitment procedures and ensures appropriate service conditions, employee benefits, and workplace security for its employees.

- Majority of teaching and non-teaching employees hold **regular or long-term appointments**, ensuring employment stability and professional growth opportunities.
- Contractual appointments are made only for **specific academic, technical, administrative, or project-based requirements** as per University and Government norms.
- All appointments clearly specify **terms of employment, duration, remuneration, duties, responsibilities, and employee rights**.
- The University ensures **fair employment practices, job security, equal opportunities, and statutory benefits** for eligible employees.
- These initiatives reflect the University's commitment towards **decent work, employee welfare, and sustainable employment practices** in support of **SDG 8: Decent Work and Economic Growth**.