SDG 8

DECENT WORK AND ECONOMIC GROWTH

2025



Shoolini University of Biotechnology and Management Sciences

Solan, Himachal Pradesh 173229, India

Executive Summary

Shoolini University's contribution to SDG 8 in 2025 brings together the quality of its working environment, the professional prospects of its graduates and the economic participation of surrounding communities. The University places dignity, inclusion and opportunity at the centre of this approach, connecting institutional policies with education, enterprise development and practical engagement. Its Employee Handbook 2025–2026 sets out equal opportunity commitments, mechanisms for addressing harassment and grievances, leave provisions, family support and pathways for professional growth. These provisions establish a framework for a workplace in which employees can contribute with clarity, confidence and respect.

The year's evidence also reflects the transition from learning to economic opportunity. Placement announcements recognise graduates entering pharmaceutical, technology and human resource roles, including two B Tech CSE offers advertised at ₹12 lakh per annum. Project Pragati extends entrepreneurship support to rural women through coaching and mentoring. The CEDSA Conclave and Ideation Conclave connect students with business practice, innovation and the skills needed to participate in a changing economy. Alumni engagement sustains professional relationships, while the Earth Day Green Bazaar provides a practical setting for sustainable enterprise.

Research strengthens this contribution through 67 publications dated 2025 in the supplied Scopus export. The collection includes work on employment, entrepreneurship, financial inclusion, sustainable enterprise and agricultural productivity. Responsible investment, divestment and procurement policies complement these academic and community activities by bringing environmental and social considerations into institutional decision-making. Together, the evidence presents an integrated contribution to decent work and inclusive economic growth, while distinguishing documented activities and policy commitments from outcomes that have not been quantitatively measured.

Sr. No.	2025 evidence	Coverage
1	Research publications	67 records
2	Publication types	17 articles; 23 reviews; 20 chapters; 6 conference papers; 1 book
3	Placement highlights	4 individual placement announcements

Sr. No.	2025 evidence	Coverage
4	Responsible finance and purchasing	3 supplied policy documents reproduced in full

Decent Work and Employee Welfare

A sustainable university depends on the people who teach, conduct research, administer services and support campus life. Shoolini University's employment framework recognises that professional performance and employee welfare are closely connected. Clear expectations, accessible grievance processes and support for personal development help establish the conditions in which staff can work effectively and pursue long-term careers.

Equal Opportunity and Workplace Dignity

The Employee Handbook identifies Shoolini University as an equal opportunity employer. Its commitments cover recruitment, placement, compensation, promotion, discipline and termination. The diversity and equity framework seeks an inclusive environment for employees and students, while the policy for differently abled persons addresses dignity, accessibility and participation across university functions. These commitments support SDG 8 by linking access to work with fair treatment throughout the employment relationship.

The anti-harassment framework prohibits unwelcome conduct that creates a hostile working or learning environment. The handbook identifies a committee-based reporting route and also addresses the prevention and redressal of sexual harassment. Expectations concerning professional conduct and supervisory relationships reinforce the importance of protecting individuals from misuse of authority.

Grievance Resolution and Ethical Conduct

The handbook encourages early discussion of concerns through the reporting manager or department head, with escalation to Human Resources and, where unresolved, the Vice Chancellor. It identifies hrhelpdesk@shooliniuniversity.com as the HR contact and states a three-business-day response commitment. Confidentiality, fair consideration and timely attention are central to the grievance process. The whistleblower provisions address protection from retaliation, while the anti-bribery framework sets expectations for ethical institutional conduct.

Professional Development and Recognition

New employees are supported through induction and a buddy programme. The handbook recognises research publications, competitive grants, consultancy and patent activity, and provides for higher-study support subject to eligibility and approval. Faculty appraisal considers teaching, research and innovation, contribution to the University, and personal development or leadership. Non-teaching appraisal uses role-specific targets through the My Impact Plan. Employees have an opportunity to present their contributions and receive feedback.

Family Support and Conditions of Work

Shoolini University's welfare framework recognises that employees balance professional responsibilities with health, caregiving and personal development. The handbook provides several forms of leave and family support, with eligibility, documentation and approval requirements applying to each provision. The following summary describes institutional policy rather than individual benefit utilisation.

Sr. No.	Provision	Handbook summary
1	Casual and sick leave	Up to 12 days in a calendar year.
2	Earned leave	Up to 12 days annually, subject to accrual and use rules.
3	Hospitalisation leave	10 paid days per year, with hospitalisation documentation.
4	Maternity leave	Up to 26 weeks for eligible employees, with stated conditions.
5	Paternity leave	5 days; specified support for antenatal appointments.
6	Day care	Provision for children aged 2.5 to 8 years of eligible university community members.
7	Working mothers	Breastfeeding breaks and specified flexible arrangements, subject to administrative approval; reduced working days carry pro-rata salary.
8	Higher studies	Scholarship support varies by eligibility, programme and approval.
9	Working hours	9:00 a.m. to 5:30 p.m.; attendance and approved flexibility are governed by the handbook.

The handbook also provides for bereavement leave, duty leave and other categories under defined conditions. Eligible staff are covered by the Employees State Insurance scheme, and the handbook records medical and welfare facilities. These provisions support workforce participation and career continuity; the report does not infer employee uptake or satisfaction from policy availability alone.

Placement and Employability

Graduate employment is a direct connection between higher education and productive participation in the economy. The placement announcements supplied for this report recognise students progressing into pharmaceutical, human resource and technology roles. They provide individual examples of career transitions across disciplines and regions. Each announcement is retained in its original form so that the student, programme and employer remain visible.

Sr. No.	Student	Programme	Employer	Package shown
1	Bhavika Verma	M Pharmacy	Macleods	Not stated
2	Diksha Singh	MBA Human Resource	Ikigai Technologies	Not stated
3	Shivani Thakur	B Tech CSE	Starten Systems	₹12 LPA
4	Varun	B Tech CSE	Starten Systems	₹12 LPA

The two technology posters explicitly carry the year 2025. The Bhavika Verma and Diksha Singh announcements were supplied with the 2025 reporting material but do not print a year. The stated ₹12 LPA packages are individual advertised offers and are not presented as an institutional average, median or placement rate.

Preparing Students for Professional Participation

Employability requires disciplinary knowledge alongside communication, judgement, adaptability and confidence. The 2025 activities documented in this report provide complementary forms of preparation: industry dialogue through CEDSA, research communication and entrepreneurial ideation through the Ideation Conclave, and alumni relationships that can support the exchange of professional experience. These activities broaden students' exposure to the expectations and possibilities of working life.

Placement Highlights in Pharmacy and Human Resources



Bhavika Verma — M Pharmacy — Macleods



Diksha Singh — MBA Human Resource — Ikigai Technologies

Technology Placement Highlights for 2025



Shivani Thakur — Starten Systems — ₹12 LPA



Varun — Starten Systems — ₹12 LPA

Entrepreneurship and Professional Learning in 2025

Coaching, industry engagement and practical learning connect academic knowledge with entrepreneurial opportunity. The following 2025 activities support skills, enterprise and inclusive economic participation.

Sr. No.	Activity	Date basis	SDG 8 contribution
1	Project Pragati launch	28 January 2025	Rural women's entrepreneurship and mentoring
2	Agricultural extension workshop	January 2025; university account published 13 February	Productivity and rural livelihood skills
3	4th CEDSA Conclave	July 2025; news dated 14 July	Business skills, ethical practice and women's economic participation
4	Ideation Conclave	4 December 2025 event listing	Innovation, enterprise and career readiness

Project Pragati and Rural Women Entrepreneurs

Launched on 28 January 2025, Project Pragati welcomed seven women from villages under Sanhol Panchayat. The Centre for Leadership Coaching established a three-level support model linking participating Sakhis with coaches known as Sarthis and student mentors known as Sahyogis. The programme combined individual coaching with regular follow-up to help participants address barriers and develop practical business ideas.

The initiative links entrepreneurship with confidence, agency and sustained guidance. Its design creates space for rural women to explore economic opportunities while students gain experience in mentoring and community engagement. The launch account describes planned coaching and checkpoints; it does not establish business survival rates or income gains. The cover photograph documents this initiative.

[1] Agricultural Extension and Rural Productivity

The MS Swaminathan School of Agriculture organised a two-day workshop on farmers' problems and practical solutions in the Solan region. The university account describes engagement in Shivathal, Kundla and Shamti, covering soil testing, crop nutrition, apple pruning, disease management,

processing and protected cultivation. Practical demonstrations connected scientific knowledge with farmers' day-to-day decisions. Its SDG 8 relevance lies in skills and productivity that can support rural livelihoods; increased farm income was not quantified in the account.

[2] Industry Dialogue through the CEDSA Conclave

The fourth CEDSA Conclave brought industry leaders, entrepreneurs, academics and policymakers to Shoolini University for two days of discussion on direct selling. The university's news account, dated 14 July 2025, records four panels addressing digital transformation, ethical governance, women's participation and the future of the sector.

Speakers connected business development with responsible leadership, technology adoption and professional education. The women's panel discussed financial independence and the importance of legal safeguards and inclusive working environments. These themes are relevant to SDG 8 because they examine the quality of economic opportunity alongside enterprise growth. The event documents industry engagement and learning; it does not establish participant earnings or endorse specific business models.



Industry and academic engagement at the fourth CEDSA Conclave

Contribution to SDG 8

The conclave provided a setting for students to consider how commercial activity, digital skills and ethical responsibility interact. Its focus on women's experiences also brought attention to barriers and conditions affecting inclusive economic participation.

[3] Ideation Conclave and Research Led Enterprise

The Ideation Conclave, listed for 4 December 2025, was organised by the Student Research Council with EYUVA and iHUB Shoolini. It linked student research and early innovation with the Viksit Bharat 2047 vision. Industry contributions addressed innovation, interview readiness and applications of artificial intelligence, while students practised communicating research and proposing solutions.

The university account records an Ideathon involving 30 student teams and the launch of SCOPEX Rising Star, a single-slide research presentation format. Winter Innovation Month was announced to support selected ideas through prototype development. These activities connect learning with entrepreneurial capability and employment readiness. Announced support and opportunities are treated as commitments rather than completed funding disbursements or verified job outcomes.



Students and university representatives at the Ideation Conclave

[4] Research Support and Innovation Capacity

The event demonstrates how mentoring, research infrastructure and institutional partnerships can help ideas move towards practical development. The Employee Handbook separately recognises

competitive research grants, consultancy and patents. This report describes that support framework without carrying forward the previous report's project amounts as new 2025 awards.

[5] Alumni Networks and Community Engagement

The Social Project report records three alumni activities explicitly linked to SDG 8. Their contribution is principally relational: maintaining professional networks, exchanging experience and creating opportunities for future mentoring. The descriptions below retain the documented dates and locations without treating social participation as a measured employment outcome.

Delhi Alumni Reunion

On 8 January 2025, alumni gathered in Delhi to renew connections and share experiences. The formation of Shoolini Circle Delhi provided a basis for ongoing interaction and mutual support. The reunion strengthened a network spanning different professional paths, with potential value for career conversations and continued engagement with the University. The supplied account does not identify the venue or record formal recruitment or mentoring outcomes.



Delhi alumni reunion and formation of Shoolini Circle Delhi

Regional Alumni Connections

Tricity Alumni Meet

The Tricity alumni gathering took place at Qizo Café, Chandigarh, on 7 March 2025. Alumni renewed relationships and shared personal and professional experiences in an informal setting. The gathering sustained connections across the region and reinforced the University's alumni community. Its relevance to SDG 8 lies in professional connectedness; the activity account does not document placements or business transactions.



Tricity alumni interaction at Qizo Café

Back to Roots at Shoolini University

On 21 March 2025, alumni returned to RTH at Shoolini University for a campus homecoming. University updates, an open-mic session and alumni reflections connected current institutional developments with graduates' professional journeys. The account records alumni pledges to mentor and support students, providing a basis for future career engagement.



Alumni homecoming at Ratan Tata Hall

Sustainable Enterprise at the Earth Day Green Bazaar

On 24 April 2025, the Earth Day programme at the University's covered parking brought together nine schools through an Inter-School Eco-Challenge. The Green Bazaar and related stalls offered a practical setting for presenting products, engaging visitors and communicating sustainability values. Handmade jewellery, candles, all-paper designs, eco-cards and food stalls illustrated different forms of creative enterprise.

This component is relevant to SDG 8 through enterprise exposure and resource-conscious production, although the activity is classified under other SDGs in the Social Project report. It created an opportunity to connect product ideas with public engagement. No sales, profits or new enterprises are inferred from participation. The activity summary and matching event poster identify 24 April 2025; this report uses that date rather than the different dates on other Earth Day promotional material.



Visitors engage with student displays at the Earth Day programme

Connecting Enterprise and Resource Efficiency

The bazaar linked creative activity with the use of renewable or repurposed materials. Such experiences help students consider the commercial and environmental dimensions of products together, complementing classroom discussion of sustainable business.

Research and Innovation for Economic Growth

Research contributes to SDG 8 by examining the quality of work, the conditions that enable enterprise and the technologies that improve productivity. Shoolini University's 2025 publication collection spans employment and human resource management, financial inclusion, women's entrepreneurship, sustainable enterprise and agricultural innovation. These areas connect economic participation with social and environmental responsibility.

The supplied Scopus export contains 67 publications dated 2025: 17 articles, 23 reviews, 20 book chapters, six conference papers and one book. It records 400 citations at the data update of 25 October 2026.

Employment and Inclusive Enterprise

Titles directly addressing work and enterprise include studies of job satisfaction and turnover intention, remote work and sustainable human resource management, women's entrepreneurship, MSME support programmes, microfinance, self-help groups and financial inclusion. These topics provide a research basis for examining barriers to participation and the institutional conditions that support economic opportunity.

Productivity and Sustainable Economic Activity

The wider collection includes agricultural technologies, bioresources, waste valorisation, smart irrigation, crop protection and resource-efficient systems. Their relevance to SDG 8 is connected to productivity and the efficient use of resources. Inclusion follows the supplied SDG 8 publication dataset; the bibliography does not imply that every paper measures employment or income outcomes.

The complete list follows in the supplied order. Author listings are abbreviated to the first three authors where longer; titles, publication venues, year and publication types are retained. Citations are presented as recorded in the supplied export.

Publications in 2025

Sr. No.	Publication and authors	Venue and type	Citations
1	Biochar as a Potential Nutrient Carrier for Agricultural Applications Sharma, S.; Mukherjee, S.; Bolan, S.; et al.	Current Pollution Reports Review • 2025	43

Sr. No.	Publication and authors	Venue and type	Citations
2	Nanocomposite-based agricultural delivery systems: a sustainable approach to enhanced crop productivity and soil health Ray, A.; Das, P.; Chunduri, R.; et al.	Journal of Nanoparticle Research Review • 2025	29
3	The Combination of α-Fe2O3 NP and Trichoderma sp. Improves Antifungal Activity Against Fusarium Wilt Sharma, S.; Kumari, P.; Shandilya, M.; et al.	Journal of Basic Microbiology Article • 2025	28
4	Advancements of Glucose Monitoring Biosensor: Current State, Generations of Technological Progress and Innovation Dynamics Dua, A.; Debnath, A.; Kumar, K.; et al.	Current Pharmaceutical Biotechnology Review • 2025	25
5	Plant-Driven Soil Dynamics: Exploring the Role of Roots, Fungi and Soil Traffic in Shaping the Soil Structure Negi, M.; Sharma, S.; Singh, M.	Communications in Soil Science and Plant Analysis Review • 2025	17
6	Biology and Application of Chaetomium globosum as a Biocontrol Agent: Current Status and Future Prospects Sharma, S.; Pandey, S.; Kulshreshtha, S.; et al.	Microorganisms Review • 2025	16
7	Job satisfaction and turnover intention: A comprehensive review of the shared determinants Jogi, S.; Vashisth, K.K.; Srivastava, S.; et al.	Human Systems Management Review • 2025	15
8	Leveraging Artificial Intelligence for Disease Diagnosis in Agricultural Crops: A Review Mehta, A.R.; Kumar, P.; Prem, G.; et al.	Indian Journal of Agricultural Research Article • 2025	15
9	Smart nano-fertilizers: a path to sustainable agriculture Gupta, P.; Dhar, H.; Bagal, Y.S.; et al.	Environmental Geochemistry and Health Review • 2025	14

Sr. No.	Publication and authors	Venue and type	Citations
10	In Vitro Mutagenesis: A Non-invasive Technology for Effective Crop Improvement to Assure Food and Nutritional Security—Current Trends, Advancements and Future Perspectives Sharma, V.; Thakur, M.; Maan, S.S.; et al.	Journal of Plant Growth Regulation Article • 2025	14
11	Valorization of Moringa oleifera Lam.: Healthy green biomass for circular bioeconomy Kumar, H.; Guleria, S.; Dhalaria, R.; et al.	Food Chemistry: X Review • 2025	12
12	AI-powered Innovations in Agriculture: A Systematic Review on Plant Disease Detection and Classification Mehta, A.R.; Kumar, P.; Prem, G.; et al.	Indian Journal of Agricultural Research Review • 2025	12
13	Conventional and cutting-edge advances in plant virus detection: emerging trends and techniques Singh, A.; Yasheshwar; Kaushik, N.K.; et al.	3 Biotech Review • 2025	12
14	Role of Organic and Biochar Amendments on Enhanced Bioremediation of Soils Contaminated with Persistent Organic Pollutants (POPs) Sharma, S.; Bolan, S.; Mukherjee, S.; et al.	Current Pollution Reports Review • 2025	12
15	Doubly pertinent p-nitrobenzaldehyde-grafted chitosan for adsorptive sequestration of aqueous anionic surfactant and gaseous CO2 Rathi, T.; Gomase, V.; Saravanan, D.; et al.	Journal of Molecular Liquids Article • 2025	11
16	Innovations in tannery wastewater management: a review of zero liquid discharge technology Pundir, A.; Thakur, M.S.; Goel, B.; et al.	International Journal of Environmental Science and Technology Review • 2025	11
17	Metabolic adaptations in plants: navigating heavy metal stress for sustainable plant growth Sharma, N.; Negi, N.; Kaur, H.; et al.	Discover Applied Sciences Review • 2025	10

Sr. No.	Publication and authors	Venue and type	Citations
18	Utilizing CRISPR-based genetic modification for precise control of seed dormancy: progress, obstacles, and potential directions Rachappanavar, V.	Molecular Biology Reports Review • 2025	9
19	Macronutrients-availing microbiomes: biodiversity, mechanisms, and biotechnological applications for agricultural sustainability Kaur, T.; Devi, R.; Negi, R.; et al.	Folia Microbiologica Review • 2025	8
20	Exploring the deciphering properties of Cyamopsis tetragonoloba: Its food application, feasibility, and future aspects Rani, R.; Kaushik, D.; Babagil, G.E.; et al.	International Journal of Food Science and Technology Review • 2025	7
21	Biochar-based technologies for sustainable aquaculture: A review of synthesis, properties, and application in water quality improvement and nutrient management Rai, N.; Kachore, A.; Julka, J.M.; et al.	Journal of Water Process Engineering Review • 2025	7
22	Microbial-based conversion of food waste for sustainable bioremediation and utilization as compost Hamid, B.; Yatoo, A.M.; Sayyed, R.Z.; et al.	Biomass Conversion and Biorefinery Review • 2025	7
23	Advancements in biogenic nanoparticles synthesis, characterization and its mechanism in disease management Thakur, N.; Tapwal, A.; Kumari, K.; et al.	Bioresource Technology Reports Review • 2025	7
24	Growth and yield responses of common bean (Phaseolus vulgaris L.) to tree lopping and organic manure under Morus-based agri-silvicultural system Saakshi; Thakur, C.L.; Bhardwaj, D.R.; et al.	Trees, Forests and People Article • 2025	6

Sr. No.	Publication and authors	Venue and type	Citations
25	Women, work, and equity: A critical study of entrepreneurship challenges and opportunities in India Srivastava, S.	Enhancing Workplace Productivity Through Gender Equity and Intergenerational Communication Chapter • 2025	5
26	Emergence of potassium solubilizing microbes-assisted crop processing for sustainable food production and microbial complexities Damathia, B.; Pathania, D.; Jha, A.; et al.	Food and Bioproducts Processing Article • 2025	5
27	Fostering Entrepreneurship and MSME Development through Targeted Interventions: Lessons from India's Experience with MUDRA, Stand-up India, and Startup India Satsangi, N.S.; Raghuwanshi, S.; Hasan, A.; et al.	International Journal of Economics and Financial Issues Article • 2025	4
28	Valorization of flowers and their role in circular bioeconomy and sustainable development goals Kumar, H.; Guleria, S.; Dhalaria, R.; et al.	Bioresources and Bioprocessing Review • 2025	3
29	Microalgae-Based Remediation of Contaminated Water: A Way Forward to Achieve SDG Goal 6 Kumar, S.; Utkarsh, K.; Nivedita; et al.	Role of Science and Technology for Sustainable Future: Volume 2: Applied Sciences and Technologies Chapter • 2025	3
30	Gossypium arboreum (L.): A review on its agronomic and industrial potential for sustainable cotton production Gogari, S.; Radha	Physiological and Molecular Plant Pathology Review • 2025	3

Sr. No.	Publication and authors	Venue and type	Citations
31	Sustainability of Plant Communities in the Himalayas: Issues and Prospects Rana, B.; Thakur, M.; Jamwal, K.	Plant Tissue Culture Technology: An Innovative Tool for the Propagation, Management, and Conservation of Himalayan Biodiversity Chapter • 2025	3
32	Marine Bioresources and Blue Economy Rai, N.; Sehgal, A.; Sambyal, D.; et al.	Biotechnological Innovations for Sustainable Biodiversity and Development Chapter • 2025	3
33	Proactive approach to biofertilizers for sustainable agriculture Sharma, N.; Dixit, B.; Kayastha, R.	Journal of Plant Nutrition Review • 2025	3
34	Women-led development through micro-finance led interventions: Myths or reality? Chandel, D.S.; Gupta, N.	Social Sciences and Humanities Open Article • 2025	2
35	Bio-synthesized ZnO NPs using cow urine in vitro & in vivo efficacy against late blight pathogen Sharma, S.; Thakur, S.; Kumari, P.; et al.	Inorganic and Nano-Metal Chemistry Article • 2025	2
36	Metal Oxides: Advances in Sustainability and Nanotechnology Khanna, V.; Jasrotia, R.; Singh, T.; et al.	Metal Oxides: Advances in Sustainability and Nanotechnology Book • 2025	2
37	Challenges of water remediation, waste-water treatment, and its future direction Saruchi; Kumar, V.; Muskan; et al.	Water Remediation Methods and Wastewater Treatment Chapter • 2025	1
38	Importance of Artificial Intelligence and the Internet of Things in Smart Agriculture Sharma, R.; Sharma, D.; Vaidya, P.; et al.	Metaheuristics in Engineering Applications Chapter • 2025	1

Sr. No.	Publication and authors	Venue and type	Citations
39	Ethical, societal issues, and future challenges of plant CRISPR technologies Prakash, A.; Mandal, S.; Ranjan, S.; et al.	CRISPR Technology for Combating Plant Pests and Pathogens Chapter • 2025	1
40	Bioprospecting and Biodiscovery for Sustainable Development Sonia; Banerjee, R.; Yadav, S.; et al.	Biotechnological Innovations for Sustainable Biodiversity and Development Chapter • 2025	1
41	Role of Fungi in Biogenic Synthesis of Nanofertilizers and Nanopesticides Khatua, S.; Ghosh, S.	Nanobiotechnology for Agricultural Sciences: Nano-Agri-Input Products for Crop Production and Environmental Protection Chapter • 2025	1
42	Impact of bulky manures and fermented liquid formulations in enhancing the quality parameters of sweet pepper Brar, P.S.; Bhardwaj, G.; Kaushal, R.	Journal of Plant Nutrition Article • 2025	1
43	Sustainable Solution: Harnessing Artificial Intelligence, Internet of Things and Design Thinking for Climate Action Sharma, R.; Thakur, V.	Proceedings of the 2025 12th International Conference on Computing for Sustainable Global Development, INDIACom 2025 Conference Paper • 2025	1
44	Strengthening Aisyiyah Banguntapan 4's Understanding of Murabahah Financing as a Sustainable Sharia Economic Solution Asyiqin, I.Z.; Yunita, A.; Marwa, M.H.M.; et al.	Jurnal Pengabdian Hukum Indonesia Article • 2025	1
45	Impact of Combined Application of Swine Manure Liquid and Phosphorus Fertilizers on Soil Phosphorus and Microbial Communities Pu, M.; Zhang, Y.; Mukherjee, S.; et al.	Sustainability (Switzerland) Article • 2025	1

Sr. No.	Publication and authors	Venue and type	Citations
46	Tomato Plant Disease Detection Using YOLO11 Sharma, G.; Sharma, G.; Sharma, B.B.	Proceedings of the 2025 12th International Conference on Computing for Sustainable Global Development, INDIACom 2025 Conference Paper • 2025	1
47	AI-Based Yield Prediction and Smart Irrigation Das, S.; Nandy, S.K.	Studies in Big Data Chapter • 2025	1
48	Evaluating the impact of pre- and post-emergence herbicides on weed dynamics and sustainable Maize cultivation practices George, A.; Singh, A.; Kritika; et al.	Plant Science Today Article • 2025	1
49	Green-synthesized nano-fertilizers: a sustainable approach to enhancing crop productivity and stress tolerance Thanta, S.; Bhanwala, G.; Kimta, N.; et al.	Current Research in Biotechnology Article • 2025	1
50	Advancements in AgBiO3-based heterojunctions for environmental sustainability: Modification strategies and mechanistic insights Bhardwaj, A.; Malhotra, M.; Sudhaik, A.; et al.	Inorganic Chemistry Communications Review • 2025	1
51	Optimizing nitrogen splitting and herbicide use for weed suppression and yield enhancement in wheat (Triticum aestivum L.) Bhagat, V.; Kumar, S.; Gupta, M.; et al.	Plant Science Today Article • 2025	1
52	Bridging the Gap: Exploring Blockchain's Role in Enhancing Financial Inclusion in the Indian Context Chintale, P.; Waghmare, P.; Khanna, S.; et al.	Lecture Notes in Networks and Systems Conference Paper • 2025	0
53	Victim Profiling Under Financial Crimes Bhardwaj, P.; Gupta, C.M.	Fundamentals of Forensic Victimology: Insights into Crime, Trauma, and Justice Chapter • 2025	0

Sr. No.	Publication and authors	Venue and type	Citations
54	Approach to Agrobiodiversity Preservation and Sustainable Agriculture in a Changing World Barsola, B.; Kumari, P.; Yadav, S.; et al.	Biotechnological Innovations for Sustainable Biodiversity and Development Chapter • 2025	0
55	Utility of advanced nanomaterial based on microorganisms for improvement of soil quality Khirwar, R.; Gaidher, M.; Thakur, A.; et al.	Advances in Microbial Nanotechnology: Fundamentals and Applications Chapter • 2025	0
56	A Machine Learning-based Smart Water Management Framework for Agricultural Irrigation using a Stacked Ensemble Model Kannan, N.; Krishna, E.; Josephson, P.J.; et al.	Proceedings of 5th International Conference on Trends in Material Science and Inventive Materials, ICTMIM 2025 Conference Paper • 2025	0
57	Harnessing Information Systems for Sustainable Enterprise Development: A Systematic Literature Network Analysis Ranjan, R.; Singh, R.; Tripathi, S.	Communications in Computer and Information Science Conference Paper • 2025	0
58	Future Trends and Implementation in Events and Festivals: A Focus on Himachal Pradesh's Festive Culture and Traditions Thakur, D.J.; Dayal, G.; Verma, P.; et al.	Technological Innovation and AI for Sustainable Development in Events and Festivals Chapter • 2025	0
59	Efficacy of pre-emergent herbicides on weed dynamics, productivity and profitability of wheat (Triticum aestivum L.) in Northwestern Himalayan region Kumar, R.; Dwivedi, M.C.; Puniya, R.; et al.	Plant Science Today Article • 2025	0
60	Study on the Impact of Remote Work: Toward Sustainable HRM Kaur, A.; Singh, T.; Goel, R.; et al.	Managing for Sustainability: The Role Of Human Resource Management In Advancing Sdg Goals Chapter • 2025	0

Sr. No.	Publication and authors	Venue and type	Citations
61	Fodder quality analysis of Hippophae salicifolia D. Don (Seabuckthorn) in the Western Himalayas of India Nangla, S.; Sankhyan, H.P.; Rana, N.; et al.	Plant Genetic Resources: Characterisation and Utilisation Article • 2025	0
62	The Role of Green Information Systems in India's Environmental Sustainability: A Review-Based Perspective Ranjan, R.; Singh, R.; Tripathi, S.	Communications in Computer and Information Science Conference Paper • 2025	0
63	Advanced Mutagenesis Techniques for Climate Resilient Crops Maan, S.S.; Aayesha; Roushan, P.; et al.	Innovations in Climate Resilient Agriculture Chapter • 2025	0
64	The multifaceted role of MFIs in fostering financial inclusion in India Kumar, S.; Kumar, V.	Microfinance, Financial Innovation, and Sustainable Entrepreneurship in Economics Chapter • 2025	0
65	Emerging wastewater treatment and reuse innovations in agriculture Kumari, S.; Khare, N.; Pandey, S.; et al.	Water Remediation Methods and Wastewater Treatment Chapter • 2025	0
66	Genome Editing of Plant Hormone Signaling Pathways to Abiotic Stress Tolerance Singh, S.; Sharma, I.; Kumar, P.	Phytohormones: Important Player in Combating Plant Abiotic Stress Chapter • 2025	0
67	Empowering rural Indian women through self-help groups: socioeconomic impact and global perspectives Swati; Sharma, D.D.	Research Handbook on Information Systems and Society Chapter • 2025	0

Responsible Investment and Procurement

The University's financial and purchasing decisions influence resource use, supplier relationships and the conditions under which goods and services are provided. The three supplied 2025 policy documents establish complementary commitments: responsible investment, reduced dependence on carbon-intensive energy systems and sustainable procurement. Their SDG 8 contribution lies in connecting economic decisions with resource efficiency, labour standards and ethical conduct.

Divestment Policy

The Divestment Policy provides a framework for reducing dependence on coal- and oil-based energy systems and encouraging renewable energy and efficiency. It applies to departments and personnel involved in relevant financial, procurement, energy and operational decisions. Its provisions support a transition towards cleaner operations; the policy is not presented as evidence that specified investments have already been divested.

Sustainable Investment Policy

The Sustainable Investment Policy integrates environmental, social and governance considerations into financial management. Social criteria include human rights, labour standards, occupational health and safety, equality and community wellbeing. Governance criteria address ethical conduct, transparency, compliance and conflicts of interest. The policy balances financial return and risk with sustainability considerations, supported by assessment, documentation and monitoring.

Sustainable Procurement Policy

The Sustainable Procurement Policy links value, quality and supplier reliability with environmental and social responsibility. It includes expectations relating to labour and human rights, prohibits forced, bonded and child labour in the supply chain, and addresses ethical business conduct and conflicts of interest. Authorisation, documentation and supplier assessment help translate these commitments into purchasing decisions. The policy establishes requirements; this report does not infer full supplier compliance from the policy alone.

The three supplied documents are reproduced in full on the following pages, preserving their wording, dates and approvals.

DIVESTMENT POLICY

Policy Created: 2021

Policy Revised: 2025

Shoolini University of Biotechnology and Management Sciences,
Solan, Himachal Pradesh, India-173229

Divestment Policy continued

Purpose

Shoolini University is committed to responsible energy use, environmental sustainability, and reducing carbon emissions associated with its operations. This Divestment Policy, forming part of the University's Energy Policy and complementing its Sustainable Investment Policy and Environment Policies, provides a framework for reducing dependence on coal- and oil-based energy systems and promotes a gradual transition towards renewable energy and energy-efficient alternatives that advance climate-change solutions.

Scope

This policy applies to all academic and administrative departments, divisions, and business units involved in investments, procurement, energy planning, transportation, or other financial and operational decisions on behalf of the University. It is relevant to employees and personnel responsible for such decisions.

Policy Statement

The University seeks to discourage dependence on coal- and oil-based energy systems and to promote renewable energy, energy efficiency, and lower-carbon alternatives. Divestment actions are supported by the University's Energy Policy, Environment Policies, and Sustainable Investment Policy. The policy encourages responsible decisions that reduce avoidable fossil-fuel use and support the transition towards cleaner campus operations.

Policy Objectives

- Reduce dependence on fossil-fuel-based energy and carbon-intensive systems across campus operations.
- Encourage investment and operational choices that support renewable energy and climate-change solutions.
- Promote energy efficiency and responsible energy consumption in University facilities.
- Encourage lower-carbon alternatives for campus transportation and cooking requirements.
- Integrate sustainability considerations into relevant investment, procurement, and financial decisions.

Implementation Measures

Fossil-fuel divestment and energy planning

The University discourages dependence on coal- and oil-based energy systems and encourages a gradual shift towards renewable and energy-efficient alternatives, consistent with its Energy Policy and Sustainable Investment Policy.

Solar energy

The University encourages the use of solar energy for electricity generation as an alternative to electricity sourced from coal-based thermal power plants, where feasible.

Solar steam for community cooking

The University encourages the use of a concentrated solar-steam community cooking system serving approximately 1200 students in University hostels, with the objective of reducing LPG consumption.

Campus transportation

The University discourages fossil-fuel-based public transportation within the campus and encourages the use of electric carts for campus mobility.

Biogas for cooking

The University encourages the use of biogas as an alternative to LPG for cooking, where technically and operationally feasible.

Sustainable investment decisions

The Sustainable Investment Policy guides the University's approach to investments in sustainable energy assets and divestment from fossil-fuel-based energy dependencies.

Roles and Responsibilities

Centre of Excellence in Energy Science and Technology (CEEST): Serves as policy document owner and supports energy-related sustainability initiatives and review of relevant measures.

Comptroller of Finance: Considers the policy in relevant financial and investment decisions within the office's remit.

Central Purchase Committee (CPC): Considers relevant sustainability and energy-efficiency factors in procurement decisions, consistent with university policies and procedures.

Divestment Policy continued

Academic and administrative departments: Support implementation by considering the policy in applicable operational, procurement, energy, and financial decisions.

Monitoring and Review

Relevant University offices should review implementation through available energy-management reviews, investment and procurement processes, and records of initiatives supporting renewable energy and reduced fossil-fuel dependence. The policy should be reviewed periodically every three years by the designated offices to maintain alignment with the University's Energy Policy, Environment Policies, and Sustainable Investment Policy. Any revision or formal approval should follow the University's applicable governance procedures.

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Sustainable Investment Policy

2025



Shoolini University of Biotechnology and Management Sciences, Solan, Himachal Pradesh, India-173229

Sustainable Investment Policy continued

Policy Overview and Purpose

Shoolini University recognises that its financial assets and endowment portfolios should be managed responsibly to promote environmental sustainability, social responsibility, and sound governance (ESG). The University aims to align its investment decisions with the United Nations Sustainable Development Goals (SDGs) and its institutional mission of responsible leadership. Through this approach, the University seeks to encourage sustainable investment practices, support long-term value creation, and contribute positively to society and the environment while maintaining prudent financial management.

Vision

Shoolini University's vision for sustainable investment is guided by the definition of sustainable development articulated by the United Nations World Commission on Environment and Development in 1987: *"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs."* Recognising the importance of this principle, the University acknowledges that responsible investment decisions must balance three key dimensions: **risk, financial return, and positive impact**.

Policy Objectives

The objectives of this policy are to:

I. Integrate environmental, social, and governance considerations into investment decisions and financial management.

II. Encourage investments that support renewable energy, energy efficiency, water conservation, wastewater recycling, sustainable infrastructure, and waste management.

III. Minimise exposure to activities associated with significant environmental harm, unethical business practices, and unacceptable social impacts.

IV. Support the University's stated commitment to achieving net-zero emissions by 2030, subject to the approved institutional climate action roadmap.

V. Promote responsible financial management that balances financial returns, risk management, and measurable sustainability benefits.

VI. Encourage investment decisions that contribute to relevant UN Sustainable Development Goals, particularly SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), and SDG 15 (Life on Land).

VII. Establish mechanisms for monitoring, reporting, reviewing, and continuously improving sustainable investment practices.

Sustainable Investment Policy continued

Shoolini University

Scope and Applicability

This policy applies to financial assets and investment activities managed directly by Shoolini University or through authorised external financial managers, subject to applicable laws, financial regulations, and institutional governance requirements.

The scope may include:

- University endowment funds, where applicable.
- Institutional reserves and surplus funds.
- Cash-management arrangements and fixed deposits.
- Financial investments made through authorised instruments.
- Investments in renewable energy and resource-efficiency infrastructure.
- Capital expenditure supporting sustainable buildings and campus infrastructure.
- Eligible green bonds and other sustainability-linked financial instruments.

The policy shall be implemented in a manner proportionate to the nature of each investment, the availability and reliability of ESG data, the associated financial risks, and the maturity of relevant assessment methodologies.

Sustainable Investment Approach

Identification of Sustainability Risks and Opportunities

The University shall seek to identify environmental; social, governance, and climate-related risks and opportunities associated with its investment decisions. This approach will support informed financial planning, risk mitigation, and long-term value creation.

Relevant considerations may include greenhouse gas emissions, energy consumption, water use, waste generation, biodiversity impacts, labour practices, human rights, business ethics, and regulatory compliance.

Where appropriate, the University may consider emerging sustainability standards, climate-related financial risks, technological developments, and opportunities for investment in low-carbon and resource-efficient solutions.

Integration of ESG Considerations

Environmental, social, and governance considerations should form part of the investment appraisal and decision-making process, proportionate to the size, nature, and risk profile of the proposed investment.

The assessment may consider:

- **Environmental factors:** Carbon emissions, renewable energy use, energy efficiency, water conservation, pollution prevention, waste management, and biodiversity protection.

- **Social factors:** Human rights, labour standards, occupational health and safety, equality, diversity, inclusion, and community well-being.
- **Governance factors:** Ethical business conduct, anti-corruption measures, transparency, accountability, regulatory compliance, and management of conflicts of interest.

Where relevant information is available, investment proposals should be assessed against these factors before approval. The rationale for material investment decisions and any identified sustainability risks should be documented.

Alignment with Institutional Sustainability Commitments

The University shall seek to align its investment decisions with its Energy and Environment Policy, applicable institutional sustainability commitments, and approved climate action objectives. The University's stated commitment to net-zero emissions by 2030 should guide the development of appropriate interim targets, implementation measures, and monitoring arrangements. Investment decisions should support energy conservation, renewable energy adoption, efficient resource use, and reductions in the environmental footprint of campus operations.

Investment in Renewable Energy and Sustainable Infrastructure

Shoolini University recognises investment in renewable energy and resource-efficient infrastructure as an important component of its sustainability strategy.

The University has undertaken initiatives involving renewable energy generation, biogas utilisation, solar thermal applications, wastewater treatment, and sustainable building practices. These initiatives provide an institutional foundation for strengthening the integration of sustainability considerations into future capital allocation and infrastructure planning.

Priority areas for consideration include:

Renewable Energy: Investment in solar photovoltaic systems, solar thermal technologies, biogas systems, and other technically and financially viable renewable energy solutions.

Energy Efficiency: Improvements to building insulation, passive solar design, energy-efficient lighting, heating systems, and other measures that reduce energy demand.

Water Conservation and Recycling: Investment in wastewater treatment, water reuse, efficient water infrastructure, rainwater harvesting, and groundwater recharge, where appropriate.

Sustainable Buildings: Development and renovation of buildings that incorporate climate-responsive design, suitable sustainable materials, natural lighting, thermal comfort, and resource efficiency.

Sustainable Investment Policy continued

Waste Management and Circular Economy: Support for waste segregation, recycling, organic waste processing, resource recovery, and other initiatives that reduce waste generation and environmental impacts.

Green and Sustainable Financial Instruments: Subject to financial due diligence, regulatory requirements, and institutional approval, the University may consider eligible green bonds, sustainability bonds, and other financial instruments with credible environmental or social objectives.

All proposed investments should undergo appropriate financial, technical, operational, and sustainability assessments. The University should not claim quantified financial or environmental benefits unless these are supported by verifiable evidence.

Monitoring, Measurement, and Reporting

The University shall seek to establish a transparent monitoring framework to evaluate the financial performance and sustainability outcomes of investments covered by this policy.

Monitoring indicators may include:

- Proportion of eligible investments assessed using ESG criteria.
- Investment allocated to renewable energy and energy-efficiency projects.
- Renewable electricity generated and utilised, where measured.
- Energy savings associated with efficiency improvements, where verified.
- Volume of wastewater treated and reused, where relevant.
- Investment in sustainable buildings and resource-efficient infrastructure.
- Progress against approved climate-related investment objectives.
- Identified ESG risks, mitigation actions, and compliance issues.

All employees and any personnel responsible for the investments, financial decisions on behalf of the university, unless otherwise exempted in accordance with this Policy.

Review

The University should periodically review its progress against relevant sustainability objectives and identify opportunities for improvement.

Contact Information: directorenergy@shooliniuniversity.com

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Sustainable Procurement Policy

2025

Shoolini University

Shoolini University of Biotechnology and Management Sciences,
Solan, Himachal Pradesh, India-173229

Sustainable Procurement Policy continued

Purpose

Shoolini University is committed to integrating sustainability into its institutional operations, including the sourcing and procurement of goods, materials and services. This policy establishes a framework for responsible purchasing that considers economic value alongside environmental protection, social responsibility, ethical conduct and compliance with applicable requirements.

Scope

This policy applies to all academic and administrative departments, divisions, business units, employees and other personnel involved in purchasing goods or services on behalf of Shoolini University, unless an applicable exemption is authorised under university procedures.

Core Commitments

- Comply with applicable laws, regulations and institutional requirements.
- Promote high standards of economic, social, ethical and environmental performance.
- Identify and mitigate risks associated with procurement activities.
- Communicate sustainability expectations to internal stakeholders and suppliers.
- Consider value, quality, service, and environmental and social impacts in purchasing decisions.

Sustainable Procurement Principles

Procurement decisions should consider the necessity of the purchase, budget availability, product or service quality, delivery timelines, supplier reliability, and relevant sustainability factors. Departments should avoid unnecessary or duplicate purchases and maintain appropriate records and approvals.

Environmental Responsibility

- Comply with applicable environmental laws and requirements.
- Use responsible waste-management and disposal practices.
- Seek opportunities to reduce greenhouse gas emissions and other harmful emissions.
- Conserve non-renewable natural resources and encourage renewable energy, including solar photovoltaic systems, biogas and solar thermal water heating.

Energy Conservation

Energy-consuming equipment procured by the University should comply with applicable energy-efficiency standards prescribed by the Bureau of Energy Efficiency (BEE), Government

of India. Energy performance should be considered alongside price, quality, suitability and lifecycle use.

Supplier Sustainability Expectations

The University expects suppliers to support responsible business practices and work towards standards consistent with its sustainability commitments. Supplier assessment may consider legal compliance, environmental responsibility, ethical conduct, labour practices, operational capacity and previous performance.

Business Ethics and Integrity

Observe applicable domestic and international laws governing ethical business practices.
Maintain procedures to prevent money laundering, fraud, bribery and corruption.
Identify and manage conflicts of interest.
Maintain appropriate data-security practices.

Labour and Human Rights

Comply with applicable labour and human-rights requirements and relevant principles of the International Labour Organization, the UN Global Compact and the Universal Declaration of Human Rights.
Prohibit slavery and forced, bonded or child labour throughout the supply chain.
Prevent unlawful discrimination and harassment and support a safe, inclusive working environment.

Community Development

The policy encourages suppliers to provide employees with at least a living wage and, where appropriate, collaborate with local governments and communities to improve educational, cultural, economic and social well-being. The University recognises that improving procurement performance is an ongoing process and values supplier contributions.

Roles and Responsibilities

Buyers and Departmental Purchasers

Follow this policy and applicable University, government and sponsor requirements.

- Complete required training, forms, statements and certifications.
- Use authorised procurement methods and maintain secure purchasing practices.
- Confirm budget availability and obtain approvals before committing expenditure.

- Ensure goods and services are necessary; avoid unnecessary or duplicate acquisitions.
- Document and reconcile transactions and promptly report improper personal purchases.

Department Authorisers: Deans and Heads of Departments

- Identify authorised departmental buyers and ensure they understand their responsibilities.
- Review and approve purchases as required and confirm that budget or grant funds are available.
- Retain transaction records in accordance with applicable requirements.
- Encourage consideration of preferred and eligible small or disadvantaged suppliers where applicable.
- Ensure purchases are necessary, documented and within allocated budgets.

Procurement Services, CPC, Comptroller of Finance and CEEST

- Maintain procurement policies, guidance and procedures, including authorised exceptions.
- Provide sustainable procurement guidance, a Procurement Manual, training, documentation and tools.
- Oversee compliance with procurement conduct and conflict-of-interest requirements.
- Maintain and review preferred-supplier arrangements and strategic sourcing processes.
- Guide departments on purchasing methods and approve purchase orders as required.
- Help resolve supplier-customer disputes and monitor implementation of this policy.

Supplier Selection and Preferences

Preferred Suppliers

Preferred-supplier status may be granted where commercial pricing and legal terms have been established, and the arrangement has received required approval from the Central Purchase Committee (CPC) and Vice Chancellor. Use of preferred suppliers can support value for money, simplify ordering, improve service and reduce repeated sourcing and negotiation effort.

Internal Suppliers

Departments should consider University internal suppliers, such as the bookstore, computer store and facilities management, before seeking external suppliers where suitable goods or services are available. The policy identifies administrative efficiencies as a potential benefit of using internal suppliers.

Sustainable Procurement Policy continued

Shoolini University

Responsible Suppliers

A supplier considered for a university contract or purchase order should have legal authority to conduct business, a satisfactory integrity record, appropriate financial and operational capacity, and acceptable performance history where available. Buyers should consider warning signs, including repeated non-performance, business instability, applicable sanctions or tax delinquency, and verify supplier credentials before engagement.

Purchasing Methods and Controls

Purchases should use the University's recommended procurement methods, particularly purchase orders, to support compliance with state, central-government and institutional requirements and minimise institutional risk. Purchases, except those made through internal suppliers as described in the policy, must follow the Purchasing Policy, Procurement Manual, Business and Travel Expense Policy and other applicable University policies.

Purchase Orders

- A purchase order (PO) is prepared and approved through the University's financial system and issued to the supplier, identifying goods or services, quantities and agreed prices.
- A PO should be issued before goods or services are received and before the invoice is received.
- Service purchases must be supported by a contract.
- Purchases requiring special oversight—including hazardous materials, live animals, lasers and radioactive devices—must be placed on a PO regardless of amount.
- Invoices should reference the relevant PO number to support compliance, billing and accounting.

Exceptions and Expense Reimbursements

Any procurement method outside those specified in the policy requires prior approval from Procurement Services. Use of personal funds for goods may be permitted where logistical or exceptional circumstances prevent use of a PO; purchases exceeding the micro-purchase threshold are discouraged, and services may not be procured with personal funds. Reimbursement submissions must follow the Business and Travel Expense Policy.

Ethical Standards and Conflict of Interest

All procurement transactions must be governed by ethical business standards and the University's Code of Business Ethics and Conduct. Suspected violations should be reported to the Vice Chancellor or raised at a Central Purchase Committee meeting. Disciplinary action may be taken under university policy, up to and including termination of employment.

Conflict of Interest

Buyers, department authorisers and other personnel who can influence purchasing decisions, contract negotiations, supplier relationships or contract management must avoid actual, potential or perceived conflicts of interest. A conflict may arise where an employee, associate, spouse, partner or immediate family member has a financial interest in, owns, operates or works for a business dealing with the University.

An individual must not review, approve, control or influence a purchase or business relationship from which they or an immediate family member may personally benefit. Questions about actual or perceived conflicts of interest should be referred to the Central Purchase Committee for evaluation and guidance.

Implementation and Compliance

All departments and personnel covered by this policy are responsible for applying its requirements to procurement activities. Departmental authorisers and Procurement Services should ensure that purchases are justified, authorised and documented. Supplier selection and procurement decisions should consider relevant sustainability, quality, cost, performance and compliance factors.

Procurement exceptions require prior approval from Procurement Services. Non-compliance with procurement and ethical standards may lead to action under applicable University procedures. The policy owner and responsible offices may provide clarifications and guidance to support consistent implementation.

Review

The policy should be reviewed periodically every three years by the CEEST offices to maintain alignment with the University's

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Supporting Workplace Policy Evidence

The following extracts reproduce relevant pages from the Employee Handbook 2025–2026 and selected publicly available policy documents. They support the report's discussion of equal opportunity, leave, family support, grievance resolution and professional development. The handbook is the principal period-specific reference for 2025–2026. Dates and wording on the public policy documents have been preserved; these extracts are not represented as policies newly adopted in 2025.

Sr. No.	Evidence	Coverage
1	Employee Handbook 2025–2026	Workplace commitments; leave; grievance process; disability support; day care; working mothers; higher studies; appraisal.
2	Anti-Harassment Policy	Policy definition and reporting framework.
3	Diversity and Equity Policy	Scope of inclusive institutional practice.
4	Employee Grievance Resolution Policy	Access, fairness, confidentiality and reporting procedure.

Public policy directory: https://shooliniuniversity.com/shoolini-policy

Section 2 – Workplace Commitments

2.1 Equal Opportunity Employment

Shoolini University is an equal opportunity employer and does not unlawfully discriminate against employees or applicants for employment based on an individual's race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. To promote equal opportunity employment, Shoolini University has implemented **"Policy on Building an Inclusive Community: Promoting Diversity and Equity."** This policy applies to all terms, conditions, and privileges of employment, including recruitment, hiring, placement, compensation, promotion, discipline and termination.

2.2 Anti-Harassment

Everyone has the right to work in a professional atmosphere that promotes equal employment opportunities and is free from discriminatory practices, including, without limitation, harassment. Consistent with its workplace policy of equal employment opportunity, the organization prohibits and will not tolerate harassment based on race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. Violations of this policy will not be tolerated.

Harassment is any unwelcome conduct that is:

- Unwanted or unwelcome
- Based on a person's protected characteristic
- Creates a hostile or offensive work or learning environment.
- Has the purpose or effect of interfering with a person's work or education.

Complaint Procedure

If you believe that you have been harassed or have witnessed or become aware of harassment in violation of this policy, you should report the incident to the Shoolini University Anti-Harassment Committee. The committee will investigate the matter and take appropriate action, which may include:

- Reprimanding the harasser
- Requiring the harasser to attend counseling.
- Suspending or expelling the harasser.

- The Committee includes: -

Dean Student Welfare
Director Operations
Dean/Senior most teacher of Law School
Director HR
Concerned Dean of Faculty

2.3 Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions Regulations

Objective

To empower the students and employees with the knowledge they need to reach out to the authorities whenever needed Higher Educational Institutions and its Executive Authorities to be aware of their duties and obligations under the legal frameworks provided to protect students and employees from sexual harassment at the workplace. To spread awareness among its community of

Policy Features:
All regular employees are eligible for following types of leaves in a Calendar year:

a) Casual Leave/Sick Leave – 12
b) Earned Leave – 12
c) Hospitalization Leave – 10
d) Sabbatical Leave - As per defined rules
e) Study Leave - As per defined rules
f) Academic Leave - As per defined rules
g) Maternity Leave - As per defined rules
h) Bereavement Leave - As per defined rules
i) Compensatory Leave - As per defined rules
j) Duty Leave - As per defined rules
k) Paternity Leave Policy – 5

Leave Types & Accumulation

Following are different types of leaves available:

A) **Casual Leave/Sick Leave:** On full pay may be allowed up to maximum of 12 days in any one calendar year. Also, it cannot be combined with any other leave or vacation. Any medical leave where there is no hospitalization will be treated as Sick Leave.

B) **Earned Leave:** This leave needs to be earned depending on the period spent on duty by an employee. For calculating this period, all working days including weekly off's and gazetted holidays will be considered except Sabbatical leave, Study leave & Leave without Pay. Total no of Earned Leaves in the year - 1/30th of period spent on duty (Max 12 per annum)

These leaves cannot be availed by Teaching Staff during the Semester/Classes period and can be only taken during Vacation Period of Students. Deans/Directors will decide the rotation of sanction of these leaves during the complete Vacation Period in order to ensure the continuity of university. One earned leave will be accumulated each month. Maximum 5 unused earned leaves in a calendar year can be carried forward. Any earned leave carried forward is valid only for one year post which it will lapse.

C) **Casual Leave/Sick Leave & Earned Leave:** Maximum of 6 Casual/Sick/Earned Leaves can be taken during the working period in any one semester.

D) **Hospitalization Leave:** All employees shall be entitled for Paid Hospitalization Leave for 10 days in a year. Hospitalization Leave cannot be combined with any other kind of Leave. This leave will be granted only on hospitalization and on production of Medical Certificate and hospital discharge certificate.

E) **Sabbatical Leave:** Any employee who has completed 3 years of service with Shoolini University can avail Sabbatical Leave in order to undertake research assignments. No salary will be paid during this leave. Application for the same needs to be made to VC and the Leave will be granted on VC discretion. Max Limit of the Leave is 2 years.

F) **Study Leave:** Any employee who has completed 3 years of service with Shoolini University can take Study leave in order to pursue special line of his/her study. Application for the same needs to be made to VC and leave will be given on his discretion. Max Limit of the Leave is 3 years. No salary will be paid during this leave period.

G) **Academic Leave:** Any employee who gets a paid fellowship/project in the top 1000 Universities is

eligible to avail academic leave during vacation period of students. This leave can be applied for a minimum period of 10 working days and up to maximum period of 30 working days. The justification for leave will be put across to VC and the leave will be sanctioned as per VC Discretion. If the concerned University is not in top 1000, then unpaid Academic Leave can be granted at the discretion of Vice Chancellor.

H) **Maternity Leave:** Any female employee, who has worked in the University for a period of not less than 80 days in the twelve months. immediately preceding the date of her expected delivery, is entitled for Maternity Leave. The maximum period for which any woman shall be entitled to maternity benefit shall be 26 weeks of which not more than 8 weeks shall precede the date of her expected delivery. Valid for first 2 children.

I) **Bereavement Leave:** All employees are eligible for bereavement leave in the event of death in an employee's immediate family (parents, grandparents, spouse, children, sister, or brother, including in-laws). Max Limit is up to 4 working days per year.

J) **Compensatory Leave:** Any employee with total pay of less than or equal to Rs. 30,000/-, who may be required in the interest of the University, to work during holidays, shall be entitled to compensatory leave after getting it approved from their reporting authority. Compensatory leaves need to be taken within 30 days of the day when it is accrued. Employee cannot take more than two compensatory leaves consecutively.

K) **Paternity Leave:** Under this paid leave policy, eligible employee are entitled to a paternity leave period of 5 days, regardless of their tenure. Expected fathers may take up to 3 hours off during working hours on two occasions to accompany their pregnant partners to antenatal appointments.

L) **Duty Leave:** The employee can avail duty leave in a year as under for attending Workshop/Seminars/Conference/Research Travel/Consultancy etc. Documentary proof will be required for availing duty leave and the leave will be approved on the VC discretion.
For visiting outside University for different invitations e.g. conducting examination/ Guest Lectures of academic importance etc. = 5 Days Conference/Seminar/Workshops = 5 Days
Trainings/FDP's = 5 Days
For any of the Duty Leave, application needs to be approved by Vice Chancellor on recommendation of the Dean & Registrar.
All leaves which needs the approval of the Vice Chancellor, the request needs to be routed through The Registrar's office and the same will be sent to Vice Chancellor post Registrar's recommendation.

M) **Leave without Pay/Unsanctioned Leave:** As a matter of the University Policy, Leave without Pay is not permissible. Unauthorized absence will be treated as an act of indiscipline. Also, any absence from duty without authorized leave will be considered 2X i.e. either 2 day's deduction of salary or 2 earned/casual leaves will be deducted for one day absence.

Gazetted Holidays

The list of holidays will be declared and circulated at the beginning of every year.
Also, if any leave is clubbed with Gazetted Holiday, then Prefix and Suffix days including weekend holidays will be considered under leave.
Administrative Process:

- All employees are required to plan their leave for the year in concurrence with their reporting managers so that University work does not suffer.
- All Leave requests have to be raised through online portal prior to proceeding on leave.

Working Hours & Flexibility

University Timings: 9.00 a.m. - 5.30 pm with a 30 minute Lunch Break.
To give flexibility to employees at the University, all employees need to put in a total 42.5 hours in a week (when there is 5 day week i.e. 8.5*5) and 51 hours in a week (when there is 6 day week l.e. 8.5*6). Also, on any given day, an employee needs to put on minimum of 6 working hours in the

University. Employees needs to ensure that the University work / Daily teaching schedule does not get affected while availing this flexibility.

3.7 Workplace and Academic Relationships

To maintain the integrity of the academic and work environment, Shoolini University prohibits all faculty, and academic staff, employees engaging in sexual or romantic relationships with students, regardless of whether the relationship is consensual. Failure to adhere to this policy, including failure to promptly notify and recuse where required, may result in disciplinary action, up to and including termination.

Pre-Existing Relationships: In cases where an employee was in a romantic or sexual relationship with a student prior to their employment at Shoolini University or the student's registration at the university, the employee must inform their supervisor about the relationship.

Relationships between Supervisors and Subordinates: Any faculty, academic instructional staff, employee, or other member of Shoolini University with supervisory responsibilities over another member is prohibited from having sexual or romantic relationships with their subordinates. If a supervisor had a prior romantic or sexual relationship with a subordinate, they must recuse themselves from supervisory or evaluative functions and inform their department head or superior.

Responsibilities of Supervisors: Supervisors who become aware of a prohibited relationship must take steps to eliminate or manage potential conflicts of interest or abuse of authority. This may involve establishing alternative supervisory or evaluative arrangements that are fair to all parties involved. Alternative arrangements could include anonymous grading, direct evaluation by a neutral party, or other measures as deemed appropriate. The choice of alternative arrangements should be based on the specific circumstances and context, with guidance available from department heads, superiors, or Shoolini University's human resources department.

3.8 Time & Attendance Management

The purpose of this policy is to confirm expectations for employee attendance and to confirm roles and responsibilities at Shoolini University to help ensure that university's employees have the tools and support required to maintain their well-being. It ensures accurate record-keeping of employees' work hours, promotes punctuality, and facilitate efficient attendance tracking through the Shoolini App.

All employees must report to work by 9:00 AM and mark attendance via the app, with closing time at 5:30 PM. Absence and leave requests follow established procedures, and failure to mark attendance without prior approval constitutes unauthorized absence. Reporting managers must be notified of any absence, and attendance discrepancies can be addressed through the Establishment Department. Non-compliance may result in disciplinary actions. The standard working hours are 9:00 AM to 5:30 PM, and any deviations require formal approval.

3.9 Complaint/ Grievance Resolution

Shoolini University is committed to maintaining a positive and constructive environment for all its stakeholders. This policy outlines the principles and procedures for addressing complaints, concerns, or grievances raised by employees, or any other individuals associated with the University. The University aims to resolve complaints in a fair, transparent, and timely manner, while ensuring the confidentiality of individuals involved.

Informal resolution options encourage open communication among stakeholders, with HR assistance available for informal concerns. It is advised, in the spirit of open communication, to speak to the reporting manager or department head to resolve the issue before pursuing a formal complaint.

3.12 Employee Referral Policy

Objective
The objective of the Policy is to reward all those employees who can contribute towards enhancing talent at Shoolini University in our pursuit to achieve a Global Top 100 ranking.

Eligibility: All employees who are on rolls of the University are eligible to give referrals under this policy, except:

a) Members of the Trust and their family
b) Members of Senior Management/ Directors/ Deans
c) Members of the HR Team
d) Employees referring their spouses

Process for referrals

- Any employee can refer candidates against any position, at any point of time.
- In case the referred profile is already available with the HR team in their database, the case will not be eligible for referral bonus.
- Employee's role will be limited to submission of resume of the candidate along with details on other softer aspects, if so desired by the employee. The regular process of Shortlisting and interviews will be applicable as per HR process.
- The referrer will not in any way be involved with the interview process or remuneration negotiation for the referred candidate.
- Final selection decision will be purely based on the merit of the referred candidate.
- All recommendations made by the employees must come from their personal contacts and not through any recruitment agency.

Eligible employees will get a defined referral bonus for different category of talent. The referral bonus will be released to the referrer only after the referred candidate has successfully completed 3 months with Shoolini University.

3.13 Policy for Differently Abled Persons

Shoolini University has a diverse community of both staff and students; this policy on differentially abled individuals is formed with an objective to provide a supportive and equal opportunity environment for all. The policy acts as a guiding principle to create a barrier free, harassment free-healthy environment within campus, free from unlawful discrimination ensuring equality of opportunity, dignity and respect for all individuals immaterial of his/her disabilities. The policy is applicable to all schools, administrative offices functioning within the university and all procedures from admission, examination to placements. This document outlines Shoolini University's policy for supporting disabled staff and disabled students, in line with legal obligations and university's duty of care.

The policy is framed to enhance overall campus experience of all individuals with special needs (students, staff and outsourced associates) and disabilities connected to the University in various capacities. The

aim is to provide a healthy environment for learning and working that covers physical, intellectual, emotional and social (including sports and recreation) aspects of university experience. It outlines Shoolini University's commitment for embracing a positive attitude toward the promotion of equality and diversity.

3.14 Policy for Day Care Facility

Purpose
The purpose of Day Care is to improve working parent spirit by providing day care facility to the children of age group of 2.5 years to 8 years of the working parents, students and visiting guest of the university. The facility is also extended to the child of Research Schoolers.

Policy statement
Shoolini University recognizes the fact that on-site Day Care facility center benefits the working parent as well students who are pursuing higher studies. A safe and nurturing environment with a schedule of routine that best meet the individual needs of each child in our care. Each child is treated with respect as a valuable individual.

Principle: Interests of Employee, Student & University are inseparable.

Eligibility: Kids between age group 2.5 years to 8 years.

Policy Benefits:

1. A best-in-class day care facility access to eligible employees' kid.
2. The day care facility is qualified with a lady Trained Graduate Teacher, one lady attendant and one lady security guard.
3. The day care facility will remain open with respect to university timings and shall be closed when university is closed.
4. The Basic amenities like safe drinking water, toys/play materials, child friendly furniture etc. will be available in day care.
5. Personal cleanliness of the child shall be maintained.
6. Activities like yoga, dance classes, movie theater and other recreational activities will be provided.

Timing of the Centre:

Sr. No.	Activity	Time
1	Arrival of Attendants (Aaya)	9:15 am
2	Arrival & receiving of Kids	9:30 am
3	Distribution of Fruits	11:00 am
4	Lunch	12:45 pm
5	Sleeping	1:00 pm to 2:00 pm
6	Distribution of Milk/Biscuit	3:45 pm
7	Yoga & other activities	4:00 pm to 5:00 pm
8	Departure	5:20 pm

3.15 Policy for Working Mother

Purpose
To protect the career/ job of a working mother by providing a flexible work environment to allow working mother to devote extra time for the upbringing of the child and also contribute to the success of university. A working mother, especially one who has the good fortune to be able to balance her home and work, enjoys the stimulation that a job or career provides. She develops the ability of raising a useful member of society and at the same time gains financial independence.

Benefits

- Working mother will be allowed to take 2 Hours break from the workplace for breastfeeding. Transportation arrangement has to be done by employee.
- Working mother may choose to work for 60% of total working days in a month and accordingly, salary will be paid on pro rata basis. Flexibility to choose any 2 days off in a week should be aligned with Dean.
- If your work arrangement allows you to come late by 1 hour in the morning or 1 hours early leaving from campus – it shall be allowed for one instance in a day subject to approval from Dean.

Benefits stated above are subjected to Administrative Control

3.15 Paternity Policy

Purpose

Under this policy, eligible employee are entitled to a paternity leave period of 5 days, regardless of their tenure. Expected fathers may take up to 3 hours off during working hours on two occasions to accompany their pregnant partners to antenatal appointments.

3.16 Higher Studies Policy

Purpose

Shoolini University is committed to the professional development of its employees and recognizes the value of higher education in enhancing their skills and knowledge. To support this commitment, the university has established a Higher Studies Policy to provide financial assistance to eligible employees pursuing higher studies. This policy outlines the eligibility criteria, application process, and budget allocation for such endeavors.

Scholarship Details

a) Shoolini University is committed to supporting employees' higher education aspirations and will provide scholarships based on the following criteria:
   1) Up to 50% scholarship for employees pursuing higher education relevant to their job role and benefiting Shoolini University after degree completion.
   2) 100% scholarship for employees below the poverty line seeking a higher education degree from Shoolini University.
   3) For employees pursuing higher education degrees through Shoolini Online, a minimum scholarship of 50% will be offered. However, 100% scholarship can be evaluated on a case-by-case basis, subject to approval from the Vice Chancellor.

b) Employees pursuing a degree through Shoolini Online while managing their job at Shoolini University are expected to devote time for studies after office hours or during weekends to maintain their job responsibilities.

Session 4: Annual Appraisal/ Promotion Avenues/ Welfare Measures

The University has a robust performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff.

A transparent appraisal system has been adopted by Shoolini University to measure and reward performance. The contribution period we take for an annual appraisal is a calendar year - January to December for both teaching and non-teaching staff and compensations are revised w.e.f. from April every year.

The key features of the Appraisal system at Shoolini are as follows: Separate Appraisals are designed for faculty and staff to cover all relevant factors of performance. For Faculty, the following performance parameters are evaluated:

a) Teaching,
b) Research/Innovation,
c) Contribution to University (participation in activities beyond teaching and research),
d) Personal development/ leadership.

For non-teaching Staff, evaluation is based on parameters fixed for their work and duties through 'My Impact Plan'.

a) Top 3 targets for the year
b) Self-Development,
c) Contribution to University

Based on these annual appraisal outcomes, the annual increment/incentives and promotion avenues are decided.

To maintain more transparency, an opportunity is provided to all employees to present their previous year's achievements/contributions in front of the Appraisal Committee. This provides an opportunity for employees not only to describe their achievements and next year's targets but also get a chance to share and receive feedback to improve further.

All employees (as per eligibility) have benefited from the welfare schemes as enumerated below:

- Employees State Insurance scheme is implemented for eligible employees.
- Provision of medical leave and on-campus medical facilities.
- Exclusive facilities for women in the women's centre, including a creche.
- Subsidized transportation for all employees.
- Incentives for higher qualifications/generating research grants.
- Encouragement with subsidies to attend conferences and seminars.
- Special facilities for differently abled employees
- Monthly Birthday Celebrations.
- Free Education for the Children of Employees.
- Festival Celebrations around the year with occasional bonuses.
- Golden Rudraksha Awards for employees and staff are given based on peer assessment under multiple criteria.
- Support classes for children of employees.
- Provident Fund, Gratuity, maternity benefit to women, etc., as per different acts + working mother policy & paternity policy
- 2 weeks free yoga Certification – Live Love Yoga

Anti Harassment Policy

Harassment can take many forms, including:

- Verbal harassment, such as making derogatory or offensive comments.
- Physical harassment, such as unwanted touching or assault
- Visual harassment, such as displaying or distributing offensive material.
- Written harassment, such as sending or posting offensive messages.
- Cyberbullying, such as sending or posting offensive messages online.

Remedies:

If you believe that you have been harassed, you should report the incident to the Shoolini University Anti-Harassment Committee. The committee will investigate the matter and take appropriate action, which may include:

- Reprimanding the harasser
- Requiring the harasser to attend counselling
- Suspending or expelling the harasser

Confidentiality:

The Shoolini University Anti-Harassment Committee will take all reasonable steps to protect the confidentiality of all parties involved in a harassment complaint. However, it may be necessary to share some information with other university officials, such as the Dean of Students or the Human Resources Department, in order to investigate the complaint and take appropriate action.

Enforcement:

Any person who violates this policy will be subject to disciplinary action, up to and including termination of employment or expulsion from the university.

Reporting Harassment:

If you believe that you have been harassed, you should report the incident to the Shoolini University Harassment Committee. You can report the incident by sending an

Diversity and Equity Policy

Building an Inclusive Community: Promoting Diversity and Equity

To promote diversity and equity among all students and employees, it is critical to create an inclusive community. It entails establishing an environment in which everyone, regardless of origin or identity, feels appreciated, respected, and supported. This can be accomplished by actively seeking out and listening to other points of view, establishing chances for diverse voices to be heard and represented, and ensuring that policies and practices are fair and equitable for all members of the community. An inclusive community stimulates innovation, creativity, and cooperation by fostering diversity and equity, resulting in a more dynamic and thriving community for all.

The policy's scope is centered on providing a diverse and inclusive learning environment that promotes the achievement and well-being of all students, professors, and staff. The policy seeks to address issues of discrimination, bigotry, and exclusion that might harm the university community. It also aims to foster an inclusive culture that recognizes and respects diversity in all its manifestations while also providing opportunity for underrepresented groups to succeed.

The scope of the policy for university includes a range of areas such as:

- **Admissions:** The policy would strive to guarantee that the university's admissions processes are fair, transparent, and free of prejudice, as well as that the university actively recruits a diverse student body.
- **Curriculum:** The policy would address the need for an inclusive curriculum that recognizes and incorporates many viewpoints, histories, and cultures, while also encouraging critical thinking and understanding.
- **Hiring and Promotion:** The policy would encourage hiring and promotion practices that are fair and equitable to enhance diversity, equity, and inclusion.
- **Student Support Services:** The policy would ensure that all students, especially those from underrepresented groups, have access to the university's student support services.
- **Campus atmosphere:** The policy would attempt to foster a friendly and inclusive campus atmosphere that promotes the well-being and success of all university community members.

In accordance with the UGC Regulations, Shoolini University has made a concerted effort to enhance the participation of socially challenged, culturally excluded, and historically marginalized or subordinated individuals in higher education. This includes individuals from Scheduled Castes (SCs), Scheduled Tribes (STs), Minorities, Other Backward Classes (OBCs), physically challenged individuals or Persons with Disabilities (as defined in the PWD Act, 1995), and Women.

In addition, Shoolini University recognizes the importance of promoting diversity and inclusion for the trans-sexual and LGBTQI community, given that institutions of higher education in Himachal Pradesh have begun to welcome trans-gender students. As such, Shoolini University is committed to developing a policy initiative that incorporates the needs and concerns of the trans-sexual and LGBTQI community, along with its existing efforts to promote inclusivity and equity in higher education.

Employee Grievance Resolution Policy

Complaint/ Griveance Resolution Policy - Employees

Shoolini University
Think Learning. Think Success.

Purpose

Shoolini University is committed to maintaining a positive and constructive environment for all its stakeholders. This policy outlines the principles and procedures for addressing complaints, concerns, or grievances raised by employees, or any other individuals associated with the University. The University aims to resolve complaints in a fair, transparent, and timely manner, while ensuring the confidentiality of individuals involved.

Application of Policy

This policy applies to all faculty, staff, and any other individuals associated with Shoolini University.

Principles

1. **Accessibility:** The complaint resolution process is easily accessible to all stakeholders.
2. **Fairness:** All parties involved will be treated fairly and impartially.
3. **Confidentiality**: The privacy of those involved in the complaint will be respected to the extent allowed by law.
4. **Timeliness:** Complaints will be addressed promptly, with reasonable timeframes for resolution.
5. **Transparency:** All parties will be informed about the progress and outcome of the complaint resolution process.

Informal Options for Resolving Complaints

When appropriate and possible, faculty, supervisors, managers and other employees are encouraged to talk directly with one another about any concerns, with the goal of understanding perspectives and resolving differences. Supervisors are encouraged to address concerns informally, and as early as possible. Employees may also seek assistance from the Human Resource Department to informally resolve a concern.

At any time, either the Complainant or the Respondent may end any attempt at informal resolution of a Complaint, in which case the formal investigation process begins or resumes. The HR office may also decide that a Complaint needs to be formally investigated even if both Complainant and the Respondent wish to resolve the matter informally.