

[CORE] Social Responsibility (SR)

Sub Criterion: 5.3

SR4 Environmental impact

Sustainability Report

Decent Work and Economic Growth (SDG 8)

Swami Rama Himalayan University (SRHU), Dehradun, actively advances Sustainable Development Goal 8 by promoting dignified employment through fair remuneration, gender equality, and employee welfare. With a strong focus on inclusive growth, SRHU fosters entrepreneurship, livelihood generation, and sustainable employment for youth, women, and marginalized groups—reflecting its commitment to equitable treatment, innovation, and community development.

1. Ensuring Dignified Employment:

SRHU upholds dignified employment through fair pay, gender equity, and employee welfare as core institutional values. Though specific wage and healthcare details are not publicly listed, its policies reflect a strong commitment to fairness and inclusion.

- **Fair Wages and Transparent HR Practices:** SRHU operates under a formal Recruitment and Service Code that enforces principles like "no work, no pay" but also guarantees structured compensation and clear leave rules. [Code of Conduct](#)
- **Gender Equality and Anti-Discrimination:** The university has an Internal Complaints Committee (ICC) dedicated to addressing sexual harassment cases, adhering to UGC norms. In the 2023–24 academic year, no harassment complaints were filed, indicating proactive prevention and awareness measures. Gender sensitization workshops, International Women's Day celebrations, and awareness events further reinforce a non-discriminatory and inclusive working environment. [Internal Complaints Committee](#)
- **Healthcare and Welfare:** SRHU reflects its welfare-oriented approach by offering fee concessions to female students—a one-time 25% tuition fee waiver at the time of admission—and free-ship for orphans, covering full tuition for one eligible candidate per academic program on a first-come, first-served basis. These initiatives support access to higher education for underrepresented and vulnerable groups. [Policy for Scholarships and Fee Concession](#)

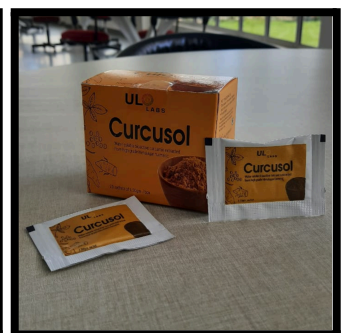
- **Inclusive Governance:** SRHU maintains dedicated cells for addressing grievances among marginalized groups, including SC, ST, OBC, persons with disabilities (PwDs), and women. These bodies deliberate on reservation policy, support measures, and anti-discrimination efforts as part of institutional equity frameworks. [SC/ST/OBC/Minority Cell](#)

2. Strengthening Innovation and Entrepreneurship

Himalayan Centre for Innovation and Entrepreneurship (HCIE)

HCIE serves as the nucleus of SRHU's entrepreneurial ecosystem by offering:

- **Infrastructure:** Coworking space, Maker's Space, training rooms, and conference facilities.
- **Support Services:** Mentorship, access to funding, marketing support, and training.
- **Startup Incubation:**
 - **Canfinis Therapeutics Pvt. Ltd.** – pioneering personalized oncology innovations.
 - **Himfla Pvt. Ltd.** –promoting Himalayan salt and supporting SHGs and hill farmers.
 - **ULO Labs Pvt. Ltd.** –developing plant-based nutraceuticals for wellness.



Himfla is a premium brand pure, unrefined Himalayan salt- 100%

Harnessing nature and research, ULO Labs delivers sustainable, plant-based health solutions for modern well-being.

- **Pre-Startups:**

- **Mindura Yogwell** – focusing on wellness, yoga, and holistic health.
- **The Food Project** – student-led initiative sourcing fresh produce from local farmers, supporting sustainable agriculture and community nutrition.



- **Graduated Startups** [Startups -Graduated / In-progress](#)

- **MEQ Academy** – corporate training and IT services.
- **Jasarena India** – event management and business branding services.



These ventures contribute to local employment, rural income generation, and skill-building, particularly in underserved Himalayan regions.

Awareness and Outreach

- Entrepreneurial awareness sessions across technology, yoga, nursing, and biotechnology disciplines. [Sample Report](#)
- Business plan competitions like **"Fish Tank"**, culminating in startups such as **Mindura Yogwell**.

3. Community-Based Livelihood and Economic Development

Comprehensive Community Development Program (CCDP)

Launched in **2019** in the **Toli region**, and later expanded to **Malethi**, this initiative strengthens grassroots economic resilience:

- **Cultivation and Agro-Economy:**

- Use of wasteland for high-value crops: turmeric, ginger, garlic, rosemary, millets.
- A value-addition center established for processing and packaging produce.
- The buy-back model ensures fair prices and market linkage.
- Development of 4.374 acres of barren land for cultivation.
- Launch of a pilot apple orchard (150 saplings) to diversify income sources.



Under CCDP, farmers are empowered for pre and post harvesting of various crops and spices, thus focusing on strengthening livelihoods through income-generation activities



Pilot initiative for apple cultivation

Skill-Based and Cottage Industry Livelihoods

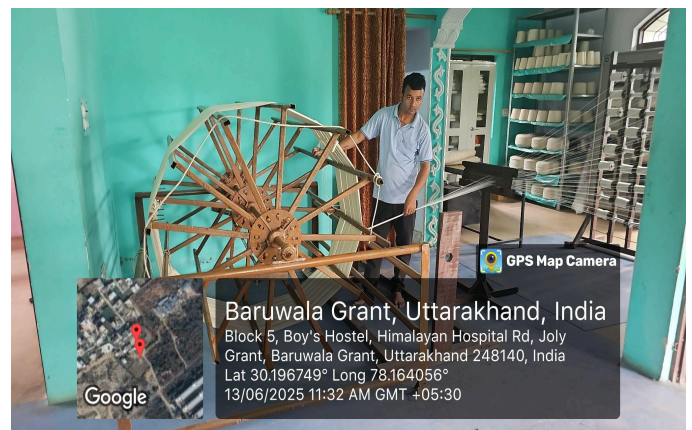
Tailoring and Handicraft Unit

- Undertook stitching assignments for SRHU hospitals, convocation events, and yoga programs.
- Supported underprivileged areas through clothing and essentials distribution.
- **Training programs:**
 - Tailoring for 11 women at Nagthat Tailoring Centre.
 - Handloom weaving for 4 women on-campus.
 - A new tailoring center opened for Gujjar Basti women.



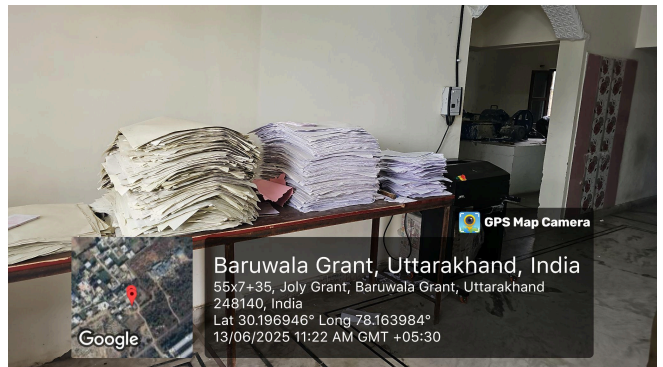
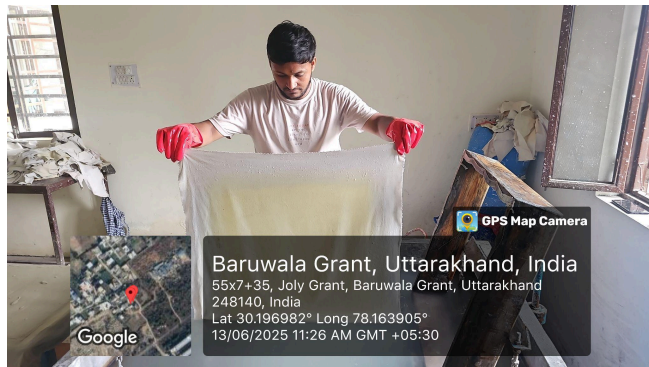
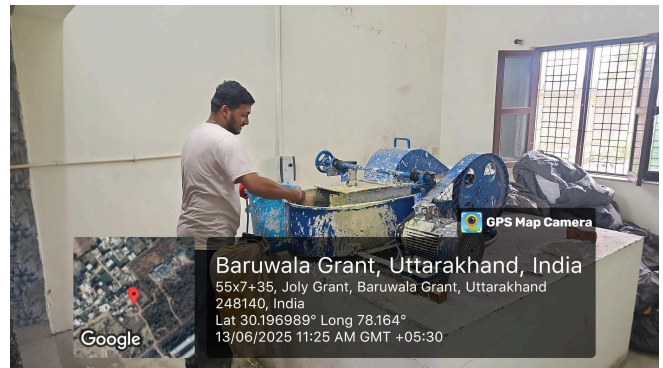
Handloom Unit

- Produced 300 meters of handwoven cloth, 40 stoles, and 60 mufflers.
- Trained 3 rural volunteers in weaving and design.



Waste Paper Recycling Unit

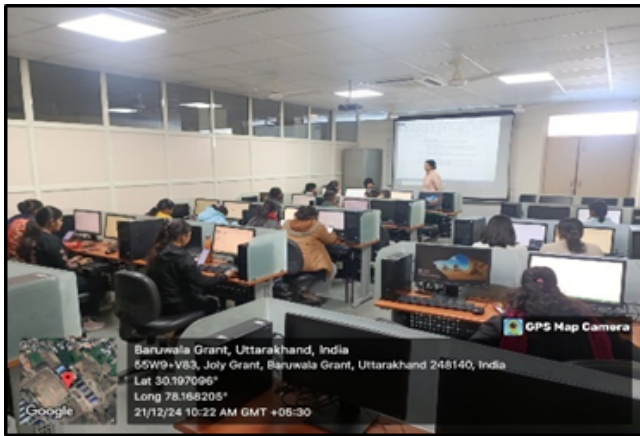
- Produced **7,242 recycled sheets, 1,003 diaries, and 1,500 envelopes** using university-generated waste.
- Contributed to **green employment** and sustainable paper practices.



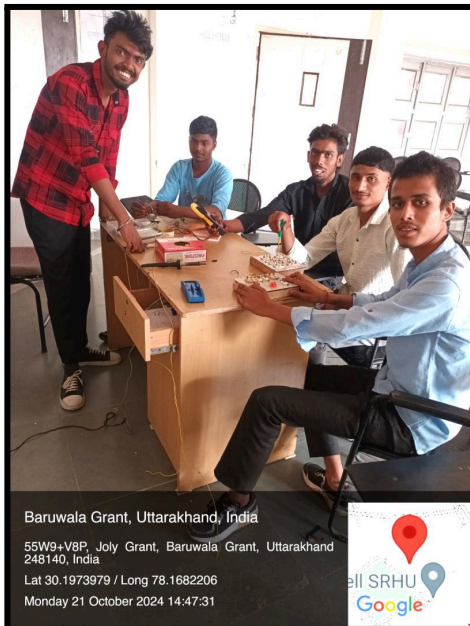
Paper making in progress at the Waste Paper Recycling unit

Skill Development Courses for Rural Youth

- **Integrated Skill Development Courses** launched in May 2024:
 - **Office Assistant cum Computer Operator (450 hours):** 42 graduates.
 - **Electrician cum Plumber (470 hours total):** 40 graduates.
- Courses focus on practical employability, soft skills, and entrepreneurship.



Skill development course for Office Assistant cum Computer Operator and certificate distribution



Skill development course for Electrician cum Plumbers with hands on training



Training in progress and field visit for Electrician-cum-Plumbers



The training concluded with the distribution of certificates to all participants

4. Advancing Research-Driven Economic Innovation

Seed Money Initiative

- Funding for exploratory, high-risk, and interdisciplinary research. [Link for Policy](#)
- Outcomes include **prototypes, patents, conference papers**, and **Scopus-indexed publications**.
- Students are actively engaged to develop **critical thinking** and career readiness.

5. Promoting Decent Work and Employee Welfare

Policies and Benefits

- **Leave Entitlements:** Paid maternity, study, medical, academic, and privileged leave. [Policy](#)
- **Healthcare:** Free services for employees and dependents. [Policy](#)
- **Family Support:** Ex-gratia for bereaved families, tuition fee discounts, and education loans. [Policy](#)
- **Employee Welfare Fund:** Offers emergency financial support and training aid. [Policy](#)
- **Recreational Facilities:** Gymnasiums, yoga centers, and sports grounds.
- **Infrastructure:** Residential housing and subsidized transport (for those commuting from neighbouring towns to the University).

6. Social Equity and Inclusive Economic Practices

SRHU's economic growth model is deeply inclusive:

- Programs encourage **women's leadership** in agriculture and tailoring.
- Youth are empowered via targeted **technical skills** and entrepreneurship exposure.
- Marginalized communities benefit through **RDI** partnerships in over **800 villages**, covering **28 states**.