

**8**

**DECENT WORK AND  
ECONOMIC GROWTH**



## **Resource management and Economic growth**

The University employs strategic methods for the mobilization of funds and ensures their optimal utilization, crucial for its effective functioning. The University adeptly manages its financial resources through a combination of strategic fund mobilization, efficient resource allocation, and rigorous financial governance, Finance Committee along with university officials put in their regular effort to identify various sources for receiving funds. This approach supports the University's mission and vision, ensuring sustainable growth and development.

### **Fund Mobilization Strategies:**

**1. Diverse Revenue Streams:** The University generates income through state government grants, admission and examination fees, affiliation fees, and externally funded projects. Additionally, resources are mobilized through infrastructure leasing, consultancy, and alumni contributions.

**2. Research Funding:** Faculty members actively seek and secure grants for research and technology development from various sources, including state and central government agencies like UGC, CSIR, DST, and others. Notable grants include substantial awards from the Department of Science & Technology (DST), Department of Biotechnology (DBT) and State Government .

**3. Alumni and Philanthropic Contributions:** The Alumni Association and other philanthropic entities have significantly contributed to the University's financial resources. Canteen, temple, Deen Dayal Statue is established from alumni contribution.

**4. Government Schemes and Endowments:** Grants from schemes like Rashtriya Uchta Shiksha Abhiyan (RUSA), TEQUIP, PM Usha Schemes and the establishment of research centers and chairs have bolstered the University's financial base.

### **Optimal Utilization of Funds:**

**1. Academic and Infrastructure Development:** Funds are primarily allocated for academic, administrative, and infrastructure maintenance. This includes investments in ICT-enabled classrooms, laboratory upgrades, and renovation of old buildings.

**2. Efficient Resource Management:** Cost-cutting strategies, such as the implementation of solar panels and LED lighting, have reduced electricity expenses. Additionally, optimizing the size of examination answer books of their as well as practical by reducing the number of extra pages, weeding out old copies as per rules has resulted in significant savings. These initiatives were

encourages by our Hon'ble Chancellor Smt. Anandiben Patel the Governor of UP.

**3. Strategic Investments:** Surplus funds are wisely invested in term deposits with nationalized banks to maximize returns. The University also leverages its assets like the auditorium, and guest house for external rentals.

**4. Environmental Initiatives:** The University emphasizes ecological sustainability through initiatives like solar power installations, water-efficient fittings, and waste-to-wealth programs, like converting iron scrap and old tyres to sculptures, painting, decoration done by our fine arts students have generated wonder wealth for the university moreover it has contributed to a green campus environment.

**5. Community and Student Support:** Funds are also directed towards student support facilities, innovation foundations, and scholarships or medals for meritorious students, financed through philanthropic and alumni contributions, fostering a culture of giving back and student success.

**Financial Governance:**

- The University maintains transparency in financial management, adhering to state government financial rules and competitive bidding processes. University strictly adheres to procurement manual of UP 2016. The interest money is also duly invested through appropriate channels.

- Regular internal and external audits ensure rigorous examination of income and expenditure, maintaining financial integrity and accountability.

This commitment to responsible financial management fosters trust and empowers the university to direct resources effectively.

## Online Examination Portal

The screenshot shows the homepage of the Online Examination Portal. At the top left is the university logo and name: **DR. BHIMRAO AMBEDKAR UNIVERSITY, AGRA** (डॉ० भीमराव अंबेडकर विश्वविद्यालय, आगरा) (Called At The Place Of Agra University). At the top right is the Help Desk contact information: +91-7839142531,9651346701, with operating hours from 11:00 AM to 02:00 PM - 02:30 PM to 05:30 PM (Working Days Only).

The main content area features three large blue buttons for login: **College Login**, **Student Login**, and **Admin Login**. To the right is a **Notifications & News** section with the following updates:

- [01-Apr-2024] Henoc Portal Inspection
- [31-Mar-2024] Regarding B Ed Practical Exam Date
- [28-Mar-2024] विश्वविद्यालय की बीएड-एनएड (एडिग) पूर्णकालीन वर्ष 2019-2020-21 (सूका) एवं वर 2019-21 (सर्गरी) के सत्र-कार्य के परीक्षा आडिशन पर पूर्ण करने की तिथि 05.04.2024 तक विस्तारित की जाती है।
- [28-Mar-2024] विश्वविद्यालय की बीएड-एनएड वर 2019-2020 एवं 2020-2021 के पूर्णकालीन (सूका / सर्गरी) के सत्र-कार्य के परीक्षा आडिशन पर पूर्ण करने की तिथि 05.04.2024 तक विस्तारित की जाती है।
- [28-Mar-2024] Revised Examination Schedule for

At the bottom, it says: Copyright © 2024 Dr Bhimrao Ambedkar University. All Rights Reserved.

## Online Digital Evaluation

The screenshot shows a digital evaluation software interface. The main window displays a scanned document, likely an examination paper, with a grid of questions. The interface includes a navigation pane on the left with various icons, a central document viewer, and a right-hand panel with a table of questions and a numeric keypad for marking answers. The table has columns for question numbers (Q1 to Q10) and checkboxes for marking. The numeric keypad has buttons for digits 0-9, a decimal point, and a plus sign. The interface is titled "Check Answer Sheet" and "PHYSIOLOGY PAPER, NEW".

**The institution has performance appraisal system, effective welfare measures for teaching and nonteaching staff and avenues for career development/progression**

The University has established a comprehensive Performance Appraisal System (PAS) and Career Advancement Scheme (CAS) for both teaching and non-teaching staff, ensuring a structured and fair approach to career development and welfare. The institution has a robust system for performance appraisal, career progression, and welfare, ensuring a supportive and growth-oriented environment for all staff members.

**Performance Appraisal System:**

**1. For Teaching Staff:**

Faculty members undergo an annual performance evaluation based on Academic Performance Indicators (API), focusing on teaching effectiveness, research contributions, and administrative support. Each faculty member submits a Self-Appraisal Report annually, which is assessed against predefined criteria. The appraisal system incorporates feedback from students and peers to ensure a comprehensive evaluation of teaching performance.

**2. For Non-Teaching Staff:**

- Performance Metrics: Non-teaching staff are evaluated based on their job-specific metrics, including efficiency, administrative contributions, and teamwork. Assessments are conducted regularly to gauge performance and identify areas for professional development by officers.

**Promotional Avenues:**

**1. Faculty Promotion:**

- Career Advancement Scheme (CAS): Faculty promotions are based on service duration, academic achievements, and contributions to the institution. Promotions align with UGC guidelines and state government regulations, ensuring fairness and transparency.

**2. Non-Teaching Staff Advancement:**

- Merit-Based Progression: Non-teaching staff can advance to higher positions based on performance, service tenure, and internal assessments according to state government rules.

**Welfare Measures:**

**1. General Welfare Provisions:**

- Comprehensive health insurance and medical reimbursement plans are available for all employees. Both old and new pension schemes are in place, aligned with government orders.

Loan for construction /Maintenance of house & purchasing vehicle is available for its employees on deeply subsidized rate.

**2. Specific Benefits for Teaching Staff: Avenues for career development and progression.**

- Academic Development Grants: Funding for attending conferences, conducting research, and pursuing higher studies is provided.

- Faculty Development Programs: Regular workshops and training sessions are organized to enhance teaching and research skills.

**3. Specific Benefits for Non-Teaching Staff:**

- Recreational Grants: Annual allowances for academic and recreational tours are provided. Season-appropriate uniforms are given annually to class IV employees.

**4. Campus Facilities:**

- Residential Amenities: On-campus housing with Wi-Fi, security, and utility services is available for staff.

- Recreational Facilities: Access to gymnasiums, sports complexes, and community centres is provided for overall well-being.

**5. Family and Community Support:**

- Education Benefits for Dependents: Concessions on tuition fees and additional merit points in university admissions are offered to employees' children.

- Emergency Support Fund: 'Teachers Welfare Fund' provides financial assistance in different diseases to teachers. Non teaching gets assistance from the discretionary fund under the control of Vice-Chancellor.

**6. Health care facility :** Fully functional health centre is available for all employees and students.

**7. Bank and Post office** – University has two banks and a post office inside the campus for its employees.

**8. Model School** – There exists school for the children of employees of the university affiliated to CBSE board up to 12<sup>th</sup> standard.

**9. Additional Support Measures:** Job Security for Dependents: In case of an employee's untimely demise, job opportunities for dependents are offered as per institutional rules. Facilities like community halls, guest houses, and special events foster a sense of belonging and community among staff





Bank and Post Office in University Premises



Canteen in University Premises



1. 2092 number of people got vaccinated at our camp in महिला अध्ययन एवं कौशल विकास केंद्र, गृह विज्ञान संस्थान, खंडारी पररसर आगरा.



2. In parallel we organized this camp at some urban area apartments/colonies, where we vaccinated 501 number of people in 2 days.





**University Arogya Kendra Parisar**



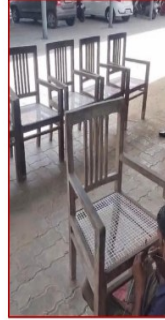
**Dr. D.S.Veerawat check-up the students of the University**





## Solar grid and Solar Panel Lights in Khandari Premises

### Waste to Wealth



Repair of old furniture for optimal utilization of resources under the supervision of Senior Faculty of the University

## 40 लाख के उपकरणों की हुई मरम्मत

जागरण संवाददाता, आगरा: डा. भीमराव अंबेडकर विश्वविद्यालय के दऊदयाल व्यवसायिक शिक्षण संस्थान द्वारा आयोजित की जा रही राष्ट्रीय कार्यशाला के चार दिनों में 40 लाख रुपये से ज्यादा के उपकरण ठीक गए हैं। चौथे दिन विभिन्न विभागों के उपकरणों के रखरखाव के बारे में जागरूक किया गया।

राष्ट्रीय कार्यशाला में चार दिन में अभियांत्रिकी विभाग के एक लाख रुपये और फार्मसी के 25 लाख रुपये के उपकरणों की मरम्मत अब तक की जा चुकी है। फार्मसी विभाग के माइक्रोस्कोप, फरनेश, मैग्नेटिक स्टावर, आटोक्लेव आदि उपकरण पिछले कार्फे सालों से छोटी-छोटी कमियों के कारण कार्यरत नहीं थे। चार दिन में उनको मरम्मत की गई। भौतिक विभाग के 30 उपकरण ठीक किए गए हैं, जिनको कीमत दो लाख रुपये है। रसायन विज्ञान विभाग के 40 उपकरण ठीक किए गए, जिनको कीमत लाखों रुपये है। स्कूल आफ लाइव साइंस के 10 लाख रुपये के उपकरण ठीक किए गए हैं। दऊ

दऊदयाल संस्थान द्वारा कराई जा रही है राष्ट्रीय कार्यशाला

सर्वाधिक फार्मसी के 25 लाख रुपये के उपकरण हुए ठीक



दऊदयाल संस्थान द्वारा आयोजित राष्ट्रीय कार्यशाला के चौथे दिन प्रयोगशाला उपकरणों की मरम्मत की जानकारी देते विशेषज्ञ

दयाल संस्थान के भी 32 उपकरण ठीक हुए हैं। सेंट जॉस कालेज, आरबीएस कालेज के भी उपकरणों की मरम्मत की गई है। उपकरणों को डब्ल्यूआरआइसी की विशेषज्ञों की टीम ने ठीक करने के अलावा छात्रों को रख-रखाव के लिए जागरूक किया गया। चौथे दिन पनपन राव, एके जैन, सरिता थोपटे, गोविंद चित्ते, देवेन्द्र मुंडे, मीनल तामनहकर आदि उपस्थित रहे। संयोजक प्रो. संतोष बिहारी शर्मा ने आभार व्यक्त किया।



**Vice-Chancellor, Faculty & Students participating in University G20 Connect engaging young minds program on May, 2023 at Bharat Mandapam, New Delhi**



**G20 University Connect 'Engaging Young Minds' Lecture Series conducted by Ministry of External Affairs in Dr. Bhimrao Ambedkar University, Agra on May 06, 2023**

BAJEEV KUMAR