

Report on SDG 8 - Decent work and Economic Growth

Amity University Madhya Pradesh has been consistently recognized as one of Madhya Pradesh Best Diversity Employers. University's efforts to help employees manage their work-life balance through flexible work options, ongoing employee development opportunities and subsidized accommodation for the on-campus residential block. University has well aligned employee's rules and regulation policies with commitment to equity access. University also has close monitoring employment outcomes & medical facilities (Group Medical coverage and Group Accidental Coverage) to their students and employees. Amity university Madhya Pradesh actively encouraged to their employees for current teaching methodologies, university strongly adopted all the necessary guidelines and amendments in the existing ordinances and course structure required for the National Education Policy 2020 and Academic Bank of Credits. Amity University Madhya Pradesh also works to ensure that part- and full-time internships, when available.

1. **Performance Based Annual Increment.** In Amity University Madhya Pradesh, performance based annual increments are given to all the staff and faculty members. Percentage of increment to the faculties are linked to their Annual Performance Indicator (API plus) and their overall performance and in respect of other employees, it is performance based on written recommendations of their Hols/HoDs.
2. **Financial Assistance for Attending Seminars/ Conferences/Workshops.** Faculty members are provided financial assistance for attending national and international conferences/seminars/ workshops in accordance with university policy. Members of faculty AUMP have been provided financial assistance for attending national and international seminars/workshops/conferences/ FDP.
3. **Fee Concession and Special Increments for Ph.D.** 50% fee concessions are being provided to the faculty members who have registered for Ph.D. degree at AU MP. On successful completion of Ph.D., a faculty member is given two increments as an incentive. If the faculty member continues to serve in the University for a period of 3years, after the completion of Ph.D. then the balance of 50% fee paid by him/her is also reimbursed.
4. **Medical Insurance for Staff and Faculty Members.** All the staff and faculty members of AUMP are covered under Medical Insurance Scheme and the premium is paid by the

University. Three renowned hospitals of Gwalior named RJN Spectra Super specialty Hospital, BIMR Hospital, ASG Eye Hospital, Govil Hospital, Kalyan Hospital and Shree Diagnostic have been associated with AUMP where cashless treatment is available to the employees of AUMP.

On-the-job learning

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Open to fair criticism

Amity University Madhya Pradesh employees are actively encouraged to raise concerns about their working environment, both formally and informally, though the university works with employee groups to identify and resolve issues before they become a problem. Employees may turn to the Ombuds Office for confidential help. The Equity and Inclusion Office has a broad mandate, but in more narrow terms, it's there to find and address inequity and exclusion.