



Dr. B. R. AMBEDKAR OPEN UNIVERSITY

Prof. G. Ramreddy Marg, Jubilee Hills, Hyderabad - 500 033
Centre for Internal Quality Assurance (CIQA)

Policy on
**EMPLOYEES'
WELFARE
MEASURES**



B R A O U

ABOUT THE UNIVERSITY

The University, initially known as Andhra Pradesh Open University, was set up on 26th August 1982 through an Act of the A.P. State Legislature (APOU Act 1982). Subsequently, the University was renamed as Dr. B.R.Ambedkar Open University on 26 October, 1991 by the Government of Andhra Pradesh. The establishment of this University, the first of its kind in India, heralded an era of affirmative action on the part of the Government of Andhra Pradesh to provide opportunities of higher education to all sections of society to meet the changing individual and social needs. The University offers services to defense personnel, prison inmates and learners from remote and tribal areas who are not having access to education. All the programmes offered by the University are recognised by the University Grants Commission, New Delhi. The motto of the University is "EDUCATION FOR ALL". The university is adapting all the latest ICTs regarding teaching, learning and evaluation to reach the unreached.



- ◆ Enrichment of ongoing academic programs.
- ◆ Competency building through education and training programs. Interactive individual-based teaching-learning processes.
- ◆ Reliable and credible student evaluation systems.
- ◆ Result-oriented, accountable, and transparent administrative and logistic support systems. and
- ◆ Research, innovation, training, and networking for system development and staff development.



Dr. B. R. Ambedkar's social philosophy of education as a means of creating an egalitarian society is the vision of this University. Access to relevant, quality education and training programs for diverse sections of society with a focus on hitherto deprived sections at lower costs by using modern technologies in teaching-learning processes as well as in administrative and support services is the goal of this University. The University programs aim at making education and training instruments for living and for making a living.

Policy on **EMPLOYEES' WELFARE MEASURES**

1. PREAMBLE

The University is committed to creating a congenial working environment and comfortable living for all its employees - Teachers, Academics, and Non-academic staff. The University puts considerable effort and resources into fulfilling these objectives.

2. WELFARE POLICY

The University Employees' welfare policy has a broad range of benefits and services that the university provides to its teaching and non-teaching employees.

3. OBJECTIVES

- i. To create a loyal, contented workforce in the organization.
- ii. To develop a better image of the Open University in the minds of the employees.
- iii. To enable the employees to live comfortably and happily.
- iv. To develop the efficiency of the employees.
- v. To assure the employees that the university takes care of them.
- vi. To develop a positive attitude towards job, university, and administration.



- vii. To develop a feeling of satisfaction among the employees of the university.
- viii. To develop a sense of belonging to the university.
- ix. To retain skilled and talented employees.
- x. To develop better human relations.

4. APPLICABILITY

This policy shall apply to all employees of the university campus/regional centers.

5. WELFARE INITIATIVES

The following welfare initiatives have been instituted by the University:

i. Statutory Welfare Schemes

- a) **GPF/CPS and Gratuity:** Besides providing gratuity and pension, leave encashment, etc. are provided as per UGC/State Government Rules, which are amended from time to time.
- b) **Employment of dependants on Compassionate Grounds:** The University employs the dependant of the deceased employee on compassionate grounds on a case-to-case basis.
- c) **First Aid and Health Centre Facility:** The University plans to have a well-established Health Centre with a free consultancy facility available to its employees and their families. It should have the equipment and other infrastructural facilities required for operating a health center.
- d) **Canteen:** University has two canteens operational at the Headquarters which are operational during working hours.
- e) **Guest Houses:** University houses one Guest House at the Headquarters with boarding and lodging facilities. Round-the-clock mess and Wi-Fi facilities are provided to the guests.



- f) **Conducive, Safe, and Secure Working Conditions:** As the University campus is spread over a vast area, a dedicated Security Department is functional round the clock to ensure the well-being and physical security of the employees and their families staying on the campus. To safeguard the interest of the women employees, University has a policy for the prevention of sexual harassment of women in the workplace both at Headquarters and Regional Centres. Potable drinking water is provided to all employees through water filters installed in all the blocks of the University.

The government has passed several legislations to set minimum standards of safety and welfare for the employees at their workplace. Provisions have been made for welfare facilities such as washing, storing first-aid appliances, hours of work, sanitation, etc.

ii. Non-Statutory Welfare Schemes

- a) **Medical Reimbursement:** The University has a policy of medical reimbursement of the expenses incurred by the University employees and their dependents, including retired employees.
- b) **House Building Advance (HBA) Scheme:** The University provides its permanent employees with the facility to avail of House Building Advance (HBA), provided they have the required length of service for completion of repayment of a loan.



- c) **Clean and Green Campus:** A clean and green campus provides a peaceful atmosphere to the employees.
- d) **Cooperative Credit Society:** The employees have the option to avail membership of in the Thrift & Credit Society.
- e) **Recreational Facilities:** The University has recreational facilities and organizes sports and fitness events, cultural programs etc. for the health and wellness of the employees and their families.
- f) Bank and Post Office facilities are available at the University.

Monitoring and Review Committee

1. Registrar
2. Finance Officer
3. Controller of Examinations
4. Dean, Student Affairs
5. Dean, Faculty of Commerce
6. Dean, Faculty of Arts





Dr. B. R. AMBEDKAR OPEN UNIVERSITY

Prof. G. Ram Reddy Marg, Road No. 46, Jubilee Hills, Hyderabad - 500 033,
Website: www.braou.ac.in, www.braouonline.in

Recognised by University Grants Commission, New Delhi.

PROGRAMMES ON OFFER - 2023-24



(A) Bachelor's Degree Programmes		Course Duration	Tuition Fee Rs.	(D) Diploma Programmes		Course Duration	Tuition Fee Rs.
B.A. - Bachelor of Arts (English, Telugu & Urdu Medium)		3 years	2,700/- 1st Yr	Diploma in Marketing Management (English Medium)		1 year	8,000/-
B.Com - Bachelor of Commerce (Telugu & English Medium)		3 years	2,500/- 1st Yr	Diploma in Financial Management (English Medium)		1 year	8,000/-
B.Sc - Bachelor of Science (English, Telugu & Urdu Medium) (Lab. Fee Rs. 1600/- for each Science & Psychology Subjects)		3 years	2,500/- 1st Yr	Diploma in Human Resource Management (English Medium)		1 year	8,000/-
(B) Master's Programmes		Course Duration	Tuition Fee Rs.	Diploma in Operations Management (English Medium)		1 year	8,000/-
M.A. English, M.A. Hindi, M.A. Telugu, M.A. Urdu,		2 years	5,000/- 1 year 5,000/- 2 year	Diploma in Business Finance (English Medium)		1 year	5,200/-
M.A. Economics, History, Political Science, Public Administration, Sociology - (Telugu Medium)		2 years	5,000/- 1 year 5,000/- 2 year	Diploma in Writing for Mass Media in Telugu		1 year	5,200/-
M.A. Journalism and Mass Communication (English Medium)		2 years	7,800/- 1 year 7,500/- 2 year	Diploma in Environmental Studies (Telugu Medium)		1 year	5,200/-
M.Sc. Mathematics & Applied Mathematics (English Medium)		2 years	7,800/- 1 year 7,500/- 2 year	Diploma in Human Rights (English Medium)		1 year	4,000/-
M.Sc. Botany, M.Sc. Environmental Science (English Medium)		2 years	15,300/- 1 year 15,000/- 2 year	Diploma in Women's Studies (English Medium)		1 year	4,000/-
M.Sc. Physics, M.Sc. Zoology, M.Sc. Psychology (English Medium)		2 years	18,300/- 1 year 18,000/- 2 year	Diploma in Culture & Heritage Tourism (English Medium)		1 year	5,200/-
M.Sc. Chemistry (English Medium)		2 years	7,800/- 1 year 7,500/- 2 year	(E) Certificate Programmes			
M.Com. (English Medium)		2 years	7,800/- 1 year 7,500/- 2 year	Certificate Programme in Food and Nutrition (Telugu Medium)		6 months	1600/-
(C) Professional Programmes (Post Bachelor's Level)		Course Duration	Tuition Fee Rs.	Certificate Programme in Literacy & Community Development (Telugu Medium)		6 months	2100/-
M.B.A. - Master's Degree in Business Administration (English Medium)		2 years	15,300/- 1 year 15,000/- 2 year	Certificate Programme in NGO's Management (Telugu Medium)		6 months	2100/-
M.B.A. - (Hospital and Health Care Management) with AHERF, KIMS & DET (English Medium)		2 years	1,20,000/-	Certificate Programme in Early Childhood Care & Education (English Medium)		1 year	5,400/-
Master's Degree in Library & Information Science (MLISc) (English Medium)		1 year	10,300/-	(F) Research Programmes (Ph.D in)			
Bachelor's Degree in Library & Information Science (BLISc) (English & Telugu Medium)		1 year	5,300/-	English, Hindi, Education, Economics, History, Political Science, Public Administration, Sociology, Commerce, Mathematics, Physics, Chemistry and Environmental Science (English Medium)		3 years	15,000/- 1 year 15,000/- 2 year 15,000/- 3 year
Bachelor's of Education (B.Ed - ODL) (Telugu Medium)		2 years	40,000/-				
Bachelor's of Education (B.Ed. Special Education - ODL) (English & Telugu Medium)		2 ½ years	40,000/-				

BRAOU CALL CENTRE NO : 18005990101

डा. भ. र. अंबेडकर सार्वजनिक विश्वविद्यालय

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