

WELFARE POLICY FOR EMPLOYEES OF MPBOU

Madhya Pradesh Bhoj (Open) University is committed to the welfare of its employees. The University shall follow the welfare measures approved by the Government of Madhya Pradesh for its employees.

1. **Health Insurance/reimbursement:** The health insurance/reimbursement programme of the University will be as per Madhya Pradesh government norms.
2. **Paid time off:** The University encourages employees to take regular breaks and vacations to maintain a healthy work-life balance. Leave policies, including casual leave, earned leave, and medical leave, will be as per Madhya Pradesh government norms.
3. **Career development:** The University shall offer professional training, career development, leadership training, and mentoring programs, allowing all employees to develop their skills and advance their careers.
4. **Parental Leave:** Maternity/ Paternity and child care leaves will be sanctioned as per the state government norms.
5. **Retirement plans:** The retirement benefits provided by the University will be as per the state government norms.
6. **Health promotion:** In order to nudge employees into a healthy lifestyle, suitable measures will be identified to set up a participatory framework.
7. **Mental Health Resources:** The University understands the importance of mental health and shall strive to provide an ambiance of well-being for the employees.
8. **Social Engagement:** The University values the social life of the employees. A friendly, safe, and inclusive culture that encourages team-building activities, recreational events, and employee involvement in university culture shall be promoted.

The policy commitment of the University is aimed at ensuring the well-being of our employees with measures that build a foundation of work-life balance.