11 SUSTAINABLE CITIES AND COMMUNITIES



Indicator 11.4.4 SDG 11: Sustainable Cities and Communities

Affordable Housing for Employees

THE question: Does the University as a body provide affordable housing for employees?

> Yes. The University assesses each employee's housing need against local rents, then either provides accommodation in nearby townships at a subsidised rent as part of the employment package or pays House Rent Allowance as per Government of Haryana norms for private universities. Subsidised University buses also let staff live in more affordable neighbourhoods across Delhi-NCR.

Why it matters here

The campus is on Sohna Road, one of Gurugram's fastest-growing housing corridors. Market rents along Sohna Road range from about ₹8,000 to ₹1 lakh a month, with an average of about ₹42,600 (Housing.com, 2024). For many teaching and non-teaching staff, especially those joining from outside the NCR, that is a large share of a monthly salary. The University's housing support is designed to close this gap.

The three parts of our provision

THE criterion	What GDGU does
Evaluating affordability	Each employee's housing need is assessed against their requirements, eligibility under University policy and the rent of comparable housing near the campus, so that support goes where local rents are hardest to meet. For reference, the Haryana Affordable Housing Policy 2013 caps the price of affordable flats in Sohna at ₹5,450 per sq ft of carpet area.
Providing housing directly	Accommodation for faculty and staff in townships near the campus, offered as part of the employment package at a subsidised rent below the local market rate.

Financial support	House Rent Allowance (HRA) for employees who arrange their own housing, paid with the monthly salary at rates in line with Government of Haryana norms applicable to private universities in the State.

Help beyond housing

- **Subsidised staff transport:** 33 CNG University buses link the campus with Gurugram, Delhi, Noida and Faridabad, so staff can live where rents suit their budget without the cost of a private vehicle.
- **Help with finding a home:** new joiners are guided to residential societies and affordable group-housing projects in the Sohna area, including flats offered under the Haryana Affordable Housing Policy by public draw.
- **Short journeys:** housing close to the campus cuts commuting time and cost, supporting the University's commuting targets (indicators 11.4.1 and 11.4.2).

Sources

- Housing.com, "Top 10 affordable localities to rent in Gurgaon", September 2024 (Sohna Road rents).
- Town and Country Planning Department, Haryana: Affordable Housing Policy 2013 and revised rates for Sohna.
- www.gdgoenkauniversity.com/career/on-campus-facilities

Publicly available evidence for Times Higher Education Impact Rankings, SDG 11. Sustainability Office, GD Goenka University, Sohna Road, Gurugram, Haryana. Email: sustainability@gdgu.org · info@gdgu.org · Phone: +91 99100 00062, +91 98181 71304