



University of Central Punjab

(Incorporated by Ordinance No. XXIV of 2002 promulgated by Government of the Punjab)

Policy Document

Remuneration Policy for Research Publications in Journals

(Revision 2026)



Directorate of Research

Office of Research, Innovation and Commercialization

(ORIC)

A handwritten signature in black ink, appearing to be 'M. Anwarullah'.



1) **Objective & Motivation**

To strengthen its research culture, the University of Central Punjab (UCP) places strong emphasis on publishing high-quality research in reputable impact factor journals, focusing on creative work, groundbreaking discoveries, knowledge advancement, comprehensive reviews, and innovative solutions to local industrial, market, and societal challenges. It is widely recognized that UCP's internal research productivity can gain visibility and recognition at the national and international levels only when its research contributions are published in high-impact journals. To encourage this, UCP offers a structured remuneration policy for faculty members upon the publication of their research in such journals. The reward structure is aligned with the journal's ranking within its discipline, based on the latest HEC Journal Recognition Policy w.e.f. 5th November, 2025. The research publication remuneration policy mechanism is outlined below.

2) **Background**

The University of Central Punjab (UCP) is dedicated to fostering impactful and original research that addresses local industrial, societal, and community challenges. To ensure such scholarly contributions are widely recognized and make a meaningful impact, UCP encourages faculty to publish in reputable, peer-reviewed journals that are indexed in international databases and possess a non-zero impact factor. Publishing in these high-quality journals not only enhances the visibility of UCP's research but also elevates the university's academic standing on both national and global platforms. As an incentive for such contributions, UCP provides financial rewards for publications in impact factor and non-impact factor journals. These rewards are determined in accordance with the journal's ranking, as outlined by the Higher Education Commission (HEC) Journal Recognition Policy.

The quality, originality, and impact of academic research can only be guaranteed when it is published in reputable journals that are well-recognized in their fields. While the rise in publishing platforms has created more opportunities for researchers, it has also led to a significant increase in low-quality and predatory journals. These journals often lack proper peer-review processes and are run by commercial publishers that focus more on profit than academic value through a "pay-to-publish" model.

This trend is especially risky for early-career researchers and junior faculty, who may be drawn to these journals because of faster publication times and fewer requirements. However, publishing in such journals can lower the quality of their research and hinder the development of creative and critical thinking.

A handwritten signature in black ink, appearing to be "M. Anwar", is written over a horizontal line.



To uphold strong academic standards, it's essential to assess journals using strict and clear criteria. Although the Impact Factor from Clarivate Analytics is widely accepted as a measure of journal quality, many in the academic community believe that journal evaluation should also consider subject-specific rankings and other indicators. This ensures that research is published in journals that reflect true academic excellence and relevance.

2.1 New HEC Journal Recognition Policy – To Give Guidance

Recently, the Higher Education Commission (HEC) introduced a revised HEC Journal Recognition Policy to evaluate and rank academic journals based on their relevance and quality within specific subject areas. This policy considers journals that are indexed in internationally recognized databases such as the **Web of Science (WoS)** and **Scopus**.

As per the updated HEC Journal Recognition Policy, journals are classified into three categories based on their impact and academic credibility as mentioned in below Table-1

W Category – **Highest-ranked** journals.

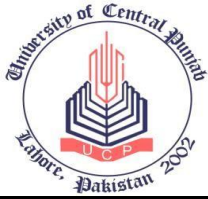
X Category – **Intermediate-level** journals.

Y Category – **Lower tier** but recognized journals.

Table-1 HEC Journals Category

In accordance with HEC new Policy 2024 Categorization of national and international journals (W, X & Y) will be as under:

Indexing Agency	Category
All Journals indexed in any of following collection of Web of Science (WOS): iv. Science Citation Index Expanded (SCIE) v. Social Sciences Citation Index (SSCI) vi. Arts & Humanities Citation Index (AHCI)	W
All Journals indexed in following collection of Web of Science (WOS): ii. Emerging Sources Citation Index (ESCI)	X



<p>ii. Pakistani journals indexed in Scopus (other than those indexed in Web of Science (WOS) subject to fulfilling the following additional criteria.</p> <ul style="list-style-type: none"> ❖ Indexed with Scopus. ❖ 25 % International authorship. ❖ Open Journal Management System (OJS) or similar Journal Management systems adopted for submission, acceptance, and rejection as well as peer review process of research articles. ❖ Self-Institutional publication and Editor(s) /Editorial Board members publication is not allowed. ❖ Published articles peer reviewed by well reputed international experts in relevant field. <p>³[Provided that additional criteria for National Strategic Journals shall be the same as above except for the following:</p> <p>c. 15% International authorship.</p> <p>d. Self-Institutional publication and Editor(s) /Editorial Board members publication is allowed for public sector think tanks with the same conditions as applicable with regional language journals]</p>	X
<p>³[All national and international] indexed in Scopus (other than those indexed in Web of Science (WOS) (which are not fulfilling above mentioned additional criteria).</p>	Y
<p>³[All national and international] indexed in MEDLINE (PubMed) (other than those indexed in Web of Science (WOS)/Scopus)</p>	Y
<p>³[All national and international] indexed in China National Knowledge Infrastructure (CNKI) (other than those indexed in Web of Science (WOS)/Scopus)</p>	Y
<p>National journals Recommended by HEC local committee</p>	Y



This categorization system is designed to encourage researchers to publish in reputable, high- impact journals, thereby promoting quality research output within the academic community.

2.2 Rationale for Remuneration Policy for Research Publications

The revised HEC Journal Recognition Policy has been developed with the vision of establishing a "recognition and reward ecosystem" where high-quality research output is promoted and incentivized. This aligns closely with the objectives of the University of Central Punjab (UCP), which emphasizes the importance of publishing in reputable, high-impact journals. Accordingly, UCP's new research publication policy adopts the framework of the HEC Journal Recognition Policy and will provide financial incentives based on the journal's category — W, X, or Y — as defined in this policy, provided that the research is published in a HEC recognized journals.

The rationale for adopting this national-level framework includes the following key points:

1. Standardized Journal Ranking Framework:

The HEC Journal Recognition Policy is easily accessible that serves as an efficient tool for verifying the validity, recognition status, and ranking of journals across various disciplines.

2. Structured Categorization of Academic Journals:

The policy introduces a standardized classification rubric that categorizes journals into **W** (highest rank), **X** (mid-level), **Y** (lower rank based on their relevance and performance in specific subject areas. This allows for greater transparency and consistency in evaluating publication quality.

3. HEC-Aligned Journal Ranking Criteria:

One of the key eligibility conditions for receiving the HEC Best Publication Award is that the research paper must be published in a W category journal, as defined by the HEC Journal Recognition Policy. By aligning with this criterion, UCP ensures its faculty remain eligible for such prestigious national honors.

4. Support for Academic Evaluation:

The HEC classification system facilitates more efficient and standardized evaluation of research contributions for faculty promotions and Ph.D. degree awards, by providing a reliable benchmark for assessing publication quality.

5. Categorical Journal Segmentation for Research Assessment:

The adoption of a uniform national framework helps reduce subjective disputes and grievances related to varying impact factors across disciplines, thereby fostering fairness in research



assessment.

3) Working Model of Remuneration Package for Research Publications

Upon confirmation that a journal is listed in the Journal Citation Report (JCR) with a non-zero impact factor, the total remuneration is calculated using the formula outlined in Equation (1). The minimum amount to be awarded starts from Rs. **35,000/-** and can go up to maximum Rs. **75,000/-**, depending on the journal’s category (W, X, or Y) as defined by the HEC Journal Policy.

While journals with an **impact factor** receive remuneration according to their category and ranking within their subject area, **non-impact factor journals** that are recognized by HEC and fall under W, X, or Y categories are also eligible for publication incentives.

$$\text{Remuneration Amount in Rs} = 35,000 + \left(\text{Category} \times \frac{\text{IF} \times 8}{100} \right) \quad (1)$$

Here;

IF represents *Impact Factor of the Journal calculated through WoS-JCR.*
Category is the amount as mentioned in below **Table-2.**

Table-2

Indexing Agency	Category
All Journals indexed in any of following collection of Web of Science (WOS): vii. Science Citation Index Expanded (SCIE) viii. Social Sciences Citation Index (SSCI) ix. Arts & Humanities Citation Index (AHCI)	40,000/-
All Journals indexed in following collection of Web of Science (WOS): iii. Emerging Sources Citation Index (ESCI)	30,000/-
iii. Pakistani journals indexed in Scopus (other than those indexed in Web of Science (WOS) subject to fulfilling the following additional criteria. ❖ Indexed with Scopus. ❖ 25 % International authorship. ❖ Open Journal Management System (OJS) or similar Journal Management systems adopted for submission, acceptance, and rejection as well as peer review process of research articles. ❖ Self-Institutional publication and Editor(s) /Editorial Board members	30,000/-



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publication is not allowed. ❖ Published articles peer reviewed by well reputed international experts in relevant field. ³ [Provided that additional criteria for National Strategic Journals shall be the same as above except for the following: e. 15% International authorship. f. Self-Institutional publication and Editor(s) /Editorial Board members publication is allowed for public sector think tanks with the same conditions as applicable with regional language journals]	
³ [All national and international] indexed in Scopus (other than those indexed in Web of Science (WOS) (which are not fulfilling above mentioned additional criteria).	20,000/-
³ [All national and international] indexed in MEDLINE (PubMed) (other than those indexed in Web of Science (WOS)/Scopus)	20,000/-
³ [All national and international] indexed in China National Knowledge Infrastructure (CNKI) (other than those indexed in Web of Science (WOS)/Scopus)	20,000/-
National journals Recommended by HEC local committee	20,000/-

Annexure A: A working example of estimation of remuneration amount through Eq. (1) is shown in the *Annexure A* of this document.



3.1 Eligibility Conditions & Filing of Remuneration Case

Following eligibility conditions are essential for the filing of remuneration case to the Directorate of Research on account of impact factor publication:

- 1) An applicant should be a full-time faculty member or research/working staff of UCP.
- 2) In a research publication, the UCP member should mention his/her sole institutional affiliation with UCP via the name “University of Central Punjab (UCP), Lahore, Pakistan”. The UCP member can further associate his/her faculty/department with the institution name, if required. However, Foreign affiliation as second affiliation shall also be considered.
- 3) The corresponding author shall be considered the principal author, irrespective of their position in the author list.
- 4) In cases where the corresponding author is not listed as the first author, they shall be considered as occupying the first position for the purpose of remuneration calculation. Consequently, the author originally listed at the first position shall not be eligible for remuneration in such instances.
- 5) For remuneration purposes, the journal impact factor shall be capped at 12.5. Any journal with an impact factor exceeding this limit will be considered as having an impact factor of 12.5 or maximum remuneration which is Rs. 75,000/- under this policy.
- 6) If a publication includes more than six (6) authors, the total remuneration amount (prior to author position considerations) shall be divided by two (2).
- 7) Review papers are considered while conference papers are not considered for remuneration.
- 8) Volume/Issue Number:
 - a. Research publications shall be eligible for remuneration published in HEC-recognized W, X, or Y category journals with assigned volume and page numbers.
 - b. Articles published online prior to assignment of volume and issue numbers shall also be considered for remuneration, subject to submission of a declaration by the author confirming that the same publication will not be claimed for remuneration in the future.



- 9) Only two publications in Y-category journals shall be considered for paper remuneration within the same calendar year. This will be applicable to papers published on or after 01 July 2026.
- 10) The remuneration amount should be claimed in the same calendar year in which the article is published. If a paper is published in December, it shall be eligible for submission to the ORIC until 10th February of the subsequent year.
- 11) The allocation of remuneration amount is based on the number of author(s) and position of author(s) as illustrated below in tables. Here, Table-3 is applicable for local collaboration. In case, if there is foreign author (outside Pakistan) in top-3 authors i.e., international collaboration, Table-4 will be applied.

Table-3: Local collaboration papers

Position in Authorship	Amounts allocation weightage		
	Sole Author Paper	*Two Author Paper	Multi-Author Paper
Corresponding Author/ 1st Author	100%	60%	50%
2nd Co-Author	-	40%	30%
3rd Co-Author	-	-	20%

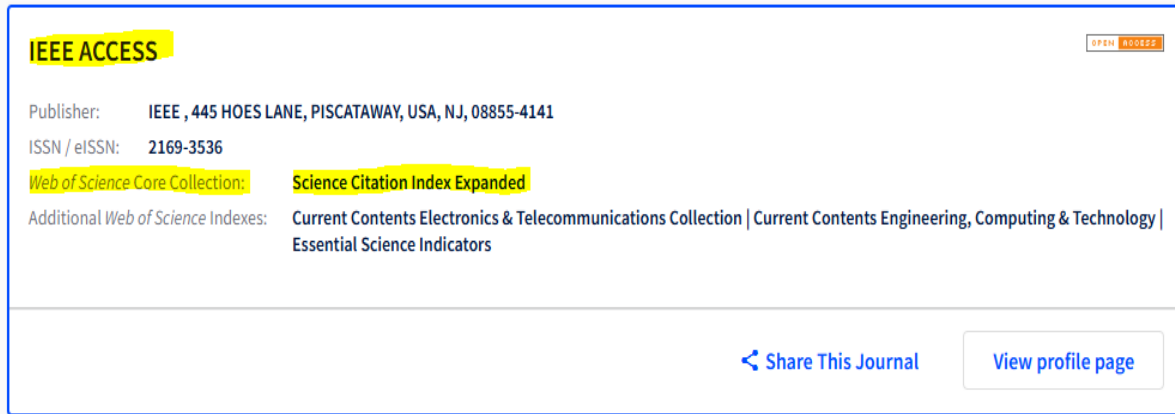
Table-4: International collaboration papers

Position in Authorship	Amounts allocation weightage		
	Single UCP Author in Multi-Author Paper	Two UCP Authors in Multi-Author Paper	
Corresponding Author/ 1st Author	80%	60%	70%
2nd Co-Author	60%	40%	-
3rd Co-Author	40%	-	30%

Annexure A: Working Example

Case No. 1: A Faculty Member from Faculty of Information Technology & Computer Science has published a research paper in the Journal “IEEE Access”.

Step-1: Go to WoS



IEEE ACCESS OPEN ACCESS

Publisher: IEEE, 445 HOES LANE, PISCATAWAY, USA, NJ, 08855-4141

ISSN / eISSN: 2169-3536

Web of Science Core Collection: Science Citation Index Expanded

Additional Web of Science Indexes: Current Contents Electronics & Telecommunications Collection | Current Contents Engineering, Computing & Technology | Essential Science Indicators

[Share This Journal](#)
[View profile page](#)


Step-2: Setting of parameters and calculation of remuneration amount of W-category

Indexing Agency	Category	Remuneration Amount
All Journals indexed in any of following collection of Web of Science (WOS): i. Science Citation Index Expanded (SCIE) ii. Social Sciences Citation Index (SSCI) iii. Arts & Humanities Citation Index (AHCI)	W	40,000/-
All Journals indexed in following collection of Web of Science (WOS): i. Emerging Sources Citation Index (ESCI)	X	30,000/-
i. Pakistani journals indexed in Scopus (other than those indexed in Web of Science (WOS) subject to fulfilling the following	X	30,000/-

$$\text{Remuneration Amount in Rs} = \left(35,000 + 40,000 \times \frac{I.F \times 8}{100} \right) = 45,880/-$$

$$\text{Impact Factor} = 3.4$$

I.F is the Journal Impact Factor (same year) and shall be calculated as per WoS-JCR.



Case No. 2: A Faculty Member from Faculty of Management Sciences has published a research paper in the Journal “South Asian Journal of Business Studies”

Step-1: Go to WoS

SOUTH ASIAN JOURNAL OF BUSINESS STUDIES

Publisher: EMERALD GROUP PUBLISHING LTD , Floor 5, Northspring 21-23 Wellington Street, Leeds, England, W YORKSHIRE, LS1 4DL

ISSN / eISSN: 2398-628X / 2398-6298

Web of Science Core Collection: **Emerging Sources Citation Index**

[← Share This Journal](#)
[View profile page](#)

Step-2: Setting of parameters and calculation of remuneration amount of X-category

Indexing Agency	Category	Remuneration Amount
All Journals indexed in any of following collection of Web of Science (WOS): i. Science Citation Index Expanded (SCIE) ii. Social Sciences Citation Index (SSCI) iii. Arts & Humanities Citation Index (AHCI)	W	40,000/-
All Journals indexed in following collection of Web of Science (WOS): → i. Emerging Sources Citation Index (ESCI)	X →	30,000/-
i. Pakistani journals indexed in Scopus (other than those indexed in Web of Science (WOS) subject to fulfilling the following	X	30,000/-

$$\text{Remuneration Amount in Rs} = \left(35,000 + 30,000 \times \frac{I.F \times 8}{100} \right) = 40,040/-$$

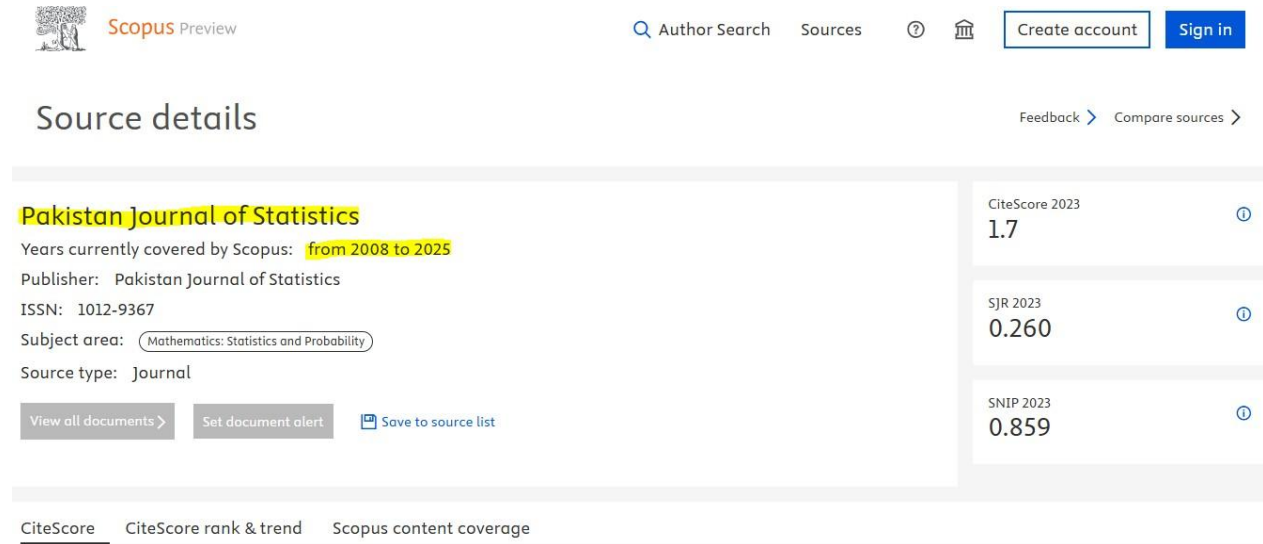
$$\text{Impact Factor} = 2.1$$

I.F is Journal Impact Factor (same year) and shall be calculated as per WoS-JCR list.



Case No. 3: A Faculty Member from Faculty of Science & Technology has published a research paper in the Journal “Asian Journal of Plant Sciences”

Step-1: Go to Scopus



The screenshot shows the Scopus interface for the source 'Pakistan Journal of Statistics'. The main details include:

- Years currently covered by Scopus: from 2008 to 2025
- Publisher: Pakistan Journal of Statistics
- ISSN: 1012-9367
- Subject area: Mathematics: Statistics and Probability
- Source type: Journal

 On the right side, there are three metrics:

- CiteScore 2023: 1.7
- SJR 2023: 0.260
- SNIP 2023: 0.859

 At the bottom, there are navigation links for CiteScore, CiteScore rank & trend, and Scopus content coverage.

Step-2: Setting of parameters and calculation of remuneration amount of Y-category

→ Pakistani journals indexed in Scopus (other than those indexed in Web of Science (WOS) (which are not fulfilling above mentioned additional criteria).	Y →	20,000/-
Pakistani journals indexed in MEDLINE (PubMed) (other than those indexed in Web of Science (WOS)/Scopus)	Y	20,000/-
Pakistani journals indexed in China National Knowledge Infrastructure (CNKI) (other than those indexed in Web of Science (WOS)/Scopus)	Y	20,000/-
National journals Recommended by HEC local committee	Y	20,000/-

$$\text{Remuneration Amount in Rs} = \left(35,000 + 20,000 \times \frac{I.F \times 8}{100} \right) = 35,000/-$$

*Impact Factor = 0

*Since the Journal doesn't exhibit Impact Factor as WoS-JCR list.



Case No. 4: A Faculty Member from Faculty of Science & Technology has published a research paper in the Journal “Pure and Applied Biology (PAB)”

Step-1: Go to HEC National List 1st Oct, 2024-Dec, 2025

Sarhad Journal of Agriculture	1016-4383	2224-5383	The University of Agriculture, Peshawar	Agricultural and Biological Sciences	Agronomy and Crop Science	Y category
International Journal of Agriculture Innovations and Cutting-Edge	3007-0910	3007-0929	BWO Researches Pvt. Ltd. Pakistan	Agricultural and Biological Sciences	Agricultural and Biological Sciences (miscellaneous)	Y category
Plant and Environment	2788-7545	2788-7553	Pagepal Research	Agricultural and Biological Sciences	Agricultural and Biological Sciences (miscellaneous)	Y category
Pure and Applied Biology (PAB)	2304-2478	2304-2478	Bolan Society for Pure and Applied Biology	Agricultural and Biological Sciences	Agricultural and Biological Sciences (miscellaneous)	Y category
International Journal of Agricultural Extension	2311-8547	2311-6110	DATAPLUS (SMC-Private) Limited	Agricultural and Biological Sciences	Agricultural and Biological Sciences (miscellaneous)	Y category
International Journal of Cotton Research and Technology	2707-5281	2707-5281	Publisher: Scientific Press (SMC-Private) Limited	Agricultural and Biological Sciences	Agricultural and Biological Sciences (miscellaneous)	Y category


Step-2: Setting of parameters and calculation of remuneration amount of Y-category

Pakistani journals indexed in Scopus (other than those indexed in Web of Science (WOS) (which are not fulfilling above mentioned additional criteria).	Y	20,000/-
Pakistani journals indexed in MEDLINE (PubMed) (other than those indexed in Web of Science (WOS)/Scopus)	Y	20,000/-
Pakistani journals indexed in China National Knowledge Infrastructure (CNKI) (other than those indexed in Web of Science (WOS)/Scopus)	Y	20,000/-
→ National journals Recommended by HEC local committee	Y	→ 20,000/-

$$\text{Remuneration Amount in Rs} = \left(35,000 + 20,000 \times \frac{I.F \times 8}{100} \right) = 35,000/-$$

*Impact Factor = 0

*Since the Journal doesn't exhibit Impact Factor as WoS-JCR list.





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Form A - Remuneration Form for Research Publication

Applicant Name:	Date of Joining - UCP:
Designation:	
Faculty: <input type="checkbox"/> FMS <input type="checkbox"/> FOE <input type="checkbox"/> FOIT <input type="checkbox"/> FHSS <input type="checkbox"/> FLL <input type="checkbox"/> FOP <input type="checkbox"/> FMMC <input type="checkbox"/> FOL <input type="checkbox"/> FOST	
Email:	

Pos.	Authors Name	UCP	Foreign
1 st		<input type="checkbox"/>	<input type="checkbox"/>
2 nd		<input type="checkbox"/>	<input type="checkbox"/>
3 rd		<input type="checkbox"/>	<input type="checkbox"/>

Title of Research Paper	
Journal Name	
Category of Journal	<input type="checkbox"/> Impact Factor → As per WoS-JCR List <input type="checkbox"/> W Category <input type="checkbox"/> X Category <input type="checkbox"/> Y Category → As Per HEC Journals and Publications Policy 2024
Impact Factor (WoS-JCR)	
ISSN	
Volume/Issue No	
Page No.	
Month-Year of Publication	
URL/DOI of Published Paper	
URL of Journal Main Page	
Total Amount	Rs = 35,000 + $\left(\text{Category} \times \frac{I.F \times 8}{100} \right) =$
Claimed Amount (Select more than one option for multiple UCP authors)	Local Case: <input type="checkbox"/> <input type="checkbox"/> Sole Author → 1 st : <input type="checkbox"/> 100% <input type="checkbox"/> Two Authors → 1 st : <input type="checkbox"/> 60%, 2 nd : <input type="checkbox"/> 40% <input type="checkbox"/> Multi-author → 1 st : <input type="checkbox"/> 50%, 2 nd : <input type="checkbox"/> 30%, 3 rd : <input type="checkbox"/> 20% Foreign Case: <input type="checkbox"/> <input type="checkbox"/> Single Author → 1 st : <input type="checkbox"/> 80%, 2 nd : <input type="checkbox"/> 60%, 3 rd : <input type="checkbox"/> 40% <input type="checkbox"/> Two Authors → 1 st : <input type="checkbox"/> 60%, 2 nd : <input type="checkbox"/> 40% <input type="checkbox"/> Two Authors → 1 st : <input type="checkbox"/> 70%, 3 rd : <input type="checkbox"/> 30% Rs:



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For Official Use	
Recommended Incentive Amount	
1.	Rs:
2.	Rs:
3.	Rs:

Signature of Applicant: _____

Date: _____

Recommended by Concerned DEAN: _____

Name & Signature

Verified/Recommended by Director ORIC: _____

Prof. Dr. Muhammad Akhyar Farrukh

Approved by Pro-Rector: _____

Dr. Hammad Naveed



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Subject: Author's Declaration Regarding Publication Claim under section 8(b)

I/We, the undersigned author(s), hereby undertake that:

Title of Paper: _____

Journal Name: _____

Publication Date: _____

DOI Number: _____

1. The above-mentioned research publication has not been claimed previously for any research incentive, at the University of Central Punjab (UCP).
2. We further undertake that we will **not claim** this publication **again** in the future after the **Volume and Issue numbers** have been assigned.
3. We understand that providing any false or misleading information may result in cancellation of the claim and disciplinary action as per university policies.

UCP Authors' Details:

Sr. No.	Faculty Member's Name	Designation	Department	Faculty	Signature



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Documents Required by the ORIC (Research Section)

Documents Required:

1. "Form A - Remuneration Form for Research Publication" duly e-signed by the Applicant and Dean of the concerned department.
2. Soft copy of published paper indicating volume/issue no. and year.
3. Main page of the journal indicating impact factor and ISSN.
4. Copy of category of the journal as mentioned in WoS or otherwise (examples are shown in Annexure A).

Please send email at oric@ucp.edu.pk with the subject "Journal Publication Remuneration" with the above documents.

After receiving the documents, the research section of ORIC will scrutinize the documents. Thereafter, the applicant

A handwritten signature in black ink, appearing to be "M. Anwar" or similar, with a checkmark below it.