

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff .

The institution effectively implements different welfare schemes for its teaching and Non-teaching staff. The College makes arrangements for the staff members to avail or utilize the various government schemes, such as Gratuity, Pension, Commutation of Pension, Earned Leave encashment, Maternity Leave, Paternity Leave, Medical Facility, Sabbatical Leave for higher studies, On Duty Leave and Financial Assistance in order to attend Conferences, Permission to attend faculty development programmes (FDPs) such as Orientation programmes and Refresher courses, short term courses, and Summer Schools for the career development and progression of the teaching as well as the non-teaching staff of the institution.

The important welfare scheme for teaching and non- teaching staff of the college are: **Financial Support, Material Benefits, Catering to Emotional Needs, Recognition and Rewards; Avenues for Career Development and Progression.**

1. Financial Support:

- * Financial assistance is provided to the teaching staff to attend workshops and conferences, both at the national and international level.
- * Financial support to attend Faculty Development Programs (FDPs) such as Orientation and Refresher courses-and Summer Training camps, among many others.
- * Financial support along with On Duty Leave to acquire higher educational degrees like Ph.D., Post-Doctoral Fellowships (PDF) etc.
- * Interest free festival advance for celebration of festivals.
- * There is a provision for Government Provident Fund for all the staff.
- * Maternity and paternity leave with salary
- * Death-cum-Retirement Gratuity (DCRG), commutation of pension, and Earned Leave encashment facility
- * Group Insurance scheme for staff members
- * Immediate increments after earning Ph. D. Degree.
- * Reimbursement of Medical expenditure

- * Cooperative Society is present with provision of loans to employees and teachers at subsidized rate
- * Regular Career Advancement Scheme facility is made available to the eligible staff members.
- * Compensatory job facility to the spouse of the employee in the event of demise of a staff member.

2. Material Benefits:

- * Faculty members are provided with Individual cabin and system to facilitate good ambience, with Wi-Fi facility.
- * A full fledged dispensary is located within the campus. A Resident Doctor with the staff is available to the staff during college hours on all days. Specialized doctors are available in Karnatak University's Dispensary which can be utilized by our staff members.
- * Free medicine are available in the pharmacy for staff.
- * Wi-Fi facility to the staff is available inside the college campus.
- * Staff quarters available for teaching and non-teaching staff of the college within the campus.
- * Full fledged canteen and small kiosks are available in the campus to provide food and snacks at reasonable price to the staff.
- * Canara Bank (one of the Nationalized Banks), Karnatak Arts & Science College Branch, Dharwad is located in the campus to cater to the banking needs of the staff.
- * Gym facility is made available for teaching and non teaching staff.
- * Recreational facilities are available within the campus.
- * Staff club is functioning for recreation of teachers.

3. Cater to Emotional Needs

- * Staff Grievance Redressal Cell to address the issues and grievances of the staff; Problems faced by the Staff members are addressed through Teachers Associations.
- * Indoor games facility for the staff to relax and to refresh physically and mentally
- * Felicitation to the retiring teachers on the day of their superannuation.

4. Recognition and Rewards

* The teaching and non-teaching staff are honored in the event of their extraordinary achievements.

* Awards of excellence for teaching, research publications and extension activities are given to the deserving members of staff every year.

* Children of teaching and non-teaching staff are honored by way of presenting certificate and cash prize from the Employees Cooperative Society.

5. Avenues for Career Development and Progression

* Annual orientation, workshops for teaching staff at the beginning of every academic year

* Initiation and training programmes for the newly recruited staff

* Seed money is provided to young (newly joined) faculty members having Ph.D. degree, in order to encourage them to undertake research projects.



Karnatak University Employees Co-Operative Society Encouraged Meritorious children's of Employee's by way of honouring with certificate and cash prize.