



SarvaVidyalayaKelavani Mandal managed

## UMA ARTS AND NATHIBA COMMERCE MAHILA COLLEGE

SarvaVidyalaya Campus, Sector - 23, Gandhinagar – 382023

(Estd. in 1991, Affiliated with Gujarat University-College Code191 – AISHE Code C-5881)

NAAC (Cycle-3) 'A' Grade - 3.32 CGPA --College with Potential for Excellence Phase-II

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**2022-2023**

### 6.3.1 Welfare Schemes for Teaching, Non-Teaching Staff and Students

**Teaching:** All teaching faculties are provided different leaves as per the UGC and State Government rules are given. They are also given T.A. D.A. for official tours. Payment of deposit-linked insurance scheme in the form of Link Insurance is provided to the family of the employee who dies while in service. At retirement the faculties can encash half- pay commuted leaves as per rules. They are given reimbursement of Registration fees for attending Conferences/Seminars, etc. Medical reimbursement and other medical facilities in Government or private hospitals, as per rules. Government Quarters are given to the staff. Faculty Improvement Programmes (F.I. Ps for staff) are arranged. U.G. Cs Career Advancement Benefits of Senior Scale and Selection/Readers scale are given to teachers. LTC benefits are given as per rules. G.P.F., Advance and withdrawal facilities are given as per Rules. College initiates for prompt payment of central D.A. whenever it rises as well as Pay Commissions or U.G.C. scales. Retirement benefits like Gratuity, G.P.F. with interest, Commuted Pension, Earned leave encashment and Family Pension are given to the faculties.

**Non-Teaching:** Non-Teaching staff is given leaves, as per Central/State Govt. Pattern. They are given T.A. D.A. towards official tours and visits. There is a provision for Payment of deposit-linked insurance scheme to the family of the employee who dies while in service. They are given encashment of credit balance of earned leaves at the time of retirement and encashment of half pay commuted leaves at retirement, as per rules. Bonus is paid to non-gazetted staff. They are

given reimbursement of registration fees for attending Conferences/ Seminars, etc. They are given Medical reimbursement and other medical facilities in Government or private hospitals, as per rules. They are given Government Quarters if they need them. LTC facility, G.P.F. Advance and withdrawal facilities are given to them as per Rules. Class IV employees are given washing allowance. College begins the process for prompt payment of central D.A. rises whenever it. The same applies to Pay Commissions State Level's Scale. They are given Retirement benefits like Gratuity, G.P.F. with interest, Commuted Pension, Earned leave encashment and Family Pension.

**Students:** The college facilitates to get different types of scholarships from state and central government. Besides, scholarships are given by the college to the poor students from its Poor Students' Help Fund. It is given to students who do not have means to study and come from oppressed/dispossessed backgrounds. The Management helps such students in paying their educational costs. The college, however, acts as a facilitator to obtain for our students' scholarships / free-ships from different sources. In addition to these schemes, the college also conducts medical and health check-ups regularly. All sorts of technological support are provided to the students by the college. On-line registration is done through college, their bus concession passes are processed immediately. Even the bank counter and ATM facilities are available on campus. The transportation facility is provided by the Management, the book shop with the facility of photocopier is available on campus. All the infrastructural facilities are available to make their stay in the college comfortable. The campus is well guarded by security personnel. Scholarship from Govt. for SC/ST/OBC/Differently abled students are given to the students. Scholarships for meritorious students to pay hostel fees entitled: MYSY Scholarship, Scholarship given by the Management: Shri Maneklal Memorial Scholarship are given to the students. There is a scheme for the meritorious students. Free training is provided for placement proficiency through 'Udisha Finishing School' project of Dept. of Education, KCG Gujarat. Entrepreneurship Development Programme of Fashion Designing and

Beautification are held free of charge. NAMO Tablets are given to 1st Year Students. The college also helps the students if they want to purchase Electric vehicle.