



**Karnatak University's,
KARNATAK SCIENCE COLLEGE, DHARWAD**
NAAC Accredited



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

The institution effectively implements various welfare schemes for its teaching and non-teaching staff. The college facilitates staff members to avail various government financial schemes such as Gratuity, Pension, Commutation, EL encashment, Maternity & Paternity Leave, Medical Facility, Sabbatical Leave, On-Duty Leave with Financial Assistance to attend Conferences, faculty development programs (FDPs), Orientation, Refresher & short-term courses, Summer Schools. Interest-free festival advance for celebrating festivals is provided. There is a provision for Government Provident Fund for all staff, including Death-Cum-Retirement Gratuity (DCRG), commutation of pension, and Earned Leave encashment facilities. Group Insurance schemes for staff, Advance increments after earning a Ph.D. degree, reimbursement of medical expenditure, Cooperative Society with loan provisions at a subsidized rate for employees and teachers. Regular Career Advancement Scheme is available for eligible staff members, compensatory job facility to the spouse of the employee in the event of a staff member's demise. Other benefits include Wi-Fi facility for both teaching and non-teaching staff, free health care services in the pharmacy for staff, staff quarters within the campus, banking facility, and a gym facility for teaching and non-teaching staff.