



“येथे बहुतांचे हित”

Welfare of Masses

Welfare Policy
For
Teaching & Non Teaching Staff

Marathwada Mitramandal's College of Commerce

202/A, Deccan Gymkhana, Pune 411004

Welfare Committee

Sr. No.	Name of Member	Designation
1	Dr. Devidas Golhar	Chairman
2	Prof. S M Edke	Member
3	Dr. M.R.Gaikwad	Member
4	Dr. Anpat S M	Member
5	Dr. S S Kolhatkar	Member
6	Dr. Ashwini Parkhi	Member
7	Mrs. Harshala Wadkar	Member
8	Mrs. Shilpa Lad	Member

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Introduction

The college promotes and practices the motto, 'Welfare of Masses' and adhering to this motto, college takes efforts and initiatives to develop welfare schemes for the betterment of our stakeholders especially students, parents, teachers and the society at large. The purpose is to invoke awareness amongst students and teachers with regard to social accountability and social responsibility through various activities, schemes and measures. The college with its vision, "To impart quality education for professional excellence and sustainable development through continuous improvement, teamwork and efforts so as to promote welfare to all our stakeholders" is moving with steady growth and development.

The Welfare Policy attempts to provide welfare measures for its staff members in education, career development, medical, finance etc. to promote and practice equality amongst all.

Welfare measures

1. Education

- Provision of educational assistance to children of economically weaker section from staff
- Provision of scholarship to the meritorious children of staff

2. Avenues for professional development

- Encouragement to faculty for FDP/ Research
- Provision of financial support to attend/organize national/international workshops / conferences
- Provision of leave to attend Academic programmes/ workshops/ Seminars/ Conferences
- Provision of leave to engage in extension and community work
- Financial reward on academic value addition

3. Medical

- Provision of group insurance for faculty and staff
- Provision of medical emergency assistance for hospitalization
- Provision of free annual health check up
- Provision of maternity leave for women employees

4. Financial assistance

- Provision of assistance for research publication in UGC-CARE listed journals
- Provision of assistance for attending seminar/ conference/ workshops/ FDP

5. Financial Incentives

- Promotion of teaching and non teaching staff as per norms
- Annual staff occasional tours and common celebration of festivals

6. Other Benefits

- Awareness programmes for Non-Teaching Staff.
- Annual retreat / orientation/ Cultural programme/ staff appreciation / festivals/ motivational programmes for teaching and non- teaching every year.
- The three levels of designation for teaching staff – Assistant Professor, Associate Professor, and Professor.
- The non-teaching staff posts are promoted as per norms.

Prepared & Signed by:



Dr. Ashwini Parkhi
NAAC Criteria VI Incharge

Verified & Signed by:



Dr. Swapna Kolhatkar
IQAC Coordinator



Prof. S.M. Edke
Secretary-Staff Welfare

Approved & Signed by:



Dr. Devidas Golhar
Principal

Seal of College:

