



Central Sanskrit University.  
New Delhi

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

**6.3.1**

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### **Question -**

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

### **Answer -**

The institution always takes care of its teaching and non-teaching staff through the implementation of all the welfare measures or facilities extended by the UGC and the Government of India from time to time. It has a transparent and multi layered system of governance in place.

All types of leave like

- Causal Leave,
- Earned Leave,
- Medical Leave,
- Paternity Leave,
- Maternity Leave,
- Child Care Leave,
- Duty Leave,
- Study leave and
- Sabbatical Leave etc., can be availed by the staff.

Allowances like

- medical allowance,
- medical reimbursement,
- computer allowance,
- cycle allowance and
- livery allowance etc, are available for the staff.

Whenever Dearness Allowance is increased by the government of India, it is immediately implemented for the staff.

- So, the staff can avail DA increase twice in a year in January and July.

- They get House Rent Allowance as per the norms of the Government of India.
- Educational expenses of the children of the staff are reimbursed.
- Leave Travel Concession facility is there for them under which they along with their families and declared dependents, can travel once to their hometown and once to any place in India.

Facilities like General Provident Fund, Cumulative Provident Fund are available before they are replaced with New Pension Scheme by the Government of India.

Festival Advance without any interest on it is available for the celebration of important festivals. The sanctioned advance will be deducted in equal monthly interest-free installments from the staff.

Loan or advance to buy a plot of land or to construct house is available.

Gratuity scheme is available for superannuating staff. Group Insurance Scheme is also available.

The facility of appointment to the next kin on compassionate grounds, if an employee dies while in service.

The staff can avail loan facility on their GPF/CPF/NPS funds to meet their urgent demands or necessities.

In addition to the above, the staff can avail duty leave to attend Orientation programmes and Refresher Course programmes etc., which are mandatory for their career advancement.

Career Advancement Scheme is available for the teaching staff under the UGC Guidelines and the stipulated promotions are available for non-teaching staff as per norms of the Government of India.

In addition to the above, the staff have the facilities like

- Computer systems installed in the Departments,
- Language Lab facility,
- Five day working week,
- Parking facility,
- Internet/Wi-Fi facility.

The facilities like

- Indoor Gymnasium,

- Outdoor play ground,
- Library,
- Ladies common room,
- ICT facilities can be availed by the staff.

They have also the facility of having an increase of their annual increment every year in the month of July.

When the staff retire they get all the retirement benefits and the pension (under the GPF scheme) is fixed as per the guidelines laid down by the government of India.

- Their salary and pension are directly credited into their savings bank accounts.

Likewise all the transactions and all the benefits are done and executed in a transparent manner, which is undoubtedly the hallmark of this University. It motivates the employees to work with renewed zeal and dedication.