



## **MIER COLLEGE OF EDUCATION (Autonomous)**

**College with Potential for Excellence Status by the UGC**

**Recognised by the J&K Govt. &**

**Permanently Affiliated to the University of Jammu**

**Accredited by the NAAC with 'A+' Grade**

### **List of Welfare Measures Provided by the Institution and the Beneficiaries**

<b>S.No.</b>	<b>Welfare Measure</b>	<b>Beneficiary</b>
1.	Casual Leave	All employees
2.	Vacation Leave	All employees
3.	Privilege Leave (Half Pay Leave)	Confirmed teaching & non-teaching employees
4.	Study Leave	Confirmed teaching & non-teaching employees
5.	Maternity Leave/ Child Adoption Leave	Confirmed teaching & non-teaching employees. Temporary teaching & non-teaching employees
6.	Paternity Leave	Confirmed teaching & non-teaching employees
7.	Sabbatical Leave	Confirmed teaching employees
8.	Compensatory Leave	All employees
9.	EPF - 12%	All employees having salary upto Rs. 15,000/-
10.	Employee State Insurance Scheme (ESI) 0.75%	All employees having salary upto Rs. 21,000/-
11.	Gratuity	All employees having 5 years' continuous service
12.	Annual Increment	All employees
13.	Group accidental/disability insurance scheme	All teaching and non-teaching staff
14.	First-aid Facility	All employees
15.	Financial incentives under Career Advancement Scheme of the UGC	Teaching staff
16.	Awards and certificates under Research Promotion Scheme	Teaching staff
17.	Policy Against Sexual Harassment	All employees
18.	Individual computers and laptops	All teaching and non-teaching staff
19.	Professional Development Programs	All teaching and non-teaching staff

