

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

Response:

The management offers a number of welfare measures for faculty and staff which are summarized as follows.

1. **Outstanding association Scheme:** For employees who have completed five or more years of service in ITS.
2. **Interest free loan/ Advance Salary:** The College provides for salary advance to meet unforeseen and additional expenditure in case the employee has completed minimum one year of service subject to approval of HOD, Principal/Director, College Authorities.
3. **Provident fund** is made available to staff and faculty as per Employees Provident Fund and Miscellaneous Provisions Act (1952).
4. **Employee state insurance scheme** (ESIC Act 1948) is adopted by the institution for the welfare of the staff and faculty.
5. **Free/Subsidized Health Care:** Free/subsidized consultation, examination, investigation and treatment are available for staff and faculty and family members, under the 'I.T.S. Health Care' system.
6. **Insurance against death and injury from accidents** – Staff and faculty are insured against death and injury due to accident.
7. **Financial concession** for admission of children/spouses of faculty and staff to any undergraduate and postgraduate programs run by the management.
8. **Free Accommodation** to staff and faculty is provided within the campus.
9. **Incentive scheme for marriage of staff** or his/her immediate relative also exists in the institution.
10. **Maternity benefits** (according to Maternity benefit act, 1961 amended in 2017)- Women employees are given the benefit of paid maternity leave.
11. **Incentive scheme** for staff on birth of first child female/male child also exists.
12. The management also runs a **Children education scheme** for the staff and faculty.

6.3.2 Average percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years.

Response:

The institute provides financial support to faculty for attending conferences and workshops for knowledge and skill upgradation.

Year	2021-22	2020-21	2019-20	2018-19	2017-18
Number of teachers provided with financial support		NIL	26	31	23

These are no. of beneficiaries, % has to be calculated