

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

DEI has effective welfare measures in place for its teaching and non-teaching staff. The various welfare schemes are as follows:

1. Medical Allowance
2. Child Educational Allowance
3. Maternity benefits as per norms
4. Child Care
5. Leave Travel Concession
6. All the non-doctoral staff members are encouraged to get enrolled for part-time Ph.D. program.
7. Subsidized on campus medical facilities
8. DEI Employees' Welfare Fund
9. Opportunities for international exposure, as per norms

The following facilities are also provided to employees for efficient functioning :

1. Medical leave
2. Yoga classes
3. Psychological counseling
4. 24 hour power back-up (100%) through solar power plants
5. Wi-Fi facility.
6. Workspace
7. Computing facility
8. Crèche facility
9. Cafeterias
10. Free e-transport in campus
11. Identity cards
12. Shopping outlets managed by students
13. Sports facilities

A new and innovative initiative has been taken by providing a crèche facility for the children of staff. The campus is vehicle-free and free e-transport has been provided within the campus. Psychological counselling is available for the staff. A large number of faculty members have been supported for International visits by Staff members to MoU Institutions and Conferences. In order to encourage the young faculty to pursue a vibrant research career Internal projects and Seed money have been provided early in their career. Uniforms are available for the students at very low cost. Subsidized milk and dairy products are available on a daily basis. Low rental cost housing is available wherein the rents amount to almost nothing is available. Various kinds of scholarships are available on basis of merit, merit-cum-means and for the underprivileged sections of the society. These are from the Institute's own resources apart from the Government schemes that are available. Special scholarships are available for students with less means pursuing PhD. A Thrift Society provides financial support to its members at times of

need. Mechanism is available for providing non-refundable loans in case of medical emergencies to staff as per need.

The staff is encouraged to give suggestions and regular feedback to improve the welfare measures in the Institute.

## **Links**

### **Welfare Schemes**

<https://www.dei.ac.in/dei/files/NAAC%20Self%20Qualitative%20Assessment/Welfare%20Schemes%20Audited%20Report%201%206.3.1.JPG>

<https://www.dei.ac.in/dei/files/NAAC%20Self%20Qualitative%20Assessment/Welfare%20Schemes%20Audited%20Report%202%206.3.1.pdf>

### **Psychological Counselling**

<https://www.dei.ac.in/dei/files/NAAC%20Self%20Qualitative%20Assessment/psychological%20counseling%207.1.2.pdf>

### **International Exposure: MoUs**

<https://www.dei.ac.in/dei/files/NAAC/Final%20MoUs.pdf>

### **Medical and Health Care:**

[https://www.dei.ac.in/dei/index.php?option=com\\_content&view=article&id=180&catid=44](https://www.dei.ac.in/dei/index.php?option=com_content&view=article&id=180&catid=44)

### **Solar Initiatives**

<https://www.dei.ac.in/dei/files/NAAC/Solar%20Energy%20initiatives%20in%20DEI.pdf>

### **WiFi Network**

<https://www.dei.ac.in/dei/computercentre/files/Computer%20Centre.pdf>