

# Teaching and Non-teaching Welfare Policy



**DR. BHIMRAO AMBEDKAR UNIVERSITY, AGRA**  
(Originally known as Agra University)

Dr. Bhimrao Ambedkar University, Agra always interested in improving the quality of education by creating a harmonious and conducive work environment for the effective functioning of all the faculties and staff members across the campus ensuring a high level of efficient and effective support system to meet the requirements of the faculty and staff of the University.

**Objective:**

- To provide a harmonious and conducive work culture.
- To inculcate the spirit of solidarity in its teaching and non-teaching employees.
- To provide motivational input to all beneficiaries.
- To provide an adequate environment for the advancement of research activities.

**Beneficiaries:**

The teaching staff and the non-teaching staff of the university.

**Welfare Measures:**

1. **Teacher's Welfare Fund:** A welfare fund provided to teachers will act as a cushion in case of any emergency.
2. **Residential Facility:** Residential facility with parking, water & electricity, facilities round the clock security.
3. **Health Services:** The Health Center is available for employees and students. Specialist physicians are available at the Health Centre catering for the health needs of employees. In this view of exigencies medical treatment is available for the employees & their family members from outside. University administration provides financial assistance to severely ill employees from the discretionary fund under the control of the

Vice-Chancellor.

4. **Yoga & Happiness Centre:** The University has a Yoga and Happiness Centre for its students, staff and faculty members to ensure physical health and mental well-being.
5. **Sports Complex and Gymnasium:** Well-equipped facilities for indoor and outdoor sports and a gymnasium are present on the campus to keep the energy level high of its employees and makethem physically and mentally fit.
6. **Jobs for dependents:** In case of untimely death of teaching & non-teaching staff, the University supports the family by providing jobs to the dependent as per rules.
7. **Bank and Post Office:** The University has a bank branch and a post office.
8. **Model School:** Priority will be given to children of University employees in admission to the Model School of the University which is up to 12<sup>th</sup> std. and affiliated to CBSE board.
9. Pension benefits, Group Insurance and GPF and CPF facilities are extended to employees as per State Govt. Rules.
10. Maternity, Paternity, Sick leave, extraordinary leave, and compensatory leave are followed according to UGC/ State Govt. rules.
11. Rules for Promotions and Merit-based progression for teaching and non-teaching adopted from time to time of UGC/State Govt. and executed on a priority basis.

The Authorities of the University are responsible for ensuring this policy the implemented in day-to-day activities, work, and learning. This policy shall be reviewed at regular intervals as and when required.