



**Kalaighnar Karunanidhi Government Arts College for Women (Autonomous)**

**(Nationally Re-accredited with B<sup>++</sup> Grade by NAAC 3<sup>rd</sup> Cycle)**

**(Affiliated to Bharathidasan University, Tiruchirappalli)**

**Pudukkottai - 622001, Tamilnadu, India.**

**Phone:04322 222202 Website:[www.gacwpdkt.ac.in](http://www.gacwpdkt.ac.in) E-mail:[gacwpdkt@yahoo.co.in](mailto:gacwpdkt@yahoo.co.in)**

## **CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT**

### **6.3 FACULTY EMPOWERMENT STRATEGIES**

#### **6.3.1 Welfare Measures**

The physical, emotional wellbeing and professional needs of both the teaching and non-teaching faculty members are taken care of by the welfare measures provided by the College and State Government.

#### **State Government Welfare Measures**

Our College being a Government Institution, all the regular staff members can avail all the welfare measures provided by the Government of TamilNadu.

- General Provident Fund / Special Provident Fund
- Contributory Pension Scheme
- New Health Insurance Scheme
- Family Benefit Fund
- Postal Life Insurance
- Annual Increment
- Casual Leave
- Religious Holiday
- Earned Leave
- Medical Leave
- Maternity Leave
- Special Medical Leave
- Leave on Private Affairs
- On Duty Permissions
- On Duty Permissions over and above 15 days for participation in Orientation, Refresher and Short-Term Courses and Training Programmes
- Career Advancement Scheme



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## **General Amenities**

Faculty members are provided with the following facilities in the College.

- Spacious Staff room
- Free Internet facilities in the campus
- Digital Library facilities
- Photocopies facilities
- Official email id with college domain name gacwpdkt.ac.in
- Canteen Facilities
- Stationeries at a nominal cost through Cooperative Stores

## **Career Progression and Research**

To help the faculty and non-teaching staff in their professional development, the college

- Organizes Workshops and Faculty development Programmes
- Provides financial assistance to the faculty for participating/presenting their research findings in seminars, conferences, and workshops.
- Provides Financial Assistance to organize workshops / Conferences
- Provides Hands on Training to teachers to manage online classes in the Pandemic Period
- Forwards Performance Appraisal System for Career Advancement

## **Sports Facility**

To promote the Physical health and wellness of its faculty, the college

- Provides access to its sports facilities including Gym to all the members of the faculty.
- Conducts competitions for men and women staff separately during the Annual Sports Day



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### **Health Consciousness**

The college provides health care awareness to all of its faculty.

- Conducts health and hygiene awareness programmes.
- Provides Group Health Insurance Scheme through affiliating University.
- Organized Free COVID Vaccine Drive during pandemic.
- Conducts Yoga training for the well-being of Staff members.

### **Other Welfare Measures**

The college acknowledges, appreciates and honours the service of its staff members during Annual day celebrations.

- Honours the senior staff members who have completed 25 years of service.
- Honours the retiring staff members from academic and administrative responsibilities.
- Runs a day care centre for the infants of faculty.
- Provides security by installing CCTV cameras for 24x7 surveillance in the campus.



27/3/24  
**PRINCIPAL,**  
KALAIIGNAR KARUNANIDHI GOVT.  
ARTS COLLEGE FOR WOMEN (A),  
PUDUKKOTTAI - 622 001