



AMAR SEWA MANDAL'S (Regd No. : M/220/78 NGP) F-2299 (N)

**KAMLA NEHRU MAHAVIDYALAYA**

(ARTS, COMMERCE, SCIENCE & MANAGEMENT)

SAKKARDARA CHOWK, NAGPUR - 440 024

Ph. : (0712) 2747853, 2747854, 2742308, 2749784, Fax : (0712) 2747853

e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



Certified by ISO 14001:2015  
& ISO 9001:2015



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM / \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

### TEACHER WELFARE POLICY

(With effective from session 2019-20)

The welfare of our teaching staff is of paramount importance to Kamla Nehru Mahavidyalaya. This policy aims to ensure the well-being, professional development, and overall satisfaction of our teachers.

#### Objectives:

- To promote the physical, mental, and emotional well-being of teachers.
- To provide opportunities for professional growth and development.
- To create a supportive and inclusive work environment.
- To recognize and reward the contributions of teachers.

The policy will be executed by keeping the following wellbeing of the teaching staff.

- 1) **Health Care Benefits:** Comprehensive medical benefits, including free medical examinations, and dental care.
- 2) **Maternity Leave:** Maternity leave as per the Maternity Benefit amendment Act, 2017.
- 3) **Provident Fund:** Employees are eligible for Provident Fund benefits as per the employees Provident Funds and Miscellaneous Provisions Act, 1952.
- 4) **Low Interest-rate Loan:** Loan facility for various purposes such as marriage and higher education of children and emergency needs at low interest rate via Kamla Nehru Employee Co-Operative Society, Nagpur.
- 5) **Support for research Activities:** Teachers will be provided financial support to carry out research activities such as laboratory experiments, material characterization, Research publication, participation in National and international conferences etc.

Amar Sewa Mandal's Kamla Nehru Mahavidyalaya is committed to the welfare and well-being of its teaching staff. This policy will be reviewed as and when required to ensure it meets the evolving needs of our teachers.



*[Signature]*  
IQAC Coordinator  
Kamla Nehru Mahavidyalaya  
Nagpur.

*[Signature]*  
Principal,  
Kamla Nehru Mahavidyalaya  
Sakkardara Chowk, Nagpur.

6.3.2 Percentage of teachers provided with financial support to attend conferences-workshop and towards membership fee of professional bodies during the last five years

Year	Name of teacher	Name of conference- workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support received (in INR)
<b>2019-20</b>				
2019	Dr. Dilip Badwaik	Science faculty seminar	Mohipuri Technologies Pvt New Delhi	40350
2020	Dr. Ashish Mahajan	Managing online classes and Co-creating MOOCs:2.0	Ramanujan College, New Delhi	750
2020	Dr. Ninad Kashikar	Managing online classes and Co-creating MOOCs:2.0	Ramanujan College, New Delhi	750
2020	Dr. Subhashree Mukhe	Managing online classes and Co-creating MOOCs:2.0	Ramanujan College, New Delhi	750
2020	Mr. Pravin Sontakke	Managing online classes and Co-creating MOOCs:2.0	Ramanujan College, New Delhi	750
2020	Dr. Ketki Misar	Managing online classes and Co-creating MOOCs:2.0	Ramanujan College, New Delhi	750
2020	Dr. Ketki Misar	One Week Faculty Development Programme on "Entrepreneurship, Incubation and Innovation" from 23-06-2020 to29-06-2020 organized by Teaching Learning Centre, Ramanujan College, University of Delhi, sponsored by Ministry of Human Resource Development, Pandit Madan Mohan Malaviya, National Mission on Teachers and Teaching	Teaching Learning Centre, Ramanujan College, University of Delhi	520
2020	Dr. Dilip Badwaik	For Webinar	For Remuneration	3500
2020	Dr. Dilip Badwaik	Research methodology FDP	For Remuneration	3000
<b>2020-21</b>				
<b>2021-22</b>				
2021	Dr. Subhashree Mukherjee	Seminar and Exhibition		20000
2021	Mr. Kushal Dharmik	MSFDA Level 2 Training Program registration and TA	Indian Institute of Science Education and Research (IISER) Pune	
2022	Ms. Pratibha Sakhare	Paper Publication charges	Dr. Ambedkar College of Arts, Commerce and Science, Chandrapur	1750
2023	Mr. Sunil Ikharkar	Ethics and Values in Higher Education (MSFDA) and TA	Indian Institute of Science Education and Research (IISER) Pune	4580
2023	Dr. Wasudeo Gurnule	Faculty Development Program	For remuneration	11991
<b>2023-24</b>				
2023	Dr. Ketki Misar		Indian Society of Cosmetic Chemists	12390
2023	Dr. Sarita Tiwari	PM Usha Fellowship		13011
2023	Dr. Mrunal Waliokar	State level women's Empowerment council		9482
2023	Dr. Dilip Badwaik	International Conference on Clean energy and Technology 2023 Oraganized by Malaya university Malay	University of Malaya, Malaysia	7000
2023	Dr. Wasudeo Gurnule	International Conference on Clean energy and Technology 2023 Oraganized by Malaya university Malay	University of Malaya, Malaysia	7000
2023	Dr. Suresh Puppallwar	International Conference on Clean energy and Technology 2023 Oraganized by Malaya university Malay	University of Malaya, Malaysia	7000
2023	Mr. Shrikant Suryawan	International Conference on Clean energy and Technology 2023 Oraganized by Malaya university Malay	University of Malaya, Malaysia	5000
2023	Palash M. Thakre	Journal of Xi'an University of Architecture & Technology		1250
2023	Shardul S. Wagh	Journal of Xi'an University of Architecture & Technology		1250
2023	Vandana Patil	Journal of Xi'an University of Architecture & Technology		625
2023	Mangala Thakare	Journal of Xi'an University of Architecture & Technology		625
2023	Varsha Dhurvey	Journal of Xi'an University of Architecture & Technology		625
2023	Firdos Karim	Journal of Xi'an University of Architecture & Technology		2250
2023	Swati Nagare	Journal of Xi'an University of Architecture & Technology		1416

2023	Wasudeo Gurnule	Journal of Xi'an University of Architecture & Technology	1420
2023	Mamta Wagh	Journal of Xi'an University of Architecture & Technology	416
2023	Swati Burade	Journal of Xi'an University of Architecture & Technology	916
2023	Rashmi Dubey	Journal of Xi'an University of Architecture & Technology	1416
2023	Uma Purohit	Journal of Xi'an University of Architecture & Technology	1416
2023	Priyanka Pahade	Journal of Xi'an University of Architecture & Technology	714
2023	Madhur Dahilkar	Journal of Xi'an University of Architecture & Technology	1339
2023	Vaishali Charjan	Journal of Xi'an University of Architecture & Technology	1966
2023	Shalini Paliwal	Journal of Xi'an University of Architecture & Technology	1339
2023	Samiksha Karambhe	Journal of Xi'an University of Architecture & Technology	1964
2023	Benson Abraham	Journal of Xi'an University of Architecture & Technology	714
2023	Reshma Lanjewar	Journal of Xi'an University of Architecture & Technology	357
2023	Sanyukta Surkar	Journal of Xi'an University of Architecture & Technology	357
2023	Aarti Dhabekar	Journal of Xi'an University of Architecture & Technology	773
2023	Diksha Bangade	Journal of Xi'an University of Architecture & Technology	773
2023	Shikha Soni	Journal of Xi'an University of Architecture & Technology	773
2023	Minal Deolekar	Journal of Xi'an University of Architecture & Technology	775
2023	Bharti Makode	Journal of Xi'an University of Architecture & Technology	357
2023	Shishir Mendhekar	Journal of Xi'an University of Architecture & Technology	357
2023	Devraj Saxena	Journal of Xi'an University of Architecture & Technology	1625
2023	Arzoo Sheikh	Journal of Xi'an University of Architecture & Technology	1000
2023	Nikita Tupkar	Journal of Xi'an University of Architecture & Technology	1625
2023	Leena Kharwade	Journal of Xi'an University of Architecture & Technology	1000
2023	V Juare	Journal of Xi'an University of Architecture & Technology	357
2023	Apeksha Bokde	Journal of Xi'an University of Architecture & Technology	417
2023	Neha Thakur	Journal of Xi'an University of Architecture & Technology	1877
2023	Padmaja Shahakar	Journal of Xi'an University of Architecture & Technology	625
2023	Chandani Kachave	Journal of Xi'an University of Architecture & Technology	1458
2023	Vaishnavi Rajurkar	Journal of Xi'an University of Architecture & Technology	625
2023	Nishant Burade	Journal of Xi'an University of Architecture & Technology	833
2023	Sandhya Moghe	Journal of Xi'an University of Architecture & Technology	834
2023	Sarita Tiwari	Journal of Xi'an University of Architecture & Technology	834
2023	Vijay Harode	Journal of Xi'an University of Architecture & Technology	833
2023	Shweta Gahukar	Journal of Xi'an University of Architecture & Technology	833
2023	Pallavi Wanjari	Journal of Xi'an University of Architecture & Technology	833
2023	Pratiksha Kuhikar	Journal of Xi'an University of Architecture & Technology	833
2023	Pratibha Sakhare	Journal of Xi'an University of Architecture & Technology	834
2023	Kiran Ambaskar	Journal of Xi'an University of Architecture & Technology	833
2023	Swati Burade	Journal of Xi'an University of Architecture & Technology	500
2023	Bhagyashree Hiwarkar	Journal of Xi'an University of Architecture & Technology	625
2023	Sheetal Balpande	Journal of Xi'an University of Architecture & Technology	833

2023	Neha Bhandari	Journal of Xi'an University of Architecture & Technology		2500
2023	Mahesh Navghare	Journal of Xi'an University of Architecture & Technology		2500
2023	Pranav lakhe	Journal of Xi'an University of Architecture & Technology		2500
2023	Anant Bhushan Sidana	Journal of Xi'an University of Architecture & Technology		2500
2023	Sonali P. Yende	Journal of Xi'an University of Architecture & Technology		2500
2023	Ninad Kashikar	Journal of Xi'an University of Architecture & Technology		2500
2023	N. H. Giripunje	Journal of Xi'an University of Architecture & Technology		625
2023	Nilesh Chole	Journal of Xi'an University of Architecture & Technology		1250
2023	Kiran S Ambaskar	Journal of Xi'an University of Architecture & Technology		1250
2023	Rupali Dhawale	Journal of Xi'an University of Architecture & Technology		625
2023	Mugdha Rajankar	Journal of Xi'an University of Architecture & Technology		2500
2023	Suvarna Inamdar	Journal of Xi'an University of Architecture & Technology		2500
2023	Vibha S. Bhusari	Journal of Xi'an University of Architecture & Technology		2500