



SIR MOHAMED YUSUF SEAMEN WELFARE FOUNDATION

# Training Ship Rahaman

## WELFARE MEASURES

Training Ship Rahaman have a range of welfare measures in place for faculty members to support their professional, personal, and financial well-being. These measures are designed to ensure a positive work environment, promote work-life balance, and retain talented educators. Below are welfare measures for faculty members in colleges:

### 1. Health and Medical Benefits

- **Health Insurance:** Training Ship Rahaman colleges provide health insurance plans for faculty members and their families.
- **Wellness Programs:** Training Ship Rahaman institutions offer wellness initiatives like gym memberships, Yoga workshops, and access to counselling services.
- **Sick Leave:** Faculty members get 45 paid sick leave to recover from illness

### 2. Retirement and Pension Plans

- **Provident Fund (PF):** Faculty members are enrolled in provident fund schemes, where both the institution and the faculty contribute towards their retirement savings.
- **Gratuity:** Faculty members are entitled to a gratuity upon retirement or voluntary separation after serving a certain number of years.

### 3. Professional Development and Training

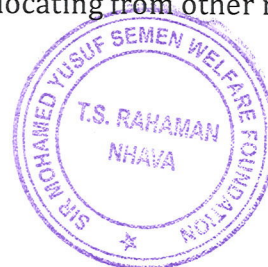
- **Research Grants and Funding:** Faculty members have access to internal or external funding for research, attending conferences, or publishing papers.
- **Academic Leave:** College provide sabbatical or academic leave to enable faculty members to focus on research, higher studies, or writing books.
- **Skill Development:** Colleges often provide opportunities for professional development through workshops, seminars, and online courses to help faculty stay updated with trends in their field.

### 4. Leave Entitlements

- **Annual Leave (Vacation):** Faculty members typically have 39 days of paid leave every year for vacations or personal time.
- **Maternity/Paternity Leave:** Paid maternity and paternity leaves are provided for faculty members to support family life.

### 5. Housing and Accommodation

- **Faculty Housing:** College provide on-campus housing or housing allowances to faculty members, especially for those relocating from other regions.



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## 6. Financial and Tax Benefits

- **Tax Relief:** College offer tax-exempt benefits or subsidies, such as travel allowances, housing allowances, and reimbursement for academic expenses.

## 7. Recognition and Career Advancement

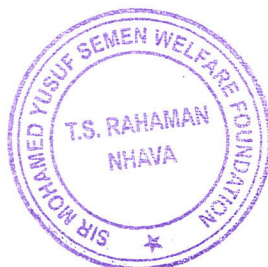
- **Promotion and Tenure:** Colleges usually have a structured promotion system, based on academic performance, teaching excellence, and research output, with opportunities for tenure-track positions.
- **Awards and Recognition:** Faculty members may be eligible for annual or special awards for outstanding teaching, research, or service to the institution.

## 8. Support for Research and Publication

- **Access to Research Facilities:** Institute provide dedicated spaces, libraries, etc. access for faculty research.
- **Publication Support:** Financial or administrative support is often available for faculty members seeking to publish research papers or books.

## 9. Laundry facility

- TSR provides subsidized laundry facility for teaching and non-teaching staff.



  
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