



provided that the teacher rejoins the university on the expiry of his/her leave.

33. Women teachers having minor children may be granted leave up to two years for taking care of their minor children. Child care leave for a maximum period of two years (730 days) may be granted to the women teachers during entire service period in lines with Central Government women employees. In the cases, where the child care leave is granted more than 45 days, the University/College/Institution may appoint a part time/guest substitute teacher with intimation to the UGC.

Child Care Leave

34. Paternity leave of 15 days may be granted to male teachers during the confinement of their wives, and such leave shall granted only up to two children.

Paternity Leave

35. Adoption leave may be provided as per the rules of the Central Government.

Adoption Leave

Teacher's Welfare fund

36. A teachers' welfare fund (hereafter called 'Fund') shall be created in the University:

Creation of fund

1. ²A deduction of 5% shall be made from the remuneration payable by the University to paper setters, Examiners, Tabulators, Checkers and Collators every year.
2. Remunerations payable as above, in excess of Rs. 1000/- to an individual in a year and lapsed to the University shall be credited to the Fund.

² Amended vide notification dated October 09, 2000



3. Remunerations surrendered by the Paper-setters and Examiners in favour of the University shall also be added to the Fund.
4. Donations from other sources may be accepted towards the Fund.

37. The Fund shall be used for: -

- i. ³Providing financial relief to the dependents of a teacher (including a retired teacher) deceased, leaving behind dependents in need of pecuniary help. Such a relief may be sanctioned gratis by the disbursing Committee after making such enquiries as it deems fit.
- ii. Providing loan assistance to a teacher in event of accident or serious illness to himself, his wife, children or his dependent parents.
- iii. Providing loans to a teacher for (i) purchasing a conveyance (ii) building his own house (iii) purchasing books and equipment for his/her study (iv) meeting his expenses of the education of children.
- iv. Providing loan to a teacher for self marriage or marriage of his/her sons, daughters and relatives directly dependent upon him/her.
- v. For building residential house in the campus for use of teachers on rental basis under rules of the University.

*Purpose of the
Fund*

Note The quantum of relief, assistance and loan shall be determined by the Disbursing Committee.

³ Notification dated January 19, 1998



38. 1. Loans sanctioned under Rule 44 (ii) and (iii) above shall be charged an interest of 3% less than Bank Rate on the amount outstanding.

Conditions of Loan

Provided that in case of distress Loan-assistance sanctioned under Rule 44 (2), the condition of rate of interest may be waived at the discretion of the Disbursing Committee.

2. In case of loans under Rule 44 (ii) and (iii) above the Loanee shall have to execute a Bond with two sureties which shall be countersigned by the Head of the Department where the loanee has been serving at the time of disbursement of the loan in token of his agreeing to deduct the installments from the salary of the loanee and sending the same to the University.

39. All Loan moneys shall be repaid by the loanee to the University in 30 equal installments, the first installment commencing after 3 months from the date of disbursement of the loan.

Repayment of Loans

Provided that the repayment of loan granted under Rule 44 (iii) (iv) shall commence 3 months after resumption of duties from studies abroad.

40. The fund shall be administered by a Disbursing Committee consisting of:-

Administration of Fund

1. The Vice ChancellorChairman
2. One member of the Syndicate to be nominated by the Syndicate
3. Two Senior teachers to be nominated by the Vice Chancellor
4. Two teachers nominated by KUTA