



Effective Welfare measures for Teaching and Non-Teaching Staff by GGU

The university prioritizes staff development, offering opportunities for skill enhancement, knowledge growth, and academic advancement. It aims to support work-life balance by assisting in various pursuits.

Encouraging Higher Education: The University promotes faculty incentives for pursuing Master's and Ph.D. degrees. Teachers are supported in joining external Ph.D. programs, receiving full salary study leave for up to six months during coursework at other institutions.

Scholarships and Fee Waivers: Those aspiring to pursue Ph.D. programs within the university may receive scholarships covering 30% or 70% of tuition fees, determined at the President's discretion. Additionally, individuals holding Diplomas or Bachelor's Degrees seeking higher education within the university are offered a 30-50% scholarship on program tuition fees.

Medical Benefits: Staff members, both teaching and non-teaching, receive discounted medical treatments at affiliated hospitals specializing in ayurveda, homeopathy, and multispecialty hospital connected to the College of Paramedical.

Internal Support Systems: The University establishes Internal Complaints Committees per the Sexual Harassment of Women in Workplace Act. These committees address grievances related to harassment from female staff or students. Moreover, a Women's Development Committee raises awareness about rights, receives complaints, compiles grievances, and advises on redressal measures.

Support Cells for Reserved Categories: A dedicated SC/ST/OBC Cell assists staff and students from reserved categories in addressing caste-based discrimination grievances, aiding them in accessing government scholarships and organizing awareness programs for their rights.

Leave Policies and Facilities: Employees receive Casual, Sick, and Sick Leaves annually, while teaching staff also get Duty Leaves for attending external workshops/seminars as per HR Policy. Concessional transport and residential facilities, subject to availability and President's discretion, are provided to non-teaching and teaching staff.

Recreational and Cultural Initiatives: Staff enjoy an annual recreational tour, nominal-rate gym and swimming facilities, and community cinema viewings promoting team building, leadership, ethics, and values. Events celebrating diversity encourage participation from staff of varied religious and cultural backgrounds.

Research and Development Support: A comprehensive policy aids staff in research endeavors, including scholarships for pursuing Ph.D. programs within the university, incentives for publishing research, reimbursement for participation in seminars/conferences, faculty development programs, awards for outstanding research, and funding assistance for research initiatives.





All staff members at GGU, both teaching and non-teaching, are eligible for welfare benefits.

- Free Transportation for Staff
- Subsidized food
- Refreshment
- Uniform for non-teaching Staff
- Incentive for book publication
- Incentive for Article Publication
- Conference Registration Fee
- Staff Tour
- Medical Camp
- On duty leave for Research & Academic Activity
- Provident Fund
- Health Centre
- Diwali gift/Bonus
- Health Insurance
- Festival Advance
- Maternity Leave
- Paternity Leave
- Leave Facility
- Reimbursement of membership fees of professional bodies
- Fee concession for Staff children
- Employment for the Wards of Deceased

Place: GGU, Sidhpur

R.H. Rajput

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