

മഹിമ



Welfare Programmes of
Mahatma Gandhi College
Thiruvananthapuram

ഗവേഷണം (Programme for enhancing Research potential)

- a) Periodic Academic Exchange Programme is initiated with other Sister Concerns of NSS Management to enhance and explore possibilities for initiating Joint Research Programmes.
- b) Faculty Members are also encouraged to identify 'Likeminded Groups' and to associate for Academic and Research Enrichment.
- c) Along with Financial Assistance, On-Duty Leave is provided to Staff Members for attending conference at National, International and Other Forums.
- d) Each publication by the Staff Members is duly acknowledged with Letter of Appreciation and Financial Assistance.
- e) With the sanction from the NSS Management, Faculty Members are permitted to attend live 'Chat Shows' as Subject Experts in their respective Domain.

ഹൃദയം (Staff Tour Programmes)

- a) To enhance Camaraderie and Team Spirit among the Staff Members, periodic Staff Tour Programmes are undertaken.
- b) These programmes are funded by *Mahima*, the Cooperative Movement of Mahatma Gandhi College.

ക്ഷേമം (Health Camps for Staff Members)

- a) Periodic Health Camps, which are a vital component in post-pandemic era are organised under the auspices of the Institution.
- b) Maternity and other related benefits are provided to the staff members of this institution.
- c) Based on the Risk Assessment Analysis (RAA), and discussion with the staff members, the institution had made provision for 'Disable Friendly Workspace'.

സഞ്ചാരി (Provision of Vehicle/Consumer Durable Loans)

- a) Under the cooperative moment of the institution, Staff Members are provided financial assistance for the purchase of vehicles and consumer durables.
- b) Such financial assistances are provided under Discounted Interest Rates (DIR) than the prevailing market rate of interest.

വിദ്യ (Education loan for Staff Pursuing Higher Studies)

- a) The institution also provides Financial Assistance for Staff Members to upgrade their technical and academic skills through the enrolment of various programmes.
- b) Senior Faculty Members are assigned as the Mentor for these 'New Initiatives'.

മഹിമ (Cooperative Movement of the Institution)

- a) In association with the Registrar of Co-operatives, the Staff Members of Mahatma Gandhi College had initiated the cooperative movement from 1983.
- b) Provision for Emergency Financial Assistance (EFA) is also incorporated in this system through which a Staff Member can avail financial assistance up to Rs 10,00,000.
- c) The request for EFA is processed within Eight hours or less time period.
- d) Stationery materials are also provided to Staff and Students through this programme at subsidized rates.

സഞ്ചയ്ക (Monthly Deposit Scheme -MDS for Staff Members)

- a) Mahima had also supported the 'Financial Inclusion' objective of Government of Kerala through the conduct of various financial schemes.
- b) The Monthly Deposit Scheme (MDS) had assisted in optimising the saving habits among the staff members.

സുഭിക്ഷ (Programme for subsidized Food and Refreshments)

- a) Institution in association with 'Kudumbashree' Women SHGs units of the locality had initiated the Food and Refreshment Programme for ensuring good quality Homely Food and Refreshments to staff members at subsidized rate.
- b) Effective monitoring by the Canteen Committee comprising of Staff and Student Representatives ensures that the required standards are maintained in the conduct of this programme.

ശാക്തീകരണം (Employee Training Programme)

- a) Under the auspices of NSS Management, an Induction Programme is conducted to appraise the newly appointed Staff Members about the Objectives, Philosophy and Other related aspects of the Organisation.
- b) Financial assistance is provided to the Staff Members to participate in training programmes conducted by Government of Kerala and other allied agencies.

ആരോഗ്യം (Provision against Life-Style Diseases)

- a) As a part of fight against 'Life-Style Diseases', the Institution had upgraded the Gymnasium of the institution through the purchase of state of the art equipments.
- b) Staff Members are encouraged to 'Optimally' utilise the available facilities of the institution for their well-being.
- c) Additional Resources Persons like Aerobics and Yoga Instructors are periodically invited by the institution for the conduct of the programme

പുതിയ വസ്ത്രം (Provision for purchase of New Dress)

- a) Festivities are time for fond memories and with this objective, the Institution is associating with 'Handloom Cooperatives'
- b) During Festive Seasons like Onam, the Staff Members are provided Dress Materials at subsidised rate.
- c) Bulk Purchases are included under the instalment scheme of this programme.




Principal
Mahatma Gandhi College
Thiruvananthapuram