**6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff**

STLW has effective welfare measures in place for its teaching and non-teaching staff. The various welfare schemes are as follows:

1. Medical leave for eligible staff members.
2. Financial support such as grants or loans for medical health issues as per needs and norms.
3. Free medical consultations with a doctor on campus twice in a week
4. Providing a privileged Sunshine health card as per terms and conditions
5. Providing Aditya Birla Health insurance for non-teaching staff as per policy terms and conditions.
6. EPF ESI - statutory benefits to the eligible non-teaching staff as per conditions.
7. Admission fee concession for staff members’ wards and financial assistance to the needy students for pursuing education in our institution as per the requirement.
8. Maternity leaves for eligible staff members.
9. Enable faculty to visit foreign universities for research (faculty exchange program).
10. Free transportation for office staff and reasonable cost transportation for teaching staff.
11. Paid leave for Ph. D scholars.
12. Incentives to the faculties who upgrade their research work through quality publications in conferences, journals, books, books chapter’s publications and patents.
13. Incentives to attend and present papers in conferences both in India as well as abroad.
14. Gymnastic facility for improving health with various equipment.