



INDORE INSTITUTE OF LAW

(Affiliated to DAVV & BCI)

—Rank 1st PRIVATE LAW COLLEGE IN M.P., C.J. & RAJASTHAN BY—
INDIA TODAY – OUT LOOK – THE WEEK – THE KNOWLEDGE REVIEW

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Manpreet

Prof. (Dr.) Manpreet Kaur Rajpal
Dean
Indore Institute of Law

Director&Dean/Principal/H.O.D



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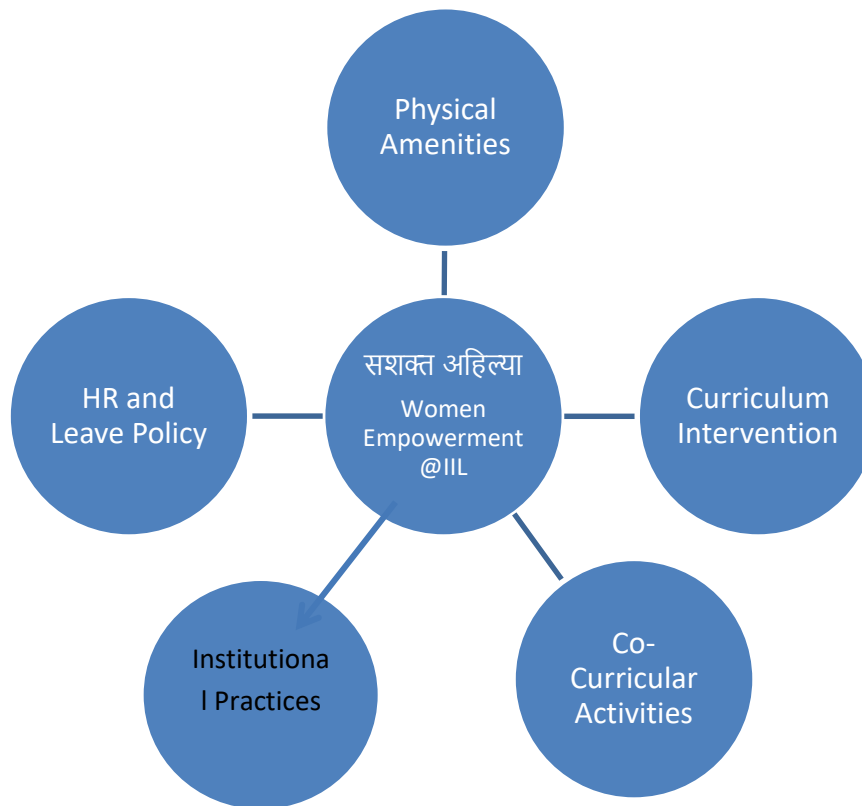
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Indore Institute of Law (IIL) has started many courses for gender sensitization and overall development of female students in Law School. The best way to improve the status of women is to educate society because, "*Education is the most powerful weapon you can use to change the world.*"(Nelson Mandela).It is for this purpose, female oriented courses are taught in **IIL**.

The **Indore Institute of law** believes in the vision of **VasudhaivaKutumbakam** (वसुधैवकुटुम्बकम्) which means the "*whole world is our family*" and the mission is to create "**CompetentHuman Legal Professionals**" with special focus on gender justice and gender equity though it's **Club Shashakt Ahilya (Women Empowerment)** inthecollege.The **Institute** is a female centric institution where, female and male ratio is **52:48 (approx.)**.The college has taken a host of activities to make the Institution more women led and women owned.



Indore Institute of Law has robust **physical infrastructure** which caters to different facilities for women i.e. **Safety and Security, Counselling, Common Rooms, Sanitary Napkin dispenser and incinerator, day care centre for young children and many other initiatives.**

IIL also ensures gender sensitization through **Curriculum Interventions, Co-Curricular Interventions, Staff and Leave Policy and Institutional Practices** and various other amenities reflected in **Physical Infrastructure.**

A. PHYSICAL INFRASTRUCTURE

Physical infrastructure in the form of, **Safety and Security, Counselling, Common Rooms, Sanitary Napkin Dispenser and Incinerator, Day Care Centre for Young Children and many other initiatives** makes the campus a vibrant campus for women.

1. SAFETY AND SECURITY

- For **safety and security** of the female students, **IIL** has constituted different **CELLS** like, **Chhatra Suraksha Samiti, Anti-Sexual Harassment Committee, Institutional Freeship**

Cell, Anti- Ragging Squad, Anti -Ragging Committee, Student Grievance Redressal Cell, Mental and Physical Wellness Committee, Scout Committee, Hostel Welfare Committee.

- **Security Guards, Server cum Surveillance Room (SCSR), Hostel Warden (24x 7), and Labrador Dogs, Lightening Conductor, Sensor based fire extinguisher etc.** are the other features of **IIL** to enhance safety and security of the Institute.

1.1.CELLS

IIL has organized all aspects of the safety and security through creation of different **CELLS** in the **Institute**. These **Cells** are created with a special focus on prompt redressal of grievances and give a sense of security by approaching the right channel.

❖ **ChhatraSurakshaSamiti**

The cell is exclusively devoted to empower female students as the number of female students is approximately 52% in the institute. Keeping this in mind the ChhatraSurkasha Committee is created incorporating local lady police officials along with other members. The committee provides self-defense training to the female students and makes them self-sufficient and strong. The committees via conducting sessions makes the female students aware about **Good Touch Bad Touch** and spreads awareness about various privileges to female students. Two female students are part of **ChhatraSurakshaSamiti**. **IIL** has tie up with local police. It is basically created to give a sense of entitlement to female students that they are protected from any nefarious activity.

❖ **Conduct Surveillance Committee.**

Conduct of the students in classroom is often disciplined but once they are out of classroom into the campus it becomes tough to maintain the discipline in terms of actions and behavior. The committee keeps a close watch on ID cards, Uniform and points out such instances where mischievous activities occur and point out the students responsible for it and forwards the names of such miscreants to the authorities for correctional measures. CCTV's camera are installed at every sensitive points in the campus. Female students can supervise the recording of videos and can also inspect recordings promptly if there is any problem in the campus.

❖ **Anti-Sexual Harassment Committee**

The committee is responsible for keeping campus free from menace of sexual harassment instances like eve teasing, inappropriate touch, and avoiding any such circumstances. The committee is more devoted to prevent any such instances **IIL** in its endeavor to give utmost

importance to life and dignity of females has created a special cell to look after the rights of female students and staff. Inspired by the Supreme Court Guidelines in **Vishakha Judgment** and also the new **Sexual Harassment Act of 2013, IIL** does not tolerate sexual harassment in any form and manifestations.

❖ **Institutional Freeship Cell—**

The Institute has a model to support the women empowerment in every possible way and hence it provides scholarship/ free ship to one girl child, if parents have two girl children. It is based on the condition of the family and whether they are availing any government girl child scheme or not.

❖ **Anti- Ragging Squad**

Anti-ragging Squad is a combination of faculty and authorities which in unison patrols the campus and visits classrooms to aware students about the menace of ragging and provides them with information about contact information of the society members in case of any unfavorable situation or activity if any within the campus and in case of grave instances the committee informs the governing body and the Dean. It is established for prompt inspection to check whether ragging is prevalent in college or not. Female students are given pro- active role to supervise the same.

❖ **Anti -Ragging Committee**

The committee is responsible for maintaining a ragging free campus which comprises of faculty and students and is on the lookout to prevent incidences of ragging if any. The committee works to maintain a healthy and friendly atmosphere among the students i.e. juniors and seniors and is authorized to report any untoward incidence and also suggest penal actions if students found guilty of ragging or in disciplinary acts mounting to ragging. It is constituted to take prompt action if any ragging complaint is received. **Female faculties** are part of the committee.

❖ **Mental and Physical Wellness committee.**

The institute runs a wellness committee which is responsible for looking after the mental and physical health of the students. The committee provides basic medical treatment like basic medication and first aid kit to the needy. It also provides transportation facility to the students in case of emergency or injury serious in nature. Mental health is a growing concern in today's fast paced life style. Committee provides adequate support via its sister concern Indore Nursing College which provides psychiatrist to give counseling to the students to keep them

motivated and focused. The committee promotes and conducts regular physical activity sessions like Yoga, Zumba, Meditaion etc.

Students from all over India come to IIL. A life away from parents can be normalized if there is a **Mental and Physical Wellness committee**. Female health is given extra attention in IIL because of female related issues.

❖ **Scout committee**

Whenever college visits any outside trip (e.g. picnic etc.), female students are given the opportunity to lead the group.

❖ **Hostel Welfare committee**

This committee looks after the issues arising in hostel related to quality of food, amenities prevailing like hot water, Air conditioner, internet accessibility, hygiene, good, round the clock security, ambulance service, night security and dog squad, camera surveillance etc. The committee comprises of faculty residing in hostel and few student representative ready to work. The Hostel Welfare committee is comprises of **6 sub committees** namely: **Core Committee, Medical Committee, Transportation Committee, Food Committee, Hygiene Committee, Disciplinary Committee**. Hostel constitutes the most important part of college life. Female students are given the responsibility to look after the affairs of the girl's hostel in tandem with hostel warden to find a way if there is any problem in the hostel.

❖ **SECURITY GUARDS**

The Institute has **24x7 security guards** including female guards for safety and security. No one is allowed in the campus without scrutiny. Female guards are always present at the girl's hostel entrance.

❖ **SERVER CUM SURVEILLANCE ROOM**

The entire campus is covered with CCTV cameras. **SCSR** is for the purpose of proper recording of the activities of the IIL. It acts as a deterrent and helps in the prevention of the crime.

❖ **HOSTEL WARDEN (24X7)**

Female wardens are there in the girl's hostel 24x7. Female students can discuss all their problems with them.

❖ **LABRADOR DOGS**

Two well trained **dogs** are there in the campus for security purpose.

❖ **LIGHTENING CONDUCTOR**

The entire Institute is protected from lightening by installing Lightening Conductors in the Institute's buildings. Indore witnesses' incessant rains throughout rainy seasons, it is for this reason lightening conductor is a necessity in **Indore Institute of Law**.

❖ **SENSOR BASED FIRE EXTINGUISHER**

Indore Institute of Law has **fitted all Blocks of the Institute** with **sensor based fire extinguisher** to prevent **Institute's** buildings from any untoward incidents or mishaps. It gives confidence to students in general and girls in particular that they are safe inside the educational premises and they can concentrate on their studies

2. **Counselling**

❖ **Personal Counselling**

Institute has separate counselling room with a female counsellor to focus on physical and mental wellness of students in general and female in particular with the help of **Physical and Mental Wellness Committee**. Counsellor are appointed for career counseling sessions for both boys and girls but emphasis is given to empower women and promote them for taking up career options.

❖ **Career Counselling**

Counselors are appointed for career counseling sessions so that the specific issues related to women can be discussed in a holistic manner. The counselors specifically counsel girls for various career options.

❖ **Female Psychiatrists**

For mental and physical wellness female psychiatrists are appointed to tackle female related problems.

3. **Common Rooms**

Common room is a place where convenience of female students and staff is properly taken care of. It has separate washroom, mirror facility etc. which is properly cleaned throughout the day. Female students can take rest; discuss their problems etc. It is also treated as a Green Room for changing purposes and also medical facilities is available in it.

4. **Sanitary Napkin Dispenser and Incinerator**

These are installed in IIL to give confidence to female students and also to take care of health and hygiene.

5. Day care center for young children

To maintain proper work life balance of the employees, IIL provides crèche facility in the college.

6. Other Facilities

❖ Gymnasium

Female trainer is compulsory in IIL Gymnasium.

❖ Yoga Hall

Yoga instructor is also a female in IIL.

❖ Badminton Court

Sports are the best way to take care of physical and mental health. IIL has developed Badminton Court especially for female students to take care of their healthy body and healthy mind.

❖ Medical Room

Female doctor is appointed in IIL.

❖ Wardens in Hostels

Female wardens are appointed in IIL.

❖ SHE BOX

IIL installed SHE BOX in the campus so that those girls who are not comfortable registering a complaint in person can write it on a piece of paper and drop in the SHE- BOX.

B. CURRICULAM ACTIVITIES

1. GENDER ORIENTED SUBJECTS (LL.B/B.A, LL.B/BBA, LL.B)

IIL runs multiple subjects on gender sensitization like **Constitutional law, Women & Criminal Law, Gender Justice Etc.**

1.1.GENDER JUSTICE & FEMINIST JURISPRUDENCE

1.2.WOMEN AND CRIMINAL LAW

1.3.Family Law (Hindu and Muslim Law)

1.4.CONSTITUTION – II

1.5. HUMAN RIGHTS LAW & PRACTICE

2. LedX (Legal learning Edutech Private Limited)

- **Certification Courses** are provided by IIL on **Protection of Women in Cyber Space, Law & Society, Refugee Protection & Rights: Indian Context** etc. through **LedX**.
- **Ledx** is an online educational technology legal learning platform which is the sister concern of **Indore Institute of Law**.
- **LedX** has been brought into existence, with an experience of more than two decades in legal education; the founding members of this legal education venture witnessed an opportunity in the garb of an adversity, providing the pathway to pave a stronger interface between the legal education and the legal profession by facilitating education by experts of the legal fraternity.
- This platform is an output of research and consultation conducted by Think-Tanks and pioneers of legal education aiming to impart legal education in every nook and corner of the country, regardless of geography, Institutional affiliations or professional obligations; an opportunity to become certified experts in the discipline of law, trained by experts of the legal fraternity and enhancing your educational and professional qualifications.
- **LedX** is created to provide certificate courses on niche areas of laws and it also provides courses on gender justice so that the overall improvement of female students is ensured. **LedX** has started below mentioned courses for gender sensitization.
 - **Protection of Women in Cyber Space**
 - **Law and Society**
 - **Refugee Protection and Rights: Indian Context**

3. PROJECT SPARSH

- **Project SPARSH**, an initiative of **LedX**, which is based on **the concept of understanding Good Touch Bad Touch, is a unique initiative to protect children from sexual abuse and sexual exploitation**. IIL visits schools on a regular basis to give presentations on **Good Touch Bad Touch** to educate school children about the signs to save themselves from sexual predators. Other than **Presentation**, a **Short Movie** on the same subject is shown to children as it is an accepted wisdom that visual memory is the best form of memory. At the end of the **Presentation**, **Cartoon Books** explaining **Good Touch Bad Touch** are distributed to students.

A Quiz Competition based on above concept is also conducted and all quiz questions are discussed and **monthly quiz award** is also given to all the successful candidates.

- **“Know Your Constitution”**, is also an initiative of **LedXin** which the entire Constitution in the form of cartoon book is created to sensitize students to know about the noble philosophy of the founding fathers of the **Constitution of India** and how one can contribute in nation building activities.

C. Co-Curricular Activities

Indore Institute of Law, with a vision to create **HUMAN LEGAL PROFESSIONALS** and a mission to always follow **Vasudhaiv Kutumbakam** (*The entire world is our family*) always aspires to focus on community owned and community led activities. IIL works continuously with nearby villages, slums, and voluntary agencies to help downtrodden, subjugated and all those communities who are at the bottom of developmental parameters to excel in all aspects of their **human personality**. It is with this vision **IIL** conducted a large number of Seminars, Workshops, activities to fulfill the vision of **National Service Scheme (NSS)** and leads to **Community services and development**.

1. SEMINARS /WORKSHOPS

The list of Co-Curricular activities conducted by IIL is mentioned below:

- Workshop on Self Defence
- Breast Feeding Week
- Seminar on Nutrition Awareness
- Seminar on Property Rights of Females
- Seminar on Labour Law Focusing Females
- Street Play on Triple Talaq.
- Celebration of International Women’s day
- Seminar on Work-life Balance for Working Women
- Seminar on Female Centered Scheme for Women and Girl Child
- Seminar on Ill-Effects of COVID Imposed Lockdown upon Women.
- Seminar on Hygiene and Safe Practices during Menstrual Cycle
- Street Play on Women Empowerment ‘Tejaswini’
- Seminar on Women Leadership in the 21st century.
- Workshop on Art of Preparing Bakery Items

- **Workshop on Diet Foods**
- **Seminar on Special Scholarship Schemes for Girls**
- **Workshop on Use of Sanitary Napkins Dispenser Machines and Incinerator**
- **Intra-Batch Group Discussion on Socio-Economic Justice and Women**
- **Group Discussion on Working Women and Changing Dynamics of Society.**
- **Sports Week for Female Staff and Students.**

2. Outreach Activities.

- IIL has conducted more than 250+ activities on **Good Touch Bad Touch in association with LedX.** Institution has tie up with NGOs like **Bharat kiBeti, Jwala, Shekunj etc.**

- **Legal Awareness Programme:**

- **Legal Awareness Programme:**

The Institute because of its unique location in the industrial town of **Pithampur** regularly visits industries to aware women regarding sexual harassment at workplaces through various legal awareness programme.

D. STAFF AND LEAVE POLICY

The Institute gives **Maternity and Paternity Leaves, preference in recruitment to females, Optional Leave to Female Employees on occasion of KarwaChauth, Teej, Parent Teacher Meet and Vaccination leave**etc.

1. Staff Details: (Shashakt Ahilya: Protect, Nurture and Empower)

IIL is headed by a female Dean and Director and it is the policy of the **IIL** to recruit more and more females as it is the vision of IIL to empower women as much as possible.

The Hierarchy of Indore Institute of Law (IIL) is as follow:

- **Director and Dean**
- **Principal**
- **Head of Department (Academic Coordinator)**
- **Batch coordinator**
- **Faculty Ratio**
- **-60:40 in favour of women.**

- **Female counselor**
- **Female Warden**
- **Female conductor.**
- **Female Guard.**

2. LEAVE POLICY FOR FEMALE (*Sashakt Ahilya: Protect, Nurture, Empower*)

Leave Policy of IIL takes care of female employees. It is made in such a way that females should not encounter any problem in maintaining proper work life balance. **The Institute gives Maternity and Paternity Leaves, Optional Leave to Female Employees on occasion of KarwaChauth, Teej, Parent Teacher Meet and Vaccination leave etc.**

E. Institutional Practices

IIL is known for its institutional practices like **Guest Room, Girl Child special Monetary Help, Visual Merchandise, Warden (24x 7), Female Conductor, and Helpline Number, SHE Box, One compulsory female batch coordinator, institutional freeship cell etc.**

IIL has collaborated with **Shekunj** for improving the skill development of its female workforce (both students and staff).

1. Guest Room

In girls hostel guest rooms are there in each floor. Parents can stay there to make their wards comfortable and to adjust them to college atmosphere.

2. Girl Child special Monetary Help

IIL provides scholarship to female students so that parents are not burdened to pay their fees.

❖ Scholarship Policy

A family having more than one girl child can claim tuition fee waiver at the time of admission of the second girl child.

3. Visual Merchandise

All the classrooms of the Institute and walls are decorated with women centric posters as Institute believes that the visual memory is the best form of memory. Posters include actual picturisation of dance, drama and music by the students of IIL. Posters evoke the required message to sensitize the staff and students of IIL to respect women and fight and protect for the rights of the women.

4. Warden 24x7

Female wardens are present 24X7 in the campus to take care of the needs of the female students. They are the first point of the contact for female students.

5. Female Conductor

It is mandatory to have female conductor in our college to give confidence to female students that they do not feel that they are away from their homes

6. Help Line Number on Notice Board

IIL also promotes prompt complaint registration if there are any problems being faced by female students.

7. Collaboration with Different NGOs.

IIL has collaborated with **Shekunj, Bharat Ki Beti, Jwala Foundation** for improving the skill development of its female workforce (both students and staff).

Shekunj's mission is to empower every Indian woman to achieve more is a commitment to do more to support women to be ready to innovate and create in an increasingly digital world. Shekunj supports the development of Future-Ready Skills through:

- Educating women to be future-ready with various tech and non-tech skills;
- Supporting women by guiding them towards the right path to career;
- Empowering institution with our certification courses;
- Connecting with institutions and non-profit organizations to support women's Employability.



Prof. (Dr.) Manpreet Kaur Rajpal
Dean
Indore Institute of Law

Director/Dean/ Principal/ HOD

Annual Gender Sensitization Action Plan - 2022-2023



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Annual Gender Sensitization Action Plan - 2022-2023

Indore Institute of Law under its ‘**Shashakta Ahilya: Protect, Nurture and Empower**’ initiative promotes Gender-Inclusive Academic Culture aims at empowering female students and staff. Inclusive workplace culture will result in a positive change in attitude, and it will ensure equity among all the genders in the institution. Institute will undertake following activities aiming at gender sensitisation:

- The Institute will sign MOUs with Different NGOs to work for women empowerment in nearby localities (Villages and Industries).
- Institute will create awareness on Menstruation to discuss the taboos regarding menstruation and explore the concept of Sustainable.
- The Institute will Install SHE-BOX an innovative idea wherein female staff and students can drop complaints regarding women centric problems.
- Institute will organise Seminar on ‘*Good touch Bad Touch*’ in collaboration with LedX :A Private Edutech limited company.
- Institute will hold special workshop on ‘Women Safety’ under Shashakta Ahilya Initiative.
- Economic Empowerment is the key to promote gender equity. Seminars will be organised to impart knowledge in this regard.
- The Institute will organise a street play on gender equality.
- The Institute will organise a camp to create awareness regarding UJJAWALA Scheme.
- Institute will celebrate International Women’s day, Balika Diwas, Ahilya Diwas, Mother’s Day.



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Director/Dean/ Principal/ HOD

ACKNOWLEDGEMENT

IQAC of IIL offers gratitude to the authority of **Indore Institute of Law**, Indore especially, the Director and Dean, **Dr.ManpreetKaurRajpal**, and the Principal, **Dr.VinodPatidar** for their constant encouragement and support.

Special thanks to be extended to **Dr.AkshayKanti Bam (Chairman, Indore Institute of Law)** for his decision of conducting

Gender Audit of Indore Institute of Law, Indore.

IQAC of IIL expresses gratitude to all the colleagues for their meticulous assistance to complete the Gender Audit.

IQAC would like to thank the office staff of **Indore Institute of Law, Indore** who helped to complete the Gender Audit by supporting **IQAC** in data collection.

Date: 31st July, 2022

Indore Institute of Law

Indore IQAC Coordinator

INTRODUCTION

The best way to improve the status of women is to educate society because, "Education is the most powerful weapon you can use to change the world." Indore Institute of Law (IIL) has started many courses for gender sensitization and overall development of female students in **Law School**. It is for this purpose, female oriented courses are taught in IIL. LedX an initiative of IIL is created to provide certificate courses on gender justice so that the overall improvement of female students is ensured.

The **Indore Institute of law** believes in the vision of **VasudhaivaKutumbakam** (वसुधैवकुटुम्बकम्) which means the "*whole world is our family*" and the mission is to create "**Human Legal Professionals**" with special focus on gender justice and gender equity through its **Club ShashaktAhilya (Women Empowerment)** in the college. **Indore Institute of Law** has robust **physical infrastructure** which caters to different facilities for women i.e. **Safety and Security, Counselling, Common Rooms, Sanitary Napkin dispenser and incinerator, day care centre for young children and many other initiatives**. The Institute is a female centric institution where, female and male ratio is **52:48 (approx.)**.

IIL also ensures gender sensitization through **Curriculum Interventions, Co-Curricular Interventions, Staff and Leave Policy and Institutional Practices**.

STAFF AND STUDENTS STRENGTH IN INDORE INSTITUTE OF LAW

The Institute is host to 40% to 50% female students and staff approximately. And to create a healthy, conducive and safe environment for females the Institute has taken prominent measures including Medical Rooms, Common Rooms, Crèche and various dedicated Clubs, Cells & Committees.

A. STUDENT STRENGTH

Year	Girls	Boys
2022-2023	591	709

B. FACULTY STRENGTH

Year	Females	Males
2022-2023	27	21

C. TECHNICAL STAFF STRENGTH

Year	Females	Male
2022-23	1	5

Women Centric Amenities at IIL

A. CELLS

IIL ensures the safety and security of females through creation of different **CELLS** in the **Institute**. These **Cells** are created with a special focus on prompt redressal of grievances and to give a sense of security by approaching the right channel.

1. ChhatraSurakshaSamiti

The cell is exclusively devoted to empower female students as the number of female students is approximately 52% in the institute. Keeping this in mind the ChhatraSurkasha Committee is created incorporating local lady police officials along with other members. The committee provides self-defense training to the female students and makes them self-sufficient and strong. The committees via conducting sessions makes the female students aware about **Good Touch Bad Touch** and spreads awareness about various privileges to female students. Two female students are part of **ChhatraSurakshaSamiti**. IIL has tie up with local police. It is basically created to give a sense of entitlement to female students that they are protected from any nefarious activity.

2. Conduct Surveillance Committee.

Conduct of the students in classroom is often disciplined but once they are out of classroom into the campus it becomes tough to maintain the discipline in terms of actions and behaviour. The committee keeps a close watch on ID cards, Uniform and points out such instances where mischievous activities occur and point out the students responsible for it and forwards the names of such miscreants to the authorities for correctional measures. CCTVs camera are installed at every sensitive point in the campus. Female students can supervise the recording of videos and can also inspect recordings promptly if there is any problem in the campus. The committee deals with the staff also.

3. Anti-Sexual Harassment Committee

The committee is responsible for keeping campus free from menace of sexual harassment instances like eve teasing, inappropriate touch, and avoiding any such circumstances. The committee is more devoted to prevent any such instances **IIL** in its endeavor to give utmost importance to life and dignity of females has created a special cell to look after the rights of female students and staff. Inspired by the Supreme Court Guidelines in **Vishakha Judgment** and also the new **Sexual Harassment Act of 2013**, **IIL** does not tolerate sexual harassment in any form and manifestations.

4. Institutional Freeship Cell—

The Institute has a model to support the women empowerment in every possible way and hence it provides scholarship/ free ship to one girl child, if parents have two girl children. It is based on the condition of the family and whether they are availing any government girl child scheme or not.

5. Anti- Ragging Squad

Anti-ragging Squad is a combination of faculty and authorities which in unison patrols the campus and visits classrooms to aware students about the menace of ragging and provides them with information about contact information of the society members in case of any unfavorable situation or activity if any within the campus and in case of grave instances the committee informs the governing body and the Dean. It is established for prompt inspection to check whether ragging is prevalent in college or not. Female students are given pro- active role to supervise the same.

6. Anti -Ragging Committee

The committee is responsible for maintaining a ragging free campus which comprises of faculty and students and is on the lookout to prevent incidences of ragging if any. The committee works to maintain a healthy and friendly atmosphere among the students i.e. juniors and seniors and is authorized to report any untoward incidence and also suggest penal actions if students found guilty of ragging or in disciplinary acts mounting to ragging. It is constituted to take prompt action if any ragging complaint is received. **Female faculties** are part of the committee.

7. Mental and Physical Wellness committee.

The institute runs a wellness committee which is responsible for looking after the mental and physical health of the students. The committee provides basic medical treatment like basic medication and first aid kit to the needy. It also provides transportation facility to the students in case of emergency or injury serious in nature. Mental health is a growing concern in today's fast paced life style. Committee provides adequate support via its sister concern Indore Nursing College which provides psychiatrist to give counseling to the students to keep them motivated and focused. The committee promotes and conducts regular physical activity sessions like Yoga, Zumba, Meditation etc.

Students from all over India come to IIL. A life away from parents can be normalized if there is a **Mental and Physical Wellness committee**. Female health is given extra attention in IIL because of female related issues.

8. Scout committee

Whenever college visits any outside trip (e.g. picnic etc.), female students are given the opportunity to lead the group.

9. Hostel Welfare committee

This committee looks after the issues arising in hostel related to quality of food, amenities prevailing like hot water, Air conditioner, internet accessibility, hygiene, good, round the clock security, ambulance service, night security and dog squad, camera surveillance etc. The committee comprises of faculty residing in hostel and few student representative ready to work. The Hostel Welfare committee is comprises of **6 sub committees** namely: **Core Committee, Medical**

Committee, Transportation Committee, Food Committee, Hygiene Committee, Disciplinary Committee. Hostel constitutes the most important part of college life. Female students are given the responsibility to look after the affairs of the girl's hostel in tandem with hostel warden to find a way if there is any problem in the hostel.

B.SECURITY GUARDS

The Institute has **24x7 security guards** including female guards for safety and security. No one is allowed in the campus without scrutiny. Female guards are always present at the girl's hostel entrance.

C. SERVER CUM SURVEILLANCE ROOM

The entire campus is covered with CCTV cameras. **SCSR** is for the purpose of proper recording of the activities of the IIL. It acts as a deterrent and helps in the prevention of the crime.

D. HOSTEL WARDEN (24X7)

Female wardens are there in the girl's hostel 24x7. Female students can discuss all their problems with them.

E.LABRADOR DOGS

Two well trained **dogs** are there in the campus for security purpose.

F.LIGHTENING CONDUCTOR

The entire Institute is protected from lightening by installing Lightening Conductors in the Institute's buildings. Indore witnesses' incessant rains throughout rainy seasons, it is for this reason lightening conductor is a necessity in **Indore Institute of Law**.

G. SENSOR BASED FIRE EXTINGUISHER

Indore Institute of Law has **fitted all Blocks of the Institute** with **sensor based fire extinguisher** to prevent **Institute's** buildings from any untoward incidents or mishaps. It gives

confidence to students in general and girls in particular that they are safe inside the educational premises and they can concentrate on their studies.

Gender Sensitive Features in IIL

1. Safety and Security

The Institute ensures safety and security through different cells like **Chhatra Suraksha Samiti, Anti-Sexual Harassment committee etc. Security Guards, Labrador dogs, Server cum Surveillance Room, CCTV cameras, wardens in hostel** sare the other features to have a strong physical network for safety and security.

2. Counselling

Institute has separate counselling room with a counsellor to focus on physical and mental wellness of students in general and female in particular with the help of **Physical and Mental Wellness Committee.**

3. Career Counseling

Counselors are appointed for career counseling sessions and special emphasis is given to women for opting various career options to make them independent and strong.

4. Common Rooms

Common room is a place where convenience of female students and staff is properly taken care of. It has separate washroom, mirror facility etc. which is properly cleaned throughout the day. Female students can take rest; discuss their problems etc. It is also treated as a Green Room for changing purposes.

5. Sanitary Napkin Dispenser and Incinerator

These are installed in IIL to give confidence to female students and also to take care of menstrual health and hygiene.

6. Day Care Centre (Crèche facility)

To maintain proper work life balance of the employees, IIL provides crèche facility in the college.

7. CURRICULUM INTERVENTIONS:

7.1. Gender Oriented Subjects

IIL runs multiple subjects on gender sensitization like **Constitutional law, Women & Criminal Law, Gender Justice etc.**

7.2. **LedX (Legal learning Edutech Private Limited)**

Certification courses are provided by IIL on **Protection of women in cyber space, Law & society, Refugee protection & rights: Indian context etc.** through **LedX**.

8. **Project SPARSH**

Seminars are taken on Good Touch Bad Touch to create awareness and post to it specially designed cartoon books are distributed in cooperation with **LedX** about good touch and bad touch.

9. **CO-CURRICULAR INTERVENTIONS:**

9.1. **Seminars and Events**

IIL has conducted a large number of **seminars** for gender sensitization under **Shashakt Ahilya Initiative in various schools, villages and industries** and also organized various **events** to protect women from sexual harassment under its Legal Awareness Programme.

9.2. **Outreach Activities.**

Institution has tie up NGOs like **Bharat ki Beti Foundation**. **The Institute** because of its unique location in the industrial town of **Pithampur** regularly visits industries to aware women regarding sexual harassment at workplaces.

10. **Staff and Leave Policy:**

The Institute gives **Maternity and Paternity Leaves, Optional Leave to Female Employees on occasion of KarwaChauth, Teej, Parent Teacher Meet and Vaccination leave etc.**

11. **Institutional Practices**

IIL is known for its institutional practices like **Guest Room, Girl Child special Monetary Help, Visual Merchandise, Warden (24x 7), Female Conductor, and Helpline Number, SHE Box, One compulsory female batch coordinator, institutional free ship cell etc.**

RECOMMENDATIONS & CONCLUSION

Indore Institute of Law has lots of strengths in its areas of domain. The weaknesses exposed can be replaced and channelled to productivity with an efficient mind set up. Doubtless, its strengths contribute towards making the college a gender sensitive institution. In building the nation, gender equality plays an important role, **Indore Institute of Law** is in the position to follow and implement gender equality inside the campus.

In the above gender analysis the institution strictly follows gender equality on campus.

We follow gender equality in admissions, scholarships, library facilities, teaching learning process and at all other required levels. The institution strictly observes the modus operandi in the implementations of gender issues in the college facilities. With the strong will power and commitment to gender justice, **Indore Institute of Law** would certainly make a mark even in the areas that need some improvements.



Prof. (Dr.) Manpreet Kaur Rajpal
Dean
Indore Institute of Law

Director/Dean/ Principal/ HOD



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Phone no:- 9977091777, 9977019777

CELL/COMMITTEES

Indore Institute of Law has organized all aspects of the safety and security through creation of different **CELLS** in the **Institute**. These **Cells** are created to Provide Safe and Conducive Learning Environment with a special focus on prompt redressal of grievances and give a sense of security by approaching the right channel.

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No.

Date : / /

Date 4/7/2022

Chatra Suraksha Samiti is body which basically deals with the safety of girl and educating them regarding the same. The composition of this samiti is as following:

Chhatra Suraksha Samiti

Session 2022-2023

S.N.	Name	DESIGNATION
1	Dr.Vinod Patidar (Principal , IIL)	Chairman (Appointed By Society)
2	Dr.Shikha Dubey (Associate Professor , IIL)	Vice-Chairman
3	Dr. Archana Kadam (Associat Professor, IIL)	Member
4	Charu Khandelwal (Student, IIL)	Member
5	Daksha Saraf (Student, IIL)	Member
6	Mrs. Divyanshi Balchandani (St. Rau)	Member (Local Authority Rep)

Manu

Director & Dean Academics

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No.

Date : / /

Date:28/08/2022

The Conduct Surveillance committee monitors the conduct all the student, staff and faculties and ensures that they are abiding all the rules and regulation of the Institute. The composition of this committee is as following:

Conduct Surveillance Committee

Session - 2022-2023

S.N.	Name	DESIGNATION
1	Dr.Shikha Dubey (Associate Professor , IIL)	Member
2	Mr.Ambarish Bapat (Assistant Professor. II.)	Member
3	Mrs.Madhuri Modi (Assistani Professor. II.)	Member
4	Mr.Mangal Singh Rajput (Chief Librarian,III.)	Member
5	Mr. Rakesh Yadav (Assistant Professor. II.)	Member
6	Mr. Arun Naik	Member

Mansu

Director & Dean, Academics

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Conduct Surveillance Committee

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S.N.	Name	DESIGNATION
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2	Mr. Ambarish Bapat (Assistant Professor. II.)	Member
3	Mrs. Madhuri Modi (Assistani Professor. II.)	Member
4	Mr. Mangal Singh Rajput (Chief Librarian, III.)	Member
5	Mr. Rakesh Yadav (Assistant Professor. II.)	Member
6	Mr. Arun Naik	Member

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No.

Date 4/7/2022
 Date : / /

The Anti-Ragging Committee is the committee which handles the cases of Ragging if any, which are directly reported or brought to the notice of the committee by the Anti -Ragging squad or by the students. It is construed as per the UGC and Affiliating University Guidelines. The composition of the committee is as following:

Anti-Ragging Committee

Session-2022-2023

S.N.	Name	DESIGNATION
1	Dr. Vinod Patidar (Principal, IIL)	Chairman (Appointed by the Society)
2	Mr. Pratush Sinha	SDM, Rau (Local Authority)
3	Mr. Narendra Singh Raghuwanshi	TI, Rau (Local Authority)
4	Mr. Rahul Karaiya	Member (Nominated From Media)
5	Dr. Kusum Joshi (Head, Academics)	Member (Nominee of Principal from the Faculty)
6	Mr. Jaidev Mahendra (Assistant Professor, IIL)	Member (Nominee of Principal from the Faculty)
7	Ms.Sonali Bhatnagar (Assistant Professor,IIL)	Member (Nominee of Principal from the Faculty)
8	Mr.Javed Khan (Assistant Professor,IIL)	Member (Nominee of Principal from the Faculty)
9	Mr. Nitin Jasuja (Campus In-Charge, IIL)	Member (Administrative Representative)
10	Ms. Anika Bhargava (Student,IIL)	Student Representative
11	Ms.Shreya Keshari (Student,IIL)	Student Representative
12	Mr.Ajayveer Mishra (Student,IIL)	Student Representative

Mansu

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No.

Date : / /

Date 28/08/2022

The Hostel Welfare Committee looks into the Administration of Hostels. The composition of this body is as following:

Hostel Welfare Committee (Boys & Girls)

Session - 2022-2023

S.N.	Name	DESIGNATION
1	Mr. Kamal Vyas (Executive Director, IIL)	Chairman Management Representative
2	Mrs. Bala Karaia (HR, IIL)	Vice Chairman (Appointed by the Society)
3	Mrs. Jani Parrar	Chief Warden
4	Mrs. Sangeeta Tiwari	Warden
5	Mr. Deepak Verma	Warden
6	Ms. Sonali Bhatnagar (Assistant Professor, IIL)	Faculty Representative
7	Mr. Javed Khan (Assistant Professor, IIL)	Faculty Representative
8	Ms. Anika Bhargav (Student, IIL)	Student Representative
9	Ms. Shreya Keshari (Student, IIL)	Student Representative
10	Mr. Ajay veer Mishra (Student, IIL)	Student Representative
11	Mr. Ujjawal Raja (Student, IIL)	Student Representative

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No.

Date : / /

Date 4/7/2022

Anti-Ragging Squad is surveillance squad or patrolling squad of the institution. In case any ragging instance is noticed then it is forwarded to Anti-Ragging Committee for proper disposal of the case. The composition of the squad is as following:

Anti-Ragging Squad

Session-2022-2023

S.N.	Name	DESIGNATION
1	Dr. Manish Phalke (Head, IQAC)	Member
2	Dr. Kavita Dive (Associate Professor, IIL)	Member
3	Asst.Prof. Shital Shikarwar (Assistant Professor, IIL)	Member
4	Asst.Prof. Shalini S. Menon (Assistant Professor, IIL)	Member
5	Mr. Nitin Jasuja (Campus In-Charge, IIL)	Member
6	Mr. Yogendra Deshmukh (Sports Officer,IIL)	Member

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No.

Date : / /

Date: 28/08/2022

Student Grievances Redressed Committee is constitute to solve the internal issues of student related to affiliating University. Academic and internal issues related to internal marks, attendance, students record. The composition of this committee is as following:

Student Grievances Redressed Committee

Session - 2022-2023

S.N.	Name	DESIGNATION
1	Prof.(Dr.) Vinod Patidar (Principal, IIL)	Chairman Appointed by the Society
2	Dr. Kusum joshi (Head,Academics)	Coordinator
3	Dr.Manish Phalke (Head, IQAC)	Coordinator
4	Dr. Krishna Narayan Mishra (Associate Professor. II.)	Coordinator
5	Mr.Ambarish Bapat (Assistant Professpr,IIL)	Coordinator
6	Mr. Naveen Dave (Assistant Professpr,IIL)	Coordinator
7	Mr.Shekhar Patankar (Admin Assistant,IIL)	Coordinator

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No.

Date: 28/08/2022

The Anti-Sexual Harassment Committees is constituted following the guidelines of UGC and DAVV the Affiliating University. The Committee work to develop guidelines to combat sexual harassments. violence against women and redress the matters in relevant to it. The composition of this committee is as following:

Anti-Sexual Harassment Committee

Session - 2022-2023

S.N.	Name	DESIGNATION
1	Prof. Dr. Vinod Patidar (Princial, IIL)	Chairman Appointed by the Society
2	Mrs. Bala Karala (HR, IIL)	Vice Chairman
3	Dr. Kusum joshi (Head, Academics)	Coordinator
4	Dr. Archana Kadam (Associate Professor, IIL)	Teacher Representative
5	Dr. Mohini Newaskar (Associate Professor, IIL)	Teacher Representative
6	Dr. Neha Chouhan (Associate Professor, IIL)	Teacher Representative
7	Mrs. Shital SHikarwar (Assistant Professor, IIL)	Teacher Representative
8	Ms. Sanjeeta Kaur Rajpal (Assistant Professor, IIL)	Teacher Representative
9	Shubham Sharma (Treasurer, Student Council, IIL)	Student Representative
10	Rishi Kumar Tripathi (Secretary, Student Council, IIL)	Student Representative

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No.

Date : / /

11/07/2022

Internal Complaint Committee is constituted of complaints related to Faculties and Students both. The composition of this committee is as following:

Internal Complaint Committee

Session-2022-2023

S.N.	Name	DESIGNATION
1	Prof.(Dr.) Vinod Patidar (Principal, IIL)	Chairman Appointed by the Society
2	Dr. Kusum Joshi (Head,Academics)	Coordinator
3	Dr.Reva Mishra (Associate Professor, IIL)	Assistant Coordinator
4	Dr. Krishna Narayan Mishra (Associate Professor. I.)	Member
5	Mrs. Shital Shikarwar (Assistant Professpr,IIL)	Member
6	Mr. Shekhar Patenkar (Admin Coordinatore,IIL)	Member

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No. 112/120/21

Date: 05/06/2021

The Conduct Surveillance committee monitors the conduct all the student, staff and faculties and ensures that they are abiding all the rules and regulation of the Institute. The composition of this committee is as following:

Conduct Surveillance Committee Session – 2021-2022

S.N.	Name	Designation
1	Dr. Shikha Dube (HOD, IIL)	Member
2	Mr. Ambarish Bapat (HOD, IIL)	Member
3	Mrs. Madhuri Modi (Assistant Professor, IIL)	Member
4	Mr. Mangal Singh Rajput (Chief Librarian, IIL)	Member
5	Mr. Deepak Anjana (Assistant Professor, IIL)	Member
6	Mr. Anand Pawse (Deputy Registrar, IIL)	Member
7	Mr. Nitesh Singh Thakur (SDC Coordinator, IIL)	Member


Principal
Indore Institute of Law
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—RANK 1ST PRIVATE LAW COLLEGE IN M.P., C.G. & RAJASTHAN BY—
INDIA TODAY | OUTLOOK | THE WEEK | THE KNOWLEDGE REVIEW

Campus Add.: "Gendalal Bam Parisar" Opp.IIM Rau, Pithampur Road, Indore (M.P.) 453331

Phone No: +91 9977091777, 9977019777 | Web.: www.indoreinstituteoflaw.org | E-mail: indoreinstituteoflaw@gmail.com

No. 11L/110/21

Date: 30/05/2021

Student Grievance and Redressal Committee is constituted to solve the internal issues of student related to affiliating University, Academics and internal issues related to internal marks, attendance, student record. The composition of this committee is as following:

Student Grievances Redressal Committee Session – 2021-2022

S.N.	Name	Designation
1	Prof. Dr. Vinod Patidar (Principal, IIL)	Chairman Appointed by the Society
2	Dr. Manish Phalke (HOD, IIL)	Coordinator
3	Mrs. Kusum Joshi (HOD, IIL)	Coordinator
4	Mr. Ambarish Bapat (HOD, IIL)	Coordinator
5	Dr. K. N. Mishra (Associate Professor, IIL)	Coordinator
6	Mr. Naveen Dave (Assistant Professor, IIL)	Coordinator
7	Mr. Shekhar Patankar (Admin Assistant, IIL)	Coordinator

Mammi
Dean
Indore Institute of Law

ISO 9001:2008 Certified

Run By: Icon Education Society

City Office : 425-426, Orbit Mall, A.B. Road, Indore (M.P.)

Associate Institute :

INDORE NURSING COLLEGE
(Affiliated to DAVV and Indian Nursing Council, New Delhi)
www.indorenursingcollege.com

IndyIIIIC Institute of Management
(Affiliated to DAVV and approved by M.P. Higher Edu. & AICTE, New Delhi)
www.indyilicindore.com

Security Guards (24x7)

IIL has appointed female security guards and bus conductors to help female students feel like homely atmosphere in college.



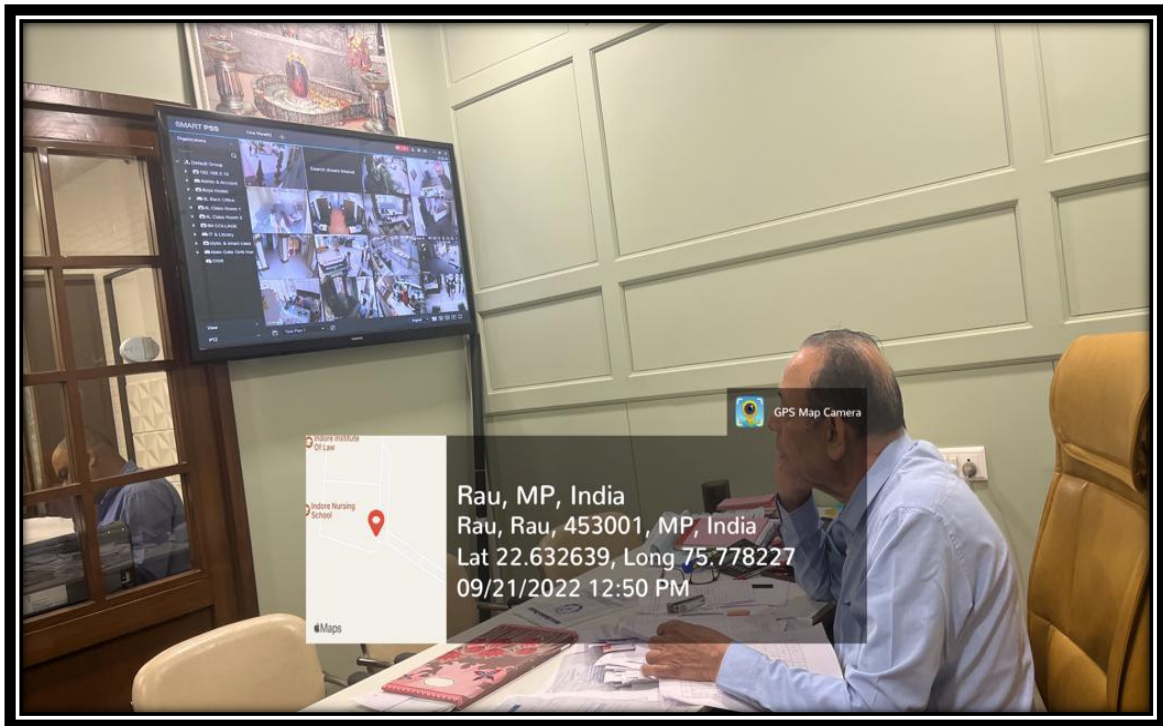
Security Guards at IIL



7.1.1

Server cum Surveillance Room

It is for the purpose of proper recording of the activities of the IIL. It acts as a deterrent and helps in the prevention of the crime.



Surveillance Room

7.1.1

Wardens in Hostels

Female wardens are appointed at IIL.



Chief Wardens at IIL

7.1.1

Labrador Dogs

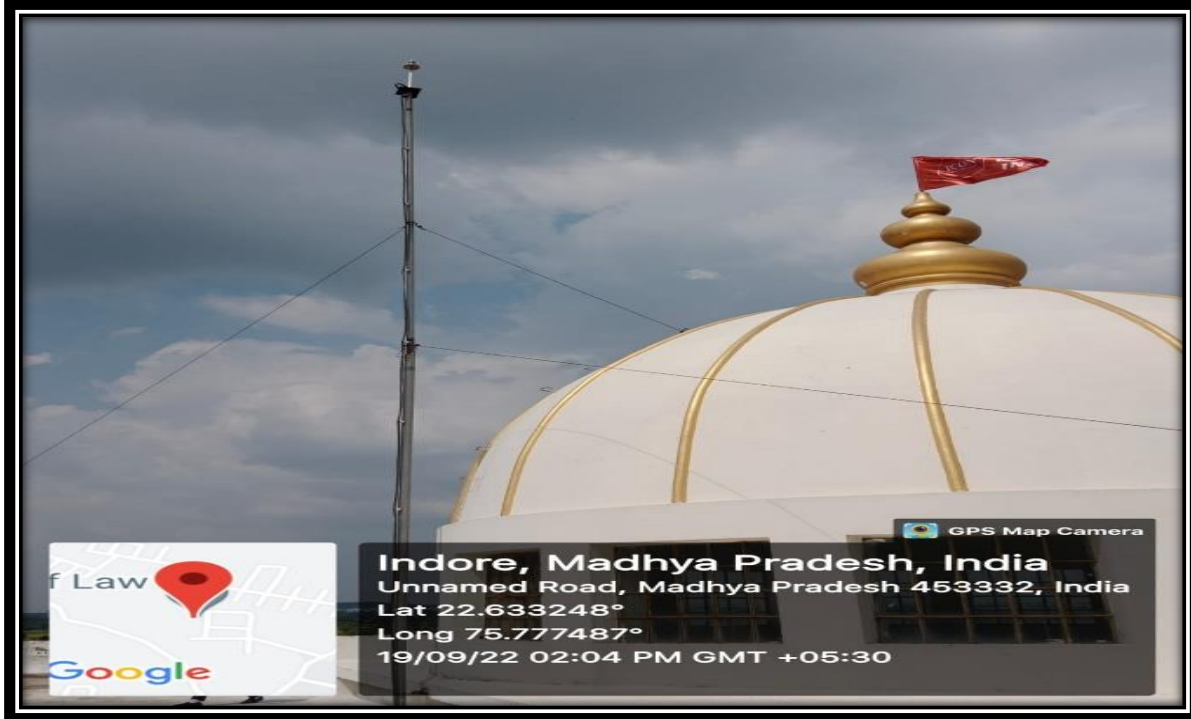
Two well trained dogs are there in the campus for security purpose.



Labrador dogs at IIL

7.1.1 Lightning Conductor

The entire Institute is protected from lightening by installing Lightning Conductors in the Institute’s buildings. Indore witnesses’ incessant rains throughout rainy seasons, it is for this reason lightening conductor is a necessity in **Indore Institute of Law**.



Installed Lightning Conductor in IIL Buildings

7.1.1

Sensor Based Fire Extinguisher

Indore Institute of Law has fitted all Blocks of the Institute with sensor based fire extinguisher to prevent Institute's buildings from any untoward incidents or mishaps. It gives confidence to students in general and girls in particular that they are safe inside the educational premises and they can concentrate on their studies.



Sensor Based Fire extinguisher

7.1.1

Career Counseling

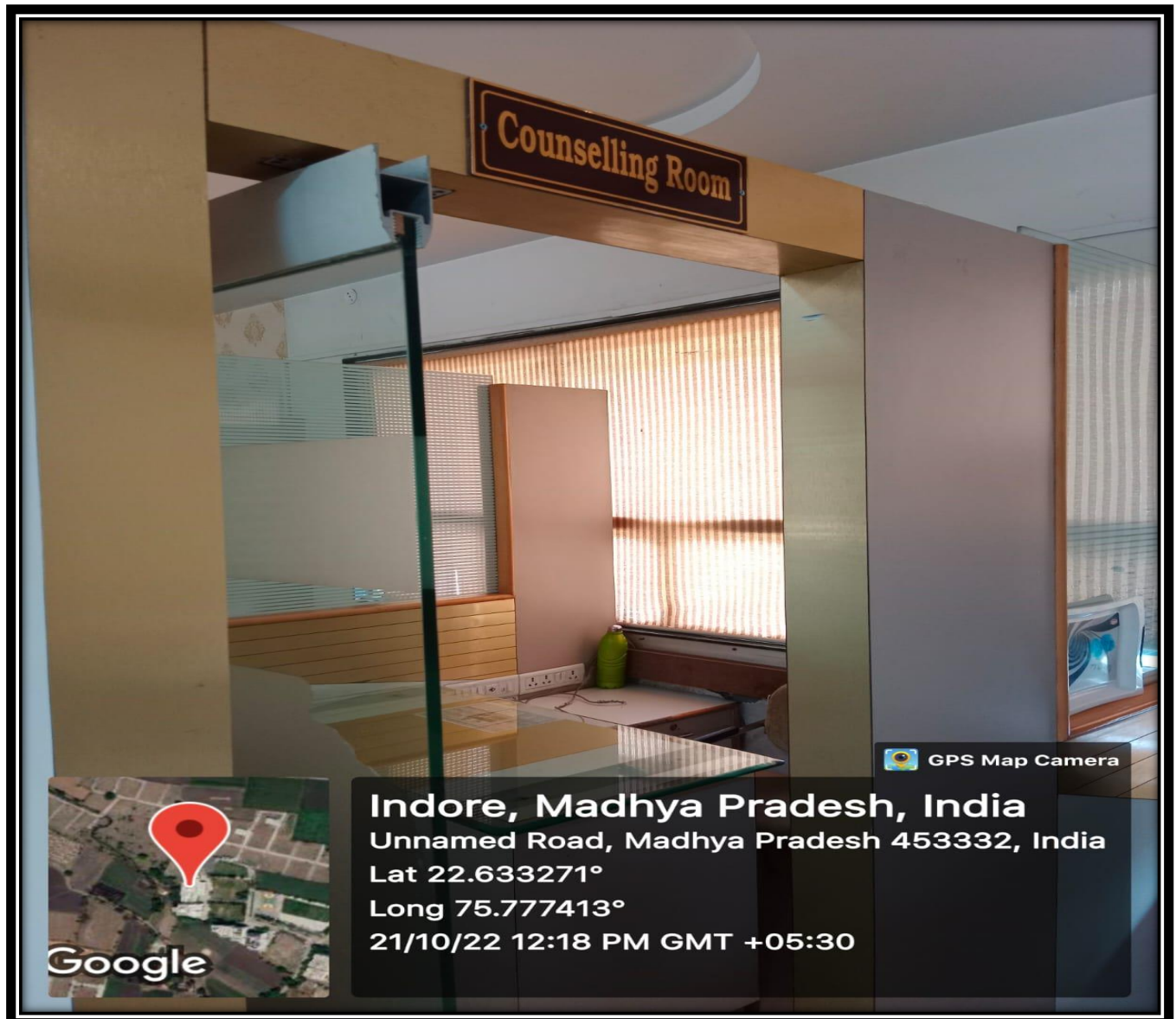
Counselors are appointed for career counseling sessions so that the specific issues related to women (Pay Parity) can be discussed in a holistic manner. Girls are motivated to Career Oriented avenues & are given special emphasized to take Career Councelling



.1.1

Personal & Career Counseling Room

Counseling room is a regular feature of IIL. It is the first point of contact if a person faces any problem especially female students.



7.1.1

Female Common Room with Medical Facilities

Female common room is a one stop center to solve all problems related to female students. It is named as Female Common Room. It has separate washroom, mirror facility etc. which is properly cleaned throughout the day. Female students can dress up which is a good initiative for their confidence.



7.1.1

Sanitary Napkin Dispenser and Incinerator

These are installed in IIL to give confidence to female students and also to take care of health and hygiene.



Sanitary Napkin Dispenser & Incinerator

7.1.1

Day Care Centre (Crèche facility) Policy

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No.

Date : / /

DAY CARE CENTRE/CRÈCHE POLICY

Objective

This policy has been laid down to provide crèche facility to employees and also ensure that we adhere to the Maternity Benefit Act.

Scope

This policy is an organization initiative and applies to all female employees working at Institute premises.

Policy Guidelines

- Institute is dedicated to provide crèche facility for its employees working at Institute premises.
- The cost of utilization of the crèche facility would be borne by Institute.
- Crèche facility is extended to children of age group of 3 months to 3 years of all employees.
- The crèche facility will be available in the working hours i.e. 9 am to 5 pm.
- The location of the crèche facility would be at the workplace i.e. within the girls hostel campus
- Institute shall allow three visits a day to the crèche by the employee.
- The institute will not be responsible for specific requirements of children's such as diapers, clothes, medicines etc. Concerned female employees should take care of these things by themselves.
- If the staff requires Institute will provide facility to keep belongings of child.


Approved by
IQAC
Chairperson, IQAC
Indore Institute of Law


Mr. Akshay Kanti Bam
Chairman, Indore Institute of Law
Chairman
Indore Institute of Law
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www.indytilicindore.com

7.1.1

Day Care Centre (Crèche facility)

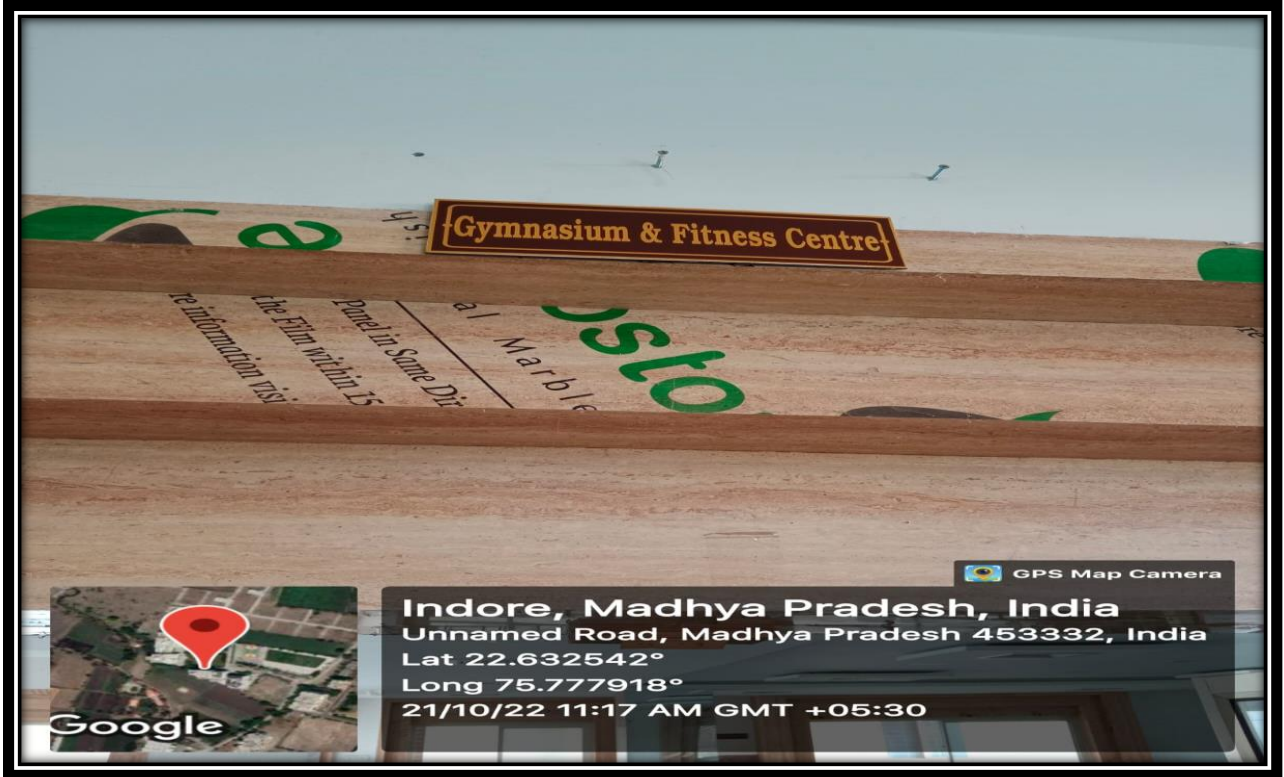
To maintain proper work life balance of the employees, IIL provides crèche facility in the college.



7.1.1

Gymnasium

Female trainer is compulsory in IIL Gymnasium.



7.1.1

Yoga Hall

Yoga instructor is also a female in IIL.



Yoga and Conventional Knowledge Center

7.1.1

Badminton Court

Sports are the best way to take care of physical and mental health. IL has developed Badminton Court especially for female students to take care of their healthy body and healthy mind.



7.1.1

Female Psychiatrists

For mental and physical wellness female psychiatrists are appointed to tackle female related problems.



Mrs. Rashi Gandhi
M.Sc. Nursing

7.1.1

SHE BOX

IIL installed SHE BOX in the campus so that those girls who are not comfortable registering a **Complaint in person can write it on a piece of paper and drop in the SHE-BOX.**



Female Complaint Box (SHE BOX)

Curriculum Activity



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List of Subjects

- Gender Justice & Feminist Jurisprudence
 - Women and Criminal Law
 - Labour & Industrial Law
 - Family Law-I (Hindu Law)
 - Family Law - Ii (Muslim Law)
 - Constitutional Law
 - Local Self Government-Including Panchayat Administration
 - Human Rights Law & Practice
- ❖ LEDXCourses
1. Protection of Women in Cyber Space
 2. Law and Society
 3. Refugee Protection and Rights: Indian Context

Subjects

LL.B./B.A.LL.B/B.B.A.LL.B.

1. GENDER JUSTICE & FEMINIST JURISPRUDENCE

UNIT-I: Women in Pre-Independence India

- Social and legal inequality
- Social reform movement in India
- Gandhian movement.
- Nehru's views – joint family etc.
- Karachi congress – Fundamental Rights Resolution.
- Equality of sexes.

UNIT-II: Women in Post-Independence India

- Preamble of the Constitution – Equality provisions in fundamental Rights and Directive Principles of State Policy.
- Negative Aspects of the Constitution – Exploitation of sex not mentioned in Article 23.
- Different personal laws – unequal position of women.
- Uniform Civil Code towards gender justice.
- Indian tradition and family ideology: growth of feminism and schools of feminism.

UNIT-III: Sex Inequality in Inheritance Rights

- Continuance of feudal Institutions of joint family – women's inheritance position under Hindu Law.
- Inheritance right of women under Christian law.
- Inheritance right of women under Parsi law.
- Inheritance right of women under Muslim law.
- Movement towards uniform Civil Code.

Unit-IV: Matrimonial relations and its consequences

- Matrimonial Property.
- Separation of property.
- Maintenance of different system of personal law.
- Division of assets on divorce.

UNIT-V: Social Welfare Laws for Women and Non-implementation of protective labour legislation.

- Maternity benefits Act.
- Equal remuneration Act.
- Factories Act.
- Inequality in the work place.
- Additional burden of domestic responsibilities.

SELECTED BIBLIOGRAPHY -

- ❖ Flevia Agn'set. al. Women and the Law
- ❖ Meynei Hindu Woman & Marriage

LL.B./B.A.LL.B/B.B.A.LL.B.**2. WOMEN AND CRIMINAL LAW****UNIT-I: Introduction**

- Crimes against women
- Nature and kinds
- International commitments.

UNIT-II: Major Hardships to woman and Indian laws

- Rape, sexual harassment of working women in workplace
- Indecent representation of women-meaning, protection under Indian laws.

UNIT-III: Particular and General Offences

- Dowry death
- Assault
- Unnatural offences – National protections.

UNIT-IV: Special offending act

- Immoral trafficking
- female foeticide
- Kidnapping and abduction – National protections.

UNIT-V: Cruelty and violence

- Cruelty and domestic violence against women - National protections.

SELECTED BIBLIOGRAPHY

- Indian Penal Code- RalanlalDhirajlal-Wadhwa
- SITA (Suppression of Immoral Trafficking in Women)
- Domestic Violence Act, 2005 – Dr. Preeti Mishra
- Vishaka's Case, Chandrima Das Case.
- Indira Jaising – Hand book on law of Domestic Violence.
- Lawyers collective – Law relating to sexual harassment at work place- Universal Delhi.
- Krishna Pal Malik – Women & Law – Allahabad Law Agency
- ManjulaBatra – Women and Law - Allahabad Law Agency.

LL.B./B.A.LL.B/B.B.A.LL.B.**3. LABOUR & INDUSTRIAL LAW****UNIT-I: General Introduction**

- Industrial Jurisprudence
- Labour policy in India
- Industrial revolution in India, evils of Industrialization, Labour problems.
- Growth of labour legislation in India.

UNIT-II: Industrial dispute Act, 1947

- Short title, definition & authorities
- Notice of change
- Reference of certain industrial disputes to grievance settlements Authorities, board, courts, tribunals.
- Power procedure & duties of authorities.
- Strike, lock out, and lay, Retrenchment.
- Penalties.

UNIT-III: Trade Union Act, 1926.

- Registration of trade union, recognition of trade union
- Rights & Liabilities of registered trade union.
- Regulation.
- Penalties & procedure.

UNIT-IV: Wages

- Payment of wages Act 1936
- Minimum wages Act 1948
- Introduction & definition
- Minimum wages: fixation & procedure.
- Authorities under the Act
- Fixation of hours of work & wages
- Claims & their determination
- Cognizance of offence
- Maternity Benefit Act
- Equal Remuneration Act

UNIT-V: Factories Act 1948 and Insurance

- Introduction, definition, registration & licencing
- The inspecting staff
- Health
- Safety
- Welfare
- Working hours of adults

- Females and children not to be employed in hazardous jobs
- Annual leave with wages
- Penalties & provisions.
- Employees State Insurance Act.

SELECTED BIBLIOGRAPHY

- John Bowers and Simon Honeyball, Textbook on Labour Law (1996), Blackstone, London.
- Shrivastava K.D. Commentaries on payment of wages Act 1936 (1998), Eastern, Lucknow.
- Shrivastava K.D. Commentaries on minimum wages Act (1948) (1995), Eastern Allahabad.
- Rao S.S. Law and Practice on minimum wages (1999), Law Publishing House, Allahabad.
- Seth D.D. Commentaries on Disputes Act 1947 (1998), Law Publishing House, Allahabad.
- Shrivastava K.D. Commentaries on factories Act 1948 (2000), Eastern Lucknow.
- R.C. Saxena Labour problems and social welfare.
- V.V. Giri Labour problems in Indian Industries.
- O.P. Malhotra, the Law of Industrial Disputes (1998) Universal Delhi.
- S.C. Srivastava, Social Securities and labour laws pts. 5 and 6 (1985), Universal Delhi.
- S.C. Srivastava, Commentary on the Factories Act 1948), Universal Delhi.
- Industrial Adjudication ILI, 2003 New Delhi.
- Labour and Industrial Laws – Dr. V.G. Goswami
- Labour and Industrial Laws – S.N. Mishra
- Labour law – Indrajeet Singh

LL.B. /B.A.LL.B/B.B.A.LL.B.

4. Family Law-I (Hindu Law)

UNIT-I: Introduction

- Nature of Hindu Law
- Hinduism, Origin and Development, Definitions.
- Schools and Sources.

UNIT-II: Marriage and Divorce

- Marriage

- Kinds, nullity of marriage.
- Hindu marriage Act, 1955.
- Special marriage Act, 1954.
- Divorce
- Judicial separation, Restitution of conjugal rights.
- Grounds for matrimonial remedies.

UNIT-III: Hindu Undivided Family

- Joint family (Hindu undivided family)
- Coparcenaries, property under *Mitakshara* and *Dayabhag*.
- Partition and Re-union, women estate, stridhan.

UNIT-IV: Gift, Wills and Adoption

- Gifts, wills.
- Hindu adoption and maintenance Act, 1956.
- Hindu Minority and Guardian Ship Act, 1956.

UNIT-V: Inheritance

- General rules of Succession
- Disqualification relating to Succession
- Hindu Succession Act, 1956
- Religious Endowment.

SELECTED BIBLIOGRAPHY

- ParasDiwan, Law of Intestate and Testamentary Succession (1998), Universal.
- Basu, N.D. Law of Succession (2000), Universal.
- Kusum, Marriage and Divorce Law Manual (2000), Universal.
- Manchanda, S.C. Law and Practice of Divorce in India (2000), Universal.
- P.V. Kane, History of Dharmasastra Vol. 2 pt. 1 at 624-632 (1974).
- Kuppaswami (ed.) Mayne's Hindu Law and Usage Ch. 4 (1986).
- B. Sivaramaya, Inequalities and the law, (1985).
- K.C. Daiya, "Population control through family planning in India." Indian Journal of Legal Studies, 85 (1979).
- J.D.M. Derrett, Hindu Law: Past and Present.
- B.M. Gandhi – Hindu Law

LL.B./B.A.LL.B/B.B.A.LL.B.

5. Family Law - II (Muslim Law)

UNIT-I: Muslim Law

- Origin and development of Muslim Law,

- Who is Muslim,
- Conversion to Islam,
- Nature and history of Mohammedan law.
- Schools of Muslim law and sources of Muslim law

UNIT-II:Marriage

- Kind of Marriage, (Nikah) (Muta Marriage)
- Option of puberty,
- Divorce,
- Dissolution of Marriage,
- Marriage Act 1939,
- Meher (Dowry).

UNIT – III:Guardianship

- Guardianship – elements, types
- Maintenance-liability

UNIT-IV:Will, Gift and Wakf

- Wills,
- Gift.
- Doctrine of musha and pre-emption,
- Wakf

UNIT-V: Parentage and inheritance

- Parentage and acknowledgement
- Succession and Death bed transaction

SELECT BIBLIOGRAPHY -

- | | |
|---------------------|--------------------------------|
| • 1. Mulla | Mohammedan Law |
| • 2. Dr. ParasDiwan | Muslim Law in Modem India |
| • 3. Aquil Ahmed | Mohammedan Law |
| • 4. Fyzee | Introduction to Mohammedan Law |
| • 5. Schat | Mohammedan Jurisprudence |
| • 6. Coulson | Principles of Mohammedan Law |
| • 7 Jhabvala | Principles of Mohammedan law |

LL.B./B.A.LL.B/B.B.A.LL.B.

6. CONSTITUTIONAL LAW

UNIT-I: Administration of Frinz Area

- Administration of Union Territories
- The Panchayat and Municipalities
- The schedule and tribal areas

UNIT-II: Legislative and Administrative Relations

- Relation between the Union and the State
- Distribution of legislative power
- Administrative relations
- Disputes relating to water.
- Freedom of trade, commerce and intercourse within territory of India

UNIT – III: Finance and Service

- Financial provisions: property, contracts, rights, liabilities obligation and Suit
- Public service commissions, service under the Union and the States

UNIT IV: Tribunals and Special other matters

- Tribunals,
- Elections,
- Special provisions-relating to certain classes,
- Official language

UNIT-V: Emergency provisions and Amendment

- Emergency provisions: Proclamation of emergency, effect of emergency, financial emergency
- Amendment in the Constitutions

SELECT BIBLIOGRAPHY:

- D.D. Basu, Shorter Constitution of India, (1996), Prentice Hall of India, Delhi.
- D.D. Basu- Introduction to Constitution of India. 2002 (Reprint) Wadhwa.
- H.M. Seervai, Constitution of India, Vol. 1-3 (1992), Tripathi, Bombay
- M.P. Singh (ed.), V.N. Shukla, Constitutional Law of India (2000), Oxford
- Indian Constitution, V.N. Shukla.
- Constitution of India, V.P. Mahajan

LL.B./B.A.LL.B/B.B.A.LL.B.

7. LOCAL SELF GOVERNMENT-INCLUDING PANCHAYAT ADMINISTRATION

UNIT-I: Concept

- Local self-Government- meaning, evolution.
- Nature
- Doctrine of distribution of power.

UNIT-II: Constitutional Provisions

- Constitutional Provisions-Directive principles,
- 73rd and 74th Amendment;
- Panchayats Constitution. and Composition.,
- Powers and responsibilities.
- Election, (Article 243. 243A-O) and 12th schedule.

UNIT-III: Municipalities

- The Municipalities- Constitution and Composition,
- Reservation of seats,
- Powers and responsibilities Election.
- Wards Committees Finance Commission (relating to Municipalities) (Article 243 P, ZG and 280)

UNIT -IV

- Panchayati Raj Act 1993.

UNIT-V

- Nagar Palika Adhiniyam.

SELECTED BIBLIOGRAPHY

- Dr. J.N. Pandey, Constitution Law of India.
- V. N. Shukla, Constitution Law of India.
- M.P. Jain, Indian Constitution.
- Basanti Lal Babel, Constitution of India.

LL.B. /B.A.LL.B/B.B.A.LL.B.

8. HUMAN RIGHTS LAW & PRACTICE

UNIT – I: Concept

- Historical Development and concept of Human Right
- Human Right in India ancient, medieval and modern concept of rights
- Human Right in Western tradition
- Concept of natural law and natural rights
- Human Right in legal tradition: International Law and National Law

- UN and Human Rights
- Universal Declaration of Human Rights (1980) - individual and group rights
- Covenant on political and Civil Rights (1966)

UNIT – II: Conventions

- Convention on economic social and cultural Rights 1966
- Convention on the elimination of all forms of discrimination against women
- Convention on the rights of the child

UNIT – III: Impact and Implementation

- Impact and Implementation of International Human Rights Norms in India
- Human rights norms reflected in fundamental rights in the constitution
- Directive principles: legislative and administrative implementation of
- International human rights norms through judicial process

UNIT –IV:Disadvantaged Groups

- Human Rights and disadvantaged Groups – women, prisoners, child, Dalits, Aid victims, and Minorities
- Enforcement of Human Right in India

UNIT- V: Remedies

- Role of courts: the Supreme Court, High Courts and other courts
- Statutory commissions- human rights, women, minority and backward class

SELECT BIBLIOGRAPHY

- S.K. Awasthi and R.P. Kataria. Law Relating to Human Rights, Orient New Delhi.
- Human Rights Watch women's Rights Project, The Human Rights Watch Global Report on women's Human Rights (2000) Oxford.
- Ermacora, Nowak and Tretter. International Human Rights (1993), Sweet & Maxwell.
- Wallace, International Human Rights: Text & Materials (1996), Sweet & Maxwell.
- Human Rights and Global Diversify (2001), Frank Cass, London.
- Nirmal. B.C., The Right to Self-determination in International (1995). Deep & Deep.
- P.R. Gandhi. International Human Rights documents (1999) Universal, Delhi.

A. LedX(Legal learning Edutech Private Limited)

Certification courses are provided by IIL on **Protection of women in cyber space, Law & society, Refugee protection & rights: Indian context** etc. through LedX.Ledx is an online educational technology legal learning platform which is the sister concern of Indore

Institute of Law. Ledx has been brought into existence, with an experience of more than two decades in legal education; the founding members of this legal education venture witnessed an opportunity in the garb of an adversity, providing the pathway to pave a stronger interface between the legal education and the legal profession by facilitating education by experts of the legal fraternity.

This platform is an output of research and consultation conducted by Think-Tanks and pioneers of legal education aiming to impart legal education in every nook and corner of the country, regardless of geography, Institutional affiliations or professional obligations; an opportunity to become certified experts in the discipline of law, trained by experts of the legal fraternity and enhancing your educational and professional qualifications.

Ledx is created to provide certificate courses on gender justice so that the overall improvement of female students is ensured. Ledx has started below mentioned courses for gender sensitization.

4. **Protection of Women in Cyber Space**
5. **Law and Society**
6. **Refugee Protection and Rights: Indian Context**

B. Project SPARSH

It is an activity in which specially designed cartoon books were distributed in cooperation with **LedX** about good touch and bad touch.

Prof. (Dr.) Manpreet Kaur Rajpal
Dean
Indore Institute of Law

Director/Dean/ Principal/ HOD

7.1.1

Co- Curriculum Activity



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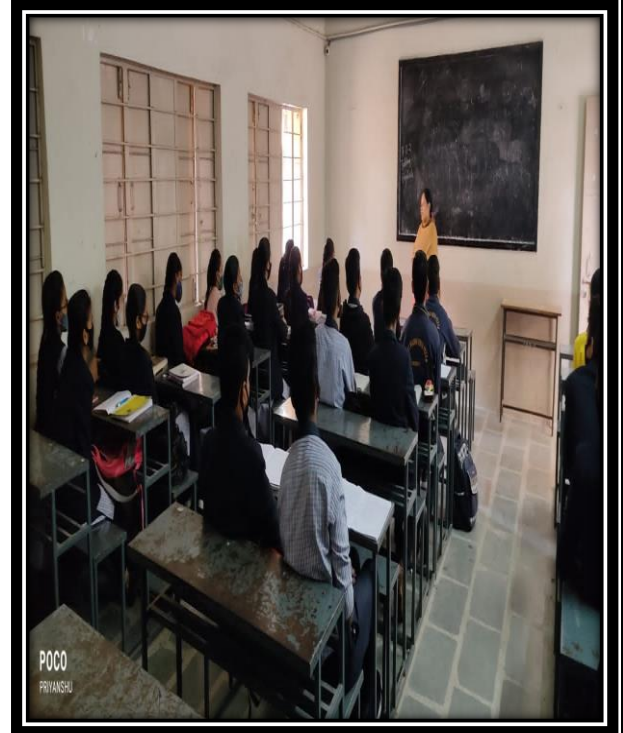
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Email ID- indoreinstituteoflaw@gmail.com, Website: www.indoreinstituteoflaw.org
Phone no:- 9977091777, 9977019777

Seminar on Good Touch Bad Touch

Date :- 31/08/22

Venue :- Agarwal Public School, BicholiMardana (Indore)

Indore Institute of Law's (IIL) student club, Shashakt Ahilya under National Service Scheme (NSS) organised a seminar on **Good Touch Bad Touch** in co-operation with sister concern **LedX**. Our Representatives led by Professor Dr.ShikhaDube Went To The School And Took Special Session To Create Awareness Regarding Physical Safety Of The Child. School Students Were Given Insights About What Constitutes A Bad Touch And Difference Between Good Touch And Bad Touch Was Explained. Special Books Designed For Children Titled '*Sparsh*' Were Distributed Among The Students To Have Better Understanding Of The Topic.



Dr.ShikhaDube Went To the School and Took Special Session



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Email ID- indoreinstituteoflaw@gmail.com, Website: www.indoreinstituteoflaw.org
Phone no:- 9977091777, 9977019777

Seminar on Good Touch Bad Touch

Date :- 13/07/22

Venue :- Government Middle School, Village Chordia, Mhow

Indore Institute of Law's (IIL) student club, **ShashaktAhilya** under **National Service Scheme (NSS)** organised a seminar on **Good Touch Bad Touch** in co-operation with sister concern **LedX**. Our Representatives led by Assistant Professor Dr.Eva Mishra Went To The School And Took Special Session To Create Awareness Regarding Physical Safety Of The Child. School Students Were Given Insights About What Constitutes A Bad Touch And Difference Between Good Touch And Bad Touch Was Explained. specially Designed Children Based Books '*Sparsh*' Were Distributed Among the Students to have better understanding of the topic.



Special Session to Create Awareness Regarding Physical Safety of the Child



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Phone no:- 9977091777, 9977019777

Seminar on Good Touch Bad Touch

Date :- 11/11/22

Venue :- Shree MadhavVidhyaPeeth School, Indore

Indore Institute of Law's (IIL) student club, ShashaktAhilya under National Service Scheme (NSS) organised a seminar on **Good Touch Bad Touch** in co-operation with sister concern LedX. Our Faculty And Administrative Staff Went To The School And Took Special Session To Create Awareness Regarding Physical Safety Of The Child. Books Designed For Children Titled '*Sparsh*' Were Distributed Among The Students To Have Better Understanding Of The Topic. School Students Were Given Insights About What Constitutes A Bad Touch And Difference Between Good Touch And Bad Touch Was Explained.



Expert Taking Session on Physical Safety of the Child



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Email ID- indoreinstituteoflaw@gmail.com, Website: www.indoreinstituteoflaw.org

Phone no:- 9977091777, 9977019777

Seminar on Good Touch Bad Touch

Date : - 03/01/23

Venue : - Government High School, village Sonwai, Rau
(Indore)

Indore Institute of Law's (IIL) student club, ShashaktAhilya under National Service Scheme (NSS) organised a seminar on **Good Touch Bad Touch** in co-operation with sister concern LedX. Experts Went To The School and Took Special Session To Create Awareness Regarding Physical Safety Of The Child. School Students Were Given Insights About What Constitutes A Bad Touch And Difference Between Good Touch And Bad Touch Was Explained. Especially Designed Children Based Books Titled '*Sparsh*' were distributed among the Students to have better Understanding of the topic.



Expert Explaining the Difference between Good Touch Bad Touch



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INDIA TODAY – OUT LOOK – THE WEEK – THE KNOWLEDGE REVIEW

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Email ID- indoreinstituteoflaw@gmail.com, Website: www.indoreinstituteoflaw.org

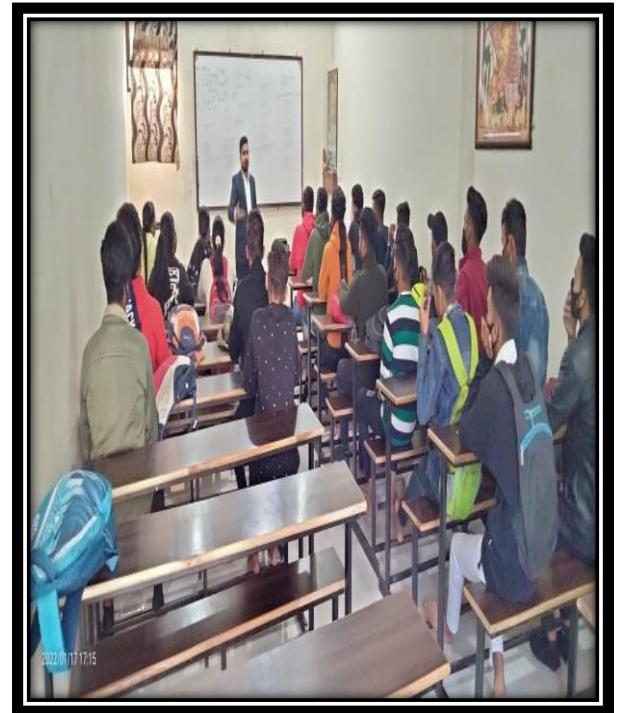
Phone no:- 9977091777, 9977019777

Seminar on Good Touch Bad Touch

Date : - 04/08/22

Venue : - Government Higher Secondary School, Rajendra Nagar, Indore

Indore Institute of Law's (IIL) student club, **ShashaktAhilya** under **National Service Scheme (NSS)** organised a seminar on **Good Touch Bad Touch** in co-operation with sister concern **LedX**. Our Faculty Members And Admin Staff Went To School And Took Special Session To Create Awareness Regarding Physical Safety Of The Child. School Students Were Given Insights About What Constitutes A Bad Touch And Difference Between Good Touch And Bad Touch Was Explained. Specially designed Children based books '*Sparsh*' were distributed among the Students to have better understanding of the topic.



Faculty Taking Session on Good Touch and Bad Touch



INDORE INSTITUTE OF LAW

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Seminar on Good Touch Bad Touch

Date :- 16/07/22

Venue :- Government Higher Secondary School, MotiTabela ,
Indore

Indore Institute of Law's (IIL) student club, ShashaktAhilya under National Service Scheme (NSS) organised a seminar on **Good Touch Bad Touch** in co-operation with sister concern LedX. A Special Session Was Held At The School To Create Awareness Regarding Physical Safety Of The Child. School Students Were Given Insights About What Constitutes A Bad Touch And Difference Between Good Touch And Bad Touch Was Explained. Specially Designed Children Based Books with Title '*Sparsh*' were distributed among the Students to have better Understanding of the Topic.



Awareness Session Regarding Good Touch and Bad Touch



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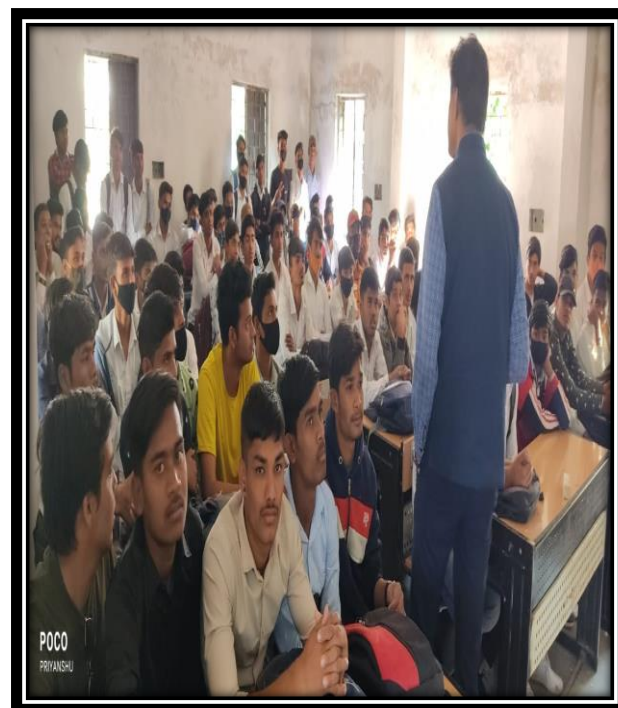
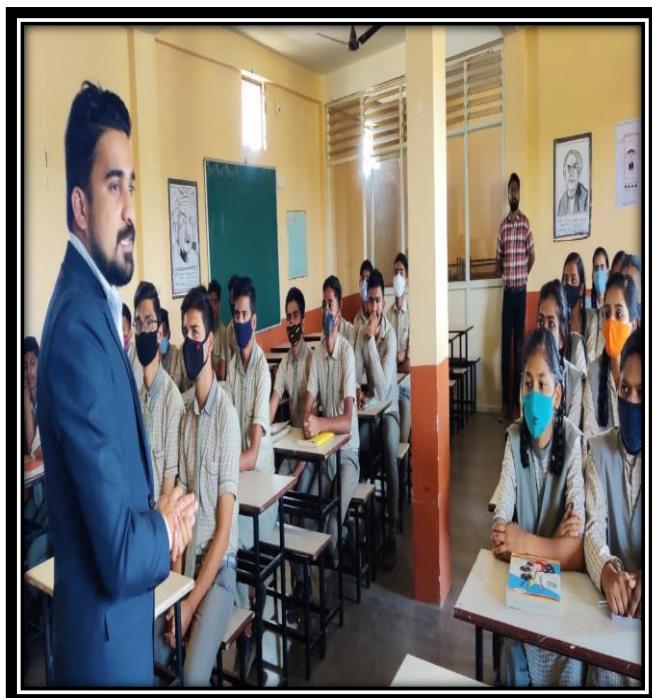
Phone no:- 9977091777, 9977019777

Seminar on Good Touch Bad Touch

Date : - 22/01/23

Venue : - Prerna Higher Secondary School, Rau (Indore)

Indore Institute of Law's (IIL) student club, ShashaktAhilya under National Service Scheme (NSS) organised a seminar on **Good Touch Bad Touch** in co-operation with sister concern LedX. Special Session was held At the School to Create Awareness Regarding Physical Safety of the Child. School Students Were Given Insights About What Constitutes A Bad Touch And Difference Between Good Touch and Bad Touch Was Explained. Especially Designed Children Based Books with Tittle '*Sparsh*' were distributed among the Students to Have Better Understanding of the Topic.



Seminar Held on Good Touch and Bad Touch in Prerna Higher Secondary school, Rau



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Phone no:- 9977091777, 9977019777

Seminar on Good Touch Bad Touch

Date : - 16/12/22

Venue : - St. John School, Pithampur, Indore

Indore Institute of Law's (IIL) student club, ShashaktAhilya under National Service Scheme (NSS) organised a seminar on **Good Touch Bad Touch** in co-operation with sister concern LedX. A Special Session was Held at the School to Create Awareness Regarding Physical Safety of the Child. School Students Were Given Insights About What Constitutes A Bad Touch And Difference Between Good Touch And Bad Touch Was Explained. Especially Designed Children Based Books with Tittle '**Sparsh**' were distributed Among the Students to have better Understanding of the Topic.



Special Session was Held at the School on Good Touch and Bad Touch



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Phone no:- 9977091777, 9977019777

Seminar on Good Touch Bad Touch

Date :- 16/08/22

Venue :- L.G. Academy, CAT road, Indore

Indore Institute of Law's (IIL) student club, ShashaktAhilya under National Service Scheme (NSS) organised a seminar on **Good Touch Bad Touch** in co-operation with sister concern **LedX**. Special Session Was Held At The School To Create Awareness Regarding Physical Safety Of The Child. School Students Were Given Insights About What Constitutes A Bad Touch And Difference Between Good Touch And Bad Touch Was Explained. Specially designed children based books with tittle '*Sparsh*' were distributed among the Students to have better understanding of the topic.



Specially Designed Children Based Books with Tittle 'Sparsh' Were Distributed

7.1.1

Staff Detail

Total Faculties = 40

Female Faculties = 21

(out of 40 full time faculties , Indore institute of law has a ratio of 52.5: 48.5 Female to mail faculties)

Name of full time faculties

S.N.	Name of the full time teacher	Designation
1	Dr. Manpreet Kaur Rajpal	Professor & Dean
2	Dr. Vinod Patidar	Professor & Principal
3	Dr. Shikha Dubey	Professor & HOD
4	Dr. Reva Mishra	Professor & HOD
5	Dr. Manish Phalke	Professor & HOD
6	Dr. Navin Singh Chauhan	Professor
7	Dr. Yogita Menon	Professor
8	Dr. Kusum Joshi	Associate Professor & HOD
9	Dr. Mohini Newaskar	Associate Professor
10	Dr. Archana Kadam	Associate Professor
11	Dr. Vivek Singh	Associate Professor
12	Dr. Kavita Dive	Associate Professor
13	Dr. Neha Chouhan	Associate Professor
14	Dr. Pooja Roy Dasgupta	Associate Professor
15	Dr. Sangeeta Goyal	Associate Professor
16	Dr. K.N. Mishra	Associate Professor
17	Mr.Th. Nepal Singh Solanki	Asst. Professor
18	Mrs. Monica Patni	Asst. Professor
19	Ms. Sanjeeta Kaur Rajpal	Asst. Professor
20	Mr. Jaidev Mahendra	Asst. Professor
21	Mr. Ambarish Bapat	Asst. Professor
22	Mrs. Madhuri Modi	Asst. Professor
23	Mrs. Shital Sikarwar	Asst. Professor
24	Mr. Ami Agrawal	Asst. Professor
25	Ms. Aakriti Shukla	Asst. Professor
26	Ms. Ishita Rana	Asst. Professor
27	Mr. Ashish Kumar Soni	Asst. Professor
28	Ms. Taranjeet Kaur	Asst. Professor
29	Mr. Vishal Puranik	Asst. Professor
30	Mr. Amaresh Patel	Asst. Professor
31	Mr. Amit kumar	Asst. Professor
32	Mr. Shubhank Khare	Asst. Professor
33	Mr. Yogendra Deshmukh	Asst. Professor
34	Ms. Shalini S. Menon	Asst. Professor
35	Ms. Sonali Bhatnagar	Asst. Professor

36	Mrs. Sarita Singh Gaud	Asst. Professor
37	Mr. Javed Khan	Asst. Professor
38	Mr. Rakesh Yadav	Asst. Professor
39	Ms. Reva Gupta	Asst. Professor
40	Mr. Ashish Pathak	Asst. Professor

7.1.1

Leave Policy

NOTIFICATION**HOLIDAYS/LEAVETOBE OBSERVEDBY ACADEMICSTAFFOF****IndoreInstituteof Law****FOR ACADEMIC SESSION 2022-23**

KindofHolidays/leave	Days
AllSunday	52
NationalHoliday	All
LocalHoliday'sDeclaredbyCollector	03
Deepawali	07
Christmas	07
Semesterbreakintwospell	20
MedicalLeave	07
CasualLeave	12
Holi	01
Eid-Ul-fiter	01
RakshaBandhan	01
Dushera	01
Optionalleave	03
KarvaChouth	1 Day
Teej	01 Day
Special Leave	
Maternity Leave	3 Months
Paternity Leave	1 Month
Parents Teacher Meeting	½ Day
Vaccination Leave	½ Day
Academic Leave	07
Ph.D. Viva Leave	01 Day
Sabbatical Leave	1 to 6 Month

**AkshayKanti
BamChairman**

HR LEAVE POLICY:**General Leaves Rules:**

- The HR Leave Policy is applicable from 1st July to 30th June every year. All the leave must be availed during the period of twelve months only as there is no provision of Earned Leaves or Carry Forward Leaves for next consequent duration.
- In case of new joining, 18 months continuous service of the employee in the Institute/college is necessary for availing leave facility. If anyone leaves the job prior to eighteen months, then salary amount of the leave period already availed by the employee, shall be deducted from his/her deposit.
- Any employee joining the institute within first five days of the month will avail the leave benefits in 4th month of his/ her joining and any one joining after fifth day of the month will avail the leave benefits in 5th month of his/her joining.
- Only 01 Casual leave and 02 Medical leave or 02 Casual leave and 01 Medical leave can be availed together in a month.

Casual Leaves Rules:

- Casual leave will only be applicable after completing **3 months** continuous service and it cannot be availed for more than two consecutive days **without suffix or prefix holiday**.
- Casual leave is only permissible if attendance is not less than 20 working days in a month.
- In a month in a combination maximum 3 ML, CL can be availed.

Medical Leaves Rules:

- Medical Leave cannot be availed for more than 3 consecutive days in a month
- In first six months maximum 4 Medical leaves can be availed and in next six months 3 leaves can be availed.
- In a month in a combination maximum 3 CL, ML can be availed.

Optional Leaves Rules:

- Optional leave can be availed on the occasion of Mahashivratri, Sant Ravidas Jayanti, Ram Navami, Gudi Padwa/Cheti Chand, Mahavir Jayanti, Maharshi Walmiki Jayanti, Gurunanak Jayanti, Milad-Un-Nabi, Good Friday, Dr. Ambedkar Jayanti, Id-Ul-Julha, Janmashtami, Parshuram Jayanti, Budhpoornima and Moharam.

Semester Break Rules:

- Semester Break is of eight days i.e. from Sunday to Sunday.
- Any employee who completed his/her probation period in regularity is eligible to avail semester break for two weeks as per the slot of break provided by the department.

Suffix-Prefix Leave Rules and Sandwich Leave Rules:

- Employee's three days salary will be deducted if he/ she take or apply leave a day prior (Prefix) and a day after (Suffix) at the weekend (Sunday) or any other holiday like, any one has applied leave for Saturday and Monday then in this case his/ her Sunday salary will be deducted (Sandwich is created).
- The month in which first day is the holiday or continuous holidays are there then it will only have a Suffix day available, so a leave or suffix day will cause salary deduction of all the holidays.
- The month in which last day is a holiday or continuous holidays are there till last day of the month then it will only have Prefix day available, so a leave on such prefix day will cause deduction of salary of all the holidays.

Half Day Rules:

- The provision of half day is available for second half of the day as first half cannot be availed as half day.
- Half day is considered as per the mentioned time duration:
 - 9:00AM to 03:00PM - After 12:30PM
 - 9:00AM to 05:00 PM - After 01:30PM

Departmental Leaves Rules (IIL):

- Leave needed to be sanctioned/ approved from the end of Head of the Department only; after the academic coordinator(s) has given **contented remark** on the absence of the employee, for the same day(s) on the leave application.
- A abrupt or Emergency Leaves will be considered as **Leave without Pay (LWP)** for the day or more days in the same month. (None of the CL, ML, OL and Compensatory off will be availed by the employee for the same day(s)).
- Two Emergency Leaves in the same month will result in; the punishable deduction of **one day salary or more**, if more EL(s) taken in the same month.
- Stretching or extending of any approved leave without prior sanctioned approval will result in; the punishable deduction of **two days salary or more** if taken in the same month.

LEAVEPOLICY

Institute has leave provision for following special occasions:

1. MaternityLeavefor3months
2. PaternityLeavefor1month
3. OnedayoptionalleaveonKarwaChauthforfemalefaculties
4. OnedayoptionalleaveonHartalikateej forfemalefaculties
5. HalfdayleaveforFacultiesfortheirward'sParentsTeachersMeet
6. HalfdayleaveforfacultiesforVaccinationoftheirchildupto1yearofage

Sabbaticalleave

Sabbatical leaveprovides a facility to the faculty of institute whereanindividualcanundergospecialtraining/furthereducationorforenhancementofskill/knowledge .SabbaticalLeavecanbeavailbythefollowingfaculty memberwho:

- a) Have workedatIILforatleastthreeyears.
- b) Have a valid reason or need for the leave, and have discussed and obtained the approval from Dean &Chairman Sir.
- d) Give application at least three months in advance and commit to staying with IIL for at least one yearafterreturning fromsabbaticalleave.
- e) Facultycannotexceedthelimitofsabbaticalleave.
- f) Facultyhastowillingtofollowthe termsandconditionsofthesabbaticalleave.

Note:Thesalaryofemployeesintheinstitutewillbedisbursedbylatestof05thofeverymonth.

Thisnotificationiscirculatedforinformationandstrictcomplianceofeachconcerned.



Mr. Akshay Kanti Bam
Chairman, Indore Institute of Law
Chairman
Indore Institute of Law
INDORE (M.P.)

CCTo:

1. Dean
2. Principal
3. HeadoftheDepartment
4. StaffNoticeBoard

7.1.1

Institutional Practices



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GUEST ROOM

In hostel guest rooms are there in each floor. Parents can stay there to make their wards comfortable and to adjust them to college atmosphere.



Guest Room at Campus

7.1.1

GIRL CHILD SPECIAL MONETARY HELP

IIL provides scholarship to female students so that parents are not burdened to pay their fees.

Scholarship Policy of IIL for Academic Year 2022-2023

IIL considers award of scholarship based on provable merit of the enrolled students. The policy considers award of one scholarship and/or adjustment toward tuition fee and/or tuition fee waiver to a meritorious student in each courses per academic year. Each law scholarship comes with a certain pre-defined set of eligibility conditions that a student needs to fulfil. These eligibility conditions vary on the basis of a student's educational qualification, financial need and academic merit. However, other financial supporting also considered the availability of sponsored funds. The selection procedure involves application by the meritorious enrolled students and consideration of partial tuition waiver to deserving students with special skill sets (Example- Sports, Artist, Defence, Differently ablecategory, any other special skills etc.). The Institution free ship cell shall be the authority to scrutinize the application and recommend eligible candidate names for the award of scholarship and/or tuition waiver as applicable. The Institution free ship cell shall be final authority to approve the awardof the scholarship. It will also include the IQAC.

Scholarship policy of the College encourages a good number of students every year and kindles the spirit of consistent performance. The institute provides various freeship/scholarship on the basis of the following:-

1. Merit

- Free ships and scholarships are provided on the basis of marks obtained in 10+2. The students enrolling in undergraduate courses must have passed class 10+2 examination with a minimum of 80% marks; or
- The marks obtained in CLAT/LSAT/AILET/IILET or Graduation score are the criteria for the assessment of the merit; or
- **ACADEMIC EXCELLENCE:** The students get Free-ships and scholarships on the basis of the score of their Final Semester exams.

2. Differently Abled

The objective of the Scheme is to provide financial assistance to the differently-able students to enable them to pursue professional courses from our institute and get employed/self-employed.

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- Differently-able students face several barriers physical, financial, psychological, mental in pursuing studies and living with dignity. At times such students are deprived of harnessing their latent skills and thereby miss the opportunity to earn their livelihood and find a dignified place for themselves in the society. This scheme envisages encouraging differently-able students by providing scholarships

and other assistance to pursue professional or technical courses and various skill development courses for their empowerment.

- This scholarship will be available for all differently-abled students who are covered under the Persons with Disabilities (Equal Opportunity, Protection of Rights and Full Participation) Act, 1995 and the National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999. Only Indian Nationals will be eligible for scholarships.

3. Medical Condition.

The institute is very humble towards the students and of any of its student who suffers from any Medical Condition or Acute medical illness; institute tries to help in every possible way and provides scholarship/free ship.

4. Demise of any of the parents.

The institute stands with the students no matter what the situation is and helps in every possible way. Unfortunately, if anything happens with the students or any of the parent/parents of the students the institute supports the students by providing them financial assistance.

5. Student Representative Body

Institute believes in supporting the student representation and hence provide the representative with the concession in the college fee so that the institute can see a maximum number of representations. The representatives who are elected in the student's council as convenor , co-convenor or are a member of any of the student body of Indore institute of Law are eligible to avail the scholarship/ free ship by the institute.

6. SashaktAhilya :

The institute has a model to support the women empowerment in every possible way and hence it provides scholarship/ free ship to one girl child, if they have two girl child. It is based on the condition of the family and whether they are availing any government girl child scheme or not.

7. UPMANYU/EKLAVYA ARTHIK SCHEME

This is a small initiative by the college to promote the competitive nature of the students. The college provides free ship/ scholarship to the students who performs well in any national or international competition, the nature of the competitions could be legal, academic sports or anything else. The college supports the students who want to achieve their goals.

8. Jain Minority Group

As the college is a Jain minority college, the institute helps the minority group to achieve their goals and shine with flying colours. The objective of the scheme is to award scholarships to meritorious students belonging to

economically weaker sections of JAIN minority community so as to provide them better opportunities for education , increase their rate of attainment in higher education and enhance their employability. The minority status accorded to Jain community by union government is expected to benefit a number of students who come from economically weaker sections, especially in rural areas in the States.

9. Economic weaker section

The scholarship aims to provide financial assistance to needy students from **underprivileged/economic weaker section**. Scholarship initiative backs students from poor backgrounds to easily pursue graduation and post graduation. By introducing this scholarship, young and talented minds are encouraged to excel in education and become responsible members of society. Students with an annual family income that is below 5 lakhs are applicable for this grant and receive other great benefits. Thus, this scheme makes it easier for students to pursue higher education along with meeting daily expense needs.

10. Meritorious student

The Institute wants that the students have a healthy competition within themselves and should study properly for the examination. So the institute provides free ship to such students in any form.

11. Students Representation in Sports Quota

Unfortunately, many of the talented students have to compromise on their careers because of financial hardships. It is a matter of immense pleasure that the Indore Institute of Law College is giving scholarship on the basis of their performance in Sports, which aims at realizing the dreams of all those who seriously chase their dreams. Our initiative is more of a reward rather than support.

12. Covid – 19 Policy.

A decent scholarship programme can open up the future career path for students besides allowing them to study a certain course or programme with reduced fees. The economic assistance is of great help especially due to the current Covid-19 situation as many have lost their jobs during this time.

- Students who have either lost their parent(s)/earning members or whose family members have lost their employment (or livelihood) during the pandemic.

7.1.1

VISUAL MERCHANDISE

All the classrooms of the Institute and walls are decorated with women centric posters as Institute believes that the visual memory is the best form of memory. Posters include actual picturisation of dance, drama and music by the students of Indore institute of law. Posters evoke the required message to sensitize the staff and students of Indore institute of law to respect women and fight and protect for the rights of the women.



Visual Merchandise Promoting Women Empowerment

7.1.1

Warden (24x 7)

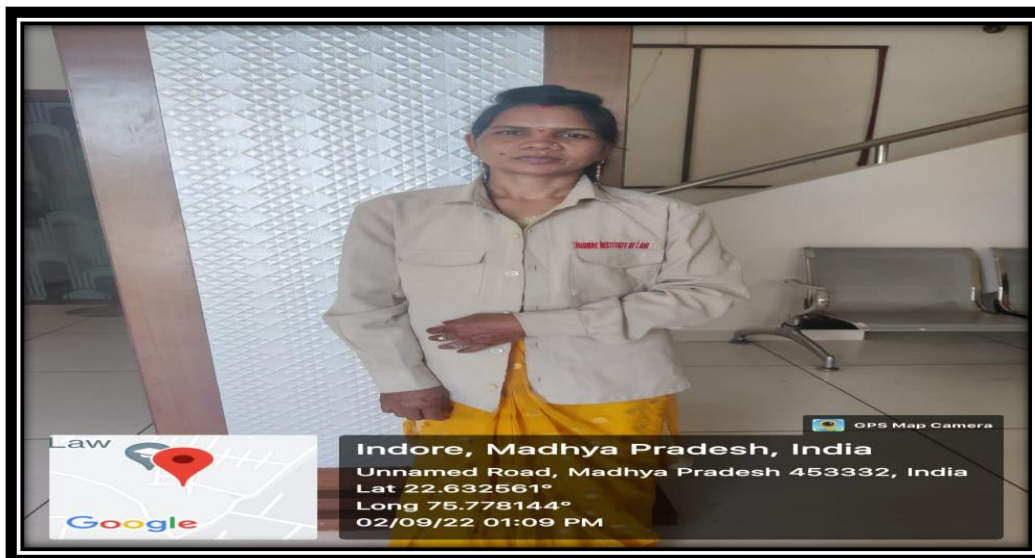
Hostel wardens are there in the girl's hostel 24x7. Female students can discuss all their problems with them.



24x7 Female Warden at Campus

FEMALE CONDUCTOR

It is mandatory to have female conductor in our college to give confidence to female students that they are not away from their homes.



Female Conductor at Indore Institute of Law

HELP LINE NUMBER

IIL also promotes prompt complaint registration if there are any problems being faced by female students.

1. Asst. Prof. Shital Sikarwar - 9406836655

