



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

Gendalal Bam Parisar, Opp. IIM Rau, Pithampur Road (M.P.), 453331
Email ID- indoreinstituteoflaw@gmail.com, Website: www.indoreinstituteoflaw.org

Phone no:- 9977091777, 9977019777



Criteria-6

Annual Quality Assurance Report– 2022-23”

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3 - Faculty Empowerment Strategies

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

Submitted to



The National Assessment And Accreditation Council



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6.3.1

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- **Birthday, Retiring, fare well Celebration** for both teaching & non - teaching staff.

Award & Reward

- **Best Faculty**
- **Best Batch Co-ordinator**
- **Best HOD**
- **Best Student Society Co-ordinator**
- **Most Popular Faculty**
- **Best Mentor**

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Manpreet

Prof. (Dr.) Manpreet Kaur Rajpal
Dean
Director/Dean/Principal/HOD
Indore Institute of Law

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No. _____

Staff Welfare Policy

Date : _____

(Academic session 2022 - 23)

The Indore Institute of Law gives foremost importance to its staff's welfare. The employee who feels appreciated will further be more prolific, efficient, comfortable and satisfied towards higher productivity to revamp the quality of performance which helps to fortify and hone the institute and its employees as well. IIL pays heed differently on the various Employee Welfare Programs on the basis of the need and priorities of the employees.

Aims and Objectives of Welfare Measures Policy

The aim or object of welfare policy of IIL is partly humanitarian to enable the employees to enjoy a fuller and richer life and partly economic to improve quality of the workers and also partly civic to develop amongst them a sense of responsibility and dignity and thus make them worthy citizens of the nation as well.

- To develop an efficient, healthy, loyal and satisfied workforce for the organization.
- To boost the morale of the employees and build employee's trust in employer.
- To build a competitive torrent.
- To make employees responsible citizens and good human beings.

Salary & Appraisal

- ❖ Salary is provided as per the UGC scale to full time teaching staff.
- ❖ The IIL has a 360-degree performance based **Annual Appraisal System (PBAS)** for both teaching & non-teaching staff.
- ❖ Employee salaries are promptly and timely paid by directly crediting to their respective ICICI bank accounts at the beginning of every month.
- ❖ Pay slip will be provided by the account department on monthly basis.
- ❖ Indore Institute of Law provides appraisal of Rs. 10000/- for PhD Qualification (Notification/Degree Awarded) & Rs 5000/- for NET Qualification (Certificate Awarded).

Employment Benefits

- ❖ Employee Provident Fund (EPF) is provided for the eligible staff by contribution of both Employer and employee every month as per the norms of the Government of India.
- ❖ Gift hampers/Bonus on occasion of Diwali to all the staff members.

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

- ❖ The (drivers/conductor) and other III/IV grade employees given ex-gratia payment that is 1 month of basic salary as a bonus during Diwali.
- ❖ Tie-up with ICICI Bank for compensatory **Accident Death Insurance** of 2 lakh rupees & for **Air Accident** of 5 lakh rupees will be provided to the staff members.
- ❖ In the event of the **Death Loss** of an employee of non teaching staff during his/her service at the Institution, the dependent of the employee will be considered for employment.
- ❖ Tie up with ICICI salary bank account so that staff members can availed Overdraft & Credit Card facility at any time.
- ❖ Staff members are covered under Provident Fund. The staff covered under the Provident Fund Scheme is eligible for Family Pension subject to the rules of the Provident Fund.
- ❖ Staff members who are exempted under this Act are also covered under the P.F.
- ❖ For Non-teaching Technical and Admin Staff - Employees State Insurance benefit (ESI) is covered for those employees who are coming under the purview of the ESI Act, 1948.
- ❖ The ESI benefits include medical benefit, Sickness benefit, Maternity benefit; Disablement benefit, Dependents benefit, funeral expenses and other benefits are also provided to the staff.

Financial Assistance

- ❖ IIL dispenses **Financial Assistance** that is provided to faculty to participate in vivid training programs, seminars, workshops, conferences, certification courses and publication of books, as per the norms that IQAC already approves in Financial Assistance Policy.
- ❖ **100% Fee concession** to economically weaker staff and IV Grade employees.
- ❖ **100% Fees concession** for teaching staff if they opt any program run by the institute.
- ❖ Institute offers **admissions to the staff's ward** on priority basis and provide fee concession as per the discretion of management.
- ❖ Indore Institute of Law provides zero interest advance facilities to its teaching and non-teaching staff. Minimum 1 lakh rupees in a year can be availed by non teaching staff and for teaching staff as per grade and discretion of management.
- ❖ **Emergency loans** are given to employees for medical emergencies and on other occasions as well.
- ❖ Rs. 5,000/- is given as ex-gratia death relief payment to the staff (depending upon the category) in the event of the death of their parents, spouse or children. In case of the death of an employee, the Institution takes care of a sizeable portion of the expenses for funeral, etc.
- ❖ **Financial Assistance** for medical purpose to staff members from "SMT. NIRMLA DEVI BAM Scheme".

Institutional Support facilities

ICT –

- ❖ **Internet and free Wi-Fi** facilities are also available in campus for staff.
- ❖ Institute provides **Canteen Facility** at subsidized rates to its employees.
- ❖ Having well equipped and well-structured **Computer Lab** facility for student & staff.
- ❖ Institution has latest and free **laptop and desktop** facilities for the staff.
- ❖ The facility of **ERP system** by IIL enables smooth task flow between and across departments and helps in effective management of admissions, curriculum transactions, performance appraisal,

quality audits, and staff welfare management.

- ❖ **Professional Training to Staff** for use of ICT tools like MOOC, ERP, MOODLE etc.

Library Support –

- ❖ Indore Institute of Law has enriched **library**, both teaching and non-teaching staff have access to **library services**.
- ❖ Numerous online legal data base helps in quality enhancement in teaching pedagogy of teachers.

Physical Amenities –

- ❖ Institute provides **Canteen Facility** at subsidized rates to its employees.
- ❖ **Subsidized Accommodation** facility for staff member at hostel.
- ❖ Air-conditioned class rooms with projector facilities for teaching staff.
- ❖ Separate quarter is provided to the Security Guards / Campus Driver in the Institution Campus free of cost.
- ❖ Faculties are provided with Urkund & Xchecker for plagiarism research work done by students as well as for their research ever.
- ❖ A spacious and comfortable **Parking Facility** for student & staff.
- ❖ Three sets of **Stitched Uniforms** are provided to the supporting staff, marketing team and the maintenance staff per academic year.
- ❖ Indore Institute of Law provides peons for I&II Grade teaching and Non-Teaching staff.
- ❖ Free Uniform for peons.
- ❖ Special permission is granted to the staff participating in indoor or outdoor games during intercollegiate tournaments.
- ❖ The astounding **Auditorium and Conference Hall** of the Institute is made available for the staff members to present themselves comfortably.
- ❖ Air-conditioned Office rooms and fine **seating arrangement** for Staff members (Teaching and Non-teaching) to facilitate a fine milieu.
- ❖ Crèche facility for staff members.
- ❖ Lush Green gardens for conventional teaching like “Gurukul” are available.
- ❖ Free Indoor – Outdoor sports facility.
- ❖ Free membership of Indore Institute of Law gymnasium.
- ❖ Free/Subsidized food and free accommodation are provided to the Maintenance staff staying in the hostel.
- ❖ **Free transport** facility to all employees.
- ❖ Air-conditioned vehicle is provided to the HODS, Senior Faculty members from their residence to the Campus (Pick & Drop facility) .

Academic Support Facilities

- ❖ Free participation in Faculty Development Program.
- ❖ Official email ids are generated on the behalf of the institution for both teaching & non-teaching staff.
- ❖ **Travelling allowances** are provided to faculty and non-teaching staff on official duty.
- ❖ Official duty leave for attending professional training programmes.
- ❖ **Skill development** programs are organized by IIL for teaching & non- teaching staff to enhance their skills.

- ❖ Faculty exchange facility is provided.
- ❖ Faculties are registered for various training program conducted by institution.

Leave Policy

Academic Leave

- ❖ We provide each teaching faculty/Non-teaching staff **12 Casual Leave** in an academic year.
- ❖ Full time teaching faculty/Non-teaching staff gets **7 Medical Leave** in an academic year.
- ❖ **3 Optional leaves** can be availed on special occasions.
- ❖ The women employees are given 18 months **Maternity Leave** as per the rules of the institution.
- ❖ **15 days Paternity Leave** can be availed by male staff.
- ❖ **Semester Break** is of 10 days twice in a year.
- ❖ Any employee completed his/ her probation period in regularity is eligible to avail semester break on time in two spell as per the slot of break provided by the department.
- ❖ Leave for female staff for **Hartalika Teej & Karwachouth** .
- ❖ **Pregnant ladies and Lactating Mothers** are given necessary concessions in their day to day work and they also are given flexible timings as per their requirements.
- ❖ **One month** leave on completion of **Ten Years** of uninterrupted services.
- ❖ **15 days** leave on completion of **Five Years** of uninterrupted services.

Sabbatical Leave

- ❖ Sabbatical leave provides a facility to the faculty of institute where an individual can undergo special training/further education or for enhancement of skill/knowledge.
- ❖ Faculties are 100% sponsored in **National & International Conference/Seminar** visit on the basis of their performance.
- ❖ Sabbatical Leave can be availed by the following faculty member who :
 - Have worked at IIL for at least three years.
 - Have a valid reason or need for the leave, and have discussed and obtained the approval from Dean & Chairman of the institution.
 - Give application at least three months in advance and commit to continue with IIL for at least one year after returning from sabbatical leave.
 - Faculty cannot exceed the limit of sabbatical leave.
 - Faculty has to be willing to follow the terms and conditions of the sabbatical leave.

Physical & Emotional Well Being Measures

- ❖ **Free Hot/Cold Beverages** is provided to the Teaching & Administrative staff during both the sessions.
- ❖ **One pair of Shock Proof Shoes** with two pairs of socks are provided to the Electricians. Attendees /Security Guards and drivers are also given one pair of shoes and two pairs of socks.
- ❖ **Free ration** facility to III/IV grade employees.
- ❖ Teaching and Non-teaching staff represents their **grievances** to the management and seek remedies.
- ❖ **Free Medical Camp** for the teaching & non-teaching staff.
- ❖ Medical Room is available in the campus and free consultation with the doctor along with the medicines is provided to the staff and students.
- ❖ **Birthday Celebration** for both teaching & non teaching staff.

- ❖ **Retiring, fare well** to the staff members.
- ❖ Aligning with the institutional vision and mission the governing body along with IQAC, sanctions yearly budget for festival celebrations to Harmonize the spirit of oneness (Diwali, Ganesh Chaturthi, Christmas, Navratri, Mahaveer Jayanti etc.)
- ❖ **Staff picnic** is arranged every year for staff with the financial aid of the Management. The management organizes a staff trip for both teaching and non-teaching staffs once a year with financial aid. This trip allows the staffs to re-energize and refresh their minds and bodies.
- ❖ IIL organizes sponsor **National & International Tour** for staff for faculty development program and leisure activity.
- ❖ **Free Food Facility** to staff and on occasion and long hours of working like NAAC , during NACC working free breakfast , lunch & dinner are served to all members.
- ❖ Sanitary pad dispenser & incinerator is available by IIL.

Special COVID Measures

- ❖ The Indore institute of Law has dispensed grace of benevolence and taken numerous precautions during/post COVID, Which are as follows:
- ❖ The Institutional free medical checkup for the staff.
- ❖ Free vaccination drive was organized by IIL to prevent employees from Covid-19.
- ❖ Free distribution of sanitizers, masks and safety kit to staff members.
- ❖ Encouraging the workers to stay at home if they are having any symptoms of Covid-19.
- ❖ The institution did not sack a single employee out amidst pandemic. The payment of 70-80% of salary to entire staff during pandemic condition was an benevolence aid to Teaching & Non-Teaching Staff, Admin, House Keeping Staff, Warden, Gardner etc.. .
- ❖ Organized Yoga Camps and Meditation Camp to build up immunity and to relieve stress.
- ❖ Discouraged the employees from using other workers' phones, seating place desks, offices, or other work tools and equipment, when possible.
- ❖ Free Rationing facilities to financially weaker staff during pandemic.
- ❖ Promoted frequent and thorough hand washing, including wearing mask and social distancing.
- ❖ Provided quarantine centers for the Covid- 19 affected patients.
- ❖ Organized seminars to create safety awareness of Covid-19.
- ❖ Increasing the frequency of cleaning and disinfection within the work site.
- ❖ Encouraged workers to self-isolate and contact a healthcare provider.
- ❖ Arranged sanitizing hand rub dispensers in prominent places around the workplace.
- ❖ Promoted good respiratory hygiene by displaying posters in the workplace.
- ❖ A room or area is provided where someone who feels unwell or had symptoms could be safely isolated.
- ❖ Transportation facility for a Covid affected person to transfer them from the institute to a health facility.
- ❖ Social distance was highly maintained.
- ❖ Financial help was given to staff suffering from Covid 19 and paid leave of 10 days was also given.

Award & Reward for motivation

- ❖ **Awards with cash Rewards** to encourage teaching & non Teaching Staff.
- ❖ **Letter of Appreciation** with One salary bonus & one month leave for **Ten Years** of uninterrupted services.

- ❖ **Letter of Appreciation** with cash reward in completion of **Five Years** of uninterrupted services.
- ❖ Institute felicitates all teaching staff on '**Teachers' Day, Guru Purnima** with various awards like
 - **Best Faculty**
 - **Best Batch Co-ordinator**
 - **Best HOD**
 - **Best Student Society Co-ordinator**
 - **Most Popular Faculty**
 - **Best Mentor**
 - **Best Academic Co-ordinator**
 - **Best Student Support Body**
 - **Best performer of the Year**



Approved By Chairperson:
IQAC



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

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No.

Date :

Appraisal Policy for Teaching and Non-Teaching Staff

(Academic Session – 2022 - 23)

For any education institution to stand and shine, the most pivotal role is played by its hardworking and always motivated staff. Staff is the backbone of the institution in order to achieve its goals as per its vision and mission. Here at Indore Institute of Law we have very transparent and highly motivating performance appraisal policy both for Teaching and Non-Teaching Staff. Performance appraisal is necessary for an institute as it provides job satisfaction amongst the staff members and which ultimately leads to a higher rate of retention. The appraisal to the higher positions is given based on legitimacy and execution subject to satisfaction of qualification rules according to the UGC standards. We consider performance appraisal as one of the most significant & critical functions of staffing in management and also as a major function of human resource management, escalating human values that aim at controlling the staff and inculcating quality of being responsible citizens and good human beings also. The parameters on which the institute's staff is assessed depicts decentralization also as the students, faculty, HOD, Principal, Dean, IQAC, and The Management and Governing Body put all their sincere efforts to carry out the responsibilities of appraisal in developing the appraisal policies, amending the appraisal rules, making disciplinary rules of appraisal, pay awards rules etc. in full swing.

Objectives of Employee Appraisal Policy

The employee appraisal is undertaken with following objectives:

- ❖ To motivate employees to reflect about their potential and to carry out their duties more effectively.
- ❖ To provide judgment to support promotions, demotions, transfers, confirmation or termination.
- ❖ To provide feedback to staff about their behavior, attitudes, skills or subject-expertise.
- ❖ To recognize the achievements of employees and help them to identify ways of improving their knowledge, skills, attitudes and ultimately performance.
- ❖ To assist employees in their professional development and career planning.
- ❖ To reinforce the intellectual asset base of the institution;
- ❖ To create trust among the employees regarding the performance appraisal system of the institute;
- ❖ To direct employees on the manner to reinforce their expertise;
- ❖ To make sure that performance evaluation is carried out in a manner that is fair and unbiased and it is undertaken regularly.

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Appraisal Policy of Teaching Staff at Indore Institute of Law

The teacher, as a good human being and teacher as performer, is also one of the mandatory assessments at IIL. Staff's performance is appraised through his/her implementation of innovative methodologies in classroom lectures, seminars, tutorials, course delivery, question paper setting and evaluation, updating of materials etc. Besides, students' feedback and pass percentage of the course are also reckoned. Appraisal of IIL involves financial support to the faculty that is rendered with the motive to enhance or upgrade their knowledge through their participation in conferences, workshops; publications, journals, book publication, sponsored projects consultancy, research supervision, awards, honours, fellowships etc. Here at IIL., an individual's personality is not suppressed and at the same time, the goals of institution are achieved.

The IIL's parameters on which a Teaching Staff is assessed are professional development, research projects and initiatives, self-confidence, punctuality, subject command and preparedness, class control, rapport with students, delivery and effective communication.

Purpose of Appraisal of Teaching Staff:

Performance Appraisal is carried out for teachers with the purpose of assisting them in their Professional Development and Career Planning. The policy of the institute motivates the faculty to reflect about their potential and to carry out their duties more effectively. Further, this procedure also helps the institute to recognise the achievements of teachers and help them to identify ways of improving their knowledge, skills, aptitude and ultimately performance. Therefore, the policy would be utilized as an effective tool to align with Institutional Vision and Mission and to enhance the quality of education to facilitate growth, development, efficiency and effectiveness of learning process in the institution.

Grade Appraisal:

The grade appraisal of the faculty depends upon their educational qualifications, research commitment, and some other crucial accomplishments according to the following rules:

- ❖ From Assistant Professor to Associate Professor, an employee should have least 8 years of showing experience with Ph.D and from Associate Professor to Professor, qualification standards is least 10 years of showing experience with Ph.D.is required.
- ❖ He/She should have a post graduate degree of examination taken in his/her area of specialization and should have qualified National Eligibility Test (NET).
- ❖ Apart from extensive teaching experience he/she must have contributed significantly for the all-round development of the Institute.
- ❖ He/She must have high level of research contribution in his/ her area of specialization.

Procedure and Criterion of Performance Appraisal:

The appraisal of the teaching staff involves a delegated, decentralised and a transparent procedure. It is usually carried-on on a yearly basis but in case the staff member acquires any additional qualification like NET qualification, PhD award etc., then immediate appraisal is given. The teaching staff is evaluated using the following parameters:

S. no	Parameter	Weightage
1.	Self-Assessment of the Faculty	100
2.	Result of University Examinations of the Subjects Taught By The Faculty	25
3.	Student's Feedback About The Classroom Teaching	25
4.	Feedback of Concerned HOD	25
5.	Final Evaluation by Principal	25
	Total Points	200

Parameter-1: Self-Assessment of the Faculty

A self-appraisal form (attached in **Annexure**) is given to the faculty in order to start the process of appraisal. The form is prepared in a qualitative format to make the process of appraisal more objective, detailed and transparent. Following is the criterion upon which evaluation is being done:

Sr. No.	Criteria
1.	Research Degree awarded
2.	Refresher/ orientation or any other course
3.	Research paper, books, chapters and other publications
4.	Contribution in Curriculum Development as per NEP 2020
5.	Any study material Developed as per ICT/MOOC or any private university
6.	Research Guidance
7.	Any project undertaking
8.	Patent/ copy right
9.	Consultancies
10.	Invited as guest lecturer, chairman, resource person
11.	Convener, Co-convener, member of committee, award, fellowship, membership
12.	Academic pedagogy & innovation
13.	Engagement in any Extension and Outreach Activities
14.	Engagement in co-curricular activities
15.	Mentorship of students
16.	Administrative Duties (if any)

The maximum score of a self-evaluation form is 100 points. The faculty fills up this form and submit it with Human Resources Manager. The HR Manager then sends the form to the respective Head of Department for further assessment and verification of documents submitted by the faculty. In this file the HOD also attaches the results in university exams of the students who were being taught by the concerned faculty, feedback of the faculty given by students and also mention its own feedback about the faculty.

Parameter-2: Result of University Examinations of the Subjects Taught By the Faculty

Every semester, following the announcement of university examination results, a result analysis is performed. The parameter of university results of the subject's faculty has taught is assigned a weightage of 25 points in the appraisal system. The benchmarks for results are determined after careful examination of the trends in the results.

Parameter-3: Student's Feedback about the Classroom Teaching

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In each semester, student feedback is taken via Google form (online System) for all subjects teaching faculty by the University & Exam Cell. Students are informed about the questionnaire before start of the feedback. The parameters of student feedback will carry 25 points in appraisal system. On the basis of following pointers feedbacks are given by the students:

Sr. No.	Criteria
1.	Subject Knowledge
2.	Art of Delivery (Communication skills, Self-confidence, Teaching the subject matter, etc.)
3.	Use of Reference (Books & Journals)
4.	Use of Practical Examples / Case Studies
5.	Did the faculty provide course material properly (PPT, reference books, etc?)
6.	Doubt Clearing Ability
7.	Did the faculty motivate to use legal search engines available in the library
8.	Punctuality of the faculty
9.	Course Completion Status
10.	Mentorship guidance related to research & career counseling

In this form the faculty are rated on a scale of 1 to 5, where 1 is for very poor, 2 for bad, 3 for average 4 is for good and 5 is for excellent. These feedback forms are collected and analyzed by University & Examination Cell and attached in the file of appraisal.

Parameter-4: Feedback of Concerned HOD

When the HR Manager sends the Self-Assessment Form to the concerned HOD for further assessment and verification of documents submitted by the faculty, the HOD does the needful and adds its own remarks and feedback in regard of that faculty. The feedback of concerned HOD has a weightage of 25 marks in the appraisal system. This file gets finally submitted to the Principal of the Institute.

Parameter-5: Final Evaluation by the Principal

After the HOD submits this file to the Principal of the Institute, the Principal makes the assessment and give his feedbacks to the Dean of the institute. The Principal is expected to review thoroughly the job requirements, the teacher's strengths, accomplishments and areas of improvement and he should also focus on job performance and related factors, not personality factors of the faculty being assessed.

The final evaluation of the faculty is done by the Principal. This parameter has a weightage of 25 points. At every stage it is made sure that the whole process is fair and unbiased.

Note: Final Approval by the IQAC and Dean

The Dean ensures that the focus on the faculty is without any prejudice. The Dean in a meeting with IQAC (sanctioning and fund releasing body) decides as per the points earned by the faculty

how much appraisal is to be given. While making this decision the feedbacks and remarks of Principal, HOD and students are taken into consideration. Also, a Faculty Feedback Form on the syllabus of the university, which is filled by all the faculties annually, is taken into consideration. On the basis of this final appraisal of the Staff Member is done after discussing it with him/her.

Appraisal Policy of Non-Teaching Staff at Indore Institute of Law

One of the most essential factors that impact the overall performance of an Institute is the Non-Teaching Staff and their contribution to the overall growth in the Institution. To maintain the standards of an organization and set its pace among the top, every Institute has to thrive for quality output which is gained only through a rigorous effort by analysing the performance standards of every employee.

The quality of education is also primarily determined by the competences, skills, and abilities along with motivation of non-teaching staff. The staff appraisal is evaluation of their performance on measurable parameters. The staff is made aware of these parameters beforehand (either before commencement of the session or at the time of their joining, whatever the circumstances may be).

Purpose of Appraisal of Non-Teaching Staff:

This policy sets out the framework for a transparent and consistent assessment of the overall performance of non-teaching staff for supporting their development within the scope of the institution. The main purpose of appraisal is to help them for their professional growth and development and motivate them to carry out their duties more effectively and also for ensuring job satisfaction which leads to higher retention rate.

In short, it would be utilized as a tool to facilitate growth, development, efficiency and effectiveness of the administration and facility management process in the institution.

Procedure and Criterion:

Non-teaching staff of the institute is evaluated using various set of rules under the following criterion:

Serial no.	Criteria
1.	Performance evaluation forms
2.	Recognizing job responsibilities
3.	Documentation
4.	Capability to deal with critical issues and resolve them quickly
5.	Willingness to learn new skills, methods, and processes
6.	Capability to multitask
7.	Consistency and punctuality
8.	Student service quality
9.	Interpersonal abilities, cooperation, and collaboration
10.	Goal planning, organization, and achievement
11.	Problem identification and resolution
12.	Job knowledge and skills
13.	Organisation and management of events
14.	Leadership and teamwork


The appraisal of non-teaching is normally done annually. Appraisal procedure is started with an application made by the staff to the Head Admin to evaluate his yearly performance. In that application the staff member mentions any new qualifications taken, additional diploma/degree/certification courses done by him/her or any other skills acquired by them to enhance their expertise. After this the Head Admin has a duty to review and assess the performance of such staff member subordinate to him on the basis of the data gathered through a Performance Appraisal form. The Head Admin forwards this file of application along with the performance data gathered by him to the Human Resources Manager, so that the HR manager could arrange a meeting with in this regard with the Dean and Head of the concerned department or cell of the institute. In this file the Head Admin mentions his evaluation of the performance of the employee and also mentions a proposed/ tentative increment.

The Dean and Head of the concerned department or cell of the institution then make an evaluation of the feedbacks of performance in a meeting with the Executive Director. They give their remark and feedbacks on the performance of the staff member. This evaluation is then forwarded to the Chairman of the institute for final approval and annual appraisal of non-teaching staff is being done.

Appraisal of 3rd and 4th Category Employees:

The procedure of appraisal of 3rd and 4th grade employees starts by making an application to the Executive Director. The Executive Director, on receiving such application by the employee, evaluates and analyzes his/her performance. He then forwards this application, along with his remarks, feedback and proposed increment to the Chairman of the Institute for final approval.


Approved by
IQAC
Chairperson, IQAC
Indore Institute of Law


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


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

Employee Benefits Expenses IIL Teaching & Non – Teaching Staff

ICON EDUCATION SOCIETY
(Unit: Indore Institute of Law)

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED ON 31ST MARCH 2023

PARTICULARS	Sch.	AMOUNT
INCOME		
Income from Operations		163553627.00
Other Income		
Interest Income	L	6582184.00
Grant in Aid for Research Work		582000.00
Defecit for the year		1004567.51
Total		171722378.51
EXPENDITURE		
Employee Benefit Expenses	M	37842803.00
Finance Cost	N	1026509.07
Administrative & Other Expenses	O	121285413.44
Depreciation	F	11567653.00
Total		171722378.51

Notes on Accounts "P"

Schedules Referred above form part of Accounts

As per our report of even date

For A. B. Doshi & Co.

Chartered Accountants

(Ashvini Kumar Doshi)


Proprietor

M. No. 31460

Place: Indore

Date :12/09/2023

For & on Behalf of Icon Education Society
(Unit: Indore Institute of Law)


(Principal)

EmployeeRegistration - Google Chrome
 esic.in/InsuranceGlobalWebV11/Employee/RegisteredEmployees.aspx?userPk=0hbTv+EAatOzUeGCt0ycYc9ZxRf3zUg

ESIC
 Employees' State Insurance Corporation

Insurance

User Login: 18000320550001303 Wednesday, October 19, 2022 10:40:50 AM

Track Registered Employees

Employer/Subunit Code No: 18000320550001303

Was the Employee ever allotted a ESI Number? Yes No

Enter Details

Employee's Insurance No:

Date of Appointment:

**** One IP, One Insurance Number, One Nation. An employee shall have only One ESI Insurance Number in his/her lifetime irrespective of number of change of employment or Employer.**

As per the provisions of Regulation 10B read with Regulation 11 & 12 of the Employees' State Insurance (General) Regulation, 1950, Registration of an employee is required to be done within 10 days from the Date of Appointment. Where, the Date of Registration of an employee is more than 10 days from the date of Appointment, the matter may be forwarded to the concerned RO/SRO for examination/verification. Until then, the date of registration shall be treated as the date of appointment.

Continue Close

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FormThree - Google Chrome
 esic.in/InsuranceGlobalWebV11/Employee/FormThree.aspx?userPk=0hbTv+EAatOzUeGCt0ycYc9ZxRf3zUg

Khasra No.110 And 123,
 Near I I M , Rau Pithampur Road
 Gram: Dabri

Employer's Code No. 18000320550001303

I send herewith Declaration Forms in respect of the employees mentioned below. I hereby declare that every person employed as an employee within the meaning of Section 2(9) of the Employees' State Insurance Act, 1948 on _____ in this factory or establishment and in respect of a remuneration not exceeding Rs. 15,000/- (excluding remuneration for overtime work) per month has been included in this list (excepting only those in respect of whom declaration forms have been sent to the Corporation in the past).

Place: _____ Local Office: _____
 Date: 19/10/2022 Designation: _____

Sl No	Employee Name	Insurance No.	From Date.	To Date.	Exemption Status.	Registration Date
1	AAYUSHI SINGH	1816070878	--	--	NO	13-10-2019
2	ANAMIKA PANDEY	1816716645	--	--	NO	25-11-2021
3	ANIL CHOUDHARY	1816040691	--	--	NO	14-09-2019
4	ANOP SINGH	1810042832	--	--	NO	17-09-2019
5	ANTIM BALA SHARMA	1816047144	--	--	NO	22-09-2019
6	ANUPAMA NAIR	1816035406	--	--	NO	04-11-2020
7	ASHISH VERMA	1816042834	--	--	NO	17-09-2019

Page 1 of 6

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FormThree

Sl No	Employee Name	Insurance No.	From Date.	To Date.	Exemption Status.	Registration Date
8	ASIF KHAN	1816372408	--	--	NO	09-09-2020
9	ATUL NAGAR	1815837724	--	--	NO	08-09-2020
10	BANE SINGH	1816042336	--	--	NO	16-09-2019
11	BHAGVANTGI BAI SOLANKI	1816042753	--	--	NO	17-09-2019
12	BHARAT SINGH CHOUHAN	1816071448	--	--	NO	14-10-2019
13	BIHARILAL VYAS	1816075718	--	--	NO	16-10-2019
14	CHANCHAL SHRIVAS	1817203520	--	--	NO	16-09-2022
15	DEEPAK KUMAR VERMA	1816918095	--	--	NO	08-02-2022
16	DEEPAK SOLANKI	1816622009	--	--	NO	09-01-2022
17	DHRUVIKA JOSHI	1816923978	--	--	NO	12-02-2022
18	DIL RAJ	1508488492	--	--	NO	22-09-2019
19	DURGESH SHARMA	1816822251	--	--	NO	17-11-2021
20	ESHITA SAHU	1816916158	--	--	NO	08-02-2022
21	FAZAL KHAN	1816716517	--	--	NO	26-03-2022
22	GOKUL RATHORE	1811631491	--	--	NO	16-10-2021
23	GRISHMA PATEL	1816562463	--	--	NO	14-11-2021

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Sl No	Employee Name	Insurance No.	From Date.	To Date.	Exemption Status.	Registration Date
24	HIMANI SHAHI	1816918230	--	--	NO	08-02-2022
25	HITESH BAKSHI	1816045546	--	--	NO	20-09-2019
26	JAFAR HUSSAIN	1815130111	--	--	NO	09-10-2021
27	JAYA SINGH	1817220749	--	--	NO	28-09-2022
28	JITENDRA	1816040692	--	--	NO	14-09-2019
29	JITENDRA DUBEY	1814967129	--	--	NO	10-03-2020
30	JYOTI SINGH TURIYA	1816806574	--	--	NO	26-10-2021
31	KAMLA BAI	1816372348	--	--	NO	09-09-2020
32	KASTUR BAI	1816047023	--	--	NO	21-09-2019
33	KAVITA JATWA	1816889455	--	--	NO	12-01-2022
34	KER SINGH YADAV	1816040727	--	--	NO	14-09-2019
35	KHUSHABOO BHANDARI	1816787919	--	--	NO	08-10-2021
36	KIRTIKA KHANDEKAR	1816847807	--	--	NO	26-03-2022
37	LALIT DEVDA	1816040702	--	--	NO	14-09-2019
38	LALITA BAI	1816949253	--	--	NO	07-03-2022
39	LAXMAN	1816789121	--	--	NO	09-10-2021

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FormThree

Sl No	Employee Name	Insurance No.	From Date.	To Date.	Exemption Status.	Registration Date
40	MITALI SOLANKI	1816623065	--	--	NO	19-05-2021
41	MOHIT JAIN	1816040698	--	--	NO	14-09-2019
42	NARMDA JATWA	1816379310	--	--	NO	16-09-2020
43	NIKHIL SHARMA	1816918315	--	--	NO	08-02-2022
44	NILESH SAKORE	1816040712	--	--	NO	14-09-2019
45	NISHA BARSKAR	1816040721	--	--	NO	14-09-2019
46	NITESH PANCHAL	1816791429	--	--	NO	09-10-2021
47	OMPRAKASH DWIVEDI	1816045586	--	--	NO	20-09-2019
48	PANCHAM LAL PATEL	1815182609	--	--	NO	09-10-2021
49	PARIDHEE GUPTA	1816473802	--	--	NO	20-12-2020
50	PAWAN PATIDAR	1816982957	--	--	NO	09-04-2022
51	POOJA VISHWAKARMA	1816806945	--	--	NO	26-10-2021
52	POONAM	1816182448	--	--	NO	10-01-2020
53	PRAVEEN PAL	1816075421	--	--	NO	16-10-2019
54	RAJENDRA	1816047177	--	--	NO	22-09-2019
55	RAJENDRA RAI	1816075689	--	--	NO	16-10-2019

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FormThree

Sl No	Employee Name	Insurance No.	From Date.	To Date.	Exemption Status.	Registration Date
56	RAJESH YADAV	1816214553	--	--	NO	07-02-2020
57	RAJKUMAR SINGH	1816047005	--	--	NO	21-09-2019
58	RAJU BAI CHOUHAN	1816042735	--	--	NO	17-09-2019
59	RAKESH KHARE	1816075740	--	--	NO	16-10-2019
60	RANI GOUD	1816818233	--	--	NO	10-11-2021
61	REKHA CHOUKSE	1816042744	--	--	NO	17-09-2019
62	SAROJ	1816842192	--	--	NO	09-06-2021
63	SAROJBAI	1816047132	--	--	NO	22-09-2019
64	SEEMA BAI	1816076350	--	--	NO	16-10-2019
65	SHAKUNTALA MALVIYA	1816047027	--	--	NO	21-09-2019
66	SHEETAL RANA	1816711310	--	--	NO	26-09-2022
67	SRISHTI MAURYA	1816576228	--	--	NO	16-02-2022
68	SUGNA	1816818239	--	--	NO	10-11-2021
69	SUNIL	1816102341	--	--	NO	12-11-2019
70	SUNITA JAISWAL	1816042820	--	--	NO	17-09-2019
71	SURESH KUMAR SONI	1816076275	--	--	NO	15-07-2022

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FormThree

Sl No	Employee Name	Insurance No.	From Date.	To Date.	Exemption Status.	Registration Date
72	TANISHKA GUPTA	1817094665	-	-	NO	29-06-2022
73	USHA BAI	1816532589	-	-	NO	10-02-2021
74	VIJAY CHOUHAN	1813984855	-	-	NO	10-01-2020
75	VIJAY SATODIYA	1816042827	-	-	NO	17-09-2019
76	YOGENDRA THAKUR	1812136239	-	-	NO	19-10-2019

DIWALI CELEBRATION WITH TEACHING AND NON TEACHING STAFF



Employment Benefits Tie-up with ICICI Bank



ICICI Bank Salary Account for Indore Institute Of Law employees

Dear Sir,

It is our pleasure to introduce ICICI Bank Salary Accounts designed to bring to your employees the best in banking solutions.

About ICICI Bank Ltd.

- One of the largest private sector banks with a network of over 5,200 branches and over 15,600 ATMs in India.
- ICICI Bank has been recognised as the 'Most Trusted Brand' among private sector banks, according to the Most Trusted Brands list published by The Economic Times Brand Equity. The Bank has been the most trusted brand in the private sector bank category consecutively for the last four years since 2015.

Overview of ICICI Bank Salary Accounts offerings:

For Senior Management (net salary greater than or equal to Rs 3 lakh per month)

Wealth Management Services:

- **Experts for every need**
 - Dedicated relationship manager, supported by customer service manager
 - Expertise service on investments, Business Banking Service, Property and Loans
- **Exclusive Priority Service**
 - Dedicated Wealth Management branches and lounges with priority processing
 - Dedicated Customer Care with toll free number
- **Customised Investment Planning**
 - Research expertise for investment recommendations
- **Special Privileges**
 - Exclusive lifestyle privileges to offer rewarding experience
 - Market updates through "Viewpoint" and weekly "Speak of the Week" with Voice Assist
- **Investment Products**
 - Portfolio Management Services
 - Alternative Investments: Residential and Commercial Real Estate, Real Estate Funds and Private Equity
- **Insurance or Risk Protection Products**

ICICI Bank Limited
14, Senapati Bapat
Marg, Lower Ground,
Mumbai 400 022
Toll-free: 1800 121 121

Mail: hr@icicibank.com
Call: 022-12001100/10011012

Regd. Office: ICICI Bank Tower, High Class Office
Old Pandra Road, Vadodra-390 007,
India.
Coro. Office: ICICI Bank Towers, E-Indira Park
Complex, Mumbai - 400 016, India

Manu

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

ICICI Bank Salary Account for Middle Management – Key features

Product	The ONE	Aura Titanium	Aura Gold
Features/ Salary requirement	Male employee with monthly net salary Rs 1 lakh	Woman employee with monthly net salary Rs 1 lakh	Woman employee with monthly net salary Rs 35,000
Air Accident/ Personal Accident Insurance on Savings Account	Rs 40 lakh/10 lakh*	Rs 40 lakh/10 lakh*	Rs 30 lakh/5 lakh*
Transactions at ICICI Bank ATMs/ Non-ICICI Bank ATMs	Unlimited	Unlimited	Unlimited at ICICI Bank/ Free up to 5 transactions per month
Demand Drafts/ Pay Order charges waiver	Up to Rs 1 lakh per day	Up to Rs 1 lakh per day	Up to Rs 1 lakh per day
Discount on locker rentals	40%	50%	50%
Offers			
On Account opening	Big Basket - Get 15% off, up to Rs 250 on groceries every month	NA	NA
On doing 1 Unified Payments Interface (UPI) transaction (The ONE) and salary credit for first 3 months after account opening	Get complimentary subscription of Zomato Pro for 1 year	NA	NA
Debit Card usage offer	Amazon Prime: Get Amazon Gift Card worth Rs 999 on Debit Card spends Rs 15,000 within 2 months of account opening. Use the Gift Card to join Prime.	NA	NA
Airport lounge access		Airport Lounge visits (two per Quarter)	
Loans and Insurance			
Home Loans	Processing Fee discounts	Lower interest rates + processing fee discounts	

	50% waiver on processing fee on new loan	50% waiver on processing fee on new loan
	Balance Transfer: Nil Processing fees.	Balance transfer: Nil Processing fees.
Auto Loan	Flat 50% discount on processing fee	Flat 50% discount on processing fee
Personal Loan	Rs 500 or 20% off on processing fee (whichever is higher)	Rs 500 or 20% off on processing fee (whichever is higher)
Life Insurance	Term Insurance for 10 years with Rs 50 lakh as sum assured without health check-up [#]	Convenience of opting for a cancer insurance plan at the time of account opening [#]
Health Insurance	Health Secure on EMI with coverage up to Rs 10 lakh floater without health check-up [#]	

ICICI Bank Salary Account for all employees – Key features:

- Free Gold Debit Card
 - ATM withdrawal limit of Rs 75,000 and POS limit of Rs 1.25 lakh per day
 - Air accident insurance of Rs 30 lakh
 - Personal accident insurance of Rs 5 lakh
 - Purchase protection on Debit Card of Rs 1, lakh
 - 5 free transactions per month at ICICI Bank ATMs
 - 3 free transactions for metro and 5 free transactions for non-metro per month at non-ICICI Bank ATMs
 - Free personalised payable-at-par cheque book
 - Waiver of Demand Draft/ Pay Order charges up to Rs 1 lakh per day
 - Free Inter-Bank money transfer through online National Electronic Funds Transfer (NEFT)
 - 20% discount on locker rentals
 - Family Plus Account for family members - A Zero balance account for parent, spouse or child
 - Account Portability that retains the same account number and Debit Card/cheque book
- [#]ICICI Bank Salary Account holders will be eligible for insurance claim if at least one salary credit is done in preceding three months, prior to the month of claim. Air ticket must be purchased on Debit Card linked to Salary Account to avail of Air Accident Insurance.

Loans: Attractive rate of interest on Mortgage Loans, Auto Loans and Personal Loans.

Credit Cards: Lifetime free Credit Card with no joining and annual fees

- Free brokerage upto Rs 24,999
- eATM – Instant payout in linked Savings Account within 5 minutes of selling shares
- Invest in handpicked basket of stocks in a single click through SIP & Lumpsum mode
- Flexibility of choosing from Lifetime ICICIdirect Prime plans (Prime999 & above are lifetime plans)

Life Insurance: Secure the future of the family financially by Life insurance products which offer multiple benefits such as life cover, long term wealth creation, tax benefits and help to fulfil various life stage goals.

General Insurance:

- Health Insurance - For self and family at competitive rates. Plan for including parents up to the age of 75 years available.
- Motor Insurance (car and two wheeler), Travel Insurance and Home Insurance.

Mutual Funds: Enjoy zero transaction charges. Experience the delight of speed, by completing your SIP transaction within "1 Minute" using our Insta SIP tool.

Forex and Travel Card Services: Multi-Currency Travel Card for executives travelling overseas, up to 15 currencies onto a single card, 24x7 online Self-Care Portal to monitor spends, block/ unblock of card, reset ATM PIN and wallet-to-wallet transfer.

Pay Direct Card: provides bulk uploading and reloading facility, instant SMS alerts on every transaction and has acceptance across more than five lakh merchant outlets.

Corporate Credit Card: End-to-end solution for employees travel and entertainment expenses. Provides enhanced spend visibility, better tracking, management information reporting and automation of general ledger system.

Multi Wallet Prepaid Card: A one-stop solution for all corporates to make payments to its employees. All types of allowances like meal, medical, fuel, telecom, travel, gifting/ incentives and others through one single card.

iMobile app: Enjoy 350+ banking and lifestyle services from anywhere through ICICI Bank Internet Banking and iMobile app

- Quick fund transfers options, UPI and utility bill payments and recharge
- Account services (statement, transfer of account, update new employer name)
- Discover to track all your expenses.

Internet Banking

- Account services (statement, transfer of account, update new employer name)
- Pay all utility and Credit Card bills, Online deposits - FD and iWish
- Loan statements and Equated Monthly Instalment (EMI) schedule.

Specialised Services:

- Dedicated corporate webpage - Web link on the company website with complete salary offer, retail offers and query page
- Dedicated relationship manager at all major locations to cater to the financial needs of the employees as well as the employer.

To know more about Service Charges and Fees, please visit our website, www.icicibank.com and click on Service Charges and Fees under Rates and Charges at the bottom of the page.

Debit Cards Offer: Get free Amazon voucher up to Rs 500

Customer's eligibility will be communicated through e-mail/ SMS/ notification, as per the discretion of ICICI Bank.

PayLater: An invite-only digital credit facility from ICICI Bank. Shop, recharge, book tickets, order food online using PayLater and enjoy up to 45 days' credit at no interest.

FD Xtra Fixed Deposits:

- **FD Life:** Get free term life cover of Rs 3 lakh for 1 year on FD of Rs 3 lakh and above for minimum tenure of 2 years
- **FD Invest:** Earn monthly interest on your principal and invest in SIP
- **FD Income:** Get regular monthly income, optional lump sum payout
- **FD Card:** Instant Credit Card against FD without any income document. Avail of 85% of FD value as Credit Card limit.

iWish Recurring Deposits

- Use iWish to create any goal
- Set an amount and completion time to save
- Start saving with just Rs 500 and earn better rates
- Choose to save any amount, anytime and track your progress.

Retirement Solutions:

Retire Happy Savings Account: To enrich your life after retirement, presenting Retire Happy Savings Account – designed to not only take care of your hard earned money; but also cater to your wellness across banking, health and lifestyle.

• **Banking Benefits:**

- Attractive investment returns on Annuity, Mutual Funds (MF), Equity and Fixed Deposits (FD)
- Locker facility with up to 45% discount on annual rentals
- Free value-added services like SMS alerts, monthly e-mail statements, passbook facility and anywhere banking
- Dedicated Relationship Manager that caters to your banking and investment needs

Healthcare Benefits

- Hospitalisation allowance up to ₹30,000 - Get hospital cash benefit up to ₹1,000 per day for a maximum period of 30 days
- Save on your medical bills round the year with benefits up to 15% off at Apollo Pharmacy

Lifestyle Benefits

Exclusive Concierge Services across dining, travel, medical, events, shopping, fitness and lifestyle

National Pension System (NPS)

- **Transparent** - Regulated by Pension Fund Regulatory Development Authority (PFRA)
- **Flexibility** - Choice of Pension Fund Manager (PFM) and investment
- **Tax Benefit** - Corporate - 10% of basic, under Section 80CCD (2); Retail - Rs 25,000 (under Section 80CCD (1B))

Public Provident Fund (PPF)

- Set up standing instruction along with online PPF account opening
- Verify PPF Account investment online as a one click in Internet Banking

PPF Debit Card (Rs 25000 limit)

- Avail of ATM and POS facilities and get your Annual Mutual Fund Statement

Manu

Sincerely,

Name *Indore Institute of Law*

Designation *Secretary*

Terms and Conditions of ICICI Bank and third parties apply. ICICI Bank is not responsible for third party products, goods, services and offers.

Offers are subjected to change without further notice.

ICICI Bank Ltd has taken the group insurance policy underwritten by ICICI Lombard General Insurance Company Ltd (IRDA Reg. no.: 115) for its Savings Account customers who avail of Debit Card facility from ICICI Bank. For more details, please visit www.icicibank.com/PersonalProductsCardsDebitCardsSecurityInsurance on card, or call our Customer Care.

ICICI Bank Limited ("ICICI Bank") with registered office at ICICI Bank Tower, Near Chakli Circle, Old Padra Road, Vadodara, 390 007, Gujarat (CIN: L65190GJ1994PLC021012) is a corporate agent (Composite, IRDAI Regn No.: CA0112 valid till March 31, 2019) of ICICI Prudential Life Insurance Company Limited (ICICI PruLife) having its registered office at ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai-400025 and of ICICI Lombard General Insurance Company Limited (ICICI Lombard). Purchase by ICICI Bank's customer of any insurance products is purely voluntary, and is not linked to availment of any other facility from ICICI Bank. ICICI Bank has taken the Group Health Insurance policy underwritten by ICICI Lombard (IRDA Reg. no.: 115) for its customers. For more details, please visit www.icicibank.com or call our Customer Care. Life and General Insurance products are underwritten by ICICI PruLife and ICICI Lombard, respectively.

TERMS AND CONDITIONS

1. Salary Disbursement & upload:

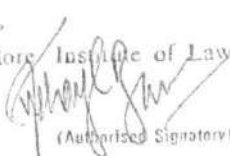
1.a Offline upload:

- a. Upon realization of such consolidated cheque, ICICI Bank shall endeavor to credit into the account of all employees / personnel of Indore Institute Of Law who may be holding their Salary Account with ICICI Bank, within 1 day of realization of the cheque. To facilitate quick credit of salary and/or reimbursement to concerned accountholders/employees, ICICI Bank will upload the amounts to the ICICI Bank Salary Accounts/reimbursement accounts of such accountholders/employees in accordance with the data received to the branch, and shall not be responsible for any discrepancy between the information contained in the cheque and hard copy letter.
- b. Start Algo Technology Pvt Ltd shall ensure that the salary data to be submitted to ICICI Bank for the purpose of the arrangements dealt with in this letter shall be in such form, substance and manner as may be specified by ICICI Bank from time to time.
- c. In case of current account with ICICI Bank debit letter along with employee account details to be submitted to the branch. If **Indore Institute Of Law** does not hold current account with ICICI Bank, bank to share pool account with corporate for bulk NEFT/RTGS to be done.

1.b. Online upload: Salary processing by <Name of Company> to be done through CIB/CMS online platform to process salaries.

2. Requests for Reversals: All amounts credited on behalf of **Indore Institute Of Law** to the ICICI Bank Salary Account of any accountholder/employee Indore Institute Of Law shall be the sole responsibility of Indore Institute Of Law. In cases where the account holder/ employees' ICICI Bank Salary Account is credited erroneously, or with apparently incorrect amounts, Indore Institute Of Law shall carry out all communication with the account holder/employee to obtain his/her consent for debiting the account to the extent of such erroneous / incorrect amounts. ICICI Bank shall not be obliged or required to obtain the accountholder/employees consent in this behalf, and will not be responsible for any such erroneous / incorrect amounts being credited or debited to the ICICI Bank Salary Account of the accountholder/employee. Subject to the foregoing, and subject that **Indore Institute Of Law** shall indemnify and save harmless ICICI Bank, ICICI Bank shall accept an authorization/instruction from **Indore Institute Of Law** and will act upon the same, subject to availability of funds in the customers' accounts and only if such authorization/instruction from **Indore Institute Of Law** received within 3 business days of an erroneous/incorrect amount being credited to the ICICI Bank Salary Account of the accountholder/employee as specified by **Indore Institute Of Law** in the authorization/instruction. Any request thereafter for reversal of the erroneous / incorrect amounts shall require the accountholder / employee and **Indore Institute Of Law** to jointly authorize/instruct ICICI Bank for debiting such accountholder/employee's ICICI Bank Salary Account to rectify the erroneous credit.

3. ERA (Reimbursement Account): ICICI Bank shall, on the request of **Indore Institute Of Law** and subject to the sole discretion of ICICI Bank, provide/establish separate reimbursement accounts for the employees of **Indore Institute Of Law**, as specified by **Indore Institute Of Law**. In terms thereto, **Indore Institute Of Law** shall deposit with ICICI Bank such amounts as constitute the reimbursements to be made to the concerned employees. **Indore Institute Of Law** shall give the details (as per format

Indore Institute of Law

 (Authorized Signatory)

INDORE INSTITUTE OF LAW™

(Affiliated to DAVV and Bar Council of India, New Delhi)



—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

Date : / /

POLICY ON FINANCIAL ASSISTANCE FOR TEACHING STAFF FOR ACADEMIC SESSION 2022 - 23

POLICY FOR FINANCIAL ASSISTANCE TO TEACHING STAFFS TO ATTEND FDPs, RESEARCH WORKS, CONFERENCES, WORKSHOPS, SEMINARS, SYMPOSIA AND MEMBERSHIP FEES

Indore Institute of Law believes in overall growth and development of the faculty so that the performance shall be enhanced to ensure better teaching environment and dispense quality education in the ever changing legal education scenario. The institute encourages its faculty members to attend programs on national and global level where may not only participate but also learn new teaching pedagogy and augment their knowledge with learning. The institute provides financial assistance to the faculty members to attend Faculty Development Programs and hone professional skills. This is an innovative practice as it allows the faculty to grow and learn new paradigms of teaching and learning. Financial assistance is provided by the institution as per the aforementioned policy on providing financial assistance to its staff.

Objectives of the Policy

1. The policy aims at providing financial assistance to the faculty members to attend seminars, workshops, conferences, research paper presentations and other learning and training related programs and workshops.
2. International Conferences and Exchange Programs where a faculty is sponsored by the institute.
3. Encouraging faculty to apply for Travel Grant Fund for educational visits national and abroad.
4. Reimbursement of Registration fee shall be paid to the faculty in lieu of DA/TA to encourage their participation in various conferences and workshops for professional growth and knowledge enhancement.

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

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

5. Providing support to faculty to attend Professional Development Programs, Capacity Building, Faculty Development Program (FDPs) and Management Development Programs (MDPs).
6. The institute provides and facilitate training program for faculty members organized by Corporate Partners, Collaborators and Sister concerns (LedX) as part of collaborative programs delivered in India or abroad.
7. To organize career and skill capability enhancement programmes.
8. To provide funds at the departmental level for guest lectures, seminars, and field visits, as well as performing association events, joint activities, and outreach programmes.
9. To organize Staff Training and Development Programmes to enhance professional competency.

Policy Guideline for Financial Assistant

Faculty Members who are on a permanent & Part time basis and are on probation shall be eligible for grants under the following circumstances:

1. Financial support with Travel Allowance for Professors & Associate Professor & Assistant Professor to attend National or International workshops, FDPs, and conferences to improve their intellectual capacities. The following grounds shall be fulfilled by the applicant:
 - The faculty member must have completed his or her probation period in order to participate in international conferences.
 - The relevancy shall be reviewed prior delivering financial support for research projects, particularly those with a social impact in furtherance of Institutional Vision.
 - Financial assistance with Travel Allowance shall be provided to faculty members whoever intends to attend FDP, workshops, trainings, and refresher/short term programmes.
 - In case of national conferences/seminars, applications shall be sent to the Dean/Principal at least 7 days in advance.
 - For international events, the application must be submitted to the Dean or Principal at least 45 days in advance, with an alternate teaching plan authorized by the corresponding Head of Department.
 - In research paper presentation funding, if the paper is co-authored, the first author shall be given preference. However, the application should include "No Objection Certificates" from the second author(s).

- Fully Sponsored FDP/conference/seminar shall be applicable only to those who work for 3 or more years in continuation in the Institution.
 - Advance shall be provided after submission of original copies of visa air or travel tickets, Broachers of Event.
2. Duty leave shall be sanctioned only for actual journey time /actual days of conference/workshop.
 3. No travelling allowance/registration fee shall be sanctioned to a candidate for attending the conference as audience.
 4. Registration fee at National level is limited to Rs.10, 000/-(Including travel allowance) towards attending workshop/paper presentation in conference or attending workshop in an academic year.
 5. Part time faculty shall be entitled only for Registration fees. Travel allowance shall not be applicable.
 6. In the case of any "cluster participation", one faculty member approved by IQAC shall head the troop and the payment of the same shall be renumbered to the particular faculty coordinator in her/his bank account.
 7. The Registration Fee/Membership Fee shall NOT be applicable on teaching or Non-Teaching staff upon any seminar/workshop/FDP etc conducted by the Institute as the expenses shall be borne by the Institution for quality and professional enhancement of both Teaching and Non-Teaching staff.
 8. After submission of boarding passes, attendance/participation certificates, statement of expenditures, and a brief report on the Seminar/Conference/Workshop / Proceedings, the expenses incurred shall be refunded.
 9. The staff member must submit a detailed report together with the bills for reimbursement, within a week from returning.
 10. In case of any training programme attended by the staff, the details of the programme/learning experience shall be presented to the respective department within a week of their return.

Mr. Akshay Kanti Bam

Chairman

Indore Institute of Law

Indore Institute of Law Audited Balance Sheet – 2023

Exhibiting Employee Welfare Expenses

ICON EDUCATION SOCIETY
(Unit: Indore Institute of Law)

Schedule Forming Part of Accounts for the year ended on 31st March 2023

PARTICULARS	AMOUNT
Schedule "K" of Sundry Advances	
Advance Salary	1744941.00
Facebook India Online Services Pvt. Ltd.	17503.00
Girnarsoft Education Services Private Limited	150000.00
Google India Pvt. Ltd.	48319.97
JK Cement	4860.00
Jyoti Upadhyay	50039.00
Samruddhi Hostel	59136.00
Sapt Event & Media Solutions Pvt. Ltd.	97813.18
Shankardas Vaihnav	500000.00
Staff Advance	47406.00
Surendra Jain	150000.00
T and C Enterprises	657050.00
Total	3527068.15
Schedule "L" of Interest Income	
Interest on FDR	6456184.00
Interest on Facilitation/SD Deposit	126000.00
Total	6582184.00
Schedule "M" of Employee Benefit Expenses	
Salary & Wages	36600260.00
Bonus	843850.00
ESIC Employer Contr. & Admin Chg.	156498.00
PF Employer Contr. & Admin Chg.	242195.00
Total	37842803.00
Schedule "N" of Finance Cost	
Interest on TDS	
Interest on Vehicle Loans	1026509.07
Total	1026509.07



ICON EDUCATION SOCIETY
(Unit: Indore Institute of Law)

Schedule Forming Part of Accounts for the year ended on 31st March 2023

PARTICULARS	AMOUNT
Schedule "O" of Administrative & Other Expenses	
Advertisement Expenses	11199346.91
Affiliation Fees	2195800.00
Audit Fees	60000.00
Award/Prize to Students	364900.00
Bank Charges	28041.33
Books & Journals	205664.00
Computer Expenses	206488.00
Conveyance Expenses	123299.00
Donation & Charity Expenses	3107635.00
Electricity Charges	972990.00
Festival Expenses	41411.00
Filing Fees	4000.00
Gardening Expenses	489709.00
Hospitality Expenses	153118.00
Hostel Fees	5913600.00
Insurance Expenses	701139.00
Internet Charges	338000.00
Labour Charges	326340.00
Land & Site Development Expenses	441035.00
Legal Expenses	104221.00
Library Expenses	174000.00
License Fees	6170634.00
Loss on sale of Assets	267985.00
Maintenance Charges	391661.00
Marketing Expenses	1839013.00
Medical Relief	453142.00
Meeting Expenses	6000.00
Membership & Subscription	474270.00
Mess charges	3954448.00
Mobile Expenses	548975.00
Newspaper & Periodicals	65384.00
Office & General Expenses	9395220.53
Outsourcing Charges	740504.00
Photocopy & Typing Expenses	77681.00
Postage & Courier Charges	115863.00
Printing & Stationery Expenses	2556555.00
Professional Fees	6798692.00
Professional Tax	2500.00
Rates & Taxes	86670.00
Relief to Poor	550000.00
Rent	4302596.00
Renting of Equipments	69606.00
Repair & Maintenance	6484186.00
Research Work Assistance	624500.00
Scholarship	7767721.00
Security Expenses	679741.00
Seminar Expenses	7243973.00
Sport Expenses	23187.00
Staff Welfare Expenses	356244.00
Stipends	775225.00
Student / Staff Conveyance Expenses	954870.77
Student Welfare Expenses	23555210.95
Travelling Expenses	4485643.00
Vehicle Expenses	1363147.95
Vehicle Repair & Maintenance	665702.00
Water Charges	204000.00
Web Expenses	83925.00
Total	121285413.44



ICON EDUCATION SOCIETY
(Unit: Indore Institute of Law)

Schedule Forming Part of Accounts for the year ended on 31st March 2023

PARTICULARS	AMOUNT
Schedule "G" of Deposits	
Accrued Interest on FDR	3859543.00
Building Fund with DAVV	25000.00
Facilitation Deposit	1100000.00
Rent Deposit	159780.00
Security Deposit - Ledx	5000000.00
Security Deposit - Reliance Jio	3000.00
Security Deposit with BCI (Guarantee Amt.)	100000.00
Security Deposit with Samrudhhi Hostel	1000000.00
Tax Deducted at Source	789589.00
Total	12036912.00
Schedule "H" of Students Fees Receivable	
Total	32083129.40
Schedule "I" of Cash In Hand	
Cash in Hand	48979.00
Schedule "J" of Cash at Bank	
a. In Current Accounts	
Bank of Indore - Saket	240694.78
Bank of Indore - Saket-ICSSR	10394.23
ICICI-Saket	136836.23
State Bank of Indore - A.B. Road	144840.06
State Bank of Indore - Scholarship	15257.00
Total	548022.30
b. In Savings Accounts	
HDFC Bank	0.00
Total	0.00
c. In Deposits Accounts	
FDR	120985186.00
FDR with DAVV (Endowment Fund)	181636.00
Total	121166822.00
Total (a+b+c)	121714844.30



Wifi & Wifi Devices for Students and Staffs



Network Switch



Cafeteria for Students and Staff



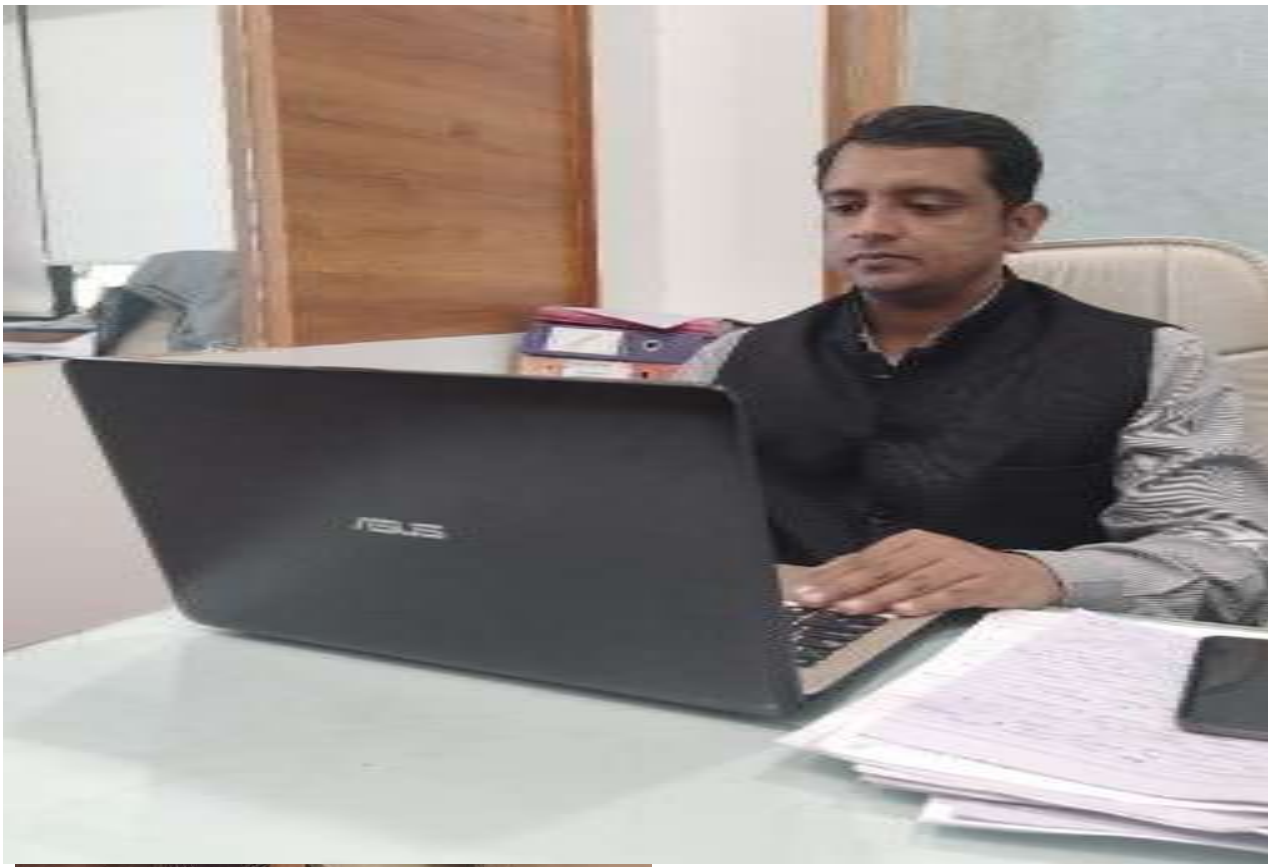
(Online Payment – QR Code)



Computer Labfor Students and Staff



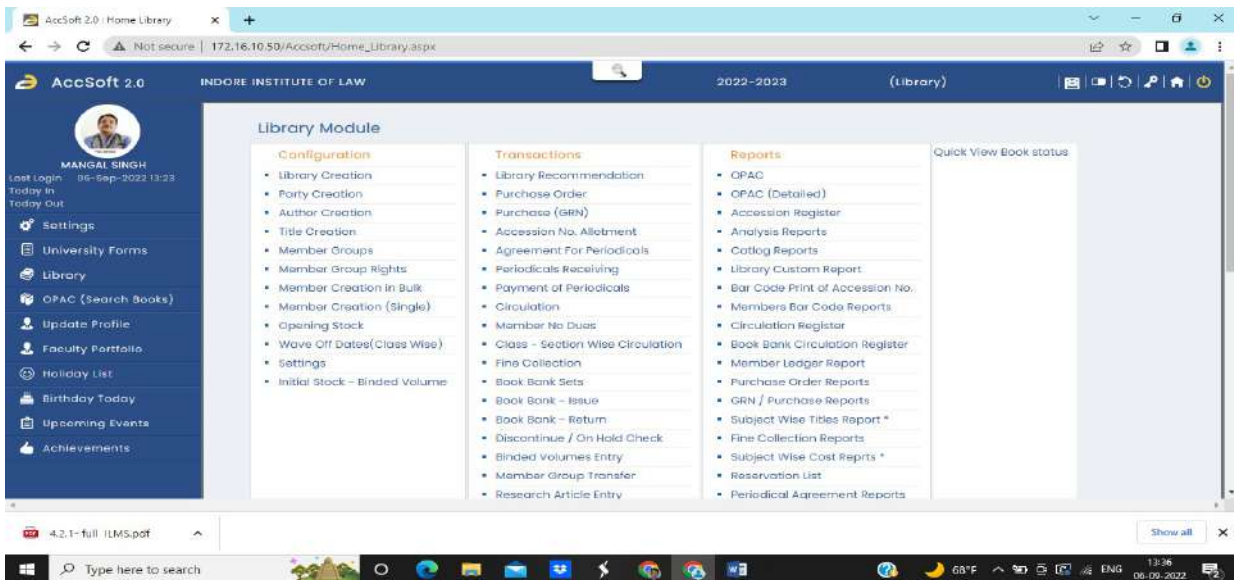
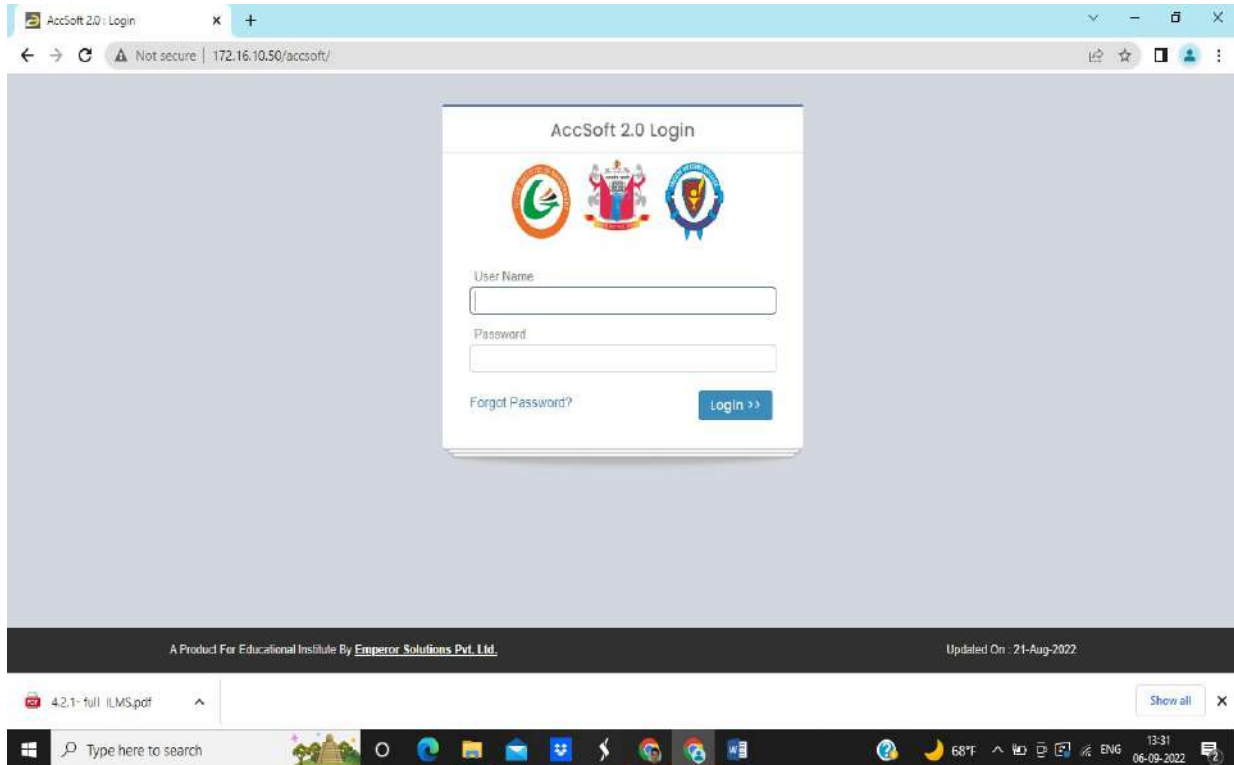
Laptop provided by the Institution to the Teaching Staff



Additional Documents

ILMS Proof.

ERP Accsoft 2.0 (Integrated Library management Systems (ILMS)).



AccSoft 2.0 : Circulation Register

INDORE INSTITUTE OF LAW 2022-2023 (Library)

MANGAL SINGH
Last Login: 06-Sep-2022 13:23
Today In: Today Out

Settings
University Forms
Library
OPAC (Search Books)
Update Profile
Faculty Portfolio
Holiday List
Birthday Today
Upcoming Events
Achievements

Circulation Register

Set search criteria below then click on Show Button :-
Note: From Date and to Date Criteria for issue date but when you are showing return book circulation this check apply for Return Date.

From Date: 01-Sep-2022 To Date: 06-Sep-2022 Show Option: --All-- Over Due Days:

Member Group: --Select-- Class: --Select-- Section:

Select Order by: Member Name A To Z

Show Export SMS

Search Result :-

Sr	Issue Date	Membership No	Member Name	Member Group	Matenal type	Title Name	Acc. No	Due Date	Returned Date	Late Days
1	01-Sep-2022	11210103522	ABHISHEK SINGH	BALLB	BOOKS	Interpretation	IIL-4993	17-Sep-2022		0
2	02-Sep-2022	11210103654	AISHWARYA RAJPUT	BALLB	BOOKS	The Code of Criminal Procedure-1973	IIL-9263	17-Sep-2022		0
3	05-Sep-2022	11210103654	AISHWARYA RAJPUT	BALLB	BOOKS	International Relations Since	IIL-10550	20-Sep-2022	05-Sep-2022	0
4	05-Sep-2022	11210103654	AISHWARYA RAJPUT	BALLB	BOOKS	Felical Science.	IIL-11368	20-Sep-2022	05-Sep-2022	0
5	05-Sep-2022	11220202938	Akash Agrawal	BBALLB	BOOKS	Arbitration & Conciliation	IIL-7126	20-Sep-2022		0
6	05-Sep-2022	11220202938	Akash Agrawal	BBALLB	BOOKS	Evidence Law	IIL-7936	20-Sep-2022		0
7	05-Sep-2022	11220202938	Akash Agrawal	BBALLB	BOOKS	Health law	IIL-10992	20-Sep-2022		0
8	05-Sep-2022	11220202938	Akash Agrawal	BBALLB	BOOKS	Corporate Finance.	IIL-12515	20-Sep-2022		0
9	06-Sep-2022	11130305126	Amit Shikhare	LLB	BOOKS	Legal Language	IIL-6108	21-Sep-2022	06-Sep-2022	0

4.2.1- full ILMS.pdf Show all X

AccSoft 2.0

INDORE INSTITUTE OF LAW 2022-2023 (Library)

MANGAL SINGH
Last Login: 06-Sep-2022 13:23
Today In: Today Out

Settings
University Forms
Library
OPAC (Search Books)
Update Profile
Faculty Portfolio
Holiday List
Birthday Today
Upcoming Events
Achievements

Library Recommendation

RECOMMENDATION :-

Library: * Law Recommen. No. LR/202 Recommen. Date: 26-Aur-2022

Recommen. By: * MANGAL SINGH Department: Library

Books Details :-

Subject Name: Title Type: Title Name:

Author Name: Publisher Name: Publisher Place:

Year Of Publish: Price: Recommended Quantity: *

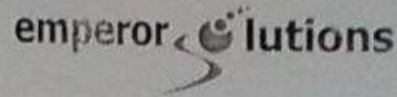
Add

S.No.	Subject Name	Title Type	Title Name	Author Name	Publisher Name	Publisher Place	Publish Year	price	Recommended Qty
1	French Language	T.B.	Together with Enchanite De Francis	Rachna Sagar	New Delhi Rachna Sagar	New Delhi	2020	265	5

Remarks:

4.2.1- full ILMS.pdf Show all X

ILMS Quotation



To,
The Director,
Indore Institute of Law,
Rau,

Date: - 04-Mar-16

Subject: - Quotation for installation & implementation of Institute automation application software.

Sir,

At the outset we would like to thank you for the interest taken by you, in our products & services. As per our discussions regarding the institute management software package for your institute kindly find our best possible package with attached technical proposal.

As with all mentioned modules, we are assuring you the best of our services always, looking forward for your valuable order.

Platform: Front end ASP.Net 4.0
Back end MS SQL Server Express 2008
Report Design Tool SAP Crystal Report

Duration: 180 working days from the date of confirmation (with implementation).

Cost:

Sr. No	Institute Name	Amount Payble
1.	Indian institute of Law	108000/- + Taxes - 22500/-
2.	New Modules (See Annexure)	53000/- + Taxes - 6000/-
3.	Idyllic Institute of Management	10000/- + Taxes - 9500/-
4.	Indore Nursing College	15000/- + Taxes - 7500/-
5.	A.M.C	25000/-

Thanking you
For emperor solutions Pvt. Ltd.

[Signature]

SUCHIT JAIN
(Director)

Manu
22/06/17
Finally Approved
as per discussed

Services For: Software & Web Solutions
Registered Office:- B-406,Prakrati Corporate, 18/2, Y.N. Road, Indore 452 003 (M.P.) India
Ph : +91 731 297 0369, E-mail : mail@emperor-solutions.com
Visit Us : www.emperor-solutions.com

Manu

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

emperor solutions

Terms & Conditions:

1. During the implementation period, one technical person would be provided from the institute for the testing and implementation of the software.
2. For the installed software any kind of job work/data entry will not be done by the emperor solutions.
3. Royalty of the complete software package related to the source code will be at emperor solutions i.e. Source code will be the property of emperor solutions.
4. Emperor solutions will provide customization without affecting the software database, input screen design & architecture.
5. For each installation of the package traveling, lodging and food expenses will be payable by the purchaser.
6. Software database backup will not be the responsibility of the emperor solutions.
7. Payment mode will be as follows:

Sr. No	Stages	Amount Payble
1.	Advance	10 % i.e. 37100
2.	Installation/Delivery	15 % i.e. 55650
3.	Training	25 % i.e. 92750
4.	After 2 months	25 % i.e. 92750
5.	After 6 months	25 % i.e. 92750
	Total	100% i.e. 371000

3.60 Lacs.

8. Addition of new module will be cost at 20000 and within the scope of supplied software database and domain architecture.
9. Service Tax will be charged extra on all payments as per govt. rule.

Annexure:

1. As suggested customized modules will be Student Scholarship, Student Society, Hostel, Activities/Events, Canteen Billing and store, Student Mentor.

Services For: Software & Web Solutions

Registered Office:- B-406, Prakrati Corporate, 18/2, Y.N. Road, Indore 462 003 (M.P.) India
Ph : +91 731 297 0380, E-mail : mail@emperor-solutions.com
Visit Us : www.emperor-solutions.com

Approved,


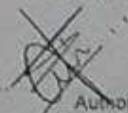
Manu
22/05/17

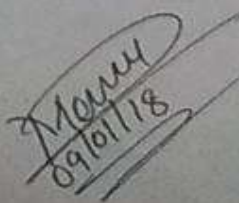
ILMS INVOICE

Software Development | Web Solutions
 Regd. Office: B-406, Prakrati Corporate, 18/2 Y.N. Road, Indore - 452 003
 Phone: 0731-2670369, E-mail: mail@emperorsolutions.com
 Visit us: www.emperorsolutions.com
 CIN: U72200MP20112PT10026131

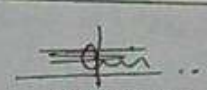
emperorsolutions Private Limited

Tax Invoice

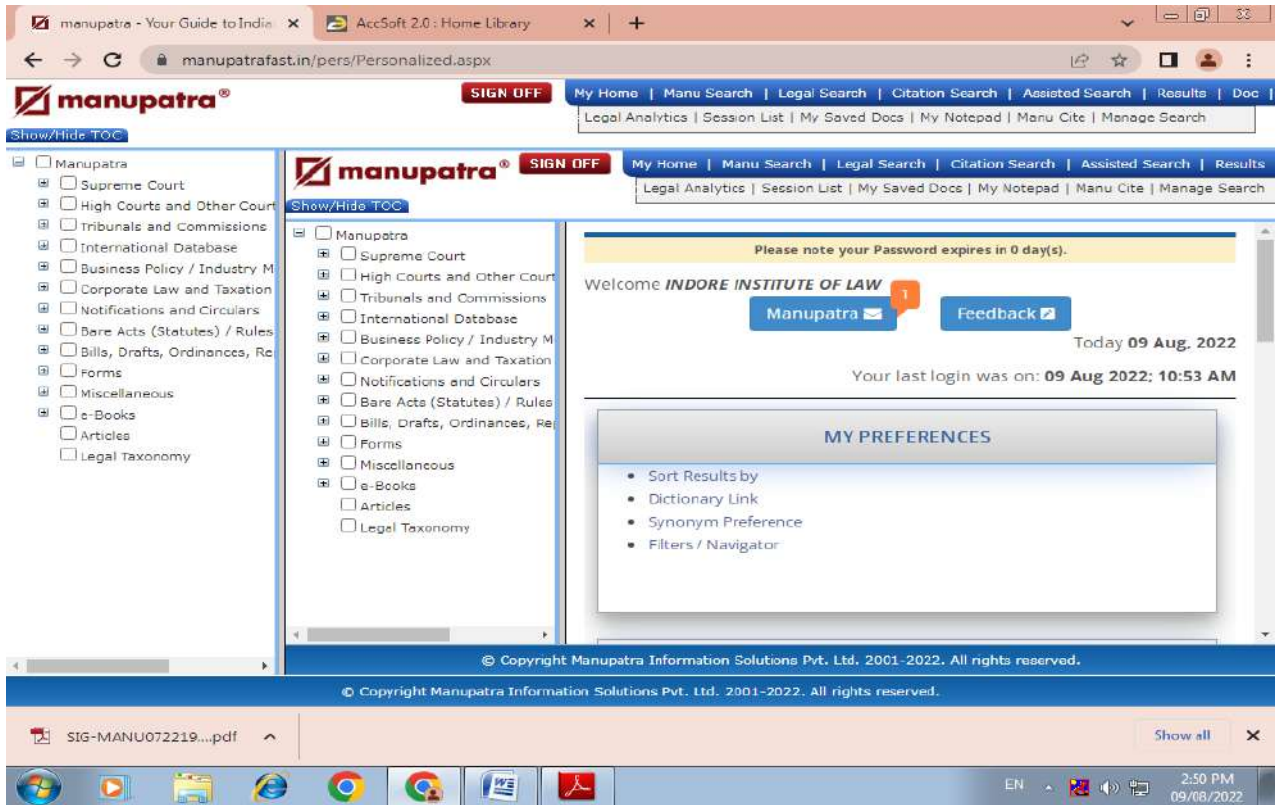
Emperor Solutions Pvt. Ltd. B-406, Prakrati Corporate, 18/2 Y.N. Road, Indore-452003 Madhya Pradesh, India GSTIN: 23AADCE0052G1Z8 FAN: AADCE0052G		Buyer Order No: Nil Buyer Order Date: Nil Service Mode: NA Date of Supply: 2018 Place of Supply: Indore		Reverse Charge: No Invoice No: 2017ESP1084 Invoice Date: 08-Jan-2018 State: Madhya Pradesh State Code: 23 (MP)				
Details of Billed To: Name: Indore institute of Law Address: Pigdamber, Indore GSTIN: exempted State: Madhya Pradesh State Code: 23 (MP)		Details of Consignee: Name: Address: GSTIN: State: Madhya Pradesh State Code: 23 (MP)						
S.No	Description of Service	SAC	Quantity	Rate	Amount			
01.	Information Technology (IT) Design and Development Services	998314		121500.00	121500.00			
Total Invoice Amount in Words:				Total Amount before Tax	121500.00			
One lakh Forty Three Thousand Three hundred and Seventy Only				Tax Amount	21870.00			
				Total Amount after Tax	143370.00			
SAC Code	Taxable Amount	CGST		SGST		IGST		Total
		Rate	Amount	Rate	Amount	Rate	Amount	
998314	121500	9%	10935	9%	10935			21870
Company's Bank Details: Bank A/c No: 178502000000242 IFSC of Bank's Branch: IOBA0001785 Terms & Condition: Payment should be made Within 7 days after receiving an invoice, other wise interest will be charged extra 10%		 Seal		Certified that the particulars given above are true and correct For, Emperor Solutions Pvt. Ltd  Authorised Signatory				
Subject to Indore Jurisdiction [E&OE]								



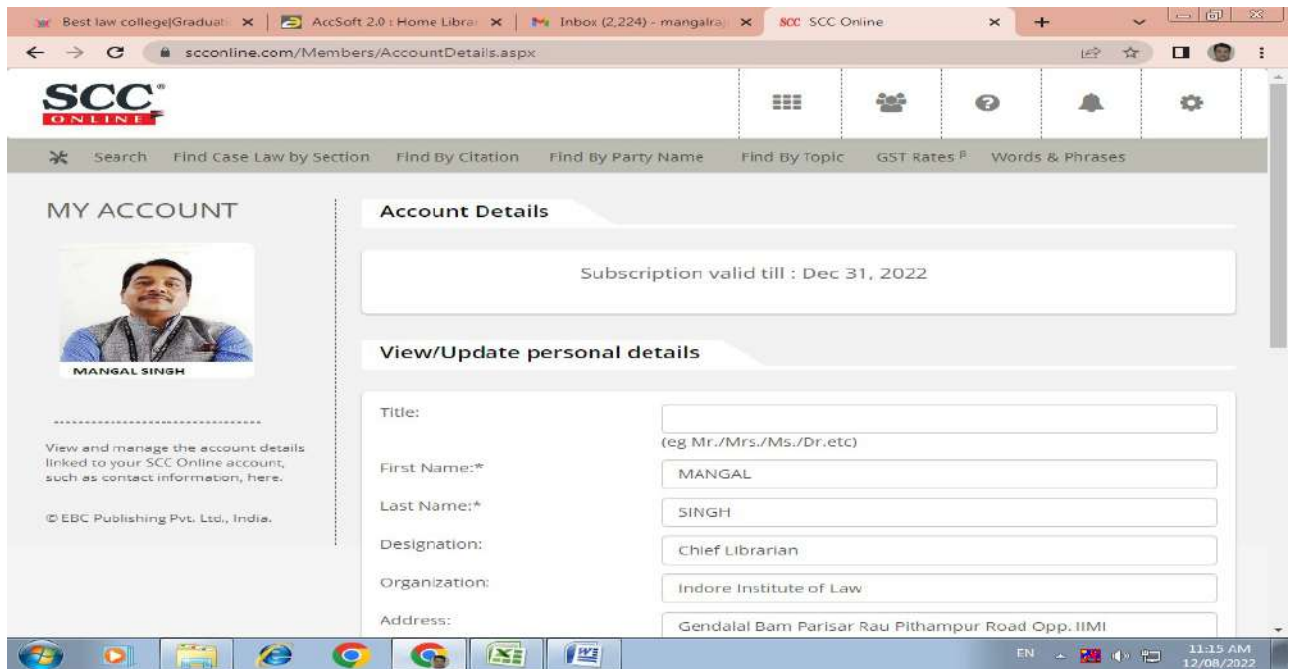
emperor solutions

Emperor Solutions Pvt. Ltd. B-406, Prakrati Corporate, 18/2, Y.N. Road Indore-452003, (M.P.), India		Invoice No: 28		Dated: 18-May-2016
Consignee: Indore Institute of Law Indore		Buyers Order No: Nil		Order Dated: Nil
SNo.	Description	Quantity	Rate	Amount
1.	Customized Software services (Stage -1: Advance = 37100) (Stage -2: Installation = 55650)	-	92750.00	92750.00
Total				92750.00
Service Tax			14.5 %	13449.00
Total				106199.00
Amount Chargeable (In Words): One Lac Six Thousand One Hundred and Ninety Nine only.				
PAN No: AADCE0052G SERVICE TAX No: AADCE0052GSD001 SERVICE TAX CATEGORY: SOFTWARE & WEB DEVELOPMENT				
				 SUCHIT JAIN
SUBJECT TO INDORE JURISDICTION				
Services For: Software & Web Solutions Registered Office:- B-406, Prakrati Corporate, 18/2, Y.N. Road, Indore 452 003 (M.P.) India Ph : +91 731 297 0369, E-mail : mail@emperor-solutions.com , Visit Us : www.emperor-solutions.com Corporate Identity Number: U72200MP2012PTC028131,				

Manupatra Online database for Professional Development of Staff



SCC online database for Professional Development of Staff



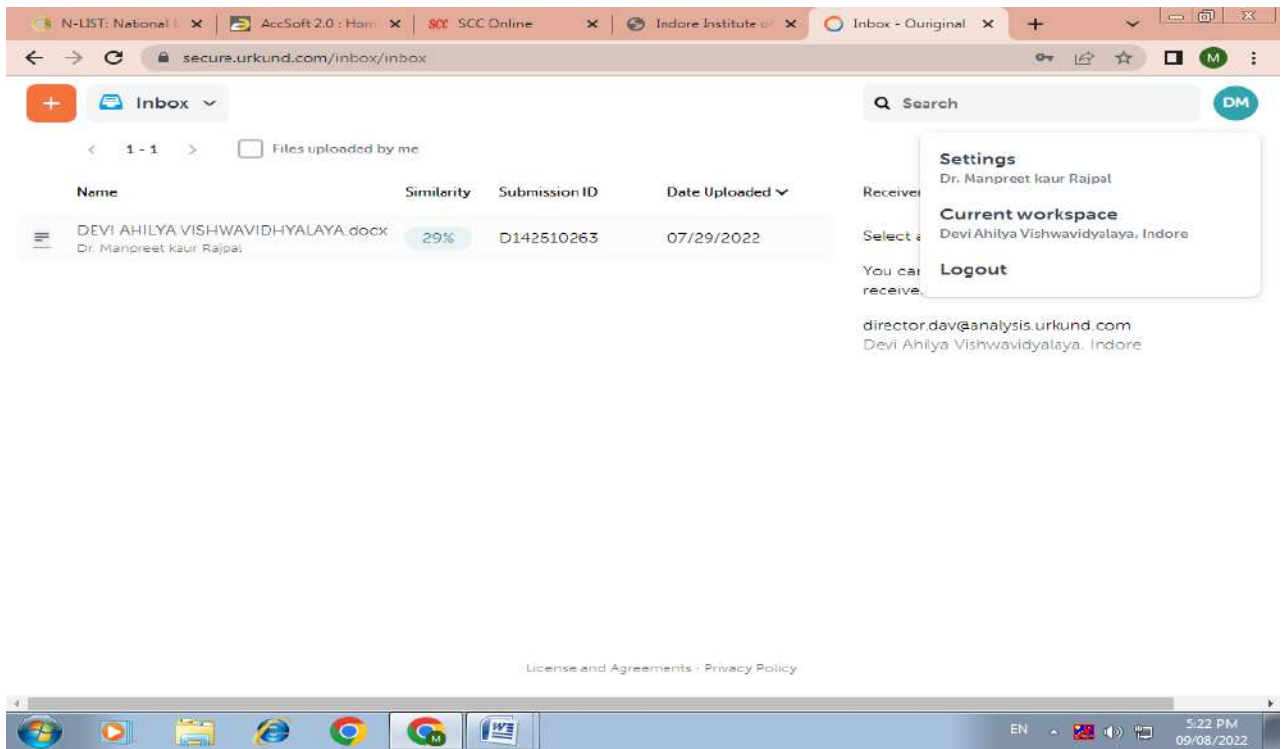
Westlaw Asia online database for Professional Development of Staff

INFLIBNET-N-LIST for Professional Development of Staff

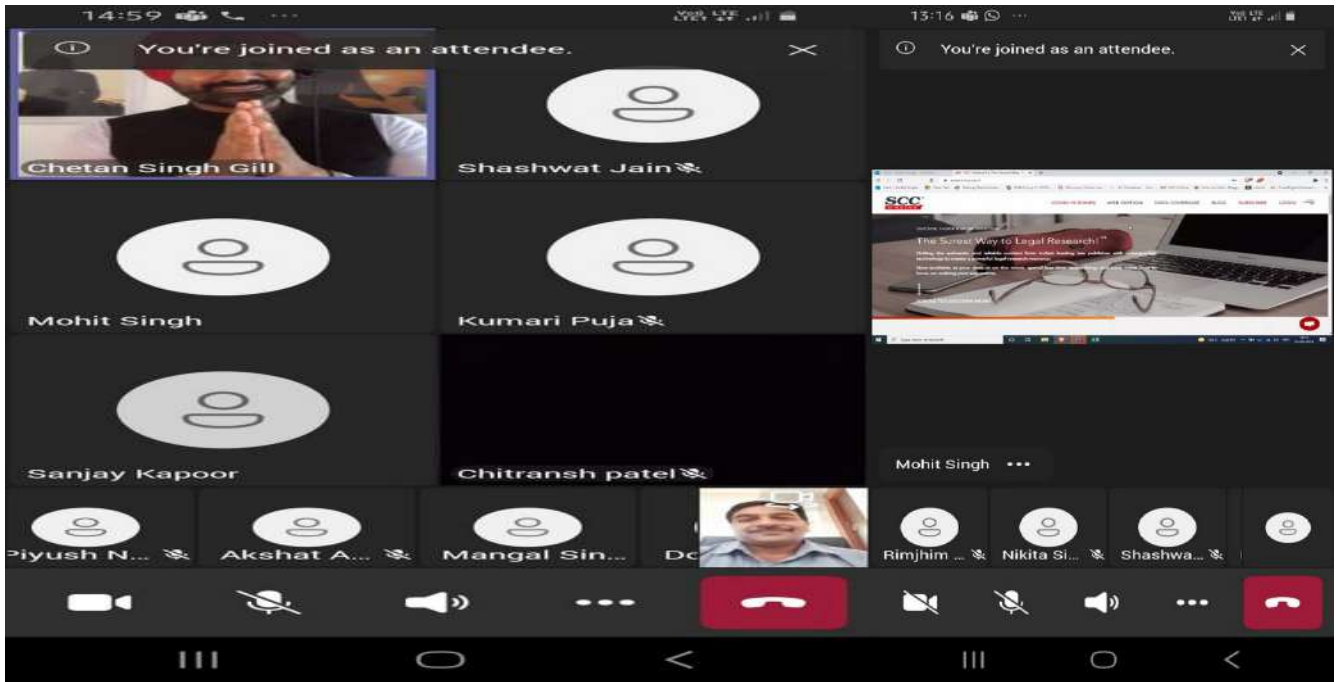
Library Webpage for Professional Development of Staff



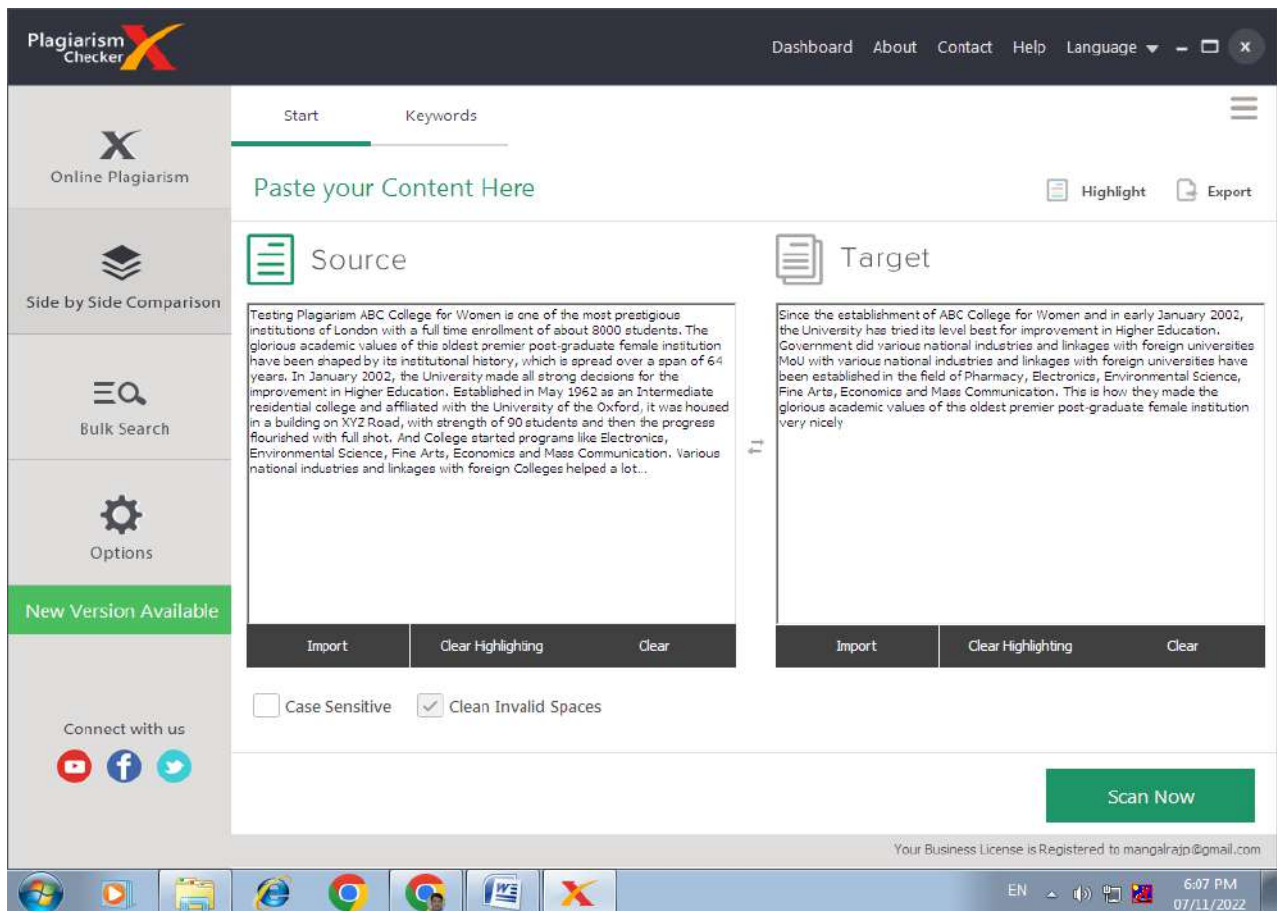
OUR ORIGINAL (Formerly URKUND) Plagiarism Detection System for Research & Publication for Staff and Students



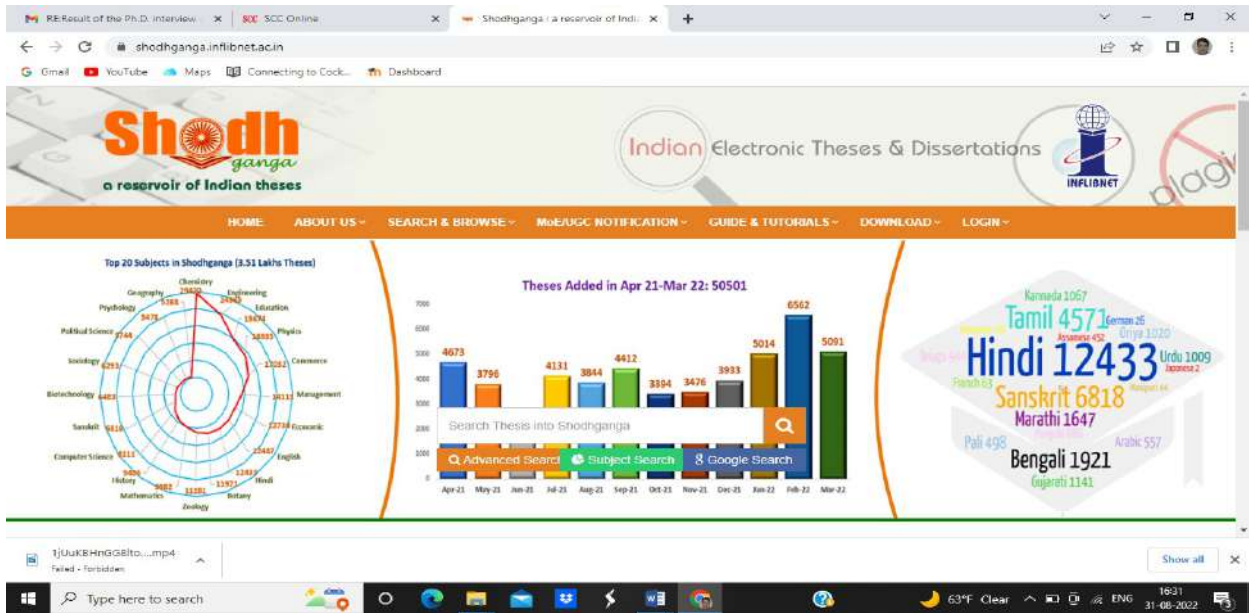
SCC online Workshop and Training program for Staff



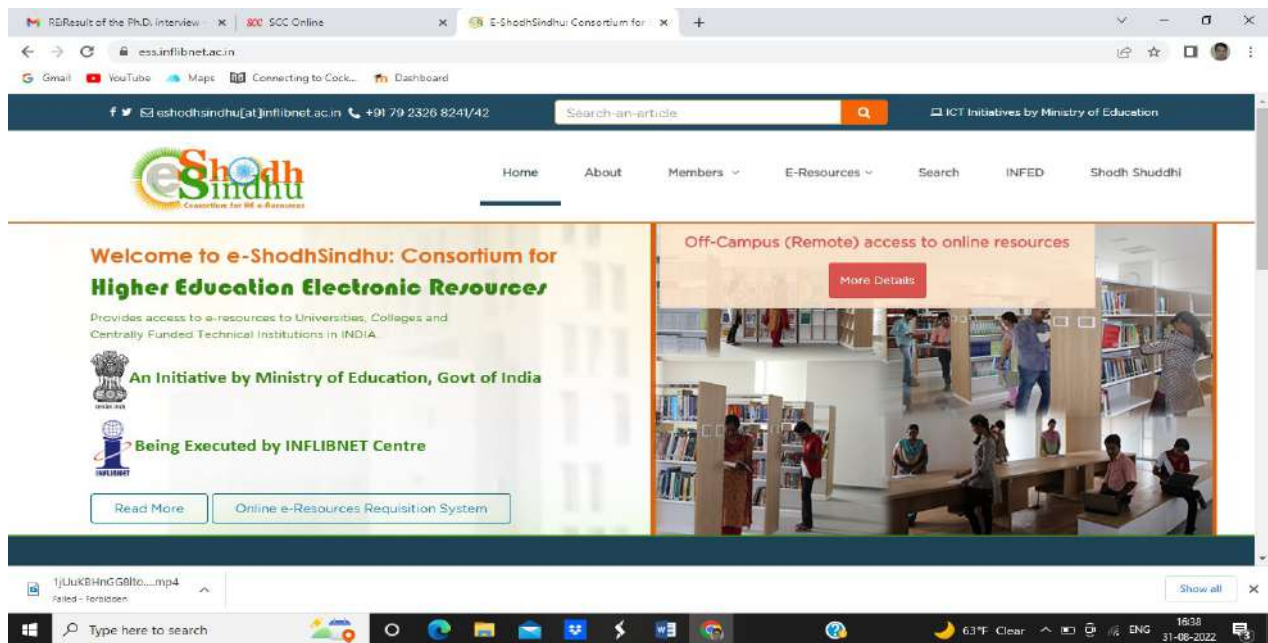
Checker – X for Betterment in Research and Publication for Staff and Students



OTHER LIBRARY E-RESOURCES FOR LIBRARY ENRICHMENT: SHODHGANGA: A Reservoir of Indian theses.



SHODHSHINDHU: Consortium for Higher Education Electronics Resources.

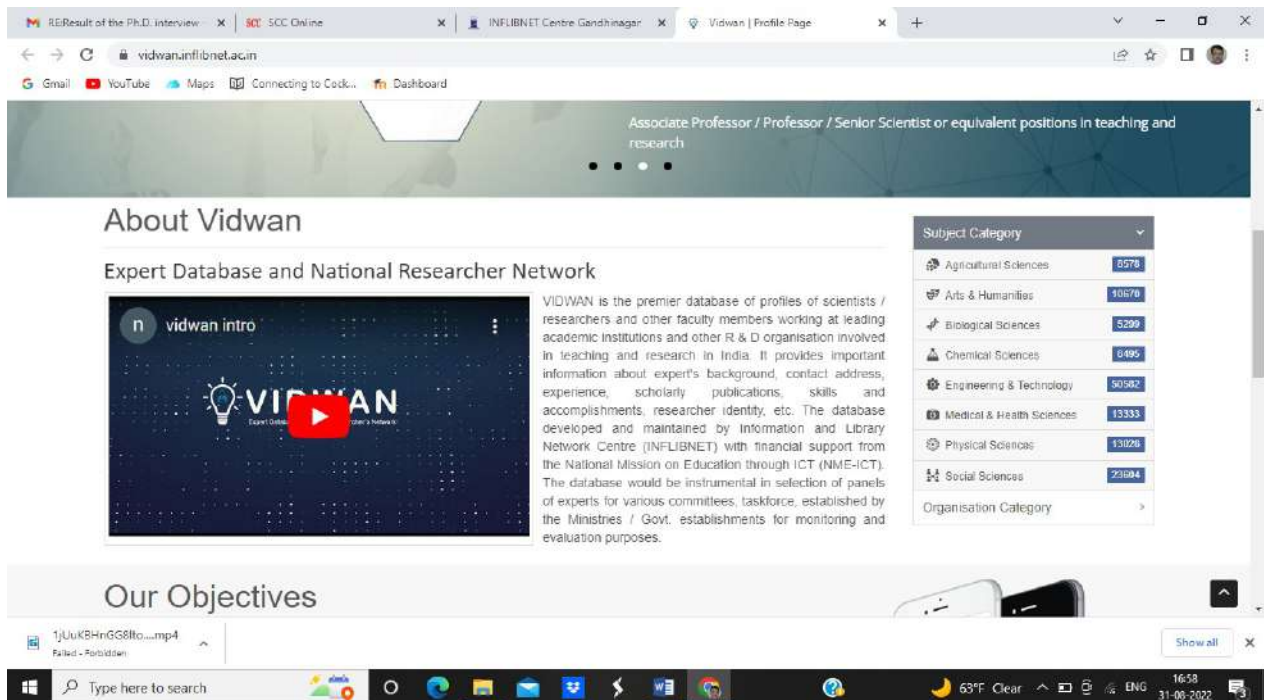


E-Vidwan: Expert Database and National Research Network.

E-VidyaMitra: A Gateway to all Learners.



E-Vidwan



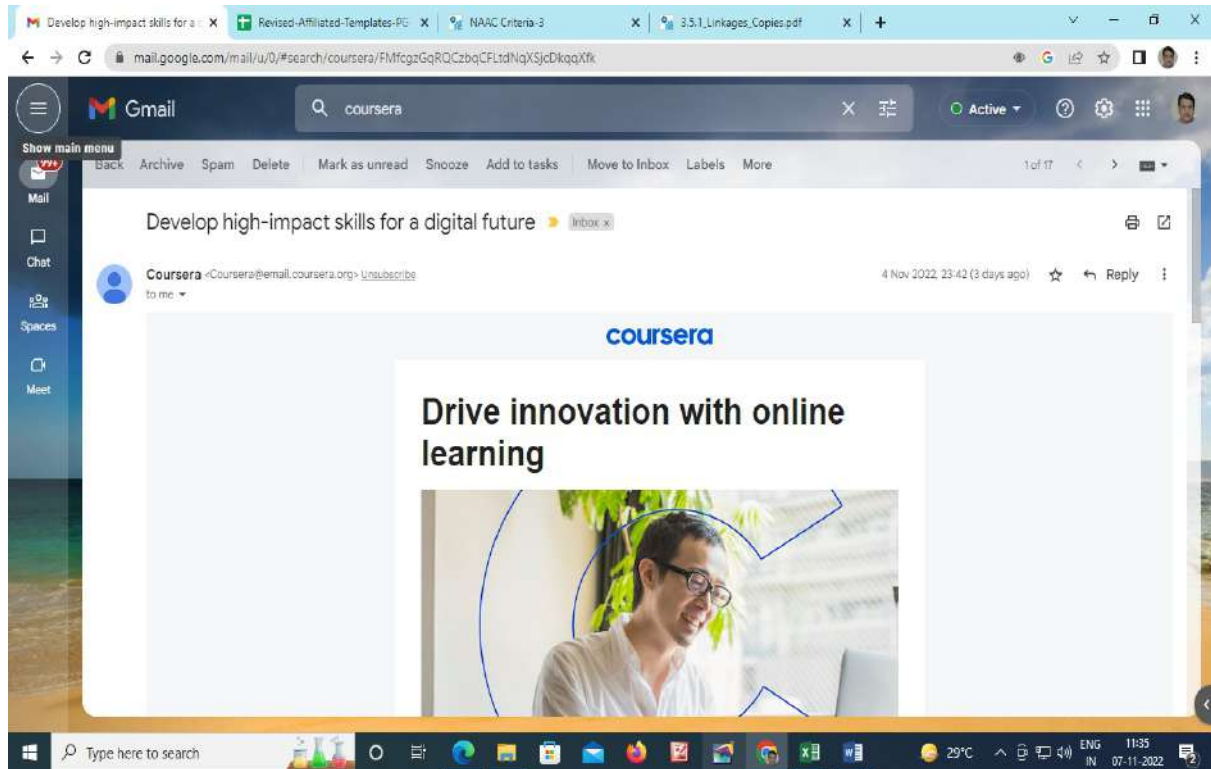
PG Pathshala

The screenshot displays the PG Pathshala website. The browser's address bar shows 'epgp.infnibnet.ac.in'. The website's header includes the logo 'e-PG Pathshala पाठशाला' and the text 'A Gateway to all Post Graduate Courses'. A navigation bar contains 'HOME', 'STUDENT CORNER', and 'QUIZ'. The main banner features an open book and the text 'Welcome to e-PG Pathshala A Gateway to all Post Graduate Courses'. The footer shows the system tray with the date '31-08-2022' and time '16:56'.

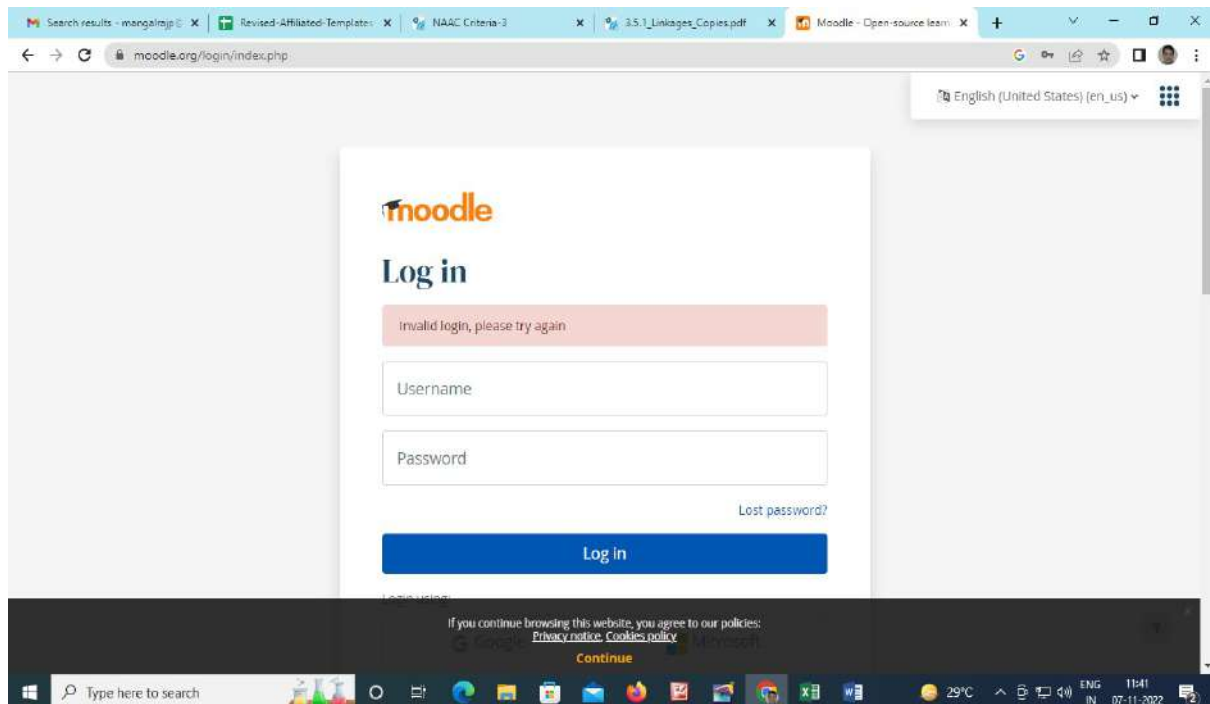
LEARNING MANAGEMENT SYSTEM FOR STUDENT AND STAFF LMS (Moodle@4.0)

The screenshot displays the Moodle LMS interface for Indore Institute of Law. The browser's address bar shows 'moodle@4.0 Indore Institute of Law'. The page title is 'moodle@4.0 Indore Institute of Law'. The navigation menu includes 'Home', 'Settings', 'Participants', 'Reports', 'Question bank', and 'More'. The 'Available courses' section lists four courses: 'Law of Contract', 'Law of Tort', 'Organizational Behavior', and 'Principle and Practice of Management', all with 'Teacher: Admin User'.

MOOC-COURSERA for Student and Staff



Moodle@4.0 for Student and Staff



LIBRARY SECTION WISE PHOTO FOR STUDENT AND STAFF

KNOWLEDGE FLOWS THROUGH LIBRARY "ACCESS IT"

LIBRARY SERVICES
Library Members : 1553 + 54

To Explore and Access the World of Information, Contact Chief Librarian
Gendalal Bam Parisar Indore - 453331 | Phone:- 8889733304,9752822875 | E-mail : Head.indoreinstituteoflaw@gmail.com | Mangalraj@gmail

GPS Map Camera

Law Google

Indore, Madhya Pradesh, India
 Unnamed Road, Madhya Pradesh 453332, India
 Lat 22.633332°
 Long 75.7775°
 16/09/22 10:02 AM GMT +05:30

SECURITY COUNTER AT LIBRARY FOR STUDENT AND STAFF

SECURITY COUNTER

GPS Map Camera

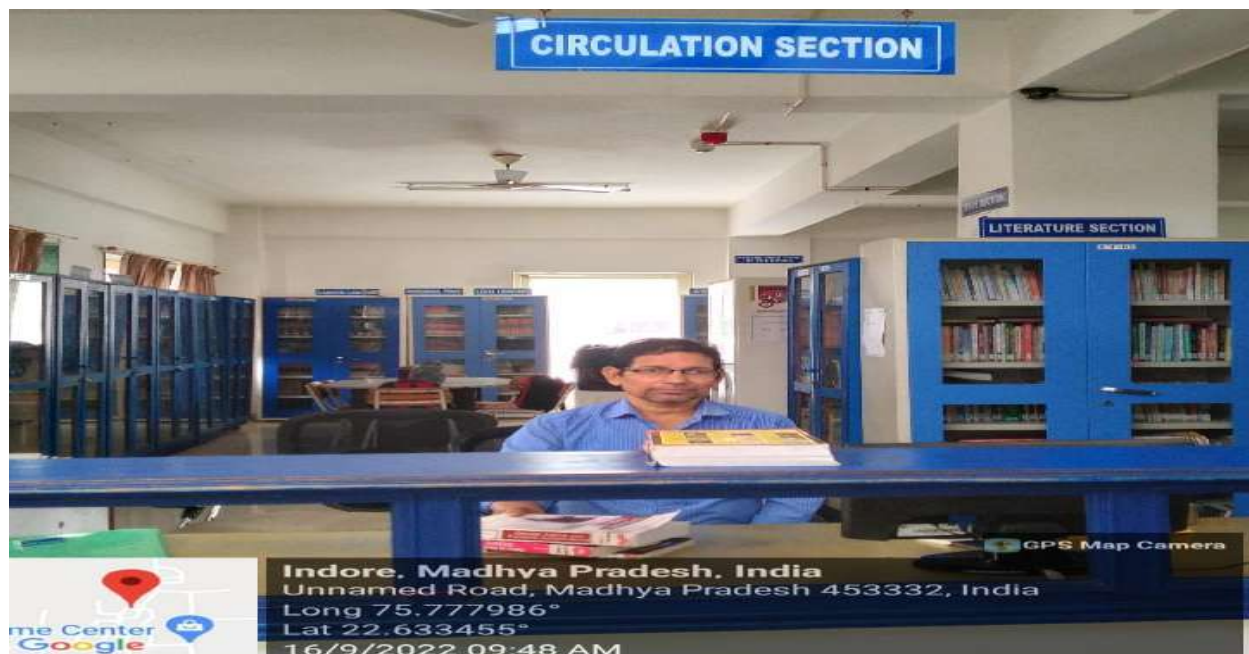
Law Google

Indore, Madhya Pradesh, India
 Unnamed Road, Madhya Pradesh 453332, India
 Lat 22.633381°
 Long 75.777494°
 16/09/22 10:02 AM GMT +05:30

NEWSPAPERS AND MAGAZINES SECTION FOR STUDENT AND STAFF



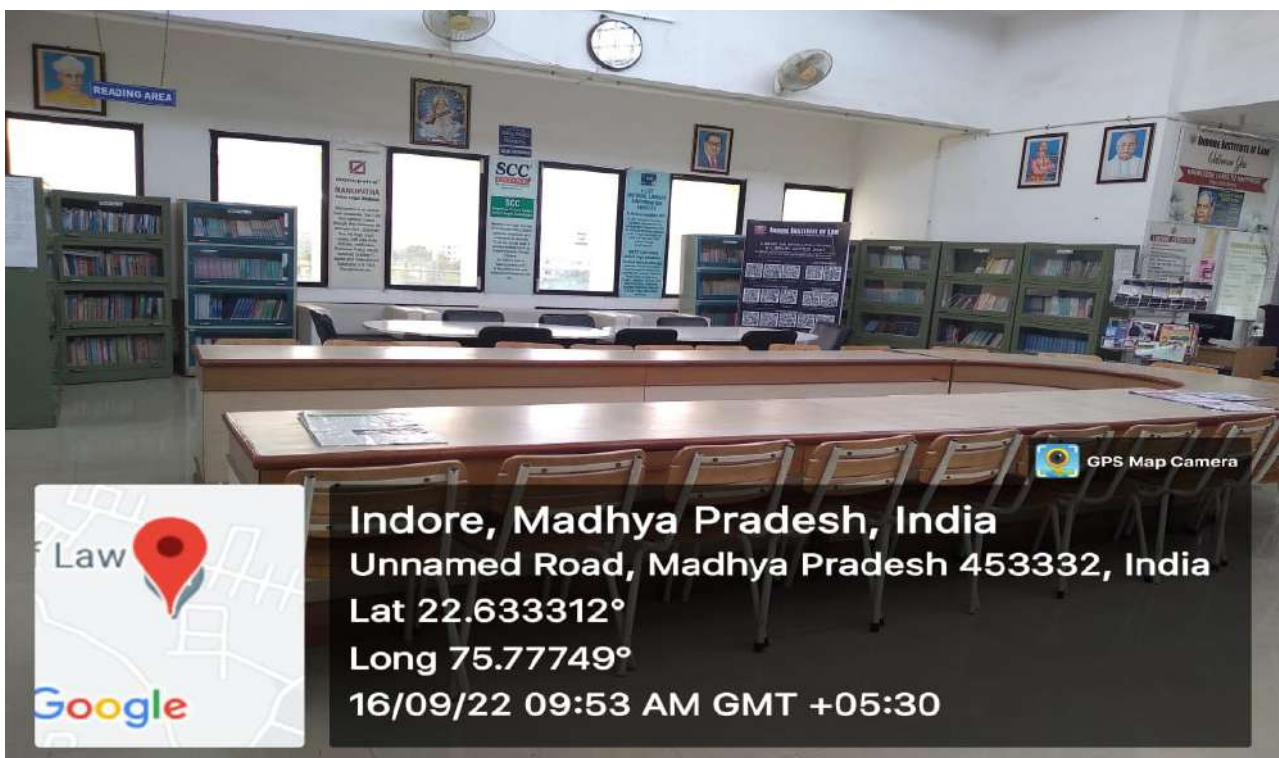
CIRCULATION SECTION FOR STUDENT AND STAFF



BOOK ISSUE SECTION FOR STUDENT AND STAFF



READING HALL FOR STAFF



ACCOMMODATION FACILITY FOR STAFF





WELL EQUIPPED AND
MODERNIZED ROOMS

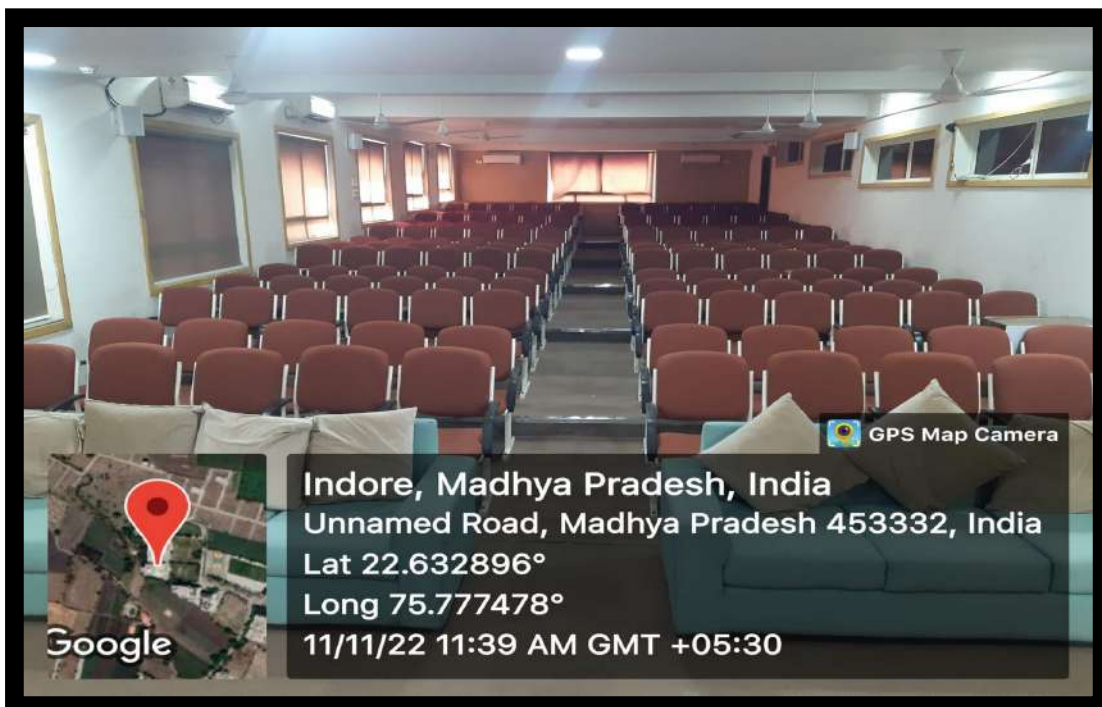
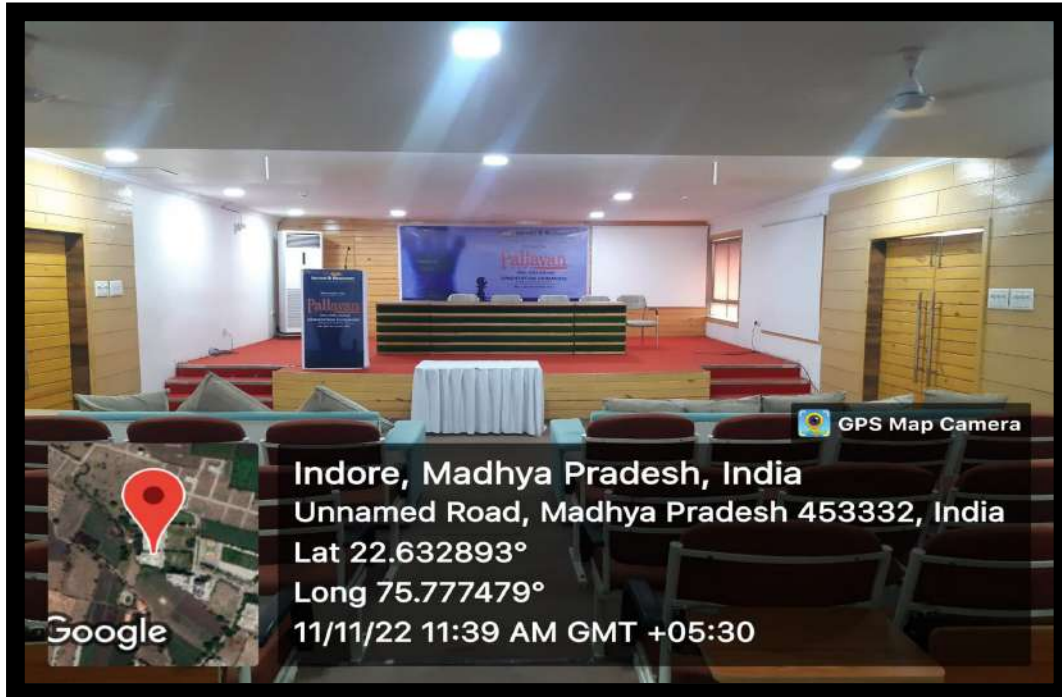
Air – Conditioned Office for Non-Teaching Staff



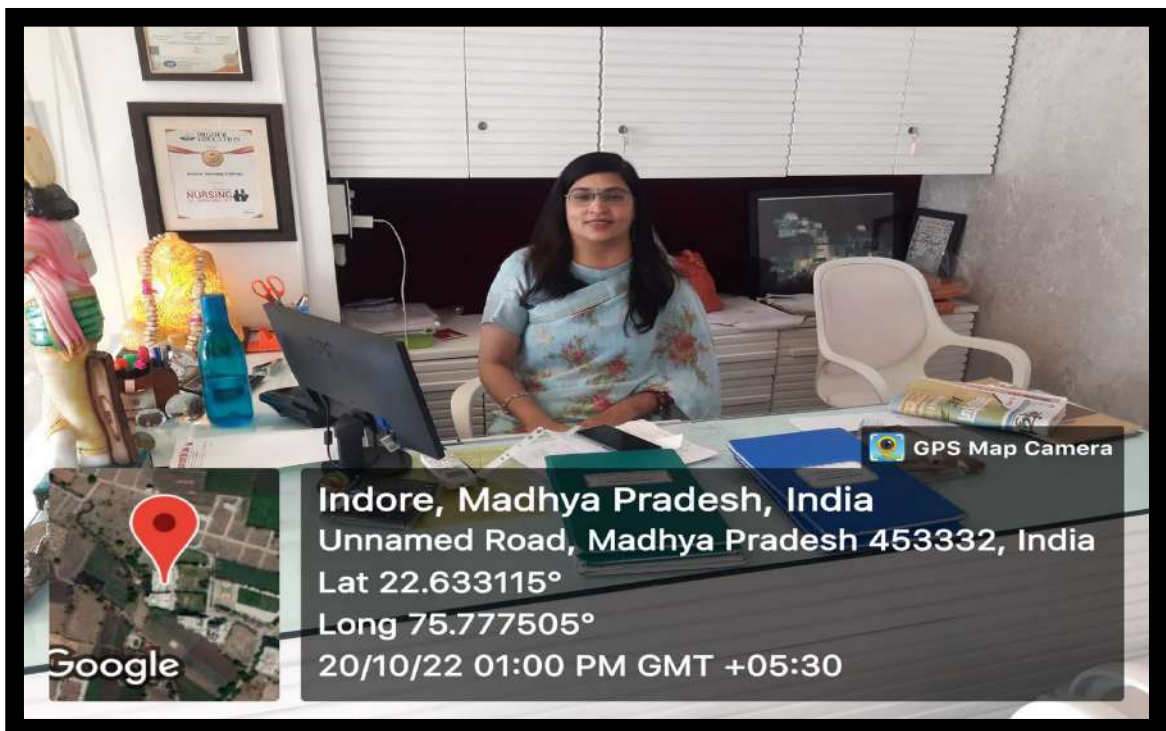
Projector for Student and Teaching Staff



Seminar Hall and Auditorium for Student and Staff



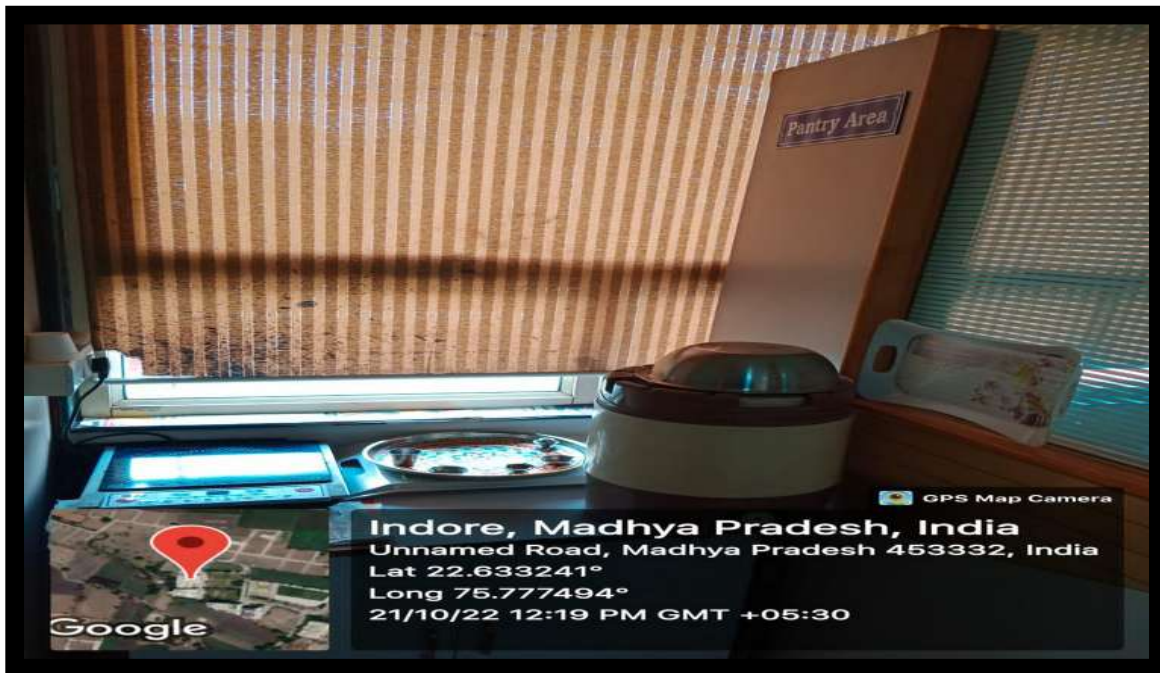
HR Office



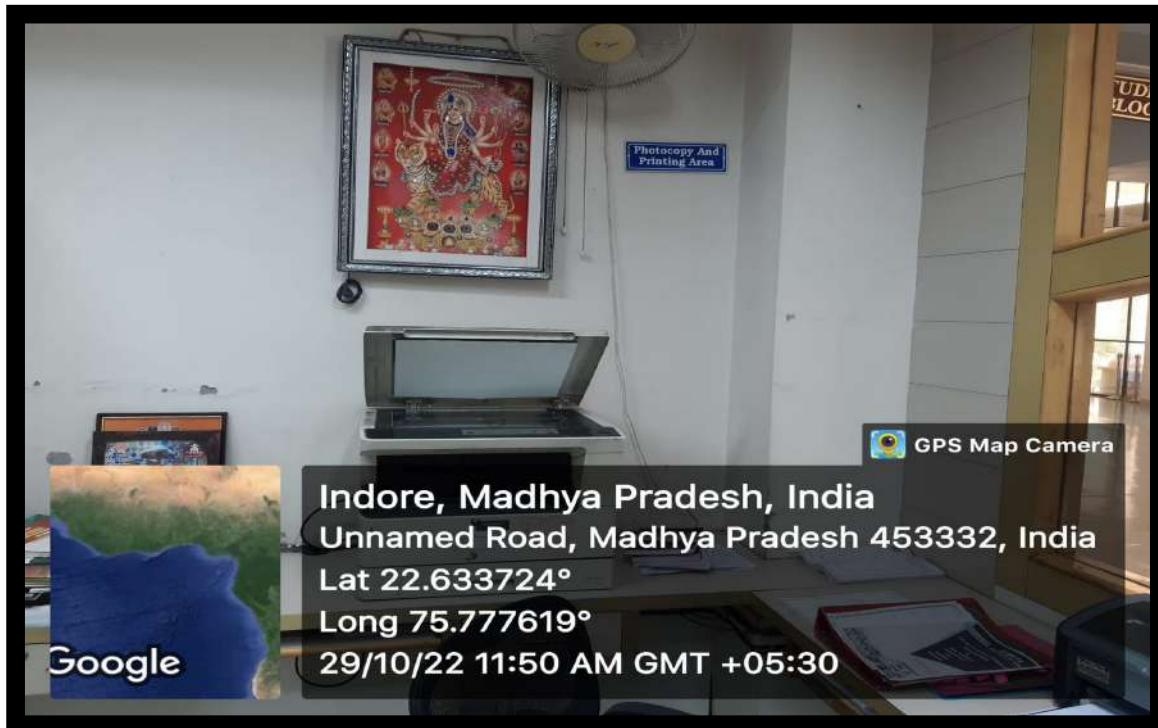
Counseling Room for Student and Staff



Pantry Area for Staff



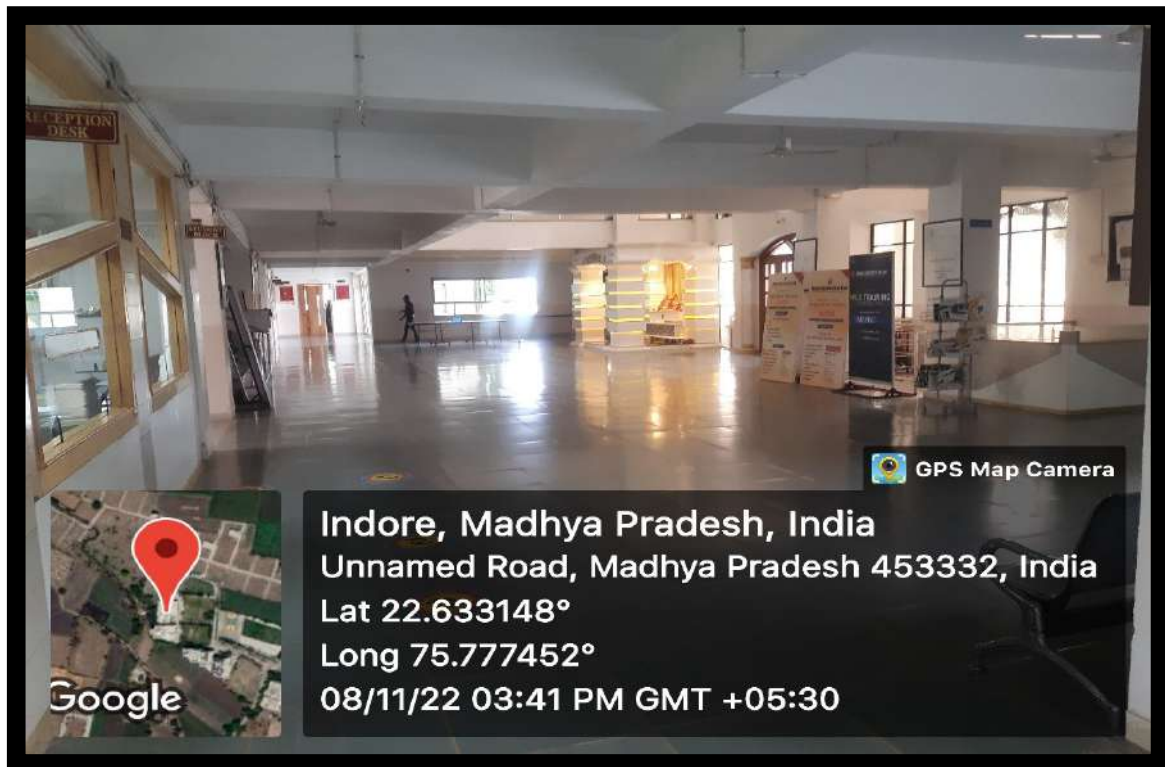
Photocopy and Printing Area for Staff



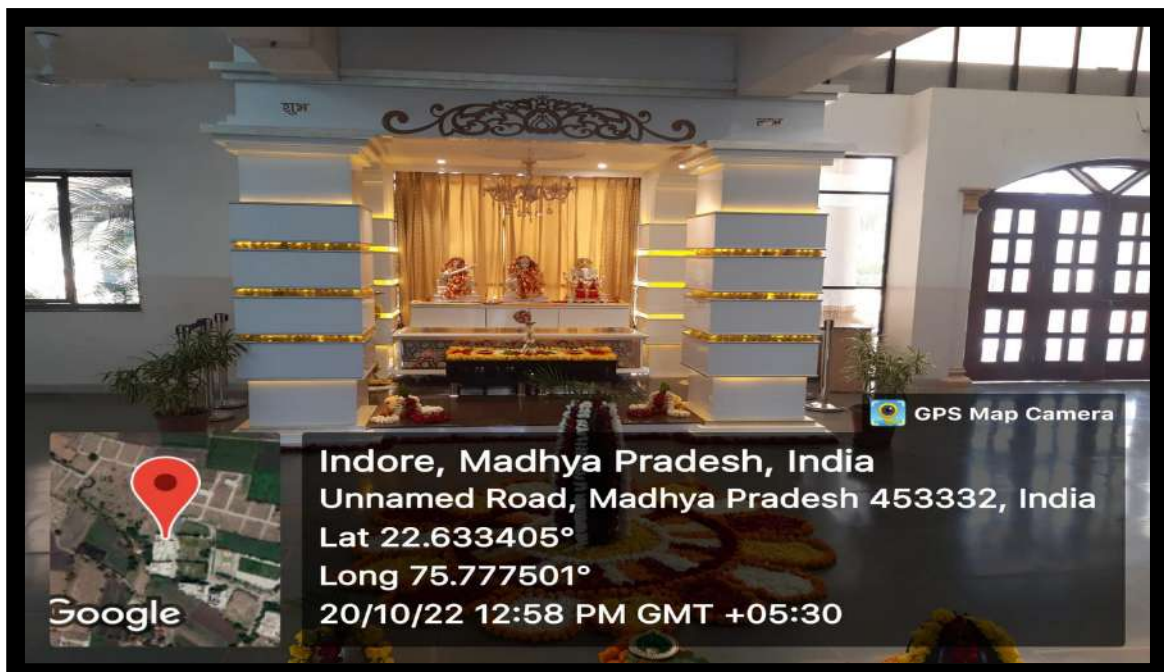
Waiting Area for Student and Staff



Multi-Utility Hall



Temple and Prayer Hall



Male Staff Wash Room



Female Staff Washroom



Drinking Waterfor Student and Staff



RO Water Plantfor Student and Staff



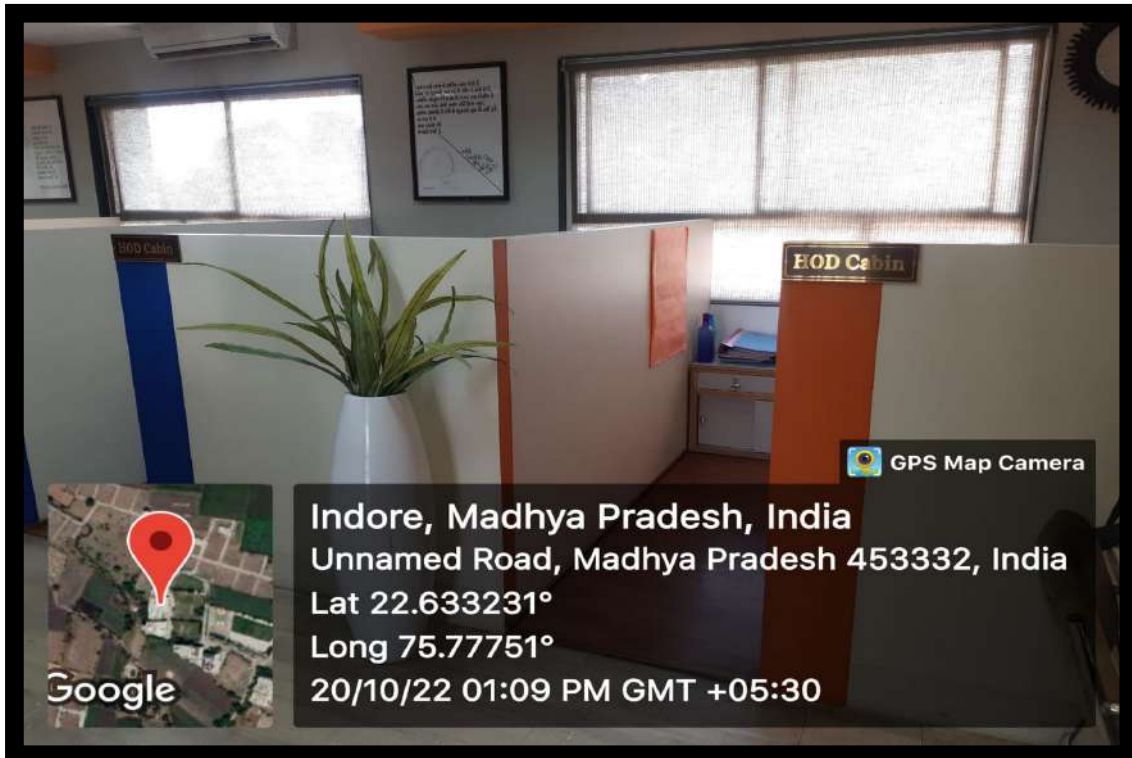
Air- Conditioned Staff Room



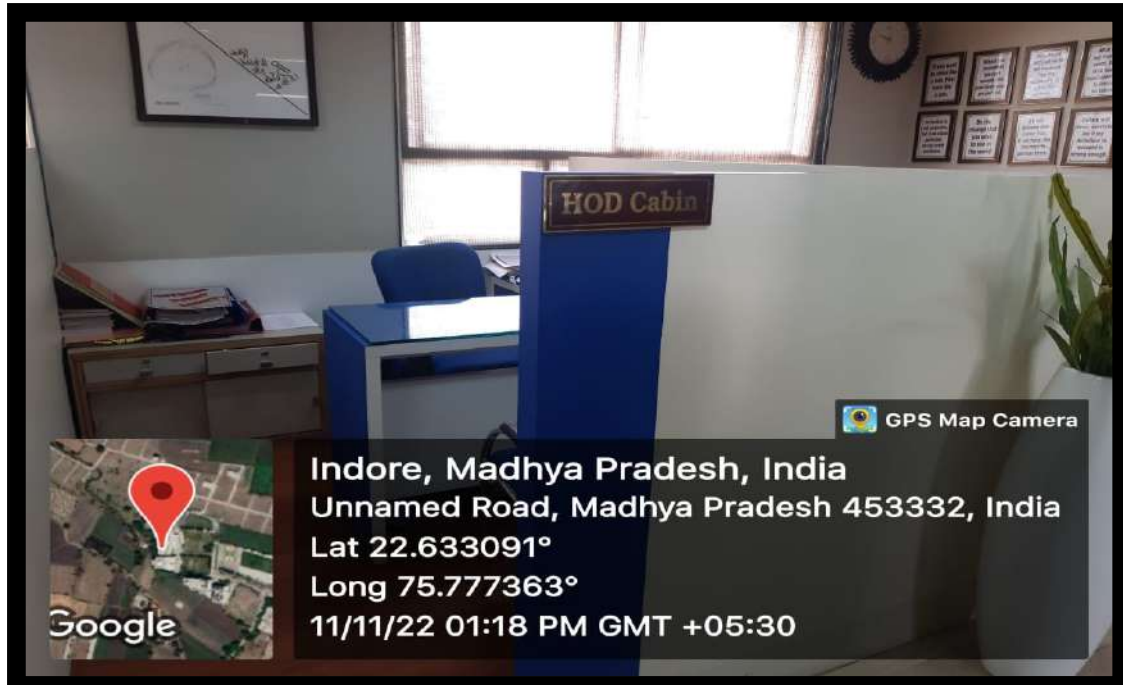
Brain Storming @ Green Zone for Student and Staff



Air Conditioned HOD Cabin –I



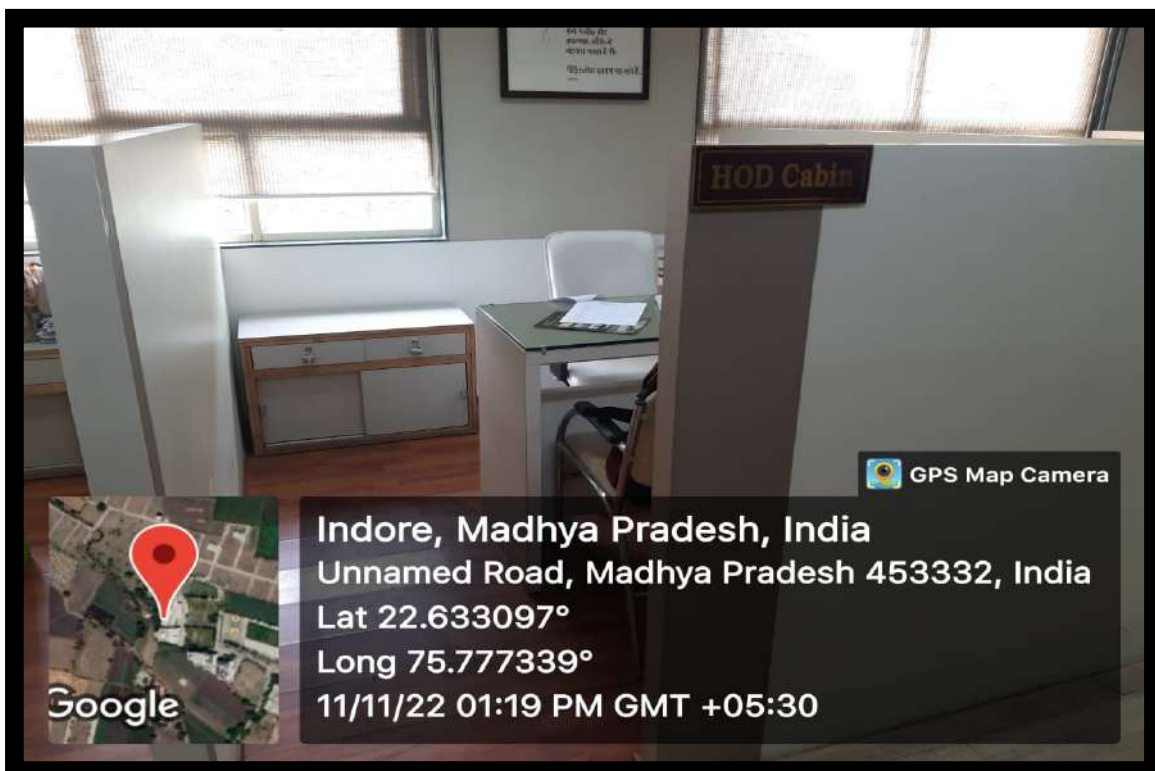
Air Conditioned HOD Cabin-II



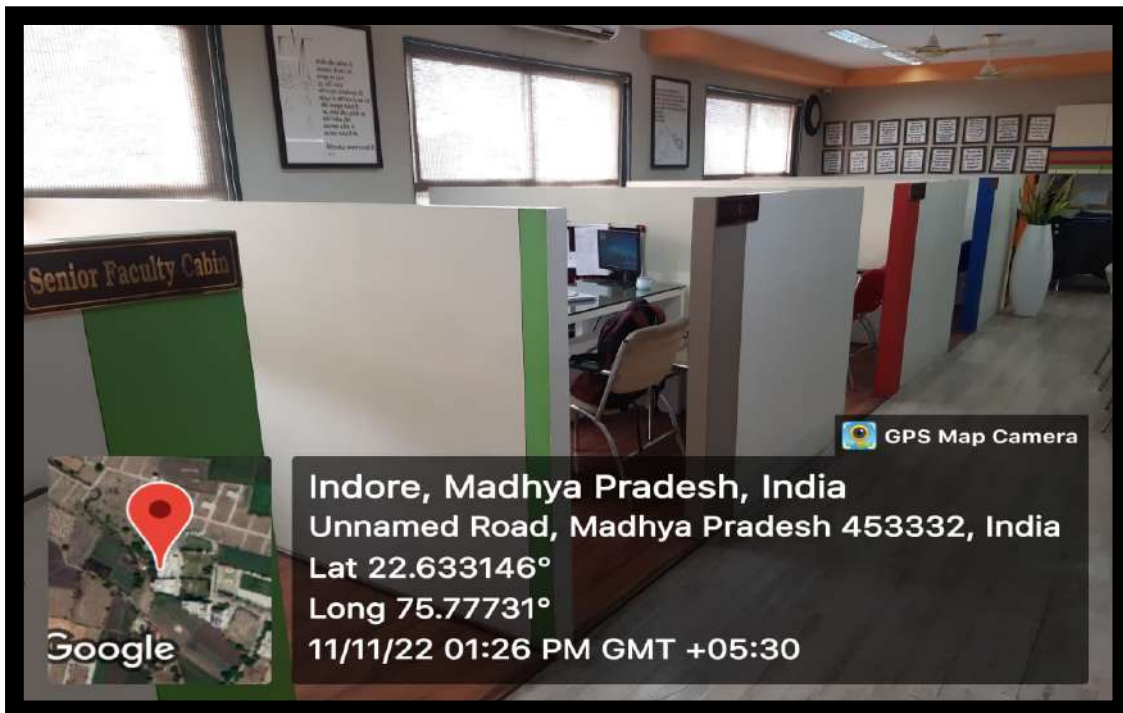
Air Conditioned HOD Cabin –III



Air Conditioned HOD Cabin –IV



Air Conditioned Senior Faculty Cabin



Conference Hall for Student and Staff



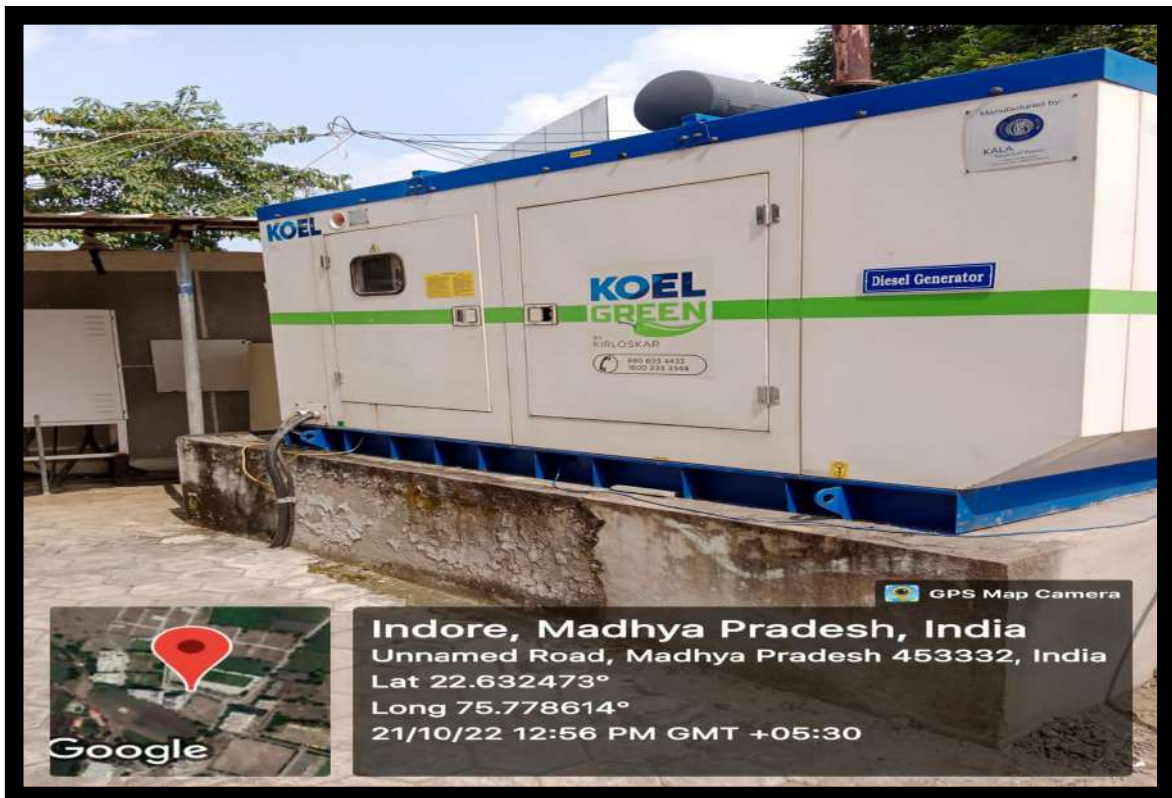
Research & Publication Cell for Student and Staff



Fess Uniform for Security Guard

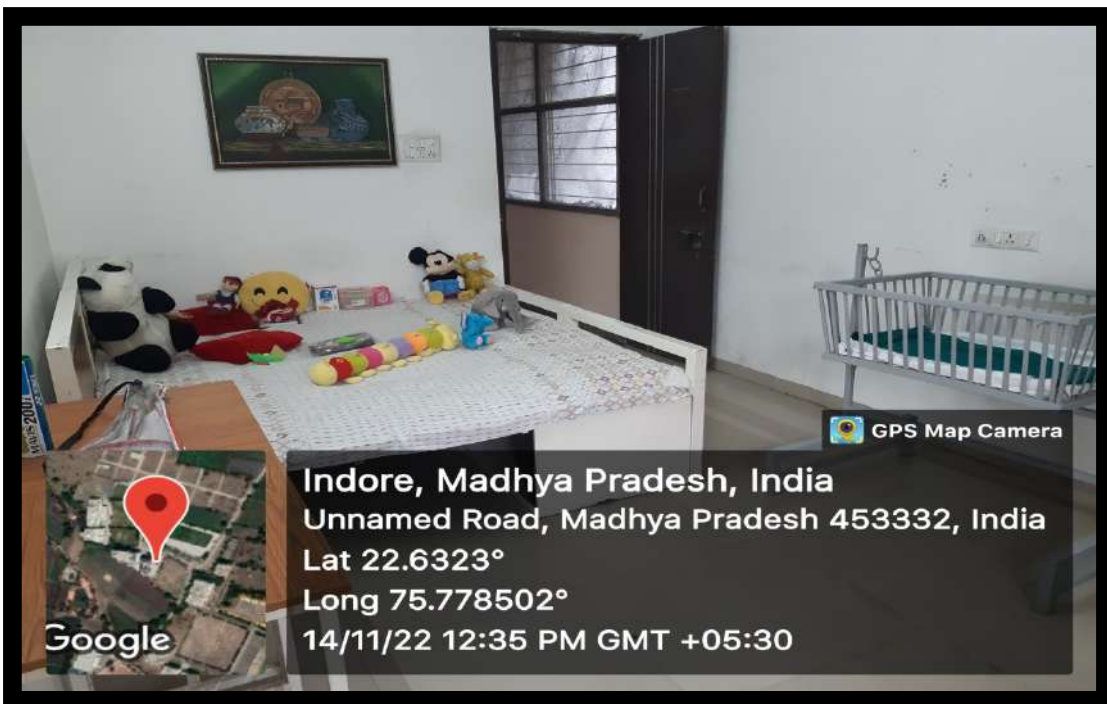


Diesel Generator



Ground Floor

Crèche for Staff Children (Below 8 Years)



Liftfor Student and Staff

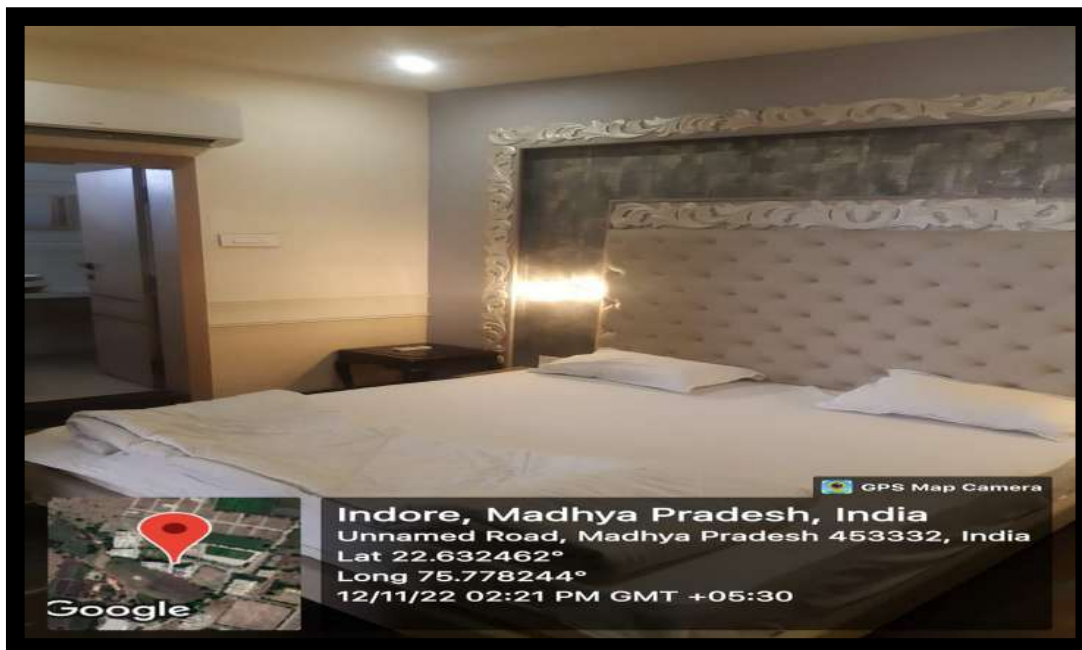


Solar panel



Guest Roomfor Parents / Trainers / Delegates

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

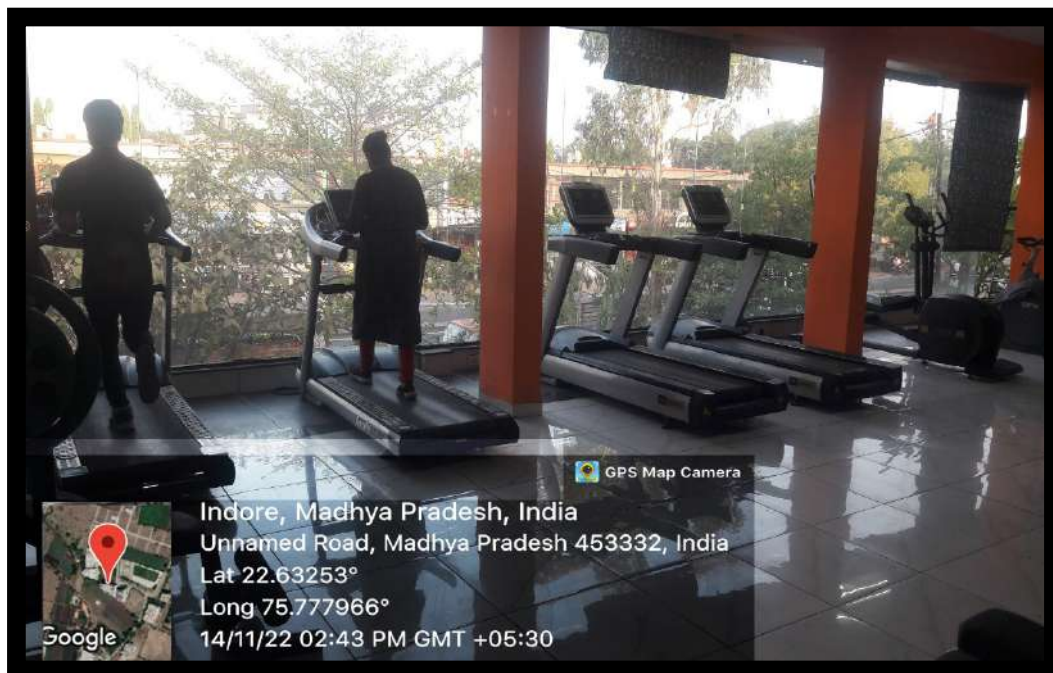


Guest Room for Parents / Trainers / Delegates

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



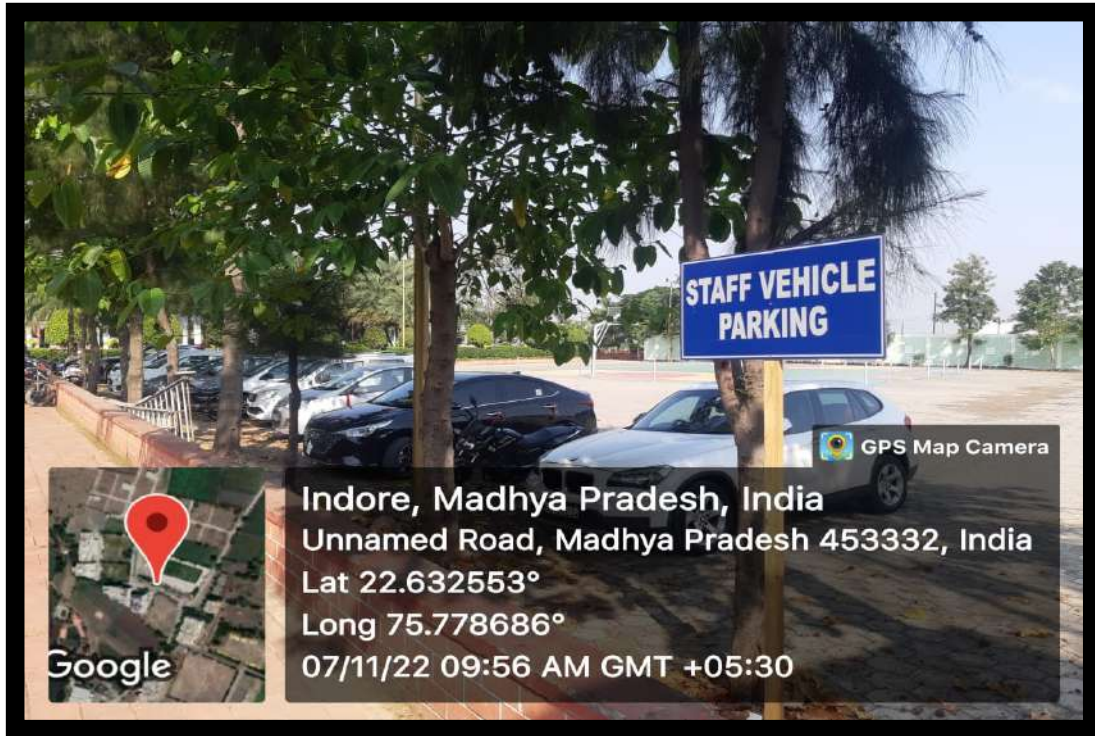
Free Membership of Gymnasium & Fitness Centre for Staff



Security Guard Cabin



Exclusive Staff Vehicle Parking



Cycle Parking



Free Conveyance for Staff



Free Uniforms for Teaching Staff

Manu

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



Free Uniform for Peons





Stress Buster Activity for Teaching and Non-Teaching Staff

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

Cricket Ground



Man of the Match to Mr. Yogendra Thakur









Sack Race



Three Leg Race





PaniPuri Competition



Musical Chair Competition



Tug of War



Bucket Filling Competition



Carrom Match



Women's Day Celebration





Air – Conditioned Vehicle Facility for Higher Authorities



Transporting of Cargo & Alike for Students & Staff



Physical & Emotional Well Being Measures

Free Snacks for Staff



Medical Room for Staff



Free Medical Checkup for Teaching & Non – Teaching Staff





First Aid Kit for Staff



Sanitary Paid Dispenser For Students & Staff



Get – Together with ICON Family



Birthday Celebration @ IIL

Birthday of the Chairman Sir Indore Institute of Law







Awards & Rewards

Best H.O.D



Best Mentor



Best Batch Co-ordinator



Best Student Society Co-ordinator



Best Faculty



Most Popular Faculty

