

Criteria 6

6.3: Faculty Empowerment Strategies

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





IBSAR School of law has Effective welfare measures for teaching and non-teaching staff in a law institution which is crucial for ensuring the well-being, job satisfaction, and overall productivity of the workforce. These measures demonstrate an institution's commitment to its employees and contribute to a positive work environment. Here are some key welfare measures often implemented in law institutions:

Competitive Compensation:

Institute provides competitive salaries and benefits to attract and retain qualified teaching and non-teaching staff. Institutes reviews Regular salary and adjustments is a part of the compensation package.

Healthcare Benefits:

Institute offer comprehensive health coverage for employees by giving them free treatment by Medical/paramedical faculties of other department of institution who are well qualified doctors. Our MPT doctors give physiotherapeutic treatment, providing exercise therapy, Electrotherapy where BAMS doctor treat the staff by consultation. Institute has first-aid treatment facility as well.

Leave Policies:

College ensure that staff have access to generous leave policies, including vacation days, sick leave, and personal leave, Maternity leave, Paternity leave, Menstruation leave. This helps them maintain work-life balance and deal with personal matters.

Professional Development:

College support continuous learning and development by providing opportunities for staff to attend conferences, workshops, and further their education. College encourages participation in legal training programs.

Flexible Work Arrangements:

College implements flexible work arrangements, such as remote work options or flexible hours, to accommodate individual needs and circumstances.

Childcare and Family Support:

Institute allows to faculty to bring their child into institution if they have any problem taking care and maintaining office-family balance. Institute has child care facility and toys for children's.

Mental Health Support:

College Promote mental health support and well-being by providing access to counseling by doctors who is in other department in college who conduct stress management programs, and resources for managing workplace stress.

Legal Assistance:

Institute provides legal assistance or consultations to staff members when they face legal issues or need legal advice by legal advisor of institute.

Transportation Services:

College provide free transportation services for staff who commute long distances to the institution like from station to college or college to station

Safety and Security Measures:

Implement measures to ensure the safety and security of staff, including on-campus security, safety training, and emergency response protocols.

Recognition and Awards:

Recognize and reward outstanding performance and contributions through awards, bonuses, and appreciation events.



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Holidays and Celebrations:

College celebrates holidays and special occasions with staff through cultural events and gatherings.

Employee Feedback and Surveys:

College conduct regular employee satisfaction surveys to gauge the effectiveness of welfare measures and gather suggestions for improvement.

Conflict Resolution Mechanisms:

College establishes a fair and transparent mechanism for addressing conflicts and grievances within the institution.

Effective welfare measures demonstrate an institution's commitment to the well-being of its employees, which, in turn, can lead to increased job satisfaction, productivity, and loyalty among staff members. These measures also contribute to the institution's positive reputation and can help attract and retain top talent in the field of law.



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Sanitary napkin vending machine





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Transportation van for faculty



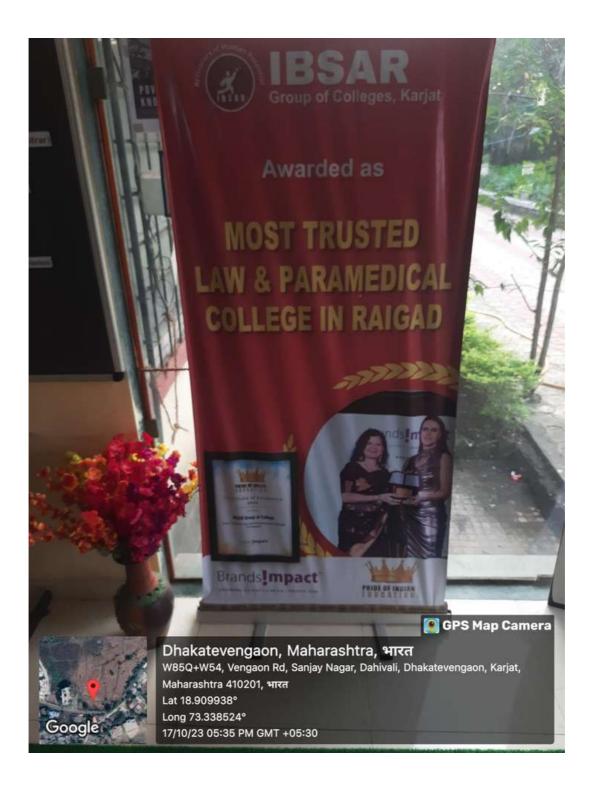


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Transportation van for faculty





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2. CULTURE EVENT.







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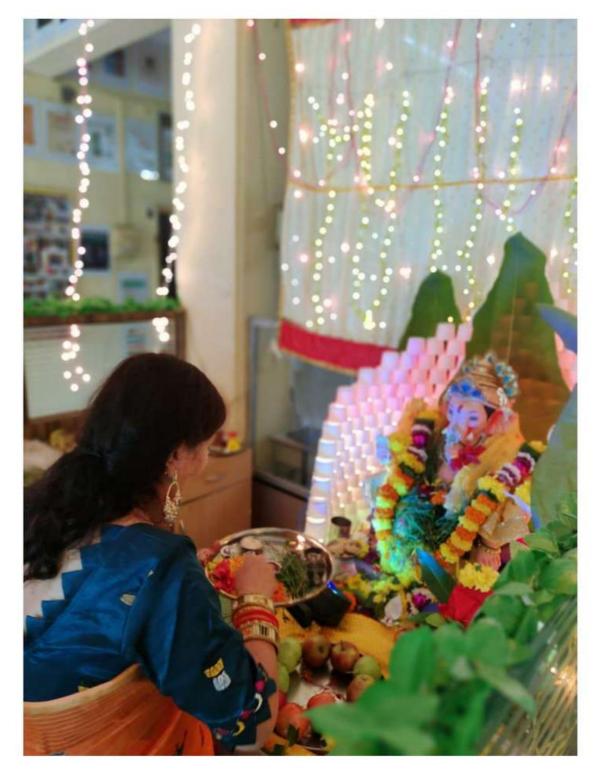


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5. INDEPENDENCE DAY.







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8.Krishna Janmashtami





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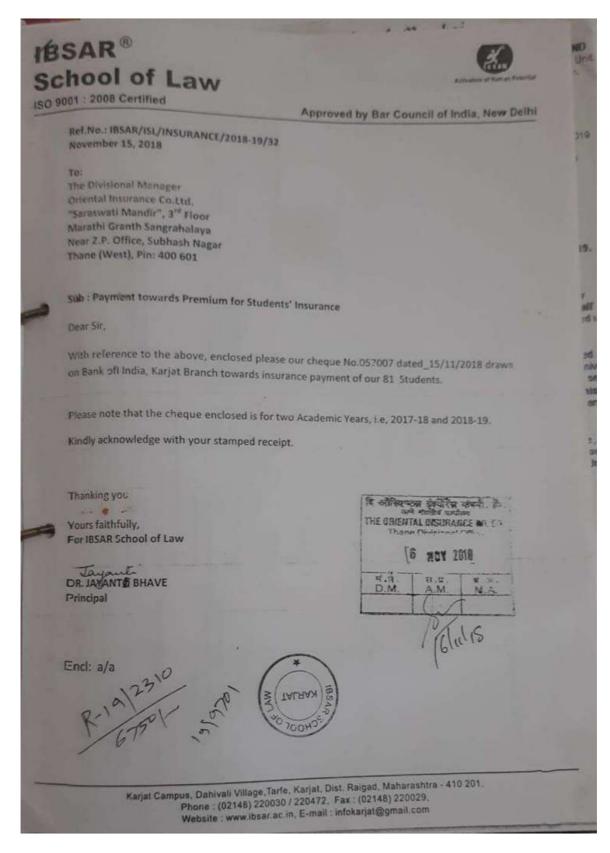






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Employee Provident fund

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Vinitar Pundis

PRINCIPAL IBSAR SCHOOL OF LAW DAHIVALI, KARJAT, DIST. RAIGAD-410201





Hand sanitizer machine





Vintor Pundis





Travel allowance

11-10-2022	Kurle to Koline Cape Kurle to Koline Cape Koline to Kurle State	
_	Other Expenditure II	
Lunc	M 100F	In Figure: 2.00/ In Word: Two hundred on1- Total amount claimed
Forms Por	mission for BLS Engolmont	Total amount 200/-
ignature of Claimant	Approved By Vinter	
account Officer:	Signature of Claimant	AR
	TRAVELLING ALLOWANCE	Date: 21/10/2022
ame: Ranjit	s. mohite Designation	To exercitive
ate:	Travelling Details	Mode Amount
18-10-22	ulbashagan to CS 7 Kurla to Kolina campu Kolina to kurla state	Auto 30/-
	Other Expenditure II	
etails (um	Amount	In Figure: 200]
ention to a	n contor for IBSAR Law, Kourjat	Total amount 200 -
ignature of Claimant,		Amount 2001
s_2001	Received'	2005-



Vinitar Pundis









Vinitar Pundis





Travel allowance

e: Trave 9-04-220thasmagar	lling Details	Mode	Amount
Kurla to t	Kolima rampus Kurala station	Auto Auto Auto	40/- 30/- 30/-
	Other Expenditure II		
	ount 001-	In Figure: In Word: Tub Total amount claim	2001- hundred only
Forms of BLSLL		Total amount	
	roved By YI W. O'' ecceived:		
TRAVELLING	ALLOWANCE	-	24-2022 Ve
te: Trave 2-6-04-22 Ulhasnaga Kuxla to	elling Details	Mode Train Auto	Amount 407- 301- 301-
	Other Expenditure II		
tails		In Figure:	200/- 0 hundred on
		Total amount	200
lunch	Sem g ATKT	In Word II	
ent for- collect law and sen jo regula cxam Fort report	Sem g ATKT student	In Word II	2



Vinitor Pundis