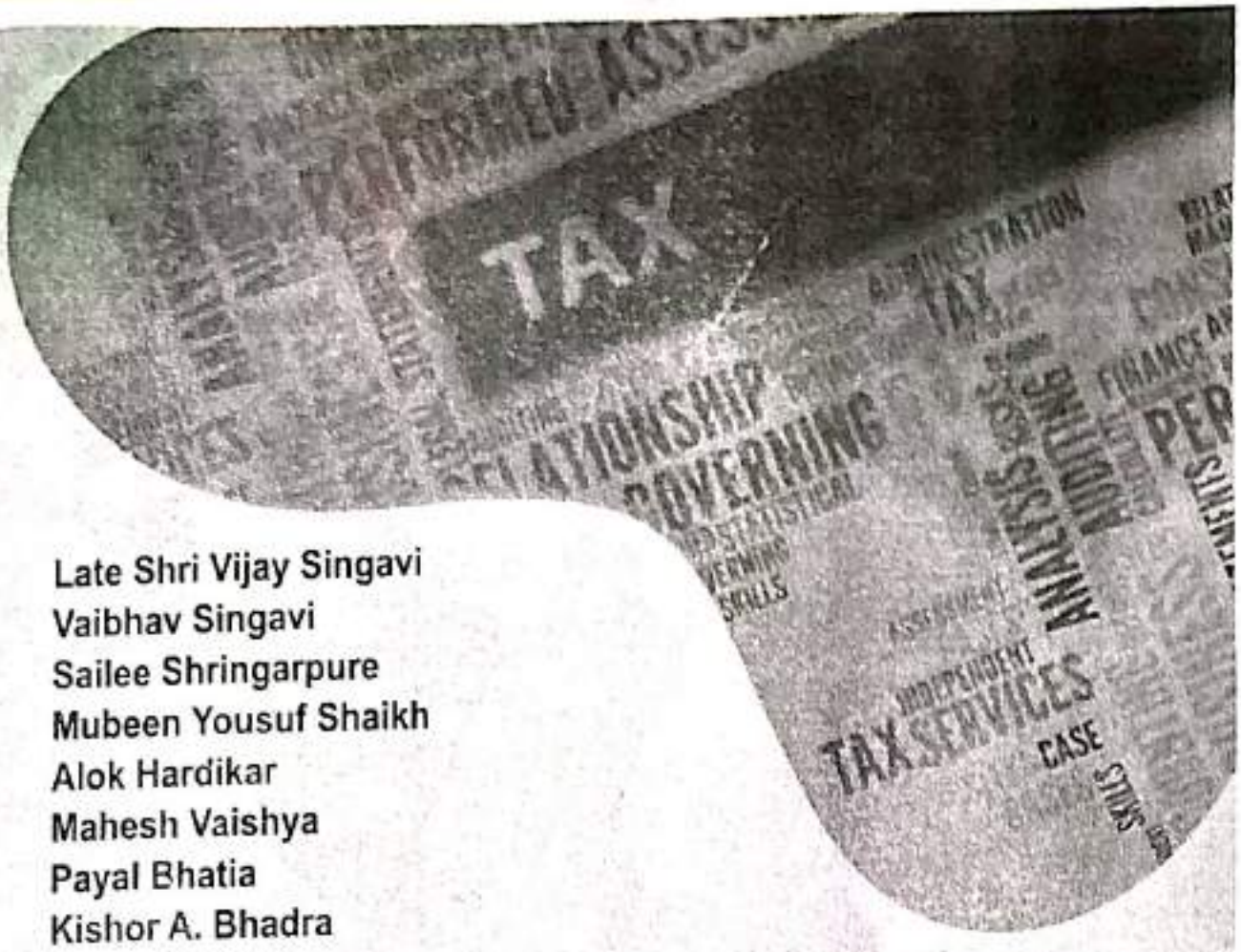
College NAAC Code No. MHCOGN10577
AQAR 2022 - 2023

CRITERION 3
Criteria 3- Research, Innovations and Extension

3.4 Research Publications and Awards

Metric No.	Key Indicator	Page No.
3.4.4	**Number of books and chapters in edited volumes / books published per teacher during the year:** **Supporting Documents:** **1. Mr. Mubeen Shaikh** **2. Mr. Mubeen Shaikh** **3. Dr. Rasmita Mohanty** **4. Ms. Ranjeeta Prajapati** **5. Dr. Rasmita Mohanty**	**1 – 3** **4 - 6** **7 – 17** **18 – 25** **26 - 43**



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Vaibhav Singavi
Sailee Shringarpure
Mubeen Yousuf Shaikh
Alok Hardikar
Mahesh Vaishya
Payal Bhatia
Kishor A. Bhadra
Sumeet Mhatre
Navaj Mulani

Elective Courses (EC)

Direct Taxes

T.Y. B.M.S. / B.F.M. Semester-V

(Applied Component Group)
Assessment Year 2022-23

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(Semester - V)

(APPLIED COMPONENT GROUP)
ASSESSMENT YEAR 2022-23

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Mubeen Yousuf Shaikh
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Payal Bhatia
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Prof. Kishor A. Bhadra
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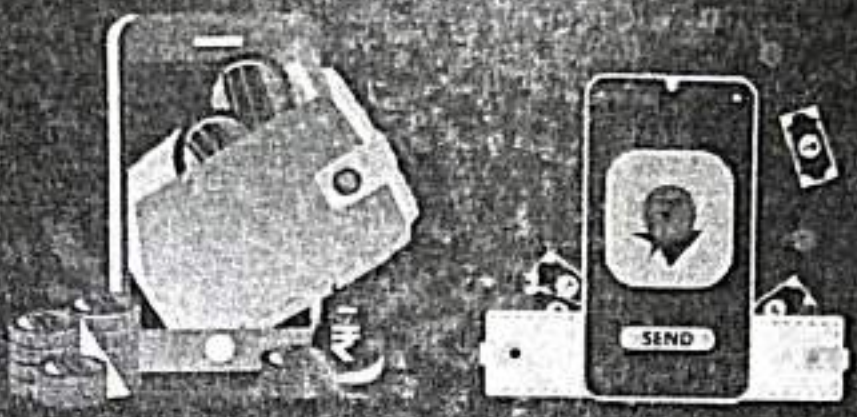

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Indirect Taxes

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Assessment Year 2022 – 2023

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Amar Madia
Rupal Patel
Mohd. Haroon Ansari
Mubeen Shaikh
Vaibhav Singavi
Mahesh Vaishya
Rahul Mishra
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(SEMESTER – VI)

ASSESSMENT YEAR 2022 – 2023

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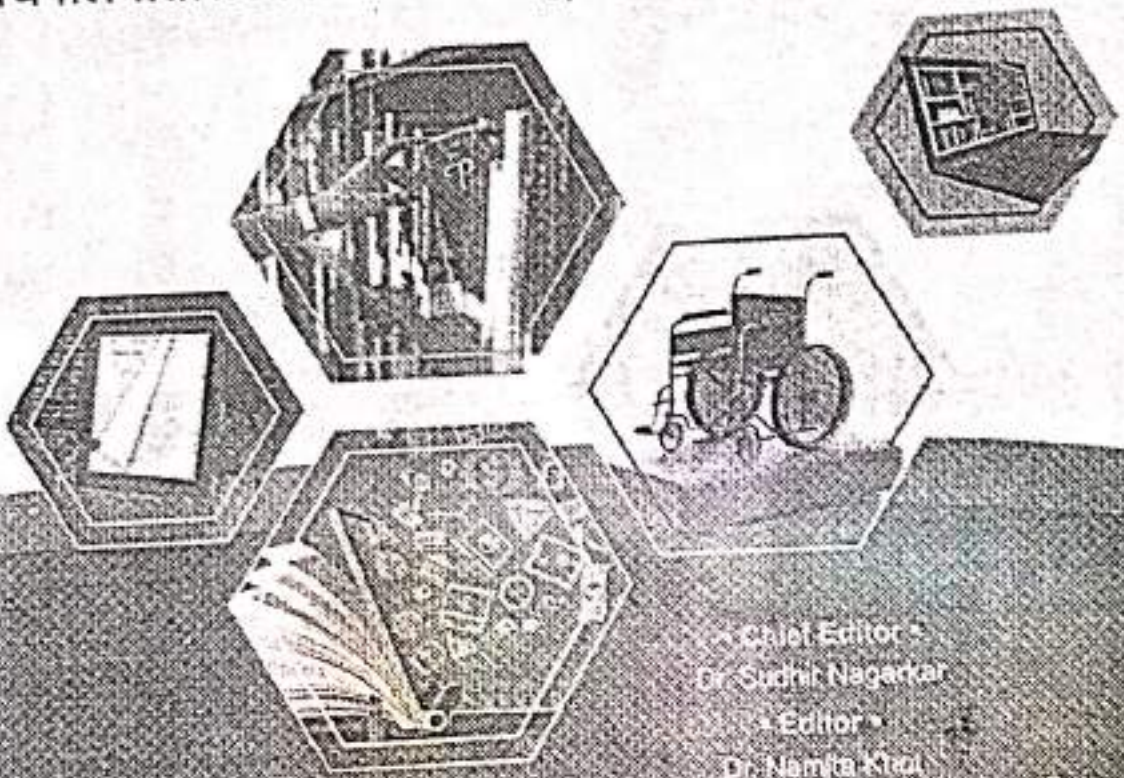

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problem or create new opportunities and positively impact on organizations. Institutional excellence is the aggregate of the best practices followed indifferent areas of institutional activities."From above definition, best practice means, it is a method or technique used to

improve the current workflow of an organization to obtain its objectives effectively & with predetermined standards.

In simple words the practice that is giving best results in terms of its usefulness and appreciation in the form of feedback from its user group.

2.1 User Centric Library Services: The Library facilities and services planned and executed to meet the information needs of the users.Therefore the best practices that are focused towards the users needs are known as user centric best practices.

3. User-Centric Best Practices at Tolani College of Commerce Library:

Tolani College of Commerce was established in the year 1989. The college is permanently affiliated to the University of Mumbai and is one of the well-known colleges in Mumbai. The college underwent the 3rd cycle of re-accreditation and was awarded 'A' Grade by N.A.A.C. The college has also been granted autonomous status by the U.G.C. w.e.f. A.Y. 2021-22. The college has a state of the art Library with a wide range of collections and services that caters to meet the curricular and co-curricular needs of students, faculty and staff. Therefore the Library is user-centric. However, the Library at Tolani College of Commerce adopts the following user-centric best practices to attract users.

3.1Open Access System: The Library follows an Open Access System therefore the users are allowed to visit and access the books from the book shelves. The books are arranged in classified order as per the Dewey Decimal Classification Scheme.Bay Guides and Shelf List indicators have also been deployed in the stack area to guide the users.

Outcome: Enables each individual user to get the book of their choice and each book can reach its desired user. It also saves the time of the user.

3.2 Library Automation: The Library is automated with SLIM21(System for Library Information Management) software. All the housekeeping operations such as circulation, acquisition, cataloguing , serial control are completely automated.

Outcome: It enables provision of quick and efficient services by saving the time of the user and staff, therefore complies with the fourth law of Library & Information Science.

3.2.1 Web OPAC: The Online Public Access Catalogue (OPAC) of the library is accessible over the Internet and intranet. It facilitates the user to search and browse the library collection remotely without physically visiting the library with the help of dedicated PCs deployed in the library.

Outcome: The user can browse the entire library collection. It helps the user to identify and locate the required books and its availability without scanning through the bookshelves thus saving the user's time of the user. Users can check their account status e.g. number of books issued, the due dates etc. It also allows the user to reserve and recommend a book.

3.3 Multimedia Room with free access to internet: Process: The Library has a full-fledged room known as multimedia room with dedicated PCs, internet connectivity and multimedia sets to facilitate the users to access audio-visual materials, databases and other online resources to support their studies and research.

Outcome: Promotes access to databases, online resources, audio-visual materials to support the project, assignments and other work related to studies.

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3.4 Kindle: This service was initiated to promote digital services and readership. Users can borrow Kindle devices under reference reading.

Outcome: Users, especially students are attracted towards the library. It promotes reading habits among the young users as it enables reading of fiction.

3.5E-Resources: Apart from an extensive collection of print resources, the library also subscribes to popular databases such as INFLIBNET's NLIST and ProQuest ABI/INFORM to provide access to e-books and e-journals. The Library also acquires CD/DVD and Audio Books.

Outcome: Wide access to high quality and latest scholarly content. It promotes research culture among the faculty and students.

3.6 QRCode: As an initiative of IT enabled services, the Library has implemented QRCodes to facilitate access to various digital contents such as question papers, syllabus, list of subscribed periodicals and various type of forms such as books recommendation form, membership forms etc.

Outcome: Enables paperless communication and archival facility.

3.7 Collection Development Policy

Process: The library ensures purchase of current titles and latest edition books in print format duly recommended by the faculty members, students and staff members on the basis of:

a. Recommendations received from the faculty and students. The Library has developed an online book recommendation form.
b. Selection of books through Books on Approval received from the book suppliers and publishers.
c. Selection of books from the publisher's catalog.
d. Selection of books from Annual Book Exhibitions organized by the library and also sometimes by visiting the exhibitions conducted at other places.
e. The print and e-journals are subscribed purely on the basis of recommendation and proposals received from different vendors and approval of the same by the Library Advisory Committee.

Outcome: This enables the Library to develop and maintain a balanced and user centric collection.

3.8 Current Awareness Service(CAS): Current awareness service is an important service of an academic Library. It aims to keep the users up to date about their area of interest and Library facilities and services. The Tolani College of Commerce (TCC) Library has undertaken following initiatives under CAS.

A. Bulletin Board:Information pertaining to career, employment and Library services, news clippings, flyers of important events, current news is displayed periodically.
B. Display of New Arrivals : Book Jackets of new arrival books list of latest issue of periodicals are displayed regularly.
C. Compilation of Readinglist/Bibliography: The Library compiles New Arrival List of Books and periodicals on monthly basis and circulates the same through email, WhatsApp groups, QRCode and bulletin board.
D. Index to Periodicals: Periodicals are arranged in alphabetical order with designated locations. An index to periodicals has been maintained in the periodical section for easy retrieval. At the same time indexing of articles published in journals are done periodically with the help of Integrated Library Management Software.

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Outcome: It enables access to articles published in journals by subject and author. It helps the user to find articles on a specific topic and acts as a pointer to the right journal with its date, volume/ issue, and page numbers for the article.

E. SDI(Selective Dissemination of Information): The Library regularly shares updates on books, journal articles, newspapers on the topic of interest cum research of the individual faculty members.

Outcome: It enables the users to stay abreast of their area of interest and promotes usage of Library resources and services.

3.9 Feedback: The users are encouraged to submit feedback related to library facilities and services online.

Outcome: Feedback on Library Services Aids to evaluate the existing services and facilitates modification of the existing services or initiation of new services tailored for the end users. Augments user satisfaction and also optimizes the use of Library resources and services.

3.10 Extension & Outreach: Library extension and outreach program aims to reach the users in order to make them aware of the library collections and services. In this scope, the following services are offered to the users:

Literature Search: Assistance and advisory is provided for the individual users to support them for their project, assignment and research work.

Database Search: Training and assistance in searching databases are provided to all the users as and when required on a real time basis. It enables the users to browse and locate a particular resource from the databases subscribed by the Library.

Online session on "Effective use of e-resources to maximize the learning potential":A series of online sessions "effective use of e-resources to maximize the learning potentials"are conducted every academic year to create awareness and to induct the students about various e-resources subscribed by the Library and its usefulness in academics including the open access resources.

Outcome: Optimizes the use of e-Resources by fostering knowledge of the users.

Book Club: The Book Clubof the TCC Library is a kind of literary club that aims to inculcate reading habits and enhance reading skill of the users. The members meet on regular intervals to discuss the interesting books that they have read and this kindles curiosity among other students. The faculty also provides a list of reference books for various subjects so as to encourage and develop reading habits beyond the scope of the syllabus.

Outcome: It promotes reading habit among the students and faculty members. Encourages the students to develop communication skills, critical thinking. It also aids in promulgating reader's advisory andabets the Library to understand the user's choice of reading in a better way.

Book Review Competition: Book Review Competitions are organized on a regular basis to encourage the students to read and attract them towards the Library. Names of the winners are displayed on the Library Notice board.

Outcome: It promotes curiosity and competitiveness and attracts the users towards the Library.

Thematic Display: Special displays of books are being organized on various themes of national importance viz. Inspire to Read Day, Independence and Republic Day, Gandhi Jayanti, Environment Day, Raj Bhasha Day etc. to create awareness among the users about the availability of books on various topics.

Outcome: It promotes the use of books on diverse topics.

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Newspaper clippings: Important news items are clipped from newspapers and maintained in the form of a News Clipping Record for future use. A WhatsApp group has been created and maintained to circulate the news clips as a mechanism for e-delivery of information.

Outcome: Promotes the access and use of primary sources of information.

Alumni Membership: Facilitates the alumni to make use of the Library Resources to prepare themselves for various competitive examinations that they wish to appear.

Book Bank Facility: Sets of recommended textbooks for the entire semester are provided at a nominal cost to the students belonging from the economically weaker section in order to support their curricular needs.

Extended Library Hours: During examinations, the reading room is kept open for extra hours to support the students prepare well for their examinations and maximize the use of Library resources.

3.11 Reprography:

A full fledged reprography centre is established on the basis of outsourcing.

3.12 Special facilities for the visually/physically challenged:

Soft Copies of Textbooks and NVDA Software.

Process: The Library provides textbooks in PDF and uses NVDA(Non Visual Desktop Access) software that is a free and open-source portable screen reader for Microsoft Windows.

Outcome: Enables the visually challenged users to read the books with the help of supporting software.

Specially designed furniture in the reading room:

Process: Table and chairs with low height have been deployed in the reading room to create an equitable reading space for the learners with special needs.

Outcome: Enables the physically challenged users a comfortable seating and ease of reading, is available in the library.

3.13 Library User Survey:

Library user survey is the most popular tool for collecting information from the users on their information needs and Library services. User Surveys Conducted on regular intervals to obtain feedback from the users with the help of a structured questionnaire. The feedbacks are then analyzed to identify the valuable suggestions and necessary decisions for further implementation of the suggestions leading to the improvement of facilities and services are taken in consultation and approval of the Library Advisory Committee.

A. **Student Representatives Feedback:** During the Library Advisory Committee meetings the student representatives are invited to present their perspectives. The opinions, important suggestions that are being noted and feasible ones are discussed and implemented.

B. **Interview by the Librarian:** The Librarian holds informal interviews/discussion with the users on a regular basis to understand their perceptions and obtain feedback for tailoring information resources and services.

3.14 User Orientation cum instruction:

This service is planned and provided at the beginning of each academic year to orient the students about the Library services and facilities, rules and regulation. The Librarian provides training to the students for effective use of the library facilities. This enables the students to have a clear understanding of the Library system.

Outcome: It helps to make the students aware about the facilities and services thus promoting

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better use of the library services.

3.15 Participation of Student Representatives in Library Advisory Committee:

The College Library has a very active Library Advisory Committee that meets regularly It encourages students participation as the students hold a big share in the entire user community. Every academic year 2 to 3 students are nominated to the Library Advisory Committee to

- Promote Stakeholders approach and participatory governance.
- Better understanding of the needs of the students hence, development and delivery of efficient and student centric Library services.
- Bridge the gap between the LAC and student community, therefore to execute collaborative and transparent policymaking.

3.16 Training & consultancy:

This is a need based service. The Librarian provides individual training assistance on online information search and retrieval, use of reference management tools to students and faculty for their scholarly research. Consultation and counseling sessions on NET/SET preparation and preparation for various competitive exams for students are arranged on request.

3.17 Pandemic Specific Innovative Services:

Some of the innovative services tailored for the users during the period of Lockdown due to COVID-19 pandemic have been mentioned below:

1. **IPR quiz on World Intellectual Property Rights Day**

   Process: On the occasion of World Intellectual Property Day i.e. 26th April 2020, an intercollegiate online quiz competition was organized to create awareness on Intellectual Property Rights among the academic community. A Google form was used as a tool, a well-designed questionnaire consisting of 25 questions related to copyright and IPR was developed and e-Certificates were distributed.

   Out Come: Total 827 participation from all across the country was recorded.

2. **Guide on Open Access Resources in Commerce and Management**

   Process: A comprehensive guide consisting of 26 selected and highly useful resources in the field of commerce and management has been curated and shared with the users.

   Out Come: Provides access to good quality content from a wide variety of sources that are open access and freely available in public domain through a single platform. Serves as a useful source to e-resources for the users amid Lockdown and even post lockdown. It also acts as a catalyst in promoting open access among the academic community.

3. **Guide to Open Access Journals in Commerce and Management.**

   Process: A comprehensive guide that consists of 45 selected open access journals indexed in Scopus with a good impact factor has been curated and shared with the users. Scopus database is used for identification of journals and the website of the source journals has been referred to verify the authenticity.

   Out Come: This acts as a highly useful ready reference source for teaching and research.

4. **Awareness on E-Resources from Time to Time.**

   Process: Constant efforts have been made to keep the users aware about the availability and usefulness of various e-Resources regularly Eg. Circulation of magazines and journals subscribed by the Library in electronic forms, list of e-Newspapers with URLs to access, E-Resources prescribed by the UGC & MHRD and circulars related to various Govt.

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Schemes such as Paramarsh, Compendium on UGC CARE, GURUDAKSHITA, HUMAN VALUES etc.

Out Come: Fulfills the scope of Current Awareness Service offered by the Library.

5. **Tips & Tricks to enhance Academic and Research Visibility**

Process: A brief guide on the concept and impact of academic and research visibility has been compiled. This contains a list of measures to be undertaken to enhance academic and research visibility both at institutional and individual level. This guide highlights the use of various tools for research visibility. This Has been circulated among the faculty members through WhatsApp group.

Out Come: This will serve as a useful source to understand and achieve research visibility of the faculty members and will lead to enhance institutional visibility.

6. **Guide on use of Internet Image for Academic Purpose**

Process: A guide containing systematic steps on how to search images from the internet and use them for academic purposes has been compiled and shared with the faculty members.

Out Come: It facilitates ethical use of images and overcomes the issue of copyright.

7. **Library Website**

Process: A Library Website has been designed and developed using free software named Weebly. https://tcclibrary.weebly.com

Out Come: It will facilitate promotion of library resources and services, to keep the users informed about the Library facilities and services and optimize the use of library resources at the same time will act as a bridge between the users and Library.

8. **User Guidelines for Accessing Library post Lockdown Period**

Process: A detailed user guideline has been prepared to access the Library post lockdown and shared with the users.

Out Come: It serves as a safety measure for both staff and students and act as a control mechanism to prevent the spread of the disease. It can also be a useful and ready reference source for other College Libraries to come out with their own guidelines.

9. **Standard Operating Procedure (SOP)**

Process: As a measure to maintain safety and hygiene at workplace a Standard operating procedure has been framed and circulated among the staff members through WhatsApp and email. A demonstration to the Library Staff has also been made.

Out Come: It serves as a guideline to ensure a safe working environment and as a tool will prevent the spread of disease. It can also be a useful and ready reference source for other College Libraries to design and develop their own SOPs. This document has been highly appreciated by the peers and has got many testimonials.

4. Conclusion:

In order to stay relevant in the changing academic landscape, it is highly essential for the college libraries to make continuous efforts towards revamping their facilities and services. This leads to the development of user-oriented best practices. Best practices promote quality improvement of library services and also help in building and repositioning the image of the library in society. The best practices adopted should be user-oriented and able to bridge the gap between library resources and user that can result in optimizing the utilization of resources. Evaluation, careful planning and execution of user-centric best practices are the regular effort at Tolani College of Commerce Library to draw the

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best possible user satisfaction.

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DIMENSIONS IN LABOUR FORCE PARTICIPATION IN TEACHING GIGS

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Research Guide,
Ghanshyamdas Saraf College of Arts & Commerce
Ms. Ranjeeta R. Prajapati
Assistant Professor,
Tolani College of Commerce (Autonomous)

Abstract:
Teaching gig is the modern word for today's scenario of teachers. Teaching gig is very helpful for increasing the labor force in the teaching field but not by choice its acceptance. Teaching is a more preferred occupation as nursing, personal health care work and aganwadies. So teaching gigs somewhere create good opportunities for women but create lots of limitations for males. I can't say that teaching gig help full for direct increment in National Income but it give a platform for the high labor force and an increase in individual income and consumption power of teachers.

Keywords: *Teaching gig, modern word, labor force, National Income, individual income, consumption power.*

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Introduction:

A Gig Economy is a free market system in which temporary positions are common and organizations hire independent workers for short-term commitments. If people being gig workers has allowed them to continue to advance their careers or at least keep their skills up-to-date and maintain relevant experience, whilst also balancing the demands of caregiving. The gig economy is called a Sharing economy. A Gig Economy has been started and the economy will shift in a new direction by creating employment. It is very helpful for increasing the per capita income of person. After the 2008 Global Financial crisis, many people were unemployed or underemployed in developed as well as developing countries. As a result, many people joined several par part-time freelance jobs, flexible jobs, mini jobs, and fixed contract jobs at that time people became familiar with the Gig Economy. There has been rapid growth in the gig economy to date and the traditional employment relationship is changing. But in India Gig Economy was boosted in the second phase of Covid 19. The gig economy is expected to grow fast further, making up a considerable proportion of the economy in years to come. The Gig Economy includes consulting and contractor arrangements, part-time jobs, temporary

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assignments, freelancing, self-employment, side gigs, and on-demand work through platforms like Urban Company, Upwork, TaskRabbit, and MyMobiforce. The gig economy is very helpful for women's empowerment as women with on-demand work allow them to join and drop out of the workforce as per their own will.

While Gig workers can choose the profession they want to be associated with, the institute can manage costs by adjusting its flexible workforce based on the demand. India is currently estimated to have more than 15 million Gig workers engaged in projects in different fields of the gig economy. The expected size of the gig workforce by 2029-30 will be 23.5 million. That's 6.7% of the non-farm workforce. In the education sector, the expansion was from 66,000 to more than 100,000 by 2019-20. The retail sector saw an increase of 1.5 million Gig workers from 2011-12 to 2019-20, the transport sector 800,000, and manufacturing 400,000 during the same period (Associated Chambers of Commerce and Industry of India) There are challenges for Gig workers regarding remuneration, work satisfaction level, job security, stress for contractual work, etc.

Teaching gig: A teaching gig is a job that lasts a certain period, often the life of a project or as long as the institute has that specific need. It can be short-term and specific in length, or long-term and lasting as long as the need continues. In Teaching gigs including CHB faculty, Visiting Faculty, Ad hoc teachers.

Corona pandemic affected almost all sectors of the world. The education sector is not an exception to it. Especially, part-time, ad-hoc, and CHB faculties are badly affected and regular teachers became visiting faculty. Many of them had to manage online learning, got reduced workloads, lost their jobs, and thus got into a stressful life. This pandemic was not good for the CHB faculties. Socio-economic life is badly affected during covid-19. Most of the colleges offered minimum lectures online to finish their syllabus. And even the regular workload was reduced during the pandemic. The regular earnings become more uncertain.

According to UNESCO Education Report 2021, in India there were a total 42 thousand of colleges, in Maharashtra 8558 colleges, in Mumbai 762 (the University of Mumbai Affiliated) and in Mumbai region total of 198 colleges (only commerce and humanities) are there. So the education sector can create a huge labor force and help to increase GDP. Teaching gig also creates good scenarios for economical activities but that is only for the short-term period.

Nowadays teaching has more casualization. The role of a teacher in education is very special and essential. They impart knowledge and create good generations. They bring a positive influence on the learners. Today, they are not counted as mere a teacher but named as external parents, mentors, counselors, role models, etc. Teachers, satisfied with their jobs and pay scale are motivated to contribute to the best of themselves and help in creating future citizens. Their services should not be overlooked rather provisions should be made to provide them with academic delight. Different colleges pay a different rates for hourly lectures.

The relationship between person engagement in the labor market and broader development outcomes is complex. Labor participation in India's Labor force is low and has been declining. Confederation of Indian Industry

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PeopleStrong, AICTE (India) found that in 2014 women and men's workforce were 29% and 71%. But in 2021 – 22 it's become grown to 33% because of providing Gig Platforms to women, and for men was 67%, according to data men are not satisfied with gig economy. (Statista Research Department,2022) In reality, Gig Economy is not helpful for creating job security and life support remuneration because of worker commitment, ethical and security issues, lack of benefits, isolation e...

Advantages of Teaching Gig:

1. The advantages of a teaching gig include an increase in affordable and efficient services not to mention the flexibility that comes from a flexible working plan as well as convenience.
2. Teachers can involve in other part–time or full-time work with teaching Gig.
3. For lactating women teaching gig to give an economical benefit platform as well as complete our responsibilities also.
4. Teaching Gig reduce the paperwork also and time-saving job.
5. Good effect on health.

Disadvantages of Teaching Gig:

1. Teaching gig include the lack of employment benefits such as insurance and paid leave days, lack of a routine for teachers which may affect mental health.
2. There is a slow development of careers.
3. Teachers may not always reach out to the students when needed.
4. There is a time limitation for teachers.
5. A single-earner teaching gig is not good because CHB or visiting post is only for a short period.
6. Teaching gig affect the socio–economic condition of the teachers.
7. Institute not providing social and institutional support to teachers (CHB or Visiting)
8. Remuneration is very less.

Review of Literature:

1. Kadam, 2018: in his article Financial Issue of CHB Professors "studies the problem of CHB professors' remuneration, they are not able to earn a four-digit salary."
2. Manisha Devne, 2022: In his article "Remuneration holds of professors on clock hour basis CHB in Maharashtra", studied the financial problem of professors and Candidates offering their services to aided colleges on an hourly basis for very meager wages after clearing tough exams like NET-SET. If even that meager salary is not received even after the end of the academic session, it is serious.
3. Nurul, et.al, 2020: In their paper "Teaching in the time of covid-19: The challenges faced by teachers in initiating online class sessions", studied problems faced by teachers in Malaysia and many initiatives introduced by the Malaysian government to support teachers. They worked on eight themes choices to conclude.
4. TNN, 2018: In the article "Conference to focus on CHB teachers' issues", studied the alleged low remuneration for teachers working on a clock-hour basis (CHB) in institutions of higher learning and the ban on recruitment of teachers among other issues will be raised
5. Sarfaraz Ahmed, 2018: In the article "New norms promising Rs18k PM to part-time teachers a sham", studied norms not only increase unemployment among youth but also lea... students without teachers and at several colle...

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no classes have been held so far as well as demanded that instead, the government allows us to recruit contractual teachers.

Objectives:

1. To discuss the nature of work in private colleges and universities in the Mumbai region.
2. To explore the socio-economic problems of the teachers working in private colleges and universities in the Mumbai region.
3. To explore the impact of the Covid pandemic on women teachers working in private colleges and universities in the Mumbai suburban region.

Methodology:

Primary data: The primary data is collected by observation of CHB teachers.

Secondary data The secondary data is proposed to be collected from the following sources: Relevant books and journals related to a research paper, theses, private journal publications, reports on real estate, and University websites.

Limitation:

The study is about teachers working in colleges and universities as 'Teaching Gig' in the India.

Conclusion:

In India 94% of jobs are unorganized, so the demand for teaching gig is increasing, labor participation is high but not by choice it's by force. Teaching gig is part of economic growth but only for short term. Institutes have to provide social and institutional support to the gig teachers. Teachers have to involve in many institutes because teaching gig give flexibility in workload.

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Re-Engineering of Academic Libraries in the context of NIRF: Implications of Five Laws of Library Science

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ABSTRACT:

KEYWORDS:

Introduction

Ranking of academic institutions plays a vital role in the present day competitive academic sphere. There are many academic bodies (e. g., NBA, NAAC, AICTE, MCI, BCI etc.) which have been entrusted with the responsibility of accrediting the higher educational institutions (HEIs) in India with their own benchmarking strategy. National Institutional Ranking Framework (NIRF) is one such framework or strategy to benchmark the Higher Educational Institutes (HEIs). In the Digital Era, each and every institute is interested to have its own social and academic recognition by ranking themselves with the audited academic bodies.

NIRF is a procedural technique undertaken by the Ministry of Human Resource Development(MHRD), Government of India to rank all higher educational institutes in India. MHRD has approved the guidelines and implemented the same on 29th September 2015. The ranking systems of Higher Educational Institutes(HEIs) is different based on the areas of operations, scope and subjects covered such as universities and colleges, engineering institutions, management institutions, pharmacy institutions and architecture institutions. The parameters broadly cover "Teaching, Learning and Resources," "Research and Professional Practices," "Graduation Outcomes," "Outreach and Inclusivity," and "Perception". Ranking plays a major role in enhancing the status and credibility of any institution. Since NIRF is a nascent step undertaken by the Government of India, it is imperative to discuss the need and importance of NIRF. Therefore, this paper aims to cover the role of NIRF in ranking the Higher Educational Institutes and its relevance in the

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context of five laws of Library and Information Sciences. This has been illustrated by considering the various parameters that are mentioned below in Table1.

Table 1: Details of various Ranking Parameters and Weightages -2017

Sr. No.	Parameters	Marks
1.	**Teaching, Learning & Resources (TLR)** **Ranking weight: 0.30**	100
	A. Student Strength including Doctoral Students (SS): 20 marks B. Faculty-student ratio with emphasis on permanent faculty (FSR): 30 Marks C. Combined metric for Faculty with PhD (or equivalent) and Experience (FQE): 20 marks D. Financial Resources and their Utilization (FRU): 30 Marks	
2.	**Research and Professional Practice (RP)** **Ranking weight:0.30**	100
	A. Combined metric for Publications (PU): 30 marks B. Combined metric for Quality of Publications (QP): 40 marks C. IPR and Patents: Filed, Published, Granted and Licensed (IPR): 15 marks D. Footprint of Projects, Professional Practice and Executive Development Programs (FPPP): 15 marks	
3.	**Graduation Outcomes (GO)** **Ranking weight:0.20**	100
	A. Combined metric for Placement, Higher Studies, and Entrepreneurship (GPHE): 40 marks B. Metric for University Examinations(GUE): 15 marks C. Median Salary (GMS): 20 marks D. Metric for Graduating Students Admitted Into Top Universities (GTOP): 15 marks E. Metric for Number of Ph.D. Students Graduated (GPHD): 10 marks	
4.	**Outreach and Inclusivity (OI)** **Ranking weight:0.10**	100
	A. Percent Students from other states/countries (Region Diversity RD): 30 marks B. Percentage of Women (Women Diversity WD): 25 marks C. Economically and Socially Challenged Students (ESCS): 25 marks D. Facilities for Physically Challenged Students (PCS): 20 marks	

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Sr. No.	Parameters	Marks
5.	Perception (PR) Ranking weight: 0.10	100
	A. Peer Perception: Employers and Research Investors (PREMP): 25 marks B. Peer Perception: Academic Peers(PRACD): 25 marks C. Public Perception (PRPUB): 25 marks D. Competitiveness (PRCMP): 25 marks	

Source: https://www.nirfindia.org/Docs/Ranking_Methodology_And_Metrics_2017.pdf

Library is known as "Learning Resource Centre" which is governed by the Library and Information Science (LIS) Professionals. The Library Professionals helps the Library users to find their relevant required informational document in the right time in the pursuit of knowledge. In Academic Institution Library plays a vital role in providing support system to the research activity as Library is the mirror image of any academic Institute. Now in the Digital Era, Library professional need to emphasize on the management of e-resources, usage analysis of the e-resources, defining policy for selection of e-resources, ICT implementation in Library services, effective digitization of the archival material, usage of web portal.

Dr. S. R. Ranganathan's Five Laws of Library Science are even relevant today. They are:

1. 1. Books are for use
2. 2. Every reader his/her book
3. 3. Every book its reader
4. 4. Save the time of the reader
5. 5. The Library is a growing organism.

Five laws of Library Science and it's Implications on NIRF

Books are for use: Institution are for use

The first law plays an important role for the dissemination of the informational document. Informational document should be utilized up to a great extent by its users in the library. In early times books were kept in fixed position, often chained to prevent their removal from its designated place as a result depriving usage and Informational document is of no value without its usage.

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In view of the usage of the library resources focus to be given on location of library, library hours as well as the infrastructure facility with adequate human resources with suitable environment.

Similarly Institution can be used or utilized up to a great extent based on location of the Institute as well as the infrastructure facility with adequate human resources with suitable environment.

Any Institution can be judged useful by NIRF in terms of Academic Year, Program Level, Approve Intake of all years of duration, number of Male students studying in all years of all programs, number of

Female students studying in all year of all programs, Total number of students studying in all years of all programs, number of students from Within the State, number of students from Outside State, number of students from Outside Country, number of students from Economically Backward Class, number of students from Socially Challenged Category (SC, ST & OBC), number of Faculty members with Ph.D qualification, Total number of Faculty members and number. of Women Faculty members.

Every reader his/her book : Every stake holder and his/her Institution

This law emphasizes that every user of the Academic fraternity should be able to get the relevant required informational documents/materials from the library. Library professionals have to be equipped with the latest ICT implementation in the library services for the users. Five fingers of one hand are not equal Like wise user has different taste and different way of thinking and the library professionals should be in a position to respect and understand the users. NIRF consider the placement and Higher studies of the Institute in terms of Academic Year, Program, number of students placed through campus placement, number of students selected for Higher Studies, Median salary of placed graduates (in Rs.). NIRF also consider the University Examination details in terms of Academic Year, Program, number of students admitted in the first year, number of students admitted through lateral entry, number of students graduating in minimum stipulated time.

It is the students/staff/ faculties who give priority for the selection of institute, where they would like have their study/working environment/teach respectively. It is the Institute, which should facilitate with all infrastructure, faculty, staff and the learning resources for the benefits of its users. It is the responsibility of the library professionals to maintain the resources properly in terms of user's requirement, which is illustrated by NIRF. As we know Library is the mirror image of any academic institution.

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Every book its reader: Every Institution and its stake holder

This idea is generated closely related to the second law, but it focuses on the informational document . It is presumed that each informational document has an individual user in the academic Library. The library professionals could formulate many methods to ensure that each informational document finds its appropriate readers. In Open Access system it is very easy for the informational document to finds its appropriate user. It is the duty of the Library professionals to maintain the record of number of patents filed, number of patents granted, number of patents licensed. It is the responsibility of the stake holders to creates the profiles of each and every stake holders for the benefits of the institutes as recently Manipal University in India has maintained its research portal (https://manipal.pure.elsevier.com/). It will showcase researcher's data, support national and international collaborations.

NIRF consider the publication details for last 3 calendar years, (Source of data - Clarivate Analytics, Elsevier B.V. and Indian Citation Index.), also consider the details in terms of Source of Data, Publications, Citations, Top 25 % Highly Cited Papers for Web of Science, Scopus and Source of Data, publications, citations of Indian Citation Index. NIRF also consider the Patent details in terms of number of Patents granted, number of Patents Published and earning from Patents (in Rs.)

Save the time of the reader: Save the time of the Stake holders

This law is a remembrance that part of the eminence of library service is its ability to meet the needs of the library user effectively and efficiently. To achieve this goal the LIS Professionals have to implement the Information Communication Technology (ICT) for the retrieval of the Informational document to the right users at the right time. It is the responsibility of the LIS professionals that all the users should be able to trace the informational documents e.g, with Level/floor wise, with Rack number wise, side wise and shelf number wise in the stack area. It is the responsibility of the LIS professionals to provide the relevant required information at the right time. The institute should provide all the necessary facilities to save the time of the stake holders by implementing ICT skills in the library services.

NIRF considers the facilities for physically Challenged students provided by the Institute, the Institute should provide the lifts/ramps, and should have the provision for walking aids, including wheelchairs and transportation from one building to another for handicapped students and Institution should have specially designed toilets for differently abled students. NIRF also consider perception details in terms of Peer Perception, Employer Perception and public perception.

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The library is a growing organism: Institute is a growing organism

This law emphasizes more on the need for internal change than that of the changes in the environment itself. Library must accommodate growth in terms of human resource development, the library resources both in physical and digital, and its diverse nature of users. A library should be ever evolving institution, which is never static in its outlook. In this very dynamic information world, libraries and its professional are required to be equally dynamic to achieve pace with the changing world. NIRF has also given importance on Publications reported, Citation reported and publication with outside collaborators. The LIS professionals should equip themselves with the knowledge of Research Metrics to evaluate the Institutional Research Output.

Institute has to design in such a way to accommodate the new requirements for its stake holders in course of time. Institute should emphasize the importance and requirement of reading halls, the ambiance a library provides in pursuit of knowledge to a student/researcher which s/he may not get in her/his hostel.

NIRF consider the Financial Resources and its utilization of the Institute in terms of Financial Year, Annual Capital Expenditure (in Rs.), Annual Operational Expenditure (in Rs.), Total Annual Expenditure (in Rs.). NIRF also consider the sponsored Research project details in terms of last three Financial years, amount in Rs., and Consultancy project details in terms of last three Financial Years, Amount (in Rs.)

Conclusion

LIS Professionals play a crucial role in making the library an excellent abode of knowledge. Library is the sanctum sanctorum of knowledge is well received by the User Community. The Institute should appreciate the role of its Stake holders to improve their individual role and inspired them to innovate, where they can contribute in making an excellent Institute.

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