

JESUS AND MARY COLLEGE

BEST PRACTICES

1. Title of the Practice: “The Gift of Green”: Towards Building a Sustainable and Clean College Campus”

2. Objectives of the Practice (100 words)

At JMC, we strive to create a model of education that is based on compassion and mindful living. The Green Campus initiative began with an objective of fostering a culture of eco-friendly practices and making the campus environmentally sustainable. We aim to build a campus that is plastic free, produces minimal waste, conserves energy, protects biodiversity and practices self-sustainability in areas of power, water and cleanliness. This is a collective endeavor of our students, staff and neighbouring community in an effort to recognize our place and responsibility on this planet.

3. The Context (150 words)

The relationship between JMC and nature is a long and enduring one, something that students and staff of the college are aware of. The buildings of this educational institution stand on the solid rock of the Aravali range, a topographical feature that the Congregation along with the Northern Construction Company have consciously chosen to preserve and protect. 11.88% of the 14.1 acre lush campus in the Diplomatic Enclave is built up. The rest of the campus can be categorized as playgrounds, lawns and gardens. A huge area is left in its natural form and acts as a natural habitat for biodiversity. The variety of species of grasses, herbs, shrubs and trees also help in recharging of groundwater.

Climate change is no myth: The rate of environmental degradation in the 21st century industrial, consumerist society is alarming. JMC has been consistently working towards creating and maintaining an eco-friendly and clean campus.

4. The Practice (400 words)

Infrastructural Practice

- While cutting trees on campus is strictly prohibited, JMC plants new trees each year and maintains a Kitchen Garden and Green House. Bird watching and tree identification walks are often carried out.
- The campus is single-use plastic free. Steel crockery is used in the canteen.
- Environment-friendly, energy-saving electrical appliances that reduce wasteful inefficiencies have been installed. The electrical wiring is protected against leakage and short

circuit at three levels: MCBs on all floors; ELCBs for each building; and Electric feeder station for the campus set up by NDMC. We have phased out 95% of CFL and conventional light sources with LED lighting.

- The college uses solar energy and practices rain water harvesting.
- Waste water coming out of the Reverse Osmosis (RO) system is reused by channelizing this water to the washrooms.
- Grease trap system is installed with three sedimentary tanks to remove excess oil and organic impurities of canteen waste before the waste water is released. This reduces Biochemical Oxygen Demand in the effluent waste water produced by the JMC canteen.

Green Campus Initiatives

- To engage the larger community of students, industry experts, policy makers, and academicians, we organized two National Conferences titled ‘National Resources Management for Sustainable Development’ and ‘Innovative Approaches for Plastic Free India’.
- Green initiatives in college are student driven. The Green Society boasts of over 300 active student members. It has organized innumerable events to raise awareness around environmental issues, some of which have been under the directive of Ministry of Environment, Government of Delhi.
- Enactus JMC has undertaken noteworthy waste management projects, namely Project Dhara and Project Iffat, that tackle the problem of waste management and provide employment to women from marginalized communities.
- Single-use plastic ban by college was accompanied by the Anti-Plastic Collection and Recycling Campaign led by Enactus JMC, Mercatus and Green Society.
- As the ban on plastic use extends to invited business entities like stall owners, external caterers, promotional stalls, etc., Mercatus began a Crockery Bank to supply caterers with steel crockery for college events.
- E-Waste Awareness and Collection campaigns have been organized.
- Recognizing that the Fast Fashion industry is a major polluter, we slowed the movement of clothes to the landfill and encouraged reuse, sharing and swapping of clothes, by organizing a Clothes Swap Shop Meet. The idea was to bring about an ideological shift in our relationship with fast fashion.

5. Evidence of Success (200 words)

- JMC campus uses solar street-lights from 7 PM to 5 AM.

- Plastic Collection drives have recycled 200 kg of plastic waste. Subsequently, Enactus JMC launched Project Sugam using this waste to build sustainable eco-brick bathrooms. It has successfully raised Rs. 2,00,000 from crowdfunding on Milaap.
- Project Dhara has conserved 600 tonnes of water and diverted nearly 205 tonnes of annual organic waste away from landfills and reduced approximately 10.43 tonnes of toxic gas emissions. It was listed in the top 4 projects in the 2018 World Water Race.
- Project Iffat has conserved 2932 litres of water in 2019-20 and recycled 3271.575 kg of soap since its inception. It was named in the top 12 projects in the 2018 World Water Race.
- Enactus JMC projects placed second in the Adidas X Parley Run for the Oceans competition.
- We re-introduced 200 items of clothing into the circular economy and away from landfills through our Clothes Swap Shop Meet, thus initiating an ideological shift in our relationship with fast fashion.
- Tree plantation drives are carried out annually. There are approximately 350 trees, 1000 shrubs and 1.5 acres of grass cover. 56 species of trees have been identified and tagged.

6. Problems Encountered and Resources Required (150 words)

We faced problems in efficient maintenance of solar power generation. There were technical faults including failure of one of the inverters. This reduced the efficiency of in-house solar panels.

An inadequate supply of plastic alternatives increases their cost which makes them less popular in society.

The pandemic has adversely affected our ongoing green initiatives. Maintenance of the lush green cover has been difficult due to the manpower availability being impacted by the lockdown.

Due to the onset of COVID-19, (a) Project Dhara had to halt the production of its manure, keeping the health of its beneficiaries in mind, (b) Project Iffat was unable to collect soaps, as the hotel industry is adversely affected (c) Project Sugam stands suspended and (d) the Swap Shop initiative could not be implemented at the student level.

7. Notes (150 words)

Some suggestions for future green initiatives as deliberated upon in the IQAC. The aim is to encourage students to become genuine agents of change, committed to treasuring the campus environment and the neighborhood.

- a). Initiatives within the campus: creating eco-friendly interior spaces, setting up vertical gardens, creating a students gardeners team, and organising healthy competitions between departments based on green practices.
- b). Make JMC a college that actively spreads the green ideology in the neighborhood and city. To identify and adopt “The JMC tree”, gift it to neighbouring institutions and start green dialogues with them.
- c). Further initiatives linked with fast fashion like upcycling and recycling in collaboration with women tailors, encouraging pre-cycling.

More information about the Future Green Initiatives can be found here:

<https://www.jmc.ac.in/uploads/staticfiles/iqac/initiatives/Future%20Green%20Initiatives.pdf>

1. Title of the Practice -- Campus Placements/Internships: Empowerment through Employment

2. Objectives of the Practice (100 words)

The Placement Cell and individual departments constantly provide a vibrant platform to meet the different needs of students for employability.

- Given the skewed male-female ratio in urban professional spaces, the Placement Cell and individual departments connect young women with potential employers, empowering them through employability, making them socially, politically and economically active citizens.
- The Placement Cell and the departments also provide opportunities for internship, fellowship and summer training, etc.
- In addition, the institution also organizes talks on academic and career development, training programs and workshops to bridge the knowledge gap between students and the job market.

3. The Context (150 words)

The Periodic Labour Force Survey by the Ministry of Statistics and Programme Implementation (2017-18) recorded the Work Participation Rate (WPR) for women as 18.2 percent in urban areas and the number of female workers is recorded as 28 million in 2018-19. Women's employment in urban areas is hence low and has not increased substantially in the last decade.

- JMC was a pioneer at Delhi University in starting a Placement Cell in 1998 to offer an institutionalized mechanism to facilitate placements.
- Helping young women to become economically independent through providing a wide range of employment and entrepreneurship opportunities has been the principle objective.
- Internships, training programmes and field visits are additionally a crucial focus of departments like B.El.Ed, B.Com and B.Voc.
- Placing students in summer internships enables the students to get hands-on training to make informed career decisions. It also facilitates potential employers to assess the suitability of candidates.

4. The Practice (400 words)

JMC coordinates with various organizations for campus placements. It began with a single company (GE Capital) in 1998, but now more than 100 reputed multi-national companies, banks, and other corporates such as Deloitte, Accenture, Ernst & Young, KPMG, Wipro are keen to recruit our students.

- JMC scrutinizes the companies' profiles and schedules a preliminary presentation by them which informs the students about the job profile, working conditions and

growth opportunities. The companies then conduct their standard recruitment procedures such as written tests, group discussions and interviews.

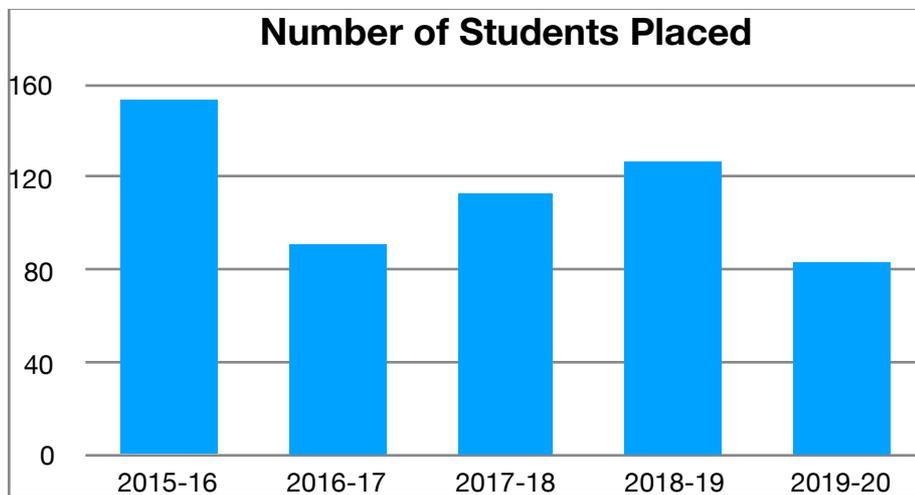
- JMC is one of the few women's colleges to offer a Bachelors degree in Vocational Studies. It is also the only college in DU to offer both Healthcare and Retail Management as areas of study.
- Aimed at training students in specific skills required by the job market, JMC's B.Voc department ensures one-month internship programmes for its final year students. The B.Voc department students have interned and have been placed in reputed organisations and hospitals like Accenture, Marks & Spencer, PWC, Godrej Properties, DLF, Primus, Fortis, Medanta, CK Birla, etc.
- In addition to corporate placements, the department of Elementary Education has placed our students in some of the best schools in the country, such as Santa Maria School, Hyderabad, Shiv Nadar School, Noida, GD Goenka Public School, Ryan International School, Presidium School and Heritage School, New Delhi, Delhi Public School International, Ghaziabad, etc.
- The Department of Commerce has started Neev: A Training & Development Centre that provides internship opportunities to students across departments by organizing internship fairs.
- The college also offers 7 add-on courses on an average to move beyond the curriculum knowledge.
- E-cell that was established in 2014 provides a platform to our innovative young minds to showcase their brilliant business ideas.
- In July 2018, the Economics Department established a Research and Skill Development Cell with the objective of training students to conduct independent research and in the process reach out to the disadvantaged sections of society.
- JMC also offers certificate courses in foreign languages like French and Spanish that add value to the students' profile.
- The college has invited a wide variety of organizations and educational institutions such as Harvard University, Indian School of Development Management, Young India Fellowship, Gandhi Fellowship, Flarrio, Asmat India, GRE Institutions, GMRI, Indian School of Business and Teach for India to conduct presentations, seminars and career guidance programmes.

5. Evidence of Success (200 words)

Given that JMC primarily offers Liberal Arts and Commerce at the undergraduate level, the placement record of the college is extremely successful when compared to its peers.

- Clarity regarding student employment through College's Placement Cell and other departments for 2015-20 is provided below.

Year	Placements	Median salary of placed graduates p.a. (Amount in Rs.)
2015-16	153	375000
2016-17	91	380000
2017-18	113	385000
2018-19	127	380000
2019-20	83	425000

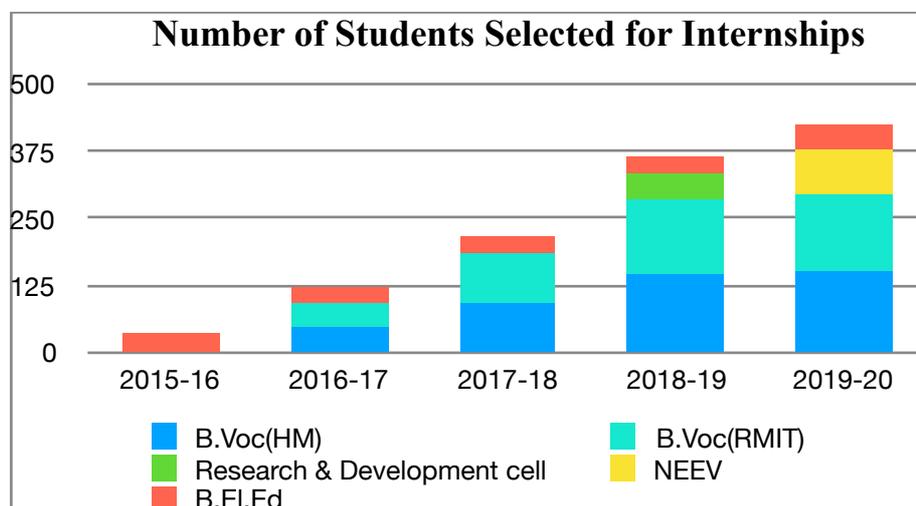


- Data of internship:

Year	Internships				
	Placement Cell		Research & Skill Development Cell	NEEV	B.El.Ed Department
B.Voc Healthcare Management(HM)	B.Voc Retail Management & IT(RMIT)				
2015-16	Started in 2016	Started in 2016	Established in 2018-19	Established in 2019-20	34
2016-17	45	46	-	-	29
2017-18	91	94	-	-	31
2018-19	145	140	48	-	31

2019-20	149	143	*	87	45
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* In 2019-20, Research & Skill Development Cell was renamed as Research and Outreach Cell. Instead of internships now the students conduct outreach activities and publish their research findings.



6. Problems Encountered and Resources Required (150 words)

Inadequate support from the Govt. agency NSDC and respective Sector Skill Council meant to facilitate placements for B.Voc Healthcare and B.Voc Retail Management.

There has been a considerable improvement in the resources provided for placement activities in the last five years. However, further resources are required for better multimedia rooms and other infrastructural resources to meet the increasing demand for placements in better companies.

7. Notes (150 words)

Internships is to promote industry academia collaboration and to provide opportunities for professional growth and employment. Many Industry-Academia collaborations are established wherein students get the opportunity to keep themselves abreast of the latest trends in the various sectors viz, media, journalism, artificial intelligence, data analysis, film making, fashion designing etc. These add to the learning outcomes of the undergraduate programmes and courses being taught to the students.