

TATA INSTITUTE OF SOCIAL SCIENCES

ANNUAL REPORT Fifty-Fourth Convocation May 10, 1994

Chairman, Mr. J.J. Bhabha, Chief Guest, Dr. M.G.K. Menon, Students, Faculty, Staff and Guests.

It is my pleasure to present the annual report of the fifty-eighth academic year of the Institute, a year that has seen an increasing number of responsibilities and activities. The major responsibilities of the Institute — teaching, research, short-term training, field action and documentation/dissemination — have been actively pursued and continued from the previous year, with newer dimensions added during the current year.

IN MEMORIUM

Bharat Ratna, the late J.R.D. Tata, Chairman, Holding Trustees, Tata Institute of Social Sciences

It is with deep sorrow that we record the passing away of Bharat Ratna J.R.D. Tata, for many years the Chairman of our Holding Trustees, who touched the lives of so many in diverse ways and became a legend in his own life time. He upheld values which our Institute, committed to training personnel to serve people as social workers, personnel managers, health professionals, teachers and researchers, would cherish and wish to nurture: humility that we do not know everything and we have a lot to learn from even those whom we wish to serve; humaneness in our dealings with others; integrity and a life which is based on sterling values and principles; a sense of humour and quick repartee that lighten the burden of life; caring attitude for others, consciousness of our responsibility to society; a noncommunal outlook and a deep loyalty to the country of which he was a citizen and to which he contributed so greatly.

Mr. J.R.D. Tata gave a lot of support to the Institute and was very confident of its capacities. He had endowed three scholarships on a need-cum-merit basis for the three social work departments: Family and Child Welfare, Medical and Psychiatric Social Work and Urban and Rural Community Development. As the Chairman of the Sir Dorabji Tata Trust, he readily concurred with Mr. J.J. Bhabha, the Managing Trustee and our Board Chairman, to meet our request for donating Rs. 20 lakhs to the Institute to be used as a revolving fund, to soften the impact of inadequate cash flow, due to the irregular receipt of funds from the University Grants Commission. During his period as Chairman of the Sir Dorabji Tata Trust and our Holding Trustee, we also received Rs. 30 lakhs towards the construction of the library and Rs. 5 lakhs for construction on the Rural Campus. As Chairman of the Tata Relief Committee, Mr. Tata released Rs. 38.25 lakhs for the riot relief work. The last meeting he attended in Bombay House, before he left on a trip overseas, was for earthquake relief where his inquiring mind was keen to understand the factors which led to such

a horrendous loss of life. His concern immediately went out to people whom he had never seen and, possibly, an area he had never visited. The board room was overflowing with the many representatives of the various companies in the Tata Group, showing the same spirit of concern and readiness to help, which has permeated the entire Tata ethos. J.R.D. Tata, and his illustrious forebear, Jamshetji Tata, were not only captains of industry who created wealth, they were committed to using it in the service of others — for education, welfare and amelioration of suffering.

About two years before he passed away, he sold off the property he owned at Pedder Road, a flat in an affluent neighbourhood, and used the proceeds to set up a Trust to reflect his belief that only the improvement in the status of women can make them control those factors which impact on their lives, including the number of children they want. To that end, he set up the J.R.D. and Thelma Tata Trust in the name of himself and his wife. One of the first beneficiaries of the Trust was our Rural Campus. An amount of Rs. 6 lakhs were donated for the involvement of women in watershed development and, through it, to develop their economic and social status as equal partners with men in the development of their village community. He also helped our Department of Family and Child Welfare with their fund raising programmes for the welfare agencies, and would be even present on the occasion, when his wife, Thelma Tata, was the Chairperson of the Committee.

Mr. Tata was a great visionary. He was far ahead of his times. We have much to learn from the life of this great man who was like a patriarch to the Tata family of companies and the many trusts and institutions he helped to create.

On his death on November 29, 1993 last year, we, at the Tata Institute of Social Sciences, passed a resolution at the condolence meeting held on December 3, 1993. The Institute faculty, staff and students assembled prayed to grant* the bereaved family members and all the employees of the Tata family, strength to bear the irreparable loss with courage and fortitude. May his soul rest in peace.

STUDENT ENROLMENT

Degree/Diploma/Certificate Course Enrolment

There were 388 students enrolled in various degree, diploma and certificate programmes for the academic year 1993-94. The number increased by 27 since the last year.

The enrolment for the M.A. degree programme was 255 students; 26 dropped out, resulting in a student body of 229, of whom, 172 studied for the M.A. degree in Social Work and 57 in Personnel Management and Industrial Relations. The students came from 19 States of India and one student came from Germany. Out of the total number of students in the M.A. programmes, 161 students (70 percent) stayed in the hostels. Women students formed 69 per cent (158) of the student body and men students were 31 percent (71).

Our Ph.D. programme has 66 scholars, of whom 51 are on part-time. There are 21 scholars registered for Ph.D. in Social Work and 45 in the Social Sciences. The

scholars came from 11 States and 1 Union Territory; 1 student was from Sudan. There were 19 students doing their M.Phil., of whom, 14 were part-time scholars. Six students registered for M.Phil. in Social Work and 13 in the Social Sciences; they were from 11 States and one Union Territory.

Two one-semester Certificate Courses are conducted at the Institute. For the Certificate Course in Research Methodology, 9 scholars registered (2 men and 7 women), and for the Certificate Course in Social Welfare Administration, 11 candidates enrolled, out of whom 9 were deputed by welfare organisations. For the three part-time Extra Mural Studies programmes, 52 students (44 men and 8 women) were enrolled — 19 students joined the Diploma in Hospital Administration, 28 joined the Diploma in Personnel Management and 5 joined the Certificate in Social Work.

ACADEMIC PROGRAMMES

Syllabi

In the *Department of Criminology and Correctional Administration* two specialisation courses were revised and amalgamated with a view to weed out overlapping among courses. The revised and amalgamated course is known as 'Probation, Parole and Aftercare'. A new syllabus, 'Communication in the Criminal Justice System' was developed to introduce it as a specialisation course in Criminology and Correctional Administration. This course aims to provide basic knowledge of communication in the context of work in the criminal justice system and to develop attitudes and skills for effective interpersonal communication.

A new course entitled 'Health Management for Social Workers' was introduced by the *Department of Medical and Psychiatric Social Work*. This was introduced to cater to the present need for training our students for a knowledge of and skills in management of NGOs work in the field of health. Formerly, the course was titled 'Organisation and Administration of Medical and Psychiatric Social Work' which tended to focus mainly on the hospital system. The new course focuses on a wider range of health service systems, including primary health care management — urban and rural. 'Problems of the Disabled' was a course which was taught for several years. In the evaluation, students had been giving the feedback that the concepts were overlapping with those in the course on 'Social Aspects of Illness and Disability' and hence, should be integrated with that course. It was thus felt that there was a need to drop the course for a year or two and to devise another one on disability in keeping with the new thinking in the field such as prevention of disability, forming self-help associations and groups, advocacy and human rights issues. In this period, interested students were encouraged to take the subject on working with the families of the disabled offered by the Department of Family and Child Welfare.

The credit hours for the specialisation course 'Seminar on Advanced Psychiatry' were increased to 4 hours, an amendment made in deference to the students' plea that they were spending an entire morning for the subject, being graded for presentations, attendance and assignments. Two students from the Department of

Family and Child Welfare opted for three specialisation courses in Medical and Psychiatric Social Work totalling 6 credits.

A new Part-time Certificate in Social Work was commenced by the *Department of Extra Mural Studies*. Out of 20 students who applied for the course, 17 candidates attended the interview, out of whom 12 were selected, and 6 students finally joined the course. The timing of the course was from 2.30 to 5.30 p.m. Concurrent field work was carried out by the students on Tuesdays and Wednesdays. Apart from the faculty of the Department, the faculty from the Unit for Child and Youth Research, Department of Urban and Rural Community Development, Unit for Women's Studies and Unit for Rural Studies taught courses relevant to their fields of expertise. Field work was supervised by the Department faculty and, two agency supervisors also gave their support. Based on the feedback from this small batch of students, the Department is planning to further clarify its objectives for students, specially with regard to field work.

The *Social Work Education and Practice Cell* introduced a new audit course titled 'Self-awareness, Self-help and Professional Growth' for providing an opportunity to students to gain self-knowledge, and integrate the personal self with the professional.

An optional course titled 'Computer Application in Social Work' was offered by the Computer Centre to senior students of Social Work with a view to (a) provide knowledge about various concepts of Management Information System and computer application in Social Work Practice; (b) demonstrate the available software packages in social work practice; and (c) provide hands-on training to them on some of the available packages.

M.Phil./Ph.D. Programme

The Ph.D./M.Phil. scholars presented a number of papers in part fulfilment of their programme. The papers covered issues such as social development and the role of adult education; the impact of new technology on human relations; an approach towards job design and work organisation; social work intervention in the field of maternal and child health in a slum; leadership in human services organisation; crime prevention strategies; organisational culture and employee commitment: a comparative study of the perceptions of managers and workers; a review of concepts in mental health: Indian and western viewpoints; coping behaviour of families with a schizophrenic member; analysis design in social science research; methodological review of two books; and the effects of handicap on the subsystems in the family and the coping methods used.

Field Work

Social Work

In the *Department of Criminology and Correctional Administration* two students were placed, for the first time, at the V.T. Railway Police Station and the Byculla District Prison, in order to study the problems of various categories of children and adults

reaching railway police stations, and to identify the possible role of social workers with these groups.

The *Department of Medical and Psychiatric Social Work* placed two students in Mukti Sadan for the first time this year. The senior student conducted a programme for volunteers of Mukti Sadan on how to communicate information on HIV/AIDS to the community. A programme on 'Assertiveness training and resisting peer pressure' for children from a Municipal Corporation school at Jogeshwari was also organised by the students under faculty guidance. Two students placed at the Samaritans were actively involved in the volunteer training programme for the 'Sahara' Centre — a helpline to provide telephonic counselling to those who are in need of emotional and psychological support.

One student was placed at Kripa Foundation for the first time along with two students from the Department of Criminology and Correctional Administration. They organised a two day workshop on 'Perspectives in Addiction Counselling'. It brought together personnel from 15 NGOs who shared their experiences in working with substance abusers. Students placed at Vartak Nagar Health Post (the Thane School Health Project) organised immunisation and child health camps in the slum communities of Thane. They tried to establish a cooperative network between local mandals, the health post and the Rotary Clubs which resulted in an effective health/immunisation camp. The students motivated health functionaries at various levels to work part-time on Sundays, so that the employed people from the community can avail of the services for themselves and their children. This has been one of their most outstanding achievements. The student placed at Mahindra and Mahindra Ltd. organised a week long exhibition on mental health. This enabled the staff and their families to gain knowledge and clarify doubts. Father Agnel's School, Vashi, is also a new field work centre.

The students of the *Department of Medical and Psychiatric Social Work* organised an exhibition, with a difference, at the K.E.M. Hospital on February 15. Its focus was prevention, conducted in an informal manner, through games and competitions. It also comprised stalls with posters, demonstrations and games on nutrition, child mental health, addictions, prevention of accidents in the home and prevention of diseases like cancer and AIDS. A video show and a street play on AIDS prevention attracted a large crowd.

Efforts were made by a senior student placed for field work in the deaddiction centre of KEM Hospital to start Yoga sessions for patients in the detoxification phase of recovery from addiction. The student's contribution consisted of brainstorming with the treatment team, preparing a proposal and mobilising resources to facilitate services.

HIV/AIDS Counselling Centre was initiated by the faculty supervisor and the student social workers of the *Department of Medical and Psychiatric Social Work* in the J.J. Group of Hospitals and Grant Medical College in 1991. During the formative stage, the pressing need for pre-test and post-test counselling services were felt not only by doctors and administrators but also by the patient population and their families. At present, the Centre renders services to 35 to 40 patients per week in the out-patient department, where counsellors, doctors and nurses play a very vital role

in testing (ELISA) for HIV-I, HIV-II, pre-test, post-test counselling and other associated medical and psychiatric ailments. The Centre also lays great emphasis on suicide prevention intervention in the HIV infected population by providing supportive psychotherapy, crisis-intervention and total case management services along with psychiatric treatment, wherever necessary. The Centre organised various kinds of out-reach community prevention programmes, such as:

- (i) STD and HIV/AIDS Exhibition, street plays and films in the out-patient department;
- (ii) AIDS education programmes in school/colleges and industry;
- (iii) AIDS awareness programme in the Government Remand Homes.

The total number of social work organisations utilised as concurrent field work placements were 81, while 49 were utilised for block field work.

Personnel Management and Industrial Relations

This year 57 organisations were utilised for concurrent field work placements under the direct supervision of the Department's faculty. For concurrent field work, they were placed under 57 Personnel Officers or Training Officers who gave on the spot guidance, while 16 were utilised for block field work.

Extra Mural Programmes

For students in the Diploma in Hospital Administration and in the Diploma in Personnel Management, a total number of 15 hospitals and 25 industrial organisations were utilised for field work placements. For supervision in these organisations, the assistance of personnel officers and hospital administrators was obtained.

For students in Certificate Course in Social Welfare Administration 9 organisations were utilised and for the Certificate Course in Social Welfare 5 organisations were utilised. A total of 14 personnel assisted our students.

Study Visits/Tours

In the normal academic year study visits/tours are arranged at the end of the first semester to enable students to have a better experience of the field. This year, due to the tragic event of the earthquake taking place in September, 1993, it was decided to cancel study visits/tours. Instead, students' work at the sites of the earthquake affected were considered as an experience in lieu of the usual tour. Two departments managed shorter visits later on — The *Department of Medical and Psychiatric Social Work* went to Ganeshpuri visiting Sevadhan Drug Rehabilitation Centre and Vidhayuk Sansad at Usgaon and the *Department of Urban and Community Development* went to Goa accompanied by 5 faculty members. The objective was to integrate theory and field realities specific to the specialisation courses such as Development Projects and Social Work Practice; Co-operation; Rural Community Development and Panchayati Raj; Community Organisation; and its practice covering social and legal dimensions. The group visited NGOs in the area, the Nylon Dupont plant, Konkan Railway and activities related to tourism in the State, such as

golf courses. Interaction with activists of Bailancho Saad and Peaceful Society helped focused on women's issues and the social and legal aspects of the nature of development. The Goa Bagayatdaar Society and a primary level dairy co-operative demonstrated the role of co-operatives in strengthening the economic activity of small producers.

EARTHQUAKE RELIEF WORK

The Osmanabad-Latur earthquake of September 30, 1993, ravaged over 80 villages and reduced most of the houses to piles of stone and rubble. It left a large number of people dead and injured. The dead left behind widows, widowers and orphans to face the extremely uncertain future ahead. Massive relief and rescue work was launched by the Government, the Army, the NGOs and the affected people themselves. Material relief and volunteers for relief work poured into the area, not only from Maharashtra, but from all over India and the world.

Our own Rural Campus at Tuljapur, located about 40 km from Sastur, swung into relief work from the morning of September 30. The Rural Campus staff were among the first to reach the seriously affected villages in Osmanabad. They concentrated their efforts on distributing whatever relief materials they could mobilise from the village communities where they had actively been working earlier. In the meantime, a meeting was held at the Deonar campus of the Institute at Bombay with the students, staff and faculty, to decide on their involvement in the crisis. A pilot team of the Director, Deputy Director and faculty left the Deonar Campus on October 3 to explore the role of the Institute in the work of relief and rehabilitation. They also carried medicines donated by the Tata Relief Committee for the affected people. After seeing the affected areas, the pilot team felt that, while considerable aid was pouring in, there was insufficient information for the rehabilitation of the affected persons. Hence, a census was found necessary of the affected villages to generate data covering all the parameters for rehabilitation. The office of the Chief Secretary, Government of Maharashtra, was contacted before departure, and on return, the Secretary, Relief and Rehabilitation, was appraised of the pilot visit. Encouraging responses were received from both. Discussions were also held with one of the Ministers, Mr. Padamsingh Patil, at Osmanabad, the Collectors of Osmanabad and Latur districts, Mr. Anil Pawar and Mr. Pravin Pardeshi, and Mr. K.S. Sidhu, Secretary and Special Commissioner, Earthquake Rehabilitation Cell. After receiving a positive response from all the concerned parties, the pilot team decided to undertake the following tasks:

1. Conduct a comprehensive survey to assess the impact of the earthquake on human lives, cattle and property, in order to develop the necessary parameters for the massive rehabilitation programme.
2. Depute nine faculty members to help the Latur district administration to conduct the 'panchanama' work in some affected villages, as requested by the Collector, Latur.
3. Depute three faculty members to coordinate the activities of the NGOs, from the Central Coordination Centre at Latur, as requested by the Collector, Mr. Pravin Pardesi.

4. Assistance in processing the data collected for the Osmanabad district by the Collector, Mr. Anil Pawar, and preparing the report, on his request.

Tasks 2 and 3 were rapidly completed within a fortnight between October 8 and 24, 1993. The first task, the survey, was completed on November 2, and Task 4 by November 6, 1993.

The Survey of the Joint Action Group of Institutes for Social Work Education

The basic objective of the survey was to create an independent data base, accessible to all organisations including the Government, to plan and effect adequate resettlement and rehabilitation of the affected people. These data could also be used for monitoring and evaluation of resettlement and rehabilitation at later stages.

The selection of the villages for the survey was guided by the statistical data of the Government of Maharashtra. Immediately after the earthquake, the Government divided the affected villages into three categories for relief and rehabilitation activities, on the basis of extent of loss of human lives and damage to houses. The categories were:

- (i) Category 'A': Village which had five or more deaths and complete destruction of houses.
- (ii) Category 'B': Villages which had less than five deaths and more than 50% of the houses damaged.
- (iii) Category 'C': Villages which had no deaths and less than 50% of the houses damaged.

Policy statements by the Chief Minister and high level officials indicated that all the villages in Category 'A' and "most in Category 'B' would be shifted to a new area close to the original village. Since the people in the first two categories had suffered serious loss of life and property, the activities of resettlement, rehabilitation and development would be concentrated on them. Thus, the Institute decided to cover all the households in the survey, in 69 villages placed under Categories 'A' and 'B'.

To initiate the survey, money had to be obtained to undertake the work. The Institute received strong support from the Tata Relief Committee (TRC). TRC instantaneously granted Rs. 5 lakhs to commence the survey. The Indo-German Social Service Society gave Rs. 50,000. TELCO, Pune, sent three buses for the transportation of the volunteers to the villages from the base camp at the Rural Campus (TISS), Tuljapur. CARE-India provided six jeeps (with drivers) to facilitate the movement of the survey team leaders between villages allocated to them. CARE also bore the entire cost of fuel, repairs and drivers' dearness allowances and overtime. They also provided funds to hire a few matadors for the movement of the survey groups to interior settlements where the larger buses could not reach. Titan Industries, Bangalore, lent a car and a driver and a computer, and provided a grant of Rs. 1 lakh, out of which a fax machine was instantly installed at a cost of Rs. 25,000/- as part of back up services for the entire operations, while Rs. 75,000/- were allocated to Rajegaon village for relief. New equipment for the school was purchased and

seeds and pesticides were distributed to the farmers to start their agricultural operations. (Rajegaon was allocated by the Chief Minister of Maharashtra, Mr. Sharad Pawar, to the Tata Relief Committee for the physical rehabilitation of the village through construction of houses and infrastructure. Activities were initiated in the village simultaneously during the period of the survey.) The Tata Consultancy Services (TCS) provided funds to hire a number of computers at the Deonar Campus for data processing. The survey work and the subsequent analysis of data would not have been possible without the contributions made by these organisations and the positive response of those who head them.

The survey work required professional skills to conduct the household interviews and group discussions in a difficult and demanding situation in the villages. Therefore, the Institute decided to utilise its post-graduate students and postponed the semester examinations to December, thereby relieving the students, the faculty, and the staff from administration, projects, library and service staff for the survey work. Two hundred students, 74 faculty members and 67 administrative and project staff volunteered to go to the affected areas for the survey work. The College of Social Work, Nirmala Niketan (affiliated to Bombay University), readily agreed to mobilise its students and faculty for the survey work. A total number of 149 students, 15 faculty and 11 other staff joined the TISS team. At a short notice of five days, the first batch of 245 students, 56 faculty and other 45 administrative and project staff were prepared to leave for the field from both these institutions. The College of Social Work also mobilised another 57 professional staff from institutions associated with it, many of whom joined the second survey team. The Walchand College of Social Work, Solapur, and the Tripude College of Social Work, Nagpur, agreed to send their Social Work faculty and students for the second batch. The Terna College at Osmanabad, deputed its NSS students to join the survey work. Lastly, six volunteers from Herdillia Chemicals, and one volunteer from the State Bank of India, also joined the survey team. We were, indeed, overwhelmed by the splendid response of all those who participated with great seriousness of purpose. No one complained of long hours of work and limited facilities. The survey teams left the base camp for the villages by 7.30 a.m. and returned after 6.30 p.m. They worked well into the night checking and finalising the survey forms with the team leaders. A central committee of students, faculty and staff managed the requirements of the camp.

In Bombay, NSS volunteers from a number of colleges were mobilised by our NSS Training, Orientation and Research Centre (NSS Unit) for computer data entry and the checking of the schedules. The colleges which participated were the Smt. M.M.P. Shah Women's College of Arts and Commerce, Matunga, and M.D. Shah Mahila College of Arts and Commerce, Malad, both affiliated to the SNDT University. P.D. Doshi College, Ghatkopar; Jhunjunwala College, and Vivekananda Engineering College, Chembur, all affiliated to the University of Bombay, deputed their students for data entry work. The students and faculty of the Tata Institute of Social Sciences and the College of Social Work, Nirmala Niketan, and stenographers and typists of the Institute, were also engaged in the data entry and checking work. The survey staff from all institutions specified above gave their time free of cost. A team of students shuttled between Bombay-Tuljapur-Bombay to bring batches of the schedules as they were getting printed and returning the completed ones for data processing. The Central Team at the camp checked all the forms before they were despatched.

Enthusiastic and committed young men and women, along with their teachers and other staff from all these institutions, worked with great commitment to make the survey possible. We take this opportunity to acknowledge the contribution of so many who responded to the appeal for undertaking this stupendous task in which 34,446 households, covering a population of 1,70,955 were covered.

The survey work started on October 14, 1993, two weeks after the earthquake when people were mostly settled in transit accommodation, and it was completed by November 2, one month after the earthquake. A small group of survey staff stayed back in the area up to the end of December, 1993, to recheck certain data. For instance, the lists of deaths and injuries were sent to the villages for validation as soon as the analysis for each village was completed. Some parallel inquiries, along with the survey, were also undertaken. This included (1) a rapid survey of widows and orphans as the Department of Women and Child Welfare, Government of Maharashtra, wanted an immediate feedback; (2) survey of the medical and mental health situation, and (3) survey of the aged affected by the earthquake.

Data entry and checking were completed by the end of November and, thereafter, the tabulation of the data commenced. The results were being continuously sent to the Government, the NGOs, and other interest groups working with the people. The final statistical tables for individual villages, and the district as a whole, were made available to the Government and the NGOs by mid-December 1993.

There are two types of end products of the survey:

1. The final comprehensive report.
2. Village specific data reports.

This massive effort will be meaningful as the data are utilised for rehabilitation. Already, the data have been utilised by the Government of Maharashtra, the World Bank and several international and Indian NGOs. We dedicate our entire work to the earthquake affected people in the hope that it is one of the facilitating factors in the final rehabilitation process.

Support for NGO-Government Collaboration for Relief and Rehabilitation

The Collectors of Osmanabad and Latur requested assistance to coordinate with the NGOs in their earthquake affected areas. The services of Mr. Sanjay Ingle, Lecturer, Rural Studies Unit, have been made available since November 1993 to assist in organising meetings and facilitating the work of some 46 NGOs in the two areas. His work has helped towards a more systematic approach to collaboration between the Government and NGOs. CARE has offered a jeep to facilitate the movement. A few workshops have been held for the NGOs.

STUDENT SERVICES CELL

To promote the special interests of the students in the reserved category, the Institute had set up a Student Services Cell in August 1986, with financial assistance from the Ministry of Welfare, Government of India. Since inception, the Cell has been providing special inputs in areas where the students experience difficulties — inputs such as the pre-selection and post-selection orientation programme for the new

candidates, briefing them about course requirements, tests, campus life, and such other general information, assisting them in their daily studies, in the use of the library, giving them need based tutorials and remedial courses in Special English, and generally help their smooth integration into the mainstream of activities. Post Matric Scholarships and other financial assistance were coordinated by the Cell for SC/ST students. Through individual counselling and small group intervention, the Cell encouraged and facilitated them to take active part in all curricular and co-curricular activities of the Institute.

Sixty-two, out of 229 students, enrolled in the M.A. degree programmes belonged to the reserved category (27 per cent). Of these, 38 students receive Government of India Post Matric Scholarships to meet their expenses on tuition fee and other educational expenses. To cover the deficit in the Post Matric Scholarship, the Institute advances additional funds out of its unassigned grants to help these scholars to meet all expenses required for the degree programme. On an average the Institute spends Rs. 13,120/- per SC/ST student, which is 67 per cent of the total required by them. In certain cases, some State Governments have defaulted altogether in paying their share. Last year (1992-93), the total expenditure on SC/ST students was Rs. 4,46,090/- (including conveyance paid to all SC/ST candidates for appearing in the entrance test), whereas the contributions from the Government were Rs. 91,606/-.

The Cell also conducted four workshops: a ten hour workshop on 'Methods of Learning', another ten hour workshop on Hindi spread over four weekends in the first semester, and two workshops on 'How to select a job' and 'How to face an Interview'. Through the job assistance scheme, the Cell found jobs for all the students of the 1992-93 batch.

EIGHTH PLAN: NEW ACADEMIC PROGRAMMES

Social Work Education and Practice Cell

The establishment of the Social Work Education and Practice Cell in 1992 has provided the base to systematically contribute and integrate the efforts for developing social work education in the country. The identified functions of the Cell have been curriculum building, indigenisation, preparing teaching-learning tools, acting as a resource centre and providing consultancy to other centres of social work education. In its tasks, the Cell is supported by faculty seconded by the Departments and Units of the Institute. The Cell houses the activities of the Nodal Centre (Academic Staff College) to offer refresher courses to social work educators through a UGC sponsored scheme.

A national workshop titled 'Social Work Practice and Teaching', conducted by the Cell in May 1993, provided a platform for social work educators to deliberate on the core area of the curriculum which needs strengthening. This workshop became instrumental in rejuvenating the national association, the Indian Association of Schools of Social Work. In November 1993, the Cell provided the leadership in hosting the Twenty Years' Celebration Conference of the Asian and Pacific Asso-

elation of Social Work Education. As a member country of the region, it was after sixteen years that the conference returned to India.

Department of Health Services Studies

The Department of Health Services Studies started two Master's Degree Programmes from December 1, 1994. They are: (1) Master's Degree in Health Administration (MHA) and (2) Master's Degree in Hospital Administration (MHA). These two programmes are meant for working administrators in the health sector and they have been planned in such a way that the candidates can, with flexibility, take advantage of the training programmes during their working life. Each semester is divided into four modules of one month each. If a candidate spends one month in the Institute, he/she will accumulate at least six credits. Working persons can accumulate at least credits by making use of their annual leave, if they cannot avail of continuous study leave. They will be able to complete the programme over a period of five years, instead of the normal two year period. The programmes are also organised in a step ladder fashion: that is, if students complete one semester, they will be awarded a Certificate in Health/Hospital Administration (CHA). If they complete two semesters (one year), they will be awarded a Diploma in Health/Hospital Administration (DHA). When they complete the whole programme (four semesters or two years), they will be awarded the Master's Degree in Health/Hospital Administration (MHA). Therefore, even if a student drops out in the middle of the programme due to unavoidable circumstances, he/she will have some qualification to his/her credit. All the students have common courses in management and social science in the first year, followed by specialisation courses in health administration or hospital administration as the case may be, in the second year.

One hundred and twenty seven applications were received and 119 applicants were called for selection tests, which included a written test, group discussion and an interview. Ten candidates were selected for the Health Administration programme and fifteen candidates were selected for the Hospital Administration programme. A majority of the students are medical graduates, while the rest comprised of a graduate each in nursing, nutrition, and commerce; a health care consultant, and a marketing executive. The students come from all parts of the country. There are candidates sponsored by the central and state governments and a public sector undertaking.

In terms of resources, study materials have been prepared by the Department faculty and resource persons have been drawn from other Departments of the Institute as well as from institutions outside, mainly practitioners, who also teach in these programmes. In terms of facilities, while the library has been strengthened to provide support to these additional courses, hostel facilities remain inadequate. Hopefully, these problems will be reduced with the new construction of hostel buildings sanctioned by the UGC in our Eighth Plan budget.

The new training programmes have started and all efforts are channelised towards infusing professionalism in the management of health services in the country.

Centre for Health Studies

The Centre for Health Studies was established by a grant from the Ford Foundation to increase interdisciplinary work in the area of health related to training, research and field action projects. The faculty across several teaching departments and research units are involved in health related work.

The Centre started functioning from April 1, 1994. During the year, it undertook a faculty development programme in the area of qualitative research methods, organised in collaboration with the Johns Hopkins School of Public Health, Baltimore, U.S.A. The programme was attended by 12 faculty members of TISS and 3 of the M.S. University of Baroda. Under its budget allocation of Rs. 50,000/- for promoting research, three proposals were received this year. The subjects are adolescent health, health of the aged and utilisation of maternal and child health care. A Documentation Cell has been established.

Training in Social Development for Front-line Workers

This action project begun last year has proceeded into the first stage of fact finding since the appointment of a full-time social worker in September, 1993. The proposed strategy is to make a thorough study of the existing training and employment situation of front-line workers. This involves studying the current training programmes being offered, interviewing organisations, employing such workers, and lastly, interviewing the workers themselves. A study of the current training programme has been completed resulting in a qualitative report, now being drafted. At the end of the third stage, a regional seminar of schools of social work as well as of NGOs involved with the training of front-line workers is proposed. The time frame is two years. This Project is also supported through Institute funds.

SEMINARS/WORKSHOPS/TRAINING PROGRAMMES

This year, 96 seminars/workshops/training programmes were conducted by the faculty and students. Resource persons were invited from international, national and local organisations. This area of activity is increasingly becoming a central avenue for not only exchange of ideas among faculty but also dissemination of information among target groups with whom the Institute has been working during the year.

Among the major and national level seminars/workshops conducted at the Institute were the following: The 20 Years Celebration Conference of Asian Pacific Association for Social Work Education; National Consultation on Developing Perspectives for the AIDS Cell sponsored by Ford Foundation; Workshop on Sexual Aspects of AIDS sponsored by Ford Foundation/Johns Hopkins University; Meeting on the International Year of the Family sponsored by Ministry of Social Welfare; and India's Role in the Formulation and Implementation of the United Nations Mandates: Focus on Children sponsored by UNICEF.

Refresher Courses for IAS/IPS Officers, sponsored by the respective Ministries, the Annual Conference of the Indian Society of Criminology; RELATE programme on marriage counselling sponsored by the British Council, Workshop on Sex Education for School Counsellors sponsored by the Family Planning Association of India;

National Workshop on Local Level Institution Building for NGOs sponsored by OXFAM, Basic Training in Community Health sponsored by ALERT India; Youth Workshop in Health Education sponsored by WHO, a number of seminars and workshops for personnel involved in National Social Services sponsored by the Department of Youth Affairs, Ministry of External Affairs, Government of India, Employee Development Programme sponsored by the City Industrial Development Corporation (CIDCO), programmes on health for the Department of Atomic Energy, and New Bombay Municipal Corporation.

Foreign agencies who funded the seminars/workshops at the Institute were the Ford Foundation, UNICEF, Johns Hopkins University, OXFAM, British Council, Overseas Development Assistance (UK) and the International Centre for Research on Women.

This year a number of industrial organisations came forward with requests for conducting appropriate seminars/workshops for target groups identified by them and our faculty jointly. Among such private organisations are Merind India, and T.I. Cycles. The voluntary organisations who requested for and sponsored seminar/workshops at the Institute were the following: Bombay Institute for the Deaf, Maneckji and Cooper Trust, Our Lady Home, Dr. P.B. Mandlik Trust, Vinimay, Stree Chetna (Chembur), Rural Labour Association, SWADHAR, APNALAYA, Yashwantrao Chavan Prathishtan, Mumbai Shramik Sangh, Epidemiology and Health Management, Indira Gandhi Rashtriya Manav Sangrahalaya, CORO, Lions-Quest India, and among private schools Chembur Karnataka School and Loyala High School.

We are most grateful to all the funding organisations for availing of our Institute capability and experience and supporting with financial assistance.

RESEARCH AND REPORTS

Altogether 8 Research Units, 9 Departments, 4 Resource Units and 3 Resource Cells undertook a total of 120 research projects during 1993-94. Interdepartmental research was on the rise and sixteen projects were undertaken in collaboration, as against last year's ten. While seven old projects were ongoing this year, 9 new projects were commenced this year on the following themes: Resettlement and rehabilitation of people affected by development projects; evaluation of forestry; women in the minute sector; a study of socio economic, political and demographic factors affecting the 1992-93 riots in Bombay; management and evaluation of the Consumer Guidance Society of India; field perceptions of social group work practices; women's experience of mental cruelty in the marriage context; demographic and socio-economic study of the households affected by a Super Thermal Power Project; and assessment of community participation potential.

The total number of research projects undertaken by the departments/units of the Institute were. 120, both joint and independent projects, of which 39 were new projects started this year, 68 were carried over from last year, and 13 fresh proposals were submitted for sanction.

International/foreign organisations funded 36 projects, the Institute funded 33, the Central Government 24, the State Government 16, private organisations 7, and 4

projects received combined funding of international organisations with Central and State Governments. The international/foreign organisations that contributed financial assistance for research projects were the Ford Foundation, UN ESCAP, WHO, UNICRI, International Centre for Research on Women (Washington), Indo-Dutch Research Programme, USAID, Institute of Social Sciences (The Hague), International Round Table for the Advancement of Counselling, The London School of Hygiene and Tropical Medicine, World Bank, Aga Khan Educational Services, UNICEF, and Overseas Development Assistance (U.K.).

The Department of Health Services Studies has undertaken research in the areas of urban health and women's health. It worked for the New Bombay Municipal Corporation to provide them with baseline data to implement the maternal and child health and family planning programmes. Urban health research also included a study on various urban primary health care models available in a few big cities. The Department's research study on the sexuality of the urban slum women continued this year also and this has implications for developing health education programmes to bring behavioural changes for the prevention of STD and HIV/AIDS.

The Unit for Research in the Sociology of Education focused on adult and non-formal education and on inequality in education. The research project on the Shramik Vidyapeeths or the Polyvalent Adult Education Centres was a national level evaluation study, commissioned by the Government of India and financed by the UNICEF. It covered all the 37 existing Shramik Vidyapeeths in the country. The Unit has also been involved in formulating the action plan for the Shramik Vidyapeeths based on the report of the evaluation submitted to the Government of India. The Unit also continued to conduct the external evaluation of the Total Literacy Campaign for the National Literacy Mission, Government of India. The Total Literacy Campaign in three districts of Maharashtra — Latur, Nanded and Ratnagiri — and Goa was taken up for evaluation during the year. While the report of the evaluation of the Total Literacy in Latur has been completed, the process of evaluation is at different stages in the others. Under the theme of inequality in education, a small research project is being conducted with the objective of identifying the nature and extent of educational inequality existing within the different groups of the scheduled castes.

As a part of its involvement in international collaborative research, *the Unit for Urban Studies* participated in the Workshop on Networking of Institutes of Human Settlements in the Asia-Pacific Region held in New Delhi and also in the international workshop on the Urban Community-based Environmental Management in Asia held in Hong Kong. These workshops were sponsored by international agencies like the UN ESCAP, and the East-West Center, U.S.A. The major thrust areas of research in the Unit have been on urban poverty, alternative models of development, displacement, quality of life, right to shelter, and environment. This year, new projects included urban riots, development of small and medium towns, health status of the urban aged, and preparation of long term development strategy for the Singrauli region in Northern India. Some of these projects have been sponsored by national agencies like the National Thermal Power Corporation and international agencies such as the World Bank and ODA.

The Unit for Family Studies undertook research on the intellectual and psycho-social development of adopted children in India and the Netherlands; the development of adoption in India: a case study; household and community responses to HIV/AIDS; and rural adolescents' perspective and future projection of family systems.

RURAL CAMPUS

The Drought Alleviation Programme started off with land surveys and earthworks in three villages. The visible impact of this work, immediately after the monsoons in July, generated enthusiasm among the villagers who wanted to increase the coverage. Efforts are being made to involve women extensively in the work. Women's groups have been formed in all the three villages. They have undertaken activities based on the land and water development programmes — plant nurseries, fisheries, sericulture, kitchen gardening and horticulture. The women are also being encouraged to save regularly. Each village is planned to be the focus for spreading these activities in the adjacent villages. Hence, the villages are located in different areas of the block (taluka). The Government has sanctioned funds for land and water development in a fourth village under the Jalsandharan Scheme.

Literacy is essential for the purpose of maintaining daily records and accounts for the various activities. As the District Literacy Campaign was interrupted by the earthquake rehabilitation, kits were obtained from Parbhani and classes for women were initiated. Dialogue has been initiated with women gram panchayat members, Anganwadi workers and community health workers to initiate health related activities including sanitation and kitchen gardening. The Rural Campus plans to develop a team of women to assess, understand and undertake projects to improve the health status and also to support each other for women's developmental activities in their village.

This year, the International Women's Day was celebrated in Sarathi village with talks on the women's movement in Maharashtra, in the country and other countries. The resource persons were Dr. Ms. Ahankari, Ms. Seema Kulkarni, an alumna of the Institute and ex-Rural Campus Social Worker, and Ms. Barbara, a Ph.D. student from the U.K.

In the course of the year, exposure tours for the villagers involved in specific projects were organised to the MANAVLOK project, Ambajogai; Ralegaon Siddhi, Ahmednagar; Adgaon, Aurangabad; Nannaz (kitchen gardening), Solapur, Surdi (sericulture) and Barshi.

The Rural Campus staff have been fully involved in the relief and rehabilitation work in the earthquake affected areas of Osmanabad and Latur districts. Apart from springing into relief work from the morning of September 30, 1993, the Rural Campus staff have greatly facilitated the entry of Survey groups into the villages and assisted in the distribution and co-ordination of relief supplies. The Tuljapur campus quarters served as a base camp office for the staff, students and faculty involved in the survey of the earthquake affected villages. They also assisted the faculty member, placed with the Collector at Latur, in the organisation of workshops/meetings for non-governmental organisations (working in the area) and have also provided regular feedback on the situation in the affected villages that contributed to policy level

decisions regarding rehabilitation. The Rural Campus also helped to cross check and verify data collected in the survey.

The Rural Campus is presently working in the village of Rajegaon in Omerga Taluka, Osmanabad, financed by Tata Relief Committee for reconstruction of houses. The main focus of the Institute is to facilitate people in their socio-economic rehabilitation.

The team at the Rural Campus increased in strength with the addition of two new social workers, one of whom has been deputed by the CAPART for a period of two years. One of the existing team members has been brought to the Bombay campus for the purpose of consolidating the experience gained in the last five years through documentation and sharing these with the faculty and students at the Deonar Campus.

RESOURCE UNITS/CELLS

Library

The total collection of the library has gone upto 82,740 volumes of which 1385 books and 265 bound volumes of periodicals have been added in the current year. The principal fields of interests are Social Work, Personnel Management and Industrial Relations, Sociology, Psychology, Anthropology, Economics, Psychiatry, Social Research, Statistics, Criminology and Correctional Administration, Health, Family and Youth Welfare, Rural Development and related subjects. The library's collection is geared to meet the needs of the faculty and the students. The library subscribes to 430 professional journals in addition to general magazines and newspapers. In addition to books, periodicals and theses, the library has a separate collection of Audio-Visual material such as educational films, video cassettes, slides and flash cards. The library also stores microfilm editions of the Institute's journal, *The Indian Journal of Social Work* and *International Dissertation Abstracts*.

The Bibliographic Centre prepared bibliographies for individuals and outside agencies/organisations on subjects such as social movements, education, effects of substance abuse on children, mental illness in family, Hindu-Muslim relations, child welfare services, child labour, criminology, and women and work. A special bibliography on the Rehabilitation of Handicapped was prepared for the International Leprosy Union, Pune. In addition, for seminars and workshops conducted at the Institute, the library prepared bibliographies on specified topics.

A classified collection of newspaper clippings on current topics such as Bombay Riots, Earthquake, Narmada Bachao Andolan, J.R.D. Tata, Talaq, etc. were prepared for the convenience of the readers. The library has about 680 members and rendered services to approximately 650 outsiders including faculty from other universities, research scholars, students, government officials, policy makers and other participants of Institute programmes in the campus. About 370 outside queries were attended to this year by letter or telephone.

Computerisation of the library is in progress commencing with the acquisition of the computer package for Online Information System, SLIM (System for Library Information Management) developed by M/s. Algorithms, Pune. Database for books

and other materials are in progress. Cataloguing, acquisitions and serial control are also under way and, within a year, we hope to computerise all activities of the library.

Publications Unit

The period 1993-94 commenced with the inauguration of the in-house composing facility made possible by the Desk Top Publishing system purchased in March 1993. Laser setting of text matter for printing of the Unit's publications as well as that of other Departments, Units and Sections were undertaken during the year. Based on the estimate of actual savings obtained and future projections presented by the Unit, it was resolved by the Governing Board that two D.T.P. operators be appointed permanently. A great deal of time saving due to DTP resulted in the prompt release of the *Indian Journal of Social Work* for the first time exactly on the expected date of publication. Many other Departments, Units and Sections similarly experienced that their production schedules have been accelerated and final quality enhanced.

The Unit released two case studies, and four issues of the journal. The case studies were *Family and Intervention* by Murlī Desai (ed.) and *Destination Unknown: A Case Description of Mentally Handicapped Daughter* by Damodar Tilak, a parent of a mentally retarded child. This year's Special Issues are two: *Social Work Profession in Asia* (Guest Editor: Murlī Desai) published in October 1993 and *Human Resource Management* (Guest Editor: S. Pandey). A Focus Issue was also published in January 1994 on *Healthy Lifestyle: A Basis for Good Health* (Guest Editor: Gurmeet Hans).

The Book Fair was held from December 15 to 17, 1993, with 8 outside publishers and booksellers participating in the book display-cum-sale at the campus main quadrangle. Two panel discussions were organised on 15 and 17 December on two selected titles: (1) *The Disaster Manager's Handbook* published by the Asian Development Bank, Manila, was reviewed by Panel Members, Mr. B.K. Singh (CEAT Tyres), Mr. S.P. Godrej (Chairman, Godrej group of industries), Dr. V.N. Chandrashekar (Head, Dept. of Chemical Engineering I.I.T., Bombay) and Dr. S. Pandey (Reader, Dept. of PM & IR, TISS); (2) *Uncertain Liaisons: Sex Strife and Togetherness in Urban India* by Shobha De was reviewed and discussed by a Panel consisting of Dr. Purnima Mane, (TISS, Faculty), Dr. Kamala Ganesh (Sociologist), Dr. Varma (Psychologist) in the presence of the author, which added liveliness to the discussions and the debate among the faculty and the students. The art of poster making, the third event of the Book Fair, was celebrated with lecture and demonstration by Mr. Suneel Agarwal on December 16, 1993.

A workshop on Editing Skills was conducted for two weeks for the staff of the Unit and volunteers currently undertaking editing work for the Publications Unit. The resource person Ms. Mairi Sutherland from Napier University, Edinburgh, was sponsored by the British Council, Bombay. We are very grateful to the British Council for this assistance, since in India there is hardly any intensive training facility available for editors. This training will go a long way in enhancing the quality of our published work.

National Service Scheme Unit

The NSS Training Orientation and Research Centre further consolidated its experience in AIDS education through peer leaders. The manuscript on 'AIDS Education for Students: A Training Manual', prepared by the Unit, was published by the Universities Talk AIDS Cell, Government of India, in July 1993. The Unit also launched its work in the area of holistic health for youth. It organised a seminar on 'Healthy Lifestyles: A Basis for Good Health', with a view to enhance conceptual clarity on the subject and also assess the relevance and scope of work in this area. Proceedings of this seminar have been published by the Institute. Subsequently, a Refresher Course of one week duration was organised on the theme, 'Health and Lifestyle Education for Youth'. This course was attended by 35 teachers from 22 colleges, following which most of the colleges have undertaken several activities in the area of health and lifestyle education for students in their respective college campuses. This work has generated and increased the awareness and interest on the issue of student health in educational institutions. A study of student lifestyles in these colleges is also in progress.

On the occasion of the Silver Jubilee Year of the National Service Scheme, 1993-94, the Unit conducted a National Workshop on 'NSS Training Needs and Strategies' with participation from NSS training centres from all over the country. The revised curriculum of training was formulated, keeping in view the changes in educational institutions, student needs and current social problems and issues. The proceedings of the workshop have been documented.

The Institute deeply appreciates the keen interest taken in these activities by Shri B.N. Bhagwat, Secretary and Dr. S.Y. Quraishi, Joint Secretary in the Department of Youth Affairs and Sports, Government of India.

Four orientation courses on National Service Scheme were also organised for NSS Programme Officers from Maharashtra and Goa. In conducting these courses, the Unit received substantial support from faculty expertise within the Institute. With the appointment of one new lecturer, and another on an ad hoc basis, the Unit's strength has been increased.

Electronic Data Processing Unit

With the six additional terminals added on to the Local Area Network computer system, faculty and students have been facilitated in computerising their work, whether research or field action. During the year, the Centre conducted: (1) Two programmes, one in each semester on "Basic Course in Computers" to the first year M.A. Social Work students; (2) One semester programme in Computer Applications as a part of Management Information System (MIS) to the first year Master's Degree students in Personnel Management and Industrial Relations; (3) Two SPSS/PC+ training courses, one in February, and the other in April 1994, out of which one was sponsored by the Indian Council of Social Science Research, Delhi.

The Centre processed the data of 33 research projects of the Institute, 56 research projects from outside the Institute and 47 projects of the students enrolled in various courses during the current academic year. The utilisation of the Centre by the staff,

students as well as outsiders shows considerable increase. For five months, the Centre was engaged in the data entry and processing work of the household survey undertaken by the Institute in the earthquake affected villages in the Osmanabad and Latur districts. The number of villages covered in this survey was 67 and the total number of households was 34,446.

Audio-Visual Unit

For the second consecutive year, the Unit came away with honours at the UGC Countrywide Classroom Video Festival held in December 1993. This time, the video entitled *The Plot Thickens...* won both the First Prize, and the award for individual technical excellence in editing. The programme is a collage of exercises designed to facilitate a critical awareness of the mass media. The Unit has also completed a video programme entitled *Odhni—A Collective Exploration of Ourselves, Our Bodies*. This video, based on a workshop held with a group of women on the theme of women and sexuality, was produced for the Women and AIDS project of the Department of Health Services Studies funded by the International Centre for Research on Women. The video entitled *One Hundred Years of Drought* was completed and, along with *The Plot Thickens...* was selected for screening at the Third Bombay International Film Festival in the non-competitive Video Vista Section.

At present, the Unit is working on various video productions, including one on the issue of rehabilitation of the earthquake affected people of Osmanabad and Latur districts of Maharashtra; one on the narratives of the Warli tribals, and a third one, the case study of coping with mental disability. The Unit has made its first foray into cell animation with a 16 minute animation film in Hindi, based on the booklet *The Adventures of Gol Gol*, which is under production.

The Unit devised and produced an illustrated booklet entitled 'Reflections on My Family', for the Unit for Family Studies. This booklet explores the theme of the rights of members within families and would be used for facilitating discussions on this theme. In addition, the Unit undertook various other graphic design assignments, for the Unit for Urban Studies, and the Department of Short-Term Programmes, among others.

This year, the Unit has undertaken a systematic mail order campaign for disseminating its productions. The results have been encouraging. An annotated catalogue and a data base of the Unit's video library has been created.

AIDS Cell

Responding to the AIDS epidemic through research and training programmes, the Department sought to consolidate its efforts through the establishment of an AIDS Cell. The creation of such a Cell through Ford Foundation funds provides for a consistent and continuous response to the problem through research, training, consultancy and capacity building-services managed by the Department faculty and additional project staff. In order to evolve a long term, holistic philosophy and to utilise the funds judiciously, the Cell organised 2 meetings: one, a National Consultation of experts in the field and, the other, a meeting of Institute faculty to brainstorm on priorities and activities that the Cell can undertake in the forthcoming years. The

Cell has also sponsored the revision of the book *AIDS Prevention: The Socio-cultural Context in India* published in 1992 by the Publications Unit of the Institute, and is working on an annotated bibliography of training materials and research literature available in India in the field of HIV/AIDS. The Cell is also compiling a list of NGOs working in the field of HIV/AIDS in India. We are most grateful to the Ford Foundation for sponsoring all the activities of the Cell.

FIELD ACTION PROJECTS

Of particular interest to human service professionals is the testing of their understanding, perceptions and insights, gained from study, analysis and peer exchange, and converting them into workable strategies of effective intervention. The Institute encourages faculty initiative to establish such test models in the field, where they pool resources from amongst themselves and organisations outside. Over these 58 years, a number of such field action projects have emerged, some of which have succeeded and been passed on to the local community for management or to the government for implementing the programme. Some have also failed, the experience from which has led to the adoption of newer strategies. Some had to be abandoned for identified reasons. Today, there are 16 field action projects fully operational, managed by full or part-time social workers under a faculty member in charge. Their activities are detailed below.

Prayas is a field action project of the *Department of Criminology and Correctional Administration* and is working in the field of adult corrections since February 1990. Currently, its major areas of focus are prison services, rehabilitation of released prisoners, and social work intervention in police stations. It is based at the Bombay Central Prison and two police stations (Deonar and Shivaji Nagar) with a contact-cum-aftercare office at the B.D.D. Chawls, Worli. The project also aims to raise issues related to arrest, detention and trial before the government for appropriate action, and to generate training and teaching material in the field of corrections. This year, Prayas expanded its scope to include support for children of prisoners. The staff also undertook a follow-up study of persons released from prison, in order to identify factors in rehabilitation. We are grateful to the following organisations who have rendered financial assistance from inception for varying periods of time: Tata Exports; Mahalaxmi Temple Charity Trust; Sir Dorabji Tata Trust; The Indo-German Social Service Society; Concern India Foundation; Penguin Charities; Vicco Laboratories; TISS Welfare Agencies Fund; Mr. P.D. Kunte and INDUS.

The Department of Family and Child Welfare continued activities on the following field action projects:

- **The Bombay Child Welfare Coordination Council**, functioned in terms of three distinct categories of coordination among agencies: the first dealt with agencies offering services for the disabled; the second dealt with advocacy on behalf of children and the third dealt with networking among residential institutions. Each category of coordination services was in charge of a faculty of the Department who initiated all programmes for the year. This programme has been financed with TISS funds.

- Another programme was commenced this year under the title **Federation of Manila Mandals** of New Bombay and the villages around, with the view to facilitate better coordination and organisation of self-betterment programmes among these women's organisations. The project is located at CIDCO and the programmes include training, exposure visits and meetings, currently managed by a part-time social worker, with a faculty in charge of the projects. The financial assistance is from CIDCO.
- In the last one year, the social workers in the **Special Cell for Women and Children** have presented three papers, one at the Indian Association for Women's Studies, Mysore, and two for an international audience — the Asian Pacific Association for Social Work Education. The social workers also attended training programmes on Sexual Abuse: Counselling and Communication, and on Marriage Counselling. Crime against women continues steadily. Working with the violated women's families and their environment to give women support and sustenance, is a constant effort at the Special Cell. There is a growing need for social worker's services in the suburbs. We have begun
 - a dialogue with the Police Commissioner on the subject. Out of the Institute funds this Project is being managed.
- **Mel Jol Hum Bachon Ka**, a popular field action project, initiated by the Department of Family and Child Welfare in 1992, continued to work towards mutual
 - learning and enjoyment among children of Municipal Corporation schools and private schools, who participated in the activities during the year. The following is a brief description of the variety of programmes conducted for them:
 - * *Orientation Sessions:* About 52 sessions were conducted separately in all participating schools, through which the Mel Jol team was able to gauge stereotypes prevalent amongst participating school children.
 - * *Fun Games:* The first interaction session between twin schools was "Crazy Olympics", a fun games session, with a view to provide an atmosphere where children, meeting for the first time, would feel comfortable with one another and make tentative gestures towards friendship. A total of 21 such sessions were held.
 - * *Secularism Workshop:* The theme for the academic year 1993-94 was 'Secularism: A Necessary Human Value', which discussed and analysed religion-based stereotypes prevalent among children. Thirty-one such sessions were conducted in schools.
 - * *Art and Calligraphy Workshop:* Art workshops on secularism were organised in each twin school (one Bombay Municipal Corporation school and one private school), where 230 children from each twin attended the workshop. Using a variety of media like paper, jute, canvas cloth, pots, barrels and such other, a group of artists helped children paint and produce large murals. The artists were: Lalitha Lajmi, Anjana Mehra, Aban Irani, Bharati Kapadia, Vilas Shinde, Mehli Gohbai, Sheetal Gathani, Kavita Shahani, Jyotee Kolte, Yogesh Rawal, Deepak Shinde, Rekha Rao, Sheetal Mehta, Varsha Trivedi, Shakuntala Kulkarni, Altaf, Navjot, Meera Devidayal and Tasneem Pacha. The idea of the art workshops came from the children's responses to the secularism workshops, where it was felt that a lot was left unsaid and where, often, the

discussions had to be curtailed because of lack of time. A total of 16 workshops were conducted, including 2 workshops on calligraphy.

- * *Exhibition:* The idea of the Exhibition also emerged from the workshop on secularism, where the children felt that as children, their ideas are not heeded upon by the elders and the children, much to their despair, could do nothing to change the present set up. The Exhibition was, therefore, meant to portray to the public, children's views about secularism, class, and other related social issues. The specific objectives were: (a) to make the public aware of the child's need for a harmonious environment; (b) to enable the public to recognise the inherent creativity of children, regardless of their background, and (c) to create an awareness of Mel Jol's aims and objectives. The exhibition was organised between January 24 and February 4, 1994 and moved through 7 locations. It was visited by over 9,000 people and drew an enthusiastic response.
- * *Annual Event:* The annual cultural programme is designed to make twins join together to put up a special cultural item such as dance, drama, mime or song. Centreing round the theme of secularism, the annual event for South Bombay Schools was organised on January 24, 1994, at August Kranti Maidan, and on February 4, 1994, at the Bhailal Patel Grounds for the North Bombay Schools. The event consisted of a cultural programme presented jointly by each twin school and these ranged from musical plays and skits to dances. They were interspersed with action songs in which the audience participated. They were witnessed by 4,000 children from the Mel Jol schools in North and South Bombay. Ms. Bakul Patel, Ex-Sherif of Bombay and Ms. Amena Sayed, Chairperson, Education Committee, and Director, Dr. A.S. Desai attended the occasion among other faculty of the Institute and school Principals.
- * *Educational Visits:* The open environment facilitates and promotes an uninhibited interaction between children in addition to providing fun and frolic for the children. Six such visits were made to parks, lakes, planetarium, and such like.
- * *Leadership Workshops:* Twenty-one half-day leadership workshops for all participating children were conducted.
- * *Mel Jol Brochure:* Mel Jol released a brochure, outlining its programme, goals, the twinning processes and activities, with assistance received from Concern India Foundation, Mel Jol's primary resource agency.

We are grateful to the following organisations for their financial assistance to the project: Concern India Foundation, Indo-German Social Service Society, *Blitz*, Public Community Trust, and K.P. Byramjee Foundation.

In the *Department of Medical and Psychiatric Social Work* the following projects have been successfully functioning through the years.

- The **Child Guidance Clinic**, situated at B.J. Wadia Hospital for Children is our oldest project, and it continues to render services to the children having various types of behavioural and emotional problems, and offering counselling and guidance to their parents and other family members. The Clinic Staff also

continued with mental health programmes as a part of outreach activity in school, community and the prison setting. The Clinic organised a one day seminar for school teachers on 'Learning Disability in Children' in September, 1993. The community survey undertaken in the Kashinath Dhruv locality was completed. The survey report highlighted some aspects which needed to be considered for future planning. Social workers of the clinic participated in the relief work at Osmanabad and Latur along with the faculty and students of the Deonar Campus. With financial assistance from the Government of Maharashtra, the Institute has been managing activities of the Clinic since 1936.

- Work with the **Thane Health Project** continued with the help of the field work students placed at the Municipal Schools, the Wadia Clinic and the newly constructed Kalwa Hospital. The senior students are involved in setting up a child guidance clinic at the Kalwa Hospital. The Thane Municipal Corporation has been funding this project and we greatly appreciate its involvement and interest.
- The **Integrated Rural Health and Development Project** conducted (i) STD/HIV/AIDS Training Programmes for youth leaders; (ii) a workshop on mother and child health; (iii) another workshop for Secondary School children and teachers *Personality Development and Communication*; (iv) 'Bombay Darshan' — a one day excursion to Bombay for tribal children; (v) Counselling in the Primary Health Centre; (vi) School health programmes; and (vii) a programme on sanitation and hygiene. This project is wholly funded by the Institute.
- In the **Centre for Environment, Technology and Resource Development** of the *Department of Urban and Rural Community Development*, the objectives of economic self reliance among the tribal communities at and around Jambhulpada, Raighad District, continued to be pursued. Two social workers and two others conducted programmes in horticulture and watershed management. We are grateful to the funding assistance received from the Dutch Development Organisation, CEBEMO, the Government of India, Government of Maharashtra and Swiss AID.

The faculty of the *Department of Extra Mural Studies* were active in three field action projects:

- The Department of Extra Mural Studies has been closely involved with the inception, growth and development of the Lions-Quest Programme, **Skills for Adolescence**. The head of the Department became the first Indian to be a Trainer of Trainers for this programme. The Department faculty, after implementing the programme in a school at Ulhasnagar, has been actively involved with the adaptation committee set up to look into indigenisation of training literature. The programme was also tried out with Arya Vidya Mandir, Santacruz for children of standards VII and VIII. Three workshops, one for programme leaders of Thane area and two for all-Bombay Trainees at the Narsee Monjee Institute of Management at Vile Parle, have been conducted for Trainers. An investigation is in progress for recording the experience of implementing the programme in a variety of settings. In the area of Effective Parenting Skills, training needs analysis were conducted in two schools in Goa and Baroda. Lions-Quest India is the sponsor of the Project and our grateful thanks to the organisation.

- **Mental Health Awareness Cell:** This year the Mental Health Awareness Cell continued to work with the youth of N.M. Joshi Marg, Lower Parel. Three workshops were organised to facilitate the youth understand the concept of mental health. A residential workshop was organised at Deolali with emphasis on communication skills, understanding the self and issues related to community mental health. An encouraging feature was that girls started responding to the Cell's programmes. This is an Institute funded Project.
- **Towards Communal Harmony:** In 1993, the Institute had responded to the aftermath of the riots which broke out in the city of Bombay by way of relief and rehabilitation measures. Families who were staying in Chirag Nagar and Asalfa Village and Vikhroli Park Site in Ghatkopar, and Govandi were distributed household kits and provided educational and vocational help as well as for rebuilding houses. Following these riot-focused relief, a field action project was initiated in Chirag Nagar and Asalfa Village in Ghatkopar to provide (i) assistance to families facing problems in readjustment and (ii) to build a data base on problems and issues of post-riot victims to provide the feedback for crisis intervention activity in the future. One full time social worker was appointed and she is currently working on understanding the community's formal and informal structure. She has also initiated the involvement of community members for social programmes addressing the needs of women, children and youth. Financial assistance was provided by the Tata Relief Committee.
- **Hamara Club: A Project for Street Children** is a field action project of the *Unit for Child and Youth Research* and it completed 4 years of its service to the street children, reaching out to them at four contact points: Bombay Central Railway Station, Siddhi Vinayak Temple, (Prabhadevi), Haji Ali Dargah and Jijamatanagar (Worli). Nearly 250 children were provided health, education, recreation and counselling services during this year. The major activities of the year included:

Two Health Camps: One was for general health check up for 50 children organised in collaboration with the Bombay Municipal Corporation and, the second for a Leprosy check-up in collaboration with the YWCA at Bombay Central. Follow-up services were instituted for the positive cases of leprosy.

Formal Education: Forty-seven children were admitted in Municipal Schools through different contact centres and were provided with school uniforms, books and stationery.

Vocational Training: Three boys at the Bombay Central Station are undergoing part-time training in tailoring in the Vocational Training Institute, Tardeo. Two boys at Prabhadevi completed training of soap making at Shramik Vidyapeeth.

Recreation: A picnic to the Vashi garden for 25 children at the Prabhadevi Centre was organised. Five boys at the Bombay Central Centre were taken to Marve beach along with the 'Udaan' group. Competitions in sports, music and drawing were organised and prizes distributed to winners on the Independence Day.

Traffic Police Training: Through the Council for Children in Vulnerable Condition, 20 children from different NGO organisations, including two boys from Hamara Club, attended a two-days workshop at Khandala for traffic police training. Following this, they now get traffic training twice a week at Churchgate, through the Nasik Traffic Police Training Centre. On the Ganpati immersion day, they

were involved in traffic control. The Commissioner of Police appreciated their work and said it is possible to enrol the children in the Department of Police Traffic after their successful completion of the training programme.

Locker Facility at Bombay Central: At the contact centre at Bombay Central, a locker facility has been provided for 36 children. Children keep their belongings and important documents like Identity Cards, School Leaving Certificates and such others.

Savings by Children: About 20 children saved their money regularly in the savings box kept at the Police Station, Bombay Central, and they were encouraged to open bank accounts. Three boys opened accounts during this year.

Income Generating Activities: Rakhees, greetings cards and wall hangings prepared by children were put up for sale at different sale points like TISS, Vanita Samaj, YWCA, and at Chacha-ka-Mela (a mela for street children). An amount of Rs. 418.50 was collected as sale proceeds.

Chacha-ka-Mela: The celebration of the Children's Day on November 14 is always marked by a fun-fair for street kids. This year also 150 children from all the three contact centres participated in the *Chacha-ka-Mela* held at the National Sports Club of India, Worli.

All India Street Children's Conference: TISS was the venue selected by the organisers of the All India Street Children's Conference on February 14-18, 1994. The major purpose of this Conference was to provide street children a platform to share their experiences and talk on issues of shelter, education, health and harassment from police and public at large. Anu from Hamara Club spoke on the plight of the girl child on the street.

Residential Camp: A three days residential camp for 30 children at Haji Ali and Bombay Central Station was organised at Lonawala on March 28-30, 1994. Children enjoyed the camp and found it useful for learning leadership skills and group living.

Initiated in July 1989 in collaboration with the Maharashtra Branch of the Indian Council of Social Welfare, Hamara Club is fully funded by Save-the-Children-Canada. We are most grateful to the organisation for financial assistance.

- The TISS Literacy Committee undertook several activities. It continued to be actively involved in the action project on **Total Literacy** in a neighbouring slum community, Panjrapol. Other activities include environment building, orientation, training of volunteer instructors and running of literacy classes. Funding assistance was received from U.S. Vitamins Private Ltd. and the TISS Staff Club.
- A major involvement of the *Unit for Women's Studies* has been the **Rural Piped Domestic Water Supply, Sanitation and Community Development** initiated by the Government of Maharashtra and supported by the British Overseas Development Administration. The Institute has been appointed as a consultant for Community Development in this project which is spread over three districts of Maharashtra: Jalgaon, Nashik and Dhulia. There are four big schemes which are providing filtered water to 210 villages in these three districts. The Institute is involved in providing training to government officials from the district level to the village water committees,

which are going to undertake responsibilities of maintenance of the scheme within the village boundaries.

The strategy adopted for community participation in this project is a deviation from earlier practice of involving NGOs or setting up a separate unit to accomplish community participation in the drinking water projects. There is an emphasis on training the government machinery to be more sensitive to people and use the participatory methodology in their interaction with people. Their changed attitude and better functioning is likely to contribute in the process of people's empowerment. We are working on both the fronts: training and field activity for setting up village water committees and achieving women's participation.

The project started in April 1992 with three persons in the field. At present, the strength of the field staff has increased to eleven. The team scrutinising four women and seven men. In the last two months, a major campaign was conducted to finalise the layouts of internal distribution system for each village by using the Participatory Research Appraisal Technique. For the first time, engineers, extension officers of health and extension officers of village panchayat visited the village together as a team and had dialogue with the village women.

The project will continue for the next two to three years. Several activities such as preparing training manuals and audio-visual materials have been planned. We visualise that the project will contribute to our understanding of the problems of drinking water and rural development management in a major way. It also raises the question of whether such high technology projects for carrying water over long distances, which compels people to pay high water rates for maintenance, is appropriate or whether some alternatives can be developed to meet the need for drinking water of thousands of villages in Maharashtra at a lower cost. We are grateful to the Government of Maharashtra and the British ODA for their support.

Environmental crisis hits hard the poor women in the rural areas of the Third World, because they are the most dependent on common property resources and also blamed for its overuse contributing to the degradation of environment, and their own deprivation. The Unit for Women's Studies have proposed an action research project, entitled 'Women's Right and Natural Resources' addressing the necessity to create mutually nurturing relationship between poor women and the environment. The project emphasises the creation of a subsistence base for women and training them in optimal use of resources such as land, water, organic manure and photo-energy. The intervention of the researcher comes in the form of mobilising and steering the women's group to go through and sustain the experiment. Organising the training and making women document the entire growth process of the plants is the task for the researcher.

Field Action Projects in Collaboration with other Organisations

Working in collaboration with other organisations, the *Department of Medical and Psychiatric Social Work* was instrumental in helping a group of parents and relatives, who attended the Richmond Fellowship Workshop in April 1993, to form an organisation called **Community Action of Mental Peace (CAMP)**. One of their activities is a self help group. In collaboration with the Institute's Family Welfare Agency,

CAMP will try to start a day care and a residential facility for the mentally disturbed in Bombay city.

As an outcome of the Patient's Rights Workshop organised by the Department in August 1993, a **Grievance Committee to deal with Patients' Problems** has been formed at the K.E.M. Hospital, Bombay.

The **Drug Abuse Demand Reduction Programme** also initiated by the Department funded by the UN ESCAP, Bangkok, is being carried out in three areas of the city for slum dwellers and street children who are addicts. This is an action project to involve people in organising at the community level to reduce the menace of drugs. It involves the training of community level workers. Three training modules have been already completed. Baseline surveys of the problem in the various areas were undertaken.

The **Employees Assistance Programme** was continued by the *Department of Personnel Management and Industrial Relations* in the various 'long distance' walk areas of the Mahanagar Telephone Nigam Ltd., Bombay. During the year, two review and follow up meetings with the counsellors were organised. An advanced training workshop on 'EAP Skills' was also conducted in March 1994.

FACULTY

Golden Jubilee Chairs

The Golden Jubilee Chairs, created in 1988 for bringing veteran experts for short periods in the subjects of faculty interest, have been a boon to the Institute's intellectual growth. The long experience and mature insights of our visiting professors and practitioners have had a very positive impact, over these eight years, on the activities and programmes of the Institute. This year, we have been specially fortunate in having in our midst, Prof. Mukunda Rao, Consultant, Social Development for international organisations and, formerly, Senior Officer, United Nations Secretariat at New York and Vienna.

During the period of his tenure as the Professor, ***The Mahalakshmi Temple Trust Chair*** from August 2, 1993 to January 12, 1994, Prof. Mukunda Rao had undertaken a variety of assignments at the Institute. These involved occasional lectures in different classes, informal discussions with students especially those at Ph.D. level, meetings with individual faculty members, groups of faculty, participation in the preparation and convening of faculty organised workshops, seminars and conferences such as the Asia and Pacific Social Work Educators Conference, Consultation Meeting on International Year of the Family, IAS Officers Training Programmes. He also participated in the survey and relief work in Osmanabad/Latur areas affected by the earthquake, and visited a number of worst affected areas, focusing on the situation of older persons.

In the last three months of his stay, most of his efforts were related to the preparation and holding of the National Workshop on 'India's Role in the Formulation and Implementation of United Nations Mandates: Focus on Children, Women and the Family'. The final draft report of this Workshop was submitted by Prof. Rao before

his departure, and it is slated for publication and subsequent dissemination. Prof. Rao was particularly satisfied with initiating this exploration into the relatively unknown area of the interface of India and United Nations with regard to policy formulation and implementation in the social field. He has also submitted a recommendation to set up a Chair/Unit on International Social Development. In his opinion, TISS is an ideal setting for such a venture.

Prof. Mukunda Rao's inputs at various times have been in the areas of human rights, social aspects of family planning, aging, approaches to development, social policy and social development, social work education, advancement of women, the role of family in development and the United Nations. In his formal and informal interactions with the faculty and students, he endeavoured to bring to their attention the critical role and functions of United Nations in the social field, in particular, the several global mandates (resolutions, declarations, conventions, plans of action) as well as the significant conceptual advances reflected in its work in recent years. He particularly highlighted the relevance of this body of work to the work of the Institute. Prof. Mukunda Rao's departing report talked of his impressions of the many creative activities undertaken by the faculty, their commitment and quality, the students' desire to learn and the overall atmosphere of camaraderie, academic freedom and social awareness. Dr. Rao was particularly happy with the opportunity to reconnect with the land of his birth and to gain a better appreciation of its contemporary character.

We are most grateful to Prof. Mukunda Rao for his visit and his valuable contributions.

This year there were no appointments to the ***TISS Golden Jubilee TISCO Chair for Personnel Management and Industrial Relations*** and the ***Garware Chair in Social Sciences*** for various reasons.

Faculty Development Programme

The United Nations had designated 1993 as the Year of the Indigenous People. The Faculty Development Programme Committee organised a series of presentations in the first semester on the theme 'In Solidarity with the Indigenous Peoples' under the rubric of *Ektamya*. The topics for the presentations included rights of the indigenous peoples, movements by certain tribal groups towards self assertion and identity, and the resettlement and rehabilitation problems of people displaced by large development projects. These presentations were organised by an Ektamya Sub-Committee consisting of members of the faculty, administrative staff and students.

Other presentations for the faculty development programme were organised on themes such as the socio-economic impact of HIV/AIDS and role of social scientists, discussion of the United Nations Report (1992) *Towards a Social Development Strategy for the ESCAP Region* and screening and discussion of the UGC award winning video film in 1993, *The Plot Thickens...* produced by the Audio-Visual Unit of the Institute.

Memorial Lectures

The Kumarappa-Reckless Lecture was delivered by Justice H. Suresh, Retd. Judge, High Court of Bombay, on 'Politicization of the Criminal Justice System in India'. Justice Suresh spoke on the meaning of the sovereign judicial power of the state which is vested in the judiciary. He said that it has a commitment to the will of the people. The basic function of a judge is to do justice between man and man, and man and the state. The judiciary is therefore, as accountable to people as the Executive and the Legislature. But recent trends reveal that there is a loss of this accountability towards the people and a perceptible politicization of the judiciary. The judicial system is gradually becoming a subservient tool in the hands of the Government. He said that there is an increasing trend towards detaining people without proper trial under various special laws enacted by the Parliament from time to time. A servile bureaucracy, a corrupt and self serving police and a polarised judiciary is wrecking havoc on our criminal justice system and has turned it into an oppressive mechanism, he said. The judiciary must wake up from its slumber and take matters into its own hands before it gets too late for us, he added. We are most grateful to Justice H. Suresh for a very forthright lecture.

The Punekar Memorial Lecture was delivered by Mr. S.R. Mohandas, Journalist, Professor, Organisational Consultant on 'Industrial Relations: Strategic Exercise in Changing Business Scenario'.

Social Work Educators Forum (SWEF)

Social Work Educators' Forum is a voluntary activity of Social Work Educators who meet, share their professional concerns, enhance their knowledge and skills, and reflect over their role.

Even though Social Work Educators' Forum is an in-house activity, it was strongly felt that a national meet was over due. With the support of the Social Work Education and Practice Cell, a national workshop titled 'Social Work and Teaching' was organised during May 11 -14,1993. One afternoon was set aside for discussing the Constitution of the Association of Schools of Social Work in India by the delegates from abroad who numbered 40, and an equal number from Bombay. A subgroup was constituted to actively study the code of ethics among social workers.

Attendance at Seminars/Workshops/Conferences/Courses and Membership of Committees

This year 69 faculty members attended seminars, workshops and other short term programmes. They read 138 papers. As office bearers and committee members in 135 professional and academic bodies, 55 of our faculty members shared their expertise and interest.

Visits Abroad

Nineteen faculty members went abroad on various academic assignments. Of these 6 were professors, 11 were readers, and 2 were lecturers.

Publication of Papers and Books by the Faculty

This year, 31 faculty members published 42 papers and 10 books. Dr. Purnima Mane, Dr. Murli Desai, Dr. Shalini Bharat, Ms. Vidya Rao, Ms. Katy Gandevia, Ms. Gurmeet Hans, Ms. Chhaya Datar, Dr. Kailash, Mr. R.D. Naik were the faculty members who published individually or jointly.

Some Major National/International Assignments Carried out by the Faculty

Dr. Armaity S. Desai: Member, Council, Association of Commonwealth Universities, London; Member, Executive Council and the Court, Jawaharlal Nehru University; Member, Sub-Committee, National Preparatory Committee for India, Country Report for World Women's Conference, Beijing, 1995.

Prof. Meenakshi J. Apte: Member, Governing Board, NIPCCD, New Delhi, (appointed by the Minister of State for Women and Child Development); and Member, Research Advisory Committee on Social Welfare, Government of India, New Delhi.

Prof. R.K. Hebsur: Member, Governing Council, ICSSR, New Delhi.

Prof. Niranjana Gokarn: Member, UGC Panel for Social Work Education; Secretary, Asian and Pacific Association of Social Work Education; AC Board Member, M.S. University of Baroda, Human Development and Family Studies, Department of Home Science.

Prof. UshaS. Nayar: Member, National Commission for Cooperation with UNESCO, Sub-Commission: Social Sciences.

Prof. A. Gangopadhyay: Member, National Committee on Child Labour, NSC, Ministry of Labour, Government of India.

Prof. J.C. Sharma: Member, Adult Education Programme, Government of India.

Prof. Asha Rane: Member, State Level Coordination Committee, Project for Integrated Education of Disabled Children at Masavan.

Prof. D. Saldanha: President Elect., Fulbright Association of Bombay; Member, Advisory Committee, State Residence Centre for Adult and Non Formal Education.

Dr. Purnima Mane: Member, Working Group on Sexual Behaviour and Research on AIDS and Reproductive Health Network, Boston, USA; Steering Committee Member, Global AIDS Policy Coalition, USA; Governing Board Member, Population Services International (India); Member, Editorial Advisory Committee, *AIDS in the World*, USA.

Dr. M.R. Bhatia: Member, Advisory Committee, National Committee on STD Control.

Dr. Murli Desai: Member, Board of Directors, International Association of Schools of Social Work.

Dr. Shalini Bharat: Member, Indian Council of Child Welfare, New Delhi; Member, Central Advisory Committee, National Library of Tests, NCERT, New Delhi.

Dr. Sanober Shekar: Member, Committee on Custodial Justice for Women, National Commission for Women, Government of India.

Dr. S. Pandey: Member, Academic Council, National Human Resource Development Academy.

Dr. Gita Shah: Vice-President, Association of Schools of Social Work in India.

Dr. Ratna Naik: Member, World Bank Project, Government of Maharashtra; Member, Maharashtra Public Service Commission.

Ms. Gurmeet Hans: Member, NSS Advisory Committee of Maharashtra State, Goa University, Nagpur University, Shivaji University, S.N.D.T. University and Bombay University.

Ms. Anjali Monteiro: Member, Governing Body, State Institute of Educational Technology, Pune,

Ms. Anjali Dave: Member, National Resource Group, Mahila Samakhya, Department of Education, Government of India.

Mr. Roy J. Burman: Regional Secretary, Anthropological Association.

Awards to Faculty

The Institute received the International Year of the Family Testimonials, as an IYF Patron, by the United Nations Secretariat for the International Year of the Family, in recognition of its important contributions towards the cause of families and the promotion of the IYF. Dr. Murli Desai received this testimonial on behalf of the Institute, at the World NGO Forum to launch the International Year of the Family, organised in Malta in December 1993.

Dr. Armaity S. Desai was awarded the Professional Achievement Citation of the University of Chicago Alumni Association created in 1967. The award honours those alumni whose achievements in their vocational fields have brought distinction to themselves, credit to the University, and real benefit to the communities. The citation was presented to her, in absentia, on June 5, 1993, at the Alumni Assembly held at the Rockefeller Chapel, University of Chicago.

Ms. Grace Mathew, Retired Professor and Head of the Department of *Medical and Psychiatric Social Work* (1974-1985), has been honoured with the Karve Award for Outstanding Contribution to Social Work Education in India by the Karve School of Social Work, Pune. We offer our congratulations to Prof. Grace Mathew who continues to very actively contribute to various activities of the Institute.

STUDENTS ACTIVITIES

Student's Union and Institute Sponsored Activities with the Students' Union

Students' Union activities this year were very brisk, especially in the first semester. Events were conducted on a weekly basis and included cultural, literary, academic and sports events. The Union helped conduct a number of events in co-ordination with such bodies as Spic-Macay, the Committee for 'Indigenous People', and the

Criminology and Correctional Administration Forum. This year, the Union also helped organise the Guinea Pig Debate and A.R. Wadia Elocution.

The Union was extensively involved in the survey undertaken by the Institute at Osmanabad and Latur. The students responded enthusiastically. They were deployed both at the Institute and at Tuljapur in two batches, with the Student's Union as a co-ordinating body.

The second semester saw the students' festival 'Quint'isssence' with extensive participation from all sections of the student body, including the M.Phil./Ph.D. scholars, the students enrolled in Certificate Course in Research Methodology, and the students of the M.A. Programme in Hospital and Health Administration. The *Department of Family and Child Welfare* stood first.

The new Student's Union was elected in February 1994 and the members will take office with effect from June 1994.

Social Work Students' Forum

The Social Work Students' Forum organised the Third Annual Seminar in Social Work on the theme 'Need for a Holistic Approach: Paradigms for Sustainable Environment' on January 15, 1994. It was inaugurated by Dr. Claude Alvares, a noted environmentalist and media person, and Director of Goa Foundation, Goa. Dr. A.S. Desai welcomed the audience and released the souvenir. The seminar attempted to focus on the need for a holistic perspective towards the environment and a holistic management of our natural resources. It called for looking at the entire issue of environment not only on a personal basis but for the planet earth as a whole. It focused on applications of social science knowledge to social work in planned development and use of social work intervention skills in tackling this complex problem.

Thirty delegates from the NGDs and other organisations and our students participated in the seminar. The students had invited experts in the field — Ms. Latika Naik, Principal, S.N.D.T., B.Ed. College; Ms. Jyotsna Modi, Director, Special School* for Children; Representatives from Indian Peoples' Tribunal for Environment and Peoples' Rights; Mr. Bittu Sehgal, Editor, *Sanctuary*, Mr. Debu Goenka, Bombay Committee for Environment, and Dr. M.W. Uplekar, Foundation for Research in Community Health gave presentations on topics such as 'Environmental design for children with special needs', 'Environmental crime', 'Sustainable development and perspective as health care system' and 'Search for new alternatives'. Social Work Students made a presentation on 'Effective Use of Media for Sustainable Environment' which was well appreciated. Ms. Bakul Patel, Ex-Sherif of Bombay, delivered the concluding remarks.

Under the aegis of the Job Placement Cell for Social Work students, campus recruitments were conducted for graduating social work students for the fourth year in succession. About 80 vacant positions were identified in organisations, 50 of which were in various parts of India and 30 in Bombay. Thirty-one offers have been finalised and 20 have been short listed for a second interview. Forty-five summer

placement positions were identified for the first year social work students in a total of 10 organisations, out of which 10 students have accepted the offer.

PM and IR Students' Forum

The students of the Department of Personnel Management and Industrial Relations organised the annual seminar on September 10 and 11, 1993 on the theme of 'A Paradigm Shift in Indian Business — HRM Issues in Perspective'. Thirty delegates from various industries participated in the seminar.

This year, the *PM and IR Students' Forum* had organised campus recruitment visits by companies from 3 to 11 January, 1994. About 30 companies visited the campus and over 100 offers were made to 28 senior students of the *Department of Personnel Management and Industrial Relations*. These organisations also made Summer Project offers to the students of the junior PM and IR batch. Since last year, the Department has been levying a registration fee of Rs. 2,000/- per company for visiting the campus for recruitment. A large portion of the collections were contributed towards the corpus of the Institute. This year, the Department increased this charge to Rs. 4,000/- per company.

Students' Seminar in Hospital Administration

The annual seminar of the students of *Diploma in Hospital Administration* was held on February 27, 1994 on the theme 'Emerging Trends in Hospital Administration'. Eminent speakers from the public and private sector health services spoke on current hospital management issues such as the Consumer Protection Act, cost containment in hospital and total quality management. The seminar was attended by hospital managers and health professionals.

ALUMNI ACTIVITIES

Alumni Office

As in the past, the Alumni Office has helped alumni trace their classmates and contemporaries especially for organising meetings of Alumni outside Bombay. So far, the alumni have held meetings in Ahmedabad, Bangalore, Calcutta, Hyderabad, Madras, New Bombay and Pune. The Director, during her tours, and Prof. Panakal, who coordinates the work of Alumni Office, bring alumni together for group meetings. More work will have to be initiated for mobilising alumni contribution to Institute's growth. A major activity of the Alumni Office is the annual preparation of the state-wise updated addresses of alumni who are in touch with us. The Alumni Office also provides addresses of alumni to other alumni, interested employers, and employment agencies. The Institute is grateful to Prof. Panakal for his continuing contribution to keep this office alive and updated. A very successful dinner was organised again this year which was attended by 293 alumni and their families. It was held jointly with the students and the faculty.

ADMINISTRATION

Staff in Position and Total Number of Posts

The number of total academic positions in the Institute is 110 (academic teaching and non-teaching), of which 94 were filled; technical positions are 32 of which 22 were filled; administrative positions are 107 of which 85 were filled and, out of a total number of 102 positions of the service staff, 84 were filled. About 84 per cent of the positions are filled.

Training of Administrative Staff

Five staff members were sent for training in management of accounts, skill to run a mess, skills in catering, computer applications in university accounts, and publishing.

Long Service Awards

The following employees, who completed 20 years of service at the Institute, were presented with a gift of the cash value of Rs. 500 in recognition and appreciation of their services.

Dr. (Mrs.) Sanobar Shekar, Reader, Dept. of Criminology and Correctional Administration

Ms. Shyamala Subramanian, Assistant Librarian

Mr. P.D. Pawar, Technical Assistant

Mr. R.B. Bhogale, Peon

We are greatly appreciative of their contribution to the work of the Institute.

INSTITUTIONAL SERVICES

TISS Newsletter

The TISS Newsletter, *Madhyam*, is released twice a year. It is mainly for internal circulation and all the employees are encouraged to treat it as a vehicle of free expression. The rotating editorship also facilitates changing focus and devising new features. In the collective opinion of the current Editorial team, *Madhyam* functions as an agent for (a) exchanging information on the professional and academic activities of the Institute, the staff, students and alumni of the Institute; (b) reporting on points, viewpoints and news items related to professional and academic events and issues; (c) keep a record of important Institute activities which are historically significant.

In May 1994, the twenty-first volume of *Madhyam* was released.

Day Care Centre

The Day Care Centre, now in its seventh year of existence, has an enrolment of 22 children, 10 of whom are toddlers. The programme of activities was redesigned to meet their specific needs. In addition to the celebration of festivals and birthdays, a

5 day summer camp was organised, including activities such as an outing to a sports complex nearby, a dog show, a trip to the Prince of Wales Museum and the Aquarium, a boat ride, clay modelling and craft, a magic show, visits to the police station, fire station, post office and a picnic to the Sion Hill Garden. The 6th annual day of the Centre was also celebrated with enthusiasm. The premises were repainted and wear a more colourful look with new displays.

TISS Social Services Centre

Instituted as a service facility for the multifarious interests, concerns and problems faced by employees of the Institute and their families, the TISS Social Services Centre is run by a full-time Social Worker. This year started with two summer vacation camps for the campus children including those living outside the campus and in the age groups of 7 to 11 years and 9 to 15 years. In all, 22 children attended this camp. These camps were organised in response to a request made by the campus staff to enable the children to use the vacation time constructively. The camps held activities to help develop children's knowledge, skill, and creativity and also shed inhibitions and interact positively. Training in public speaking, film shows, science demonstrations, puppet making, a visit to the bank and post-office, indoor and outdoor competitions were some of the activities. These camps were self-financed and supported by the campus residents who volunteered to share various tasks with the Social Worker. The winter Vacation Camp had 25 children from the age group of 6 to 14 years. A children's film entitled *Beethoven*, and a magic show were enjoyable highlights. The visit to the Nehru Planetarium was also greatly appreciated by the children.

A two days Workshop on 'Coping with S.S.C. Examinations for the Students of Std. VIII to Std. X' was conducted for the staff of Lupin's Laboratories, Santacruz, who sponsored the workshop as well as staff of TISS. The sessions aimed at helping students improve their study habits, generate awareness of the various study skills, and also of the methods prevalent in the evaluation system of the S.S.C. Board.

The consumer cooperative activity centred around provision of packed lunch to staff members and sale of light lunch across the tea counter. This is indeed a popular service and the women of the service staff families were also sufficiently motivated with the generation of extra income. Sale of pickles, chilli powder, turmeric powder and snacks during workshops and meetings fetched an additional income ranging from Rs. 150 to Rs. 500 on a monthly basis.

Two of the employee's children, Narendra G. Gotankar studying in the first year B.Com. degree, and Ms. Bindra Ramsingh studying in Second Year Junior College (Commerce) were selected by the Social Services Advisory Committee as recipients of the B.P. Gandhi Scholarship 1993-94 to pursue further studies at the collegiate level.

Three cases of marital counselling and one case of pre-marital counselling were dealt with during this year. One of the staff members injured badly by an attack from some unidentified assailants was advocated appropriate medical help and given emotional support. Three patients were helped to obtain blood from the government blood banks. Referral services to various staff members for their immediate require-

merits continue to be undertaken by the Centre. The Social Worker, also participated in the Literacy Project of the Institute and systemised two field work students.

CAMPUS DEVELOPMENT

Construction of the Library

The revised estimate of the library building was approved by the UGC. The Commencement Certificate issued by the Bombay Municipal Corporation was also revalidated after sustained efforts. Subsequently, the order to the contractor was issued in October, 1993, and the work on the building has since commenced.

Malati and Jal A.D. Naoroji Campus Annexe

The Institute has sent a proposal to the UGC for the sanction of a special grant to develop various infrastructural facilities. The Institute has also embarked on a process of finding a suitable architect for the Campus Annexe. The development of this campus will have to spread over the ensuing Plan periods as per the availability of funds.

Development of the Institute Garden and Trees

Mainly, it has been maintenance work with regard to our garden. Several varieties of shrubs, individual plants and potted plants were given a dose of cattle manure and sprayed with pesticides to keep them in healthy condition. The Municipal garden staff visited in November 1993 and we were able to show them that we have planted and nurtured over 50 saplings to replace the trees cut in the library area.

The nursery work is improving slowly. About 500 plants were sold to our staff and friends during the year. We hope to sell over 1000 plants in the monsoon of 1994. During the year, one *mali* retired from service, while one was promoted to a peon.

PERSPECTIVE FOR FUTURE DEVELOPMENT OF THE INSTITUTE

On a reference made by the Governing Board of the Institute with a view to provide a long-term plan for development, the members of the Academic Council (AC) in their meeting on March 9, 1990 appointed a Committee of seven faculty members, to whom were added another four in July 1992, for submitting a detailed report on Perspectives for the Future. The first report was placed at the AC meeting in April 1992, when the members deliberated on the report as well as written comments from faculty who were not members of the Academic Council. Based on these discussions, the Committee was requested to prepare a revised version, which again was discussed in the AC meeting in July 1993. Thereafter, the Director has been holding continued discussions with individual Departments and Units, from January 1994 onwards.

CANDIDATES FOR DEGREES AND PRIZES

Today 2 candidates will receive their Ph.D. degree, 5 M.Phil. degree and 117 M.A. degree. We congratulate them and, particularly, the prize winners whose names appear below:

Prize Winners

- | | |
|--|------------------------|
| 1. S. Kalsi Shield for the Best Student in Personnel Management and Industrial Relations | Mr. Atul Kumar Sharma |
| 2. Alumni Association Prize and Institute Shield for the Best Student in Criminology and Correctional Administration | Ms. Zarine E. Chinvala |
| 3. Aisha Harris Memorial Shield for the Best Student in Family and Child Welfare | Ms. Sucharita Hota |
| 4. Leela Wadia Prize and Institute Shield for the Best Student in Medical and Psychiatric Social Work | Mr. Nalin Johri |
| 5. Aloysius Soares Prize and Institute Shield for the Best Student in Urban and Rural Community Development | Ms. Bina Fernandez |
| 6. The Prize instituted by the 1987-89 batch of PMIR students for the student ranked second in Personnel Management and Industrial Relations | Ms. Anupama Sastry |
| 7. Prof. P.D. Kulkarni Prize for the Best Student in the course Social Policy and Planning | Ms. Sucharita Hota |
| 8. Mrs. S.R. Panakal Shield for the Best Student in the course Social Work in Industry | Ms. Sucharita Hota |
| 9. Najamai A. Minocher-Homji Prize for the Best Project Report | Ms. Bina Fernandez |
| 10. Mrs. S.R. Panakal Shield for the Best Personnel Management and Industrial Relations student in Field Work | Mr. Atul Kumar Sharma |
| 11. NIPM Silver Medal for student securing highest marks in Personnel Management and Industrial Relations for 1992-93 | Mr. T.G.C. Prasad |
| 12. Prof. Grace Mathew Field Work Shield and Award for Social Work in the Department of Criminology and Correctional Administration | Ms. Madhu J. Malhotra |
| 13. Prof. Grace Mathew Field Work Shield and Award for Social Work in the Department of Family and Child Welfare | Ms. Nandini Reddy |
| 14. Prof. Grace Mathew Field Work Shield and Award for Social Work in the Department of Urban and Rural Community Development | Ms. Sunitha Kuruvilla |

15. Mr. Kalidas M. Shah Field Work Shield and Prof Ms. Aparna Ambedkar
 Grace Mathew Field Work Shield and Award for
 Social Work in the Department of Medical and
 Psychiatric Social Work

CONCLUDING REMARKS

This evening, we witness yet another batch of graduates leaving the portals of this Institute to take positions of responsibility in contributing social welfare development organisations, and, most importantly, as young adult members in the family. In this International Year of the Family, as designated by the United Nations Organisation, it is only appropriate that we usher your entry into a new phase of responsibility, building on the strengths you have so far derived from links securely anchored to the family. The newer functions you will assume in society are in many ways extensions of responsible conduct as a member of this primary institution, the family. Considering ourselves as additional members of your extended family, we have endeavoured to instil in you a sense of purpose and equip you with skills to contribute to the human services. In your adult roles, we wish you total fulfilment of all your aspirations and career plans and, we hope, that in all such endeavours, you will be furthering our professional contributions to society. It is our request that you maintain a strong association with this Institute, its faculty and its activities, and help us build our social commitments to society.

We owe a great deal to the multifarious supports we have received from all our patrons and well wishers. As in previous years, this year, also, we have received immense support for which we are most grateful to all the Tata Trusts — the Sir Dorabji Tata Trust, the J.R.D. Tata Trust, the J.R.D. Tata and Thelma Tata Trust, the Sir Ratan Tata Trust, The Tata Relief Committee — and other donors in government, industry, national and international organisations, in particular the Ford Foundation, Indo-German Social Service, CARE-India, CRY and private philanthropists. We are grateful to the University Grants Commission, and the Department of Education in the Ministry of Human Resource Development, for their financial assistance and readiness to look into our problems of finance. The Governing Board under the Chairmanship of Shri J.J. Bhabha has been a source of great support and we are most grateful to the Chairman and the Members. Finally, the Institute faculty and staff have given me, as in previous years, full support to my work as Director for which I remain ever grateful.

Dr. (Ms.) A.S. Desai
 Director