

TATA INSTITUTE OF SOCIAL SCIENCES

ANNUAL REPORT Fifty-Third Convocation May 3, 1993

Chairman, Mr. J.J. Bhabha, Chief Guest, His Excellency, the Governor of Maharashtra, Dr. P.C. Alexander, Students, Faculty, Staff and Guests.

We place before you the annual report of the fifty-seventh academic year of the Institute which has completed another active year of teaching, research, short term training and field action. In addition, this year, much of the student and faculty time was spent in meeting the exigencies arising out of the riots in Bombay city in December 1992 and January 1993.

SPECIAL CONVOCATION

This year's annual convocation was actually preceded by a Special Convocation that was held for the first time in the Institute to confer an honorary degree. On the recommendations of the Academic Council, the Governing Board deemed it a privilege to confer on Bharat Ratna, J.R.D. Tata, the degree of D. Litt (honoris causa) at a function held on February 12, 1993, at the Institute premises. In recognition of his meritorious contribution to society, Mr. J.R.D. Tata was presented, in person, a citation read by the Director, Dr. A.S. Desai, which Mr. J.R.D. Tata graciously accepted. The Chairman of the Governing Board, Mr. J.J. Bhabha then conferred the degree on Mr. J.R.D. Tata and spoke about his many qualities. In a responding speech lasting 40 minutes, Mr. J.R.D. Tata expressed his happiness on being conferred the degree from "such a reputed Institute" and, in a manner most characteristic of him, also declared how undeserving he was of such a presentation. Mr. J.R.D. Tata regaled the audience with wit and humour and touched upon the issues of population, women and education in his address to the Institute audience, and made the occasion a memorable one for everyone present at the function.

STUDENT ENROLMENT

Degree/Diploma/Certificate Course Enrolment

There were 359 students enrolled in various degree, diploma and certificate programmes for the academic year 1992-93. The number increased by 42 since the last year.

The enrolment for the M.A. degree programme was 237 students; 30 dropped out, resulting in a student body of 207, of whom, 152 studied for the M.A. degree in Social Work and 55 in Personnel Management and Industrial Relations. The students came from 18 states of India and one student came from Germany. Out of the total number of students in the M.A. programmes, 146 students stayed in the hostel. Female

students formed 61 per cent (126) of the student body and male students were 39 percent (81).

Our Ph.D. programme has 60 scholars. Of these, 53 are doing their Ph.D. on a part-time basis. There are 23 scholars taking the degree in social work and 37 in the social sciences. The scholars came from 10 states and 1 union territory; 2 students were from other countries — Sudan and Iran. There were 21 students doing their M.Phil, of whom, 14 were part-time scholars. Five students registered in social work and 16 in the social sciences; they were from 9 states and 1 union territory.

Two one-semester certificate courses are conducted at the Institute. For the Certificate Course in Research Methodology, 8 scholars registered (3 men and 5 women) and for the Certificate Course in Social Welfare Administration, we had 8 staff members of welfare organisations. For the three part-time Extra Mural Studies programmes, 54 students (42 men and 12 women) were enrolled — 18 students joined the Diploma in Hospital Administration, 31 joined the Diploma Course in Personnel Management and 5 students joined the Advanced Certificate Course in Social Welfare Administration.

Short Term Foreign Students Enrolment

There have been seven students from different foreign countries who were attached to three Departments and one Cell. Two women students from the Department of Social Administration and Social Work of the University College Cork, Ireland, in their second year Bachelor's degree were placed for a three month period with the Departments of Family and Child Welfare and Medical and Psychiatric Social Work for block field work placements in local organisations. From Sheffield, England, we had one woman student and from Leicester Polytechnic, England, a male student, both of whom were working with the faculty in the Department of Family and Child Welfare. The Social Work Education and Practice Cell had one woman student from the Social Work Department of La Trobe University, Australia. For research in political science, there were two students placed in the Department of Research Methodology. With a fellowship from the Shastri Indo-Canadian Institute, a woman student from the Department of Political Science in the University of Washington, Seattle, spent one year at TISS doing research on 'Modernity and Conflict Resolution: Jurisdiction of Cultural Identity in India'. A male student from the International Development Studies at Roskilde University Centre in Denmark spent a year from July 1992 doing research on 'Nationalism, Religion and Political Mobilisation in the Third World: A Case Study of Hindu Nationalism in India in 1980s'.

COURSE WORK

Syllabi of Courses

The title and the syllabus of the optional course 'Budgeting and Accounting', offered by the *Department of Social Welfare Administration* for the second year M.A. (Social Work) students, was revised and given the new title 'Financial Management in Social Welfare Organisations'. The emphasis on budgeting and accounting was replaced

by a more comprehensive coverage of functions such as fund raising techniques, tax concessions, management of corpus and other topics directly relevant to the social worker's functions in social welfare organisations. It will be handled both by internal faculty and experts in financial management.

During the period, 1992-93, a change was effected in the weightage and credit hour distribution among the six subjects, field work and term paper in the Advanced Certificate in Social Welfare Administration, a part-time evening programme begun last year. In view of the feedback from the first batch of students, the weightage of two credit hours, assigned to the workshop/seminar, was withdrawn, and the weightage assigned to the term paper was increased from two credit hours to four credit hours.

The *Certificate in Personnel Management* (evening course), offered by the Department of Personnel Management and Industrial Relations, was upgraded to a Diploma. It was offered for the first time this year and only those who had taken the Certificate course earlier were enrolled to enable them to complete the Diploma. Hence, new students were not enrolled.

The *Department of Urban and Rural Community Development* introduced a new subject this year titled 'Development Projects and Social Work Practice'. This course is intended to sensitise the students to the nature of development projects which operate through large systems, and to equip them with the tools of analysis and methodologies for appropriate intervention.

M.Phil/Ph.D. Programme

The M.Phil/Ph.D. scholars presented a number of papers in part fulfillment of their programme. The papers covered issues such as large scale resettlement policies; the role of adult education in social development; alternatives to development; N.G.O. intervention on environmental issues; the response of tribals to the process of industrialisation and social work intervention to mitigate the impact of industrialisation; social work intervention in maternal and child health in a slum; the relevance of management thought to human service organisations; creating and managing an organisational culture; and the impact of new technology on human relations.

The number of scholars, graduating this year, is one with the M.Phil Degree and two with the Ph.D. Degree.

Field Work

Social Work

A new field work placement for students of *Medical and Psychiatric Social Work* was launched in the Skin and V.D. Department of the L.T.M.G. (Sion) Hospital with the help of its Departments of Medical Social Work and Psychiatric Social Work. The students took up several cases of STD/AIDS counselling, organised educational programmes for patients, worked on a flip-chart to be used in counselling, and developed a proforma for the intake of STD cases. All this was achieved with the active cooperation of the Heads of the two hospital departments. Another group of

students, placed at the Tata Memorial Hospital, undertook a Retinoblastoma Survey which led to the creation of a position for a special worker for patients suffering from oncological disorders.

Experiencing development — an exercise of combining learning from the field with the contents of our different courses — was introduced this year by the *Department of Urban and Rural Community Development*. It was organised as a four day visit to the field project, the Shramjeevi Janata Sahayak Mandal at Koynanagar, District Satara, located within the range of the Koyna Dam, constructed in the late 50s, where Dhangars (shepherds) were displaced by the waters of the dam and had to resettle in the higher hill regions. The Shramjeevi Mandal implements the strategy of working through cooperatives in areas where people themselves acquire the skills and related management capabilities.

The field trip was planned in such a way that it could combine the time spent in the classroom as well as in the field, interacting with the local community as well as the staff of the organisation. The faculty and students were able to get an insight into the issues in relation to the practical realities as well as understand more meaningfully the relationship between theory and practice. Another important learning was through the backward and forward linkages created between the courses offered by the Department and the activities of the field situation. The students were appreciative of this innovative form of learning. The Department would like to thank Mr. Bal Kolekar and his team for the wonderful support given by them for the visit.

The total number of social work organisations utilised as concurrent field work placements were 87, while 50 were utilised for block field work.

Personnel Management and Industrial Relations

This year 42, organisations were utilised for concurrent field work placements and 26 for block field work, under the direct supervision of the Department's faculty. For concurrent field work, they were placed under 37 Personnel Officers or Training Officers who gave on the spot guidance and 26 persons provided guidance for block field work.

Extra Mural Programmes

For students in the Diploma in Hospital Administration and in the Certificate in Personnel Management, a total number of 12 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.

We are grateful to the managements and their professional staff for the time and resources shared by them.

Study Visits/Tours

This year, 11 groups of students, accompanied by 2 faculty each, organised study tours to different parts of the country.

Rural Visits

First Year: Social Work

As part of the M.A. Degree in Social Work, the first year students visited rural areas in Surat, Bharuch and Baroda districts of Gujarat, and Jalgaon and Ratnagiri districts of Maharashtra. Rural life and the dynamics of development were sought to be understood by staying in the village and meeting workers of governmental and non-governmental organisations. Both tribal and non-tribal villages were visited, in order to provide an exposure to the differences in socio-economic aspects of the lives of the people and their effect on social change.

Although the duration of the Camp was from November 20 to 26, the exercise began with pre-camp orientation meetings, where students also planned and worked out organisation details in five subgroups. This process of discussion and decision making, along with the sharing of responsibility by the students, is intended in itself to be a learning process. Each of the five subgroups had 2 members of social work and social science faculty, to guide and accompany them: Ms. A. Dave, Dr. N. Rao, Mr. A. Narender, Dr. D.K. Shrivastava, Ms. A. Bhide, Mr. A. Ramaiah, Ms. S. Vasi, Dr. D.P. Singh, Dr. M. Desai and Mr. M.D. Sawant (technical staff).

The students visited macro projects and other specific projects working on issues concerning technology, cooperativisation and education. Organisations visited included Swaraj Ashram, Baradoli; Aga Khan Rural Support Programme (India), Bharuch; Gokul Prakalp Pratishthan, Ratnagiri; Sardar Sarovar Project and Mahila Samakhya at Baroda. Meetings with government officials at the village, taluka and district levels, helped the students to perceive another dimension to various issues and development work in these areas.

Due to the varied nature of the situation in different districts, and consequently, the different experiences of each group, such an exercise would have been incomplete without sharing, discussion and consolidation. To this end, each group spent two days preparing a report, immediately after their return from the camp. The reports were presented at a workshop held on December 21, 1992, along with posters, music, dances, slides and photographs.

Ms. Mouleshri Vyas, Lecturer, *Department of Urban and Rural Community Development*, coordinated the entire activity.

First Year: Personnel Management and Industrial Relations

Twenty-three first year students, accompanied by Dr. A. M. Sarma, visited Devrukh and the surrounding villages, from November 20 to 28, 1992. The students visited the following places and had detailed discussions with the officials/workers/villagers: Gram Vikas Sanstha at Devrukh; Sushrut Factory; Muradpur Campus; Matru Mandir Hospital; Panchayat Samiti; Vanaz Factory; and Industrial Training Institute.

Study Tours

Second Year: Social Work

Study tour groups, of the four specialisations, visited various parts of the country from November 19 to 26, 1992, accompanied by their respective faculty. Senior students of the *Department of Criminology and Correctional Administration* visited government and voluntary organisations in Bangalore, in the following settings: Prisons; Legal Aid; Women's Welfare; Street Children; Children's Homes; Mental Health and Drug Abuse. They had meetings with senior officials in the Prisons, Social Welfare Departments, and funding organisations. The range of visit enabled the students to gain knowledge in both correctional and non-correctional settings and interact with various levels of personnel.

The students of the *Department of Family and Child Welfare* went to Calcutta and they visited various agencies for children, women and the aged in the city and the surrounding rural areas. The agencies visited were Mother Teresa's Missionaries of Charity institutions, Child In Need Institute (CINI), Institute of Psychological Research, Street Children Project, Nabonir Home for the Aged, and the Literacy Project at Midnapur. The visits were found stimulating and educative. The faculty who accompanied the students were Dr. Lina Kashyap and Dr. Shalini Bharat.

The senior students of the *Department of Medical and Psychiatric Social Work*, accompanied by Ms. Vineeta Chitale and Ms. Neelima Dalvi, visited mental health and developmental agencies in and around Cochin and Thiruvananthapuram. The students observed mental health care components in programmes for drug abuse prevention and rehabilitation, integrated rural development campaigns and campaigns for people's development like the Kerala Shastra Sahitya Parishad's literacy campaign. Interaction with the students and the faculty of Rajagiri College of Social Work (Kalamaserry) and Loyola College (Tiruvananthapuram) was a special feature of the tour. The Department is grateful to Father Jose Alex of Rajagiri College of Social Work, and to Ms. Janette of Loyola College, who helped to coordinate the visits.

Senior students of the *Department of Urban and Rural Community Development* went for their study tour to Gujarat and visited organisations engaged in diverse areas of rural development. The students were able to get acquainted with a variety of organisational philosophies, programmes and methodologies of implementation. They were also able to have interaction with the project beneficiaries as well as agency personnel in several institutions. At Ahmedabad, they visited the National Dairy Development Board; Integrated Rural Management Agency, Centre for Health Education, Training and Nutrition Awareness (CHETNA); Environmental Sanitation Institute; Centre for Social Knowledge and Action; and the Ahmedabad Study Action Group. In Junagadh and Bhuj Districts, visits were made to Aga Khan Health Service; Aga Khan Housing Board for India; Aga Khan Rural Support Programme; Jan Vikas and Ecology Cell; and Manila Samakhya. They were accompanied by Mr. H. Beck.

Second Year: Personnel Management and Industrial Relations

Dr. E. Toppo and Mr. K. Ravindran took the senior students for study tour to Ernakulam (Cochin), Kerala, from November 20 to 28, 1992. They visited the following organisations to study various aspects of human resource management practices: McDowell and Co. Ltd. at Cherthala, Alapuzha; Cochin Shipyard Ltd., Cochin; and Travancore Cements Ltd. at Nattakam, Kottayam.

Certificate Course in Social Welfare Administration

Eight students of the full-time certificate course in Social Welfare Administration accompanied by Dr. Swapan Garain visited a number of organisations in Satara district, Maharashtra and Panaji in Goa. In Satara the group visited an NGO which has promoted a number of cooperative societies for the economic benefit of the tribals displaced by the Koyna dam. At Panaji, the group visited the Directorate of Social Welfare, Government of Goa, and NGOs working in the area of family life education and welfare of physically handicapped.

STUDENT SERVICES CELL

With a view to promote the special interests of students in the reserved category, the Institute set up a Student Services cell in August 1986, with the financial assistance of the Ministry of Welfare, Government of India. Since the inception of the Cell, its activities have centered around special inputs for the students in the reserved category, from orientation talks in the initial period to helping them resolve their personal problems, assisting them in the use of the library, and organising tutorials. The Cell liaised with the faculty to assess the progress of the students and work out promotional and remedial action.

Out of 208 students in the M.A. degree programme, 48 belonged to the reserved category (22 $\frac{1}{2}$ percent). Out of these, one is a deputed candidate. The Government of India Post-Matric Scholarships were available to 35 reserved category students for meeting their tuition fees and other educational expenses. The Institute also advanced additional funds, out of its unassigned grants, to cover all the educational expenses required for the degree programme. On an average, the Institute spends Rs. 5891/-per SC/ST student and it constitutes about 57 per cent of the total required by the SC/ST students. In some cases, State Governments have defaulted in paying their share altogether. These expenses include tuition and other fees, hostel, dining hall, pocket expenses and the study tour/rural camp. Additionally, the Institute also pays the admission expenses of SC/ST candidates. These include travel allowance, food and hostel during the admission period. The total expenditure of the Institute for 1991 -92 was Rs. 1,76,744, whereas, the contribution of the government was Rs. 74,823.

Besides these routine activities, the Cell conducted a ten hour workshop, entitled, 'Methods of Learning', spread over the first semester with 16 students participating in it; and a ten hour workshop in spoken Hindi, spread over the first semester, where 8 students participated. Additional workshops on 'How to Select a Job' and 'How to Face an Interview' were organised for all the second year social work students. The Cell is exploring the possibility of summer jobs for the students within and outside

the Institute. This year also, through its job assistance scheme, the Cell gave guidance to outgoing SC/ST students about various job opportunities. All the SC/ST students of the 1991-92 batch found jobs.

EIGHTH PLAN: NEW ACADEMIC PROGRAMMES

Social Work Education and Practice Cell

The Social Work Education and Practice Cell, established in January 1992 under an VIIIth plan grant, is currently engaged in curriculum building and developing teaching-learning materials. Preparations are under way for a field practicum manual. The Cell houses the activities of the Academic Staff College (Nodal Centre) and this year it held refresher courses in the area of health, family centered social work education, and in integrating feminist perspectives in social work and other disciplines. This month, the Cell is conducting a national workshop on 'Social Work Practice and Teaching' for the faculty of institutions for social work education in India, followed by a seminar in November on 'Social Work Profession' organised for the Asian and Pacific Association for Social Work Education. In order to function as a resource centre and a data bank, it is the objective of the Cell to document innovative projects undertaken by social work education institutions in the country. These will be analysed for strategies and techniques. The Cell will also provide consultancy services to teaching institutions, individual faculty members and young professionals.

With the establishment of the Cell, the base has been laid to institutionalise the long term requirements for contributing systematically to developing social work education in the country. The faculty of the Cell will be seconded from different departments/units for periods of one to two years for working on specific areas of their choice in social work education and practice.

Department of Health Services Studies

The Department of Health Services Studies worked on the syllabi for a Master's Degree in Health/Hospital Administration to be offered in the academic year 1993-94. It is planned as a two year programme with common courses in the first year followed by specialisation in the second year. It is a further development on the earlier Certificate in Hospital Administration, commenced in 1981, which became the Diploma in 1986. The degree is an expansion of these courses. While the evening courses will continue, the degree programme will be offered as a full-time course to allow those outside the city to join. The course will be offered in modules and will have a step-ladder pattern of certificate, diploma and degree. The students will have the choice of specialising, either in health administration or in hospital administration. Each semester is divided into monthly modules. This will help health/hospital administrators already in jobs to gain and accumulate credits even if they come for the programme for a minimum of one month. Further, the programme is organised in such a way that a student will be awarded the Certificate after completing the first semester and the Diploma after completing the second semester, while the Master's degree in Hospital or Health Administration will be awarded after completing all the requirements in a minimum period of two and a maximum

of five years. The programme content gives emphasis to analysing health and medical care issues within a broad framework of social development.

Centre for Health Studies

Health related issues are a part of the training, research and action projects at the Institute. Several teaching departments/research units have faculty members engaged in one or the other task. To it was further added the impetus given by the establishment of the Department of Health Services Studies in the VIIIth Plan. Recognising that the Institute has the potential to expand the scope of studying health issues, the Ford Foundation has helped to set up a multi-disciplinary Centre for Health Studies with a grant of US\$ 450,000. We are grateful to Ford Foundation for continuing to rest its confidence in the Institute and the work of its faculty members.

The Centre will have core funding available to Institute faculty members to undertake research, training and field action projects in health and health related issues. The grant will also provide for an AIDS Cell, located with the Department of Medical and Psychiatric Social Work and a Documentation Cell located with the Department of Health Services Studies. The Centre will not have any physical structure or core staff. The funds will primarily support interested faculty members in the identified areas of the Centre, so as to give a major fillip to health related activities, a national priority. The Centre will be managed by an Advisory Committee, supported by two sub-committees, at the operational level, for research, training and field action.

Department of Extra Mural Studies

A new project, *Social Development Training Programme for Frontline Workers*, was started in August 1992. The objective is to develop training programmes for para-professionals to be conducted at the Institute premises. The project started with reviewing existing programmes to develop a curriculum for the training of para-professionals.

RESEARCH AND REPORTS

Research was undertaken as a major activity in the 8 Research Units of the Institute and as an additional activity in the 9 Teaching Departments and 3 Resource Units.

The year, 10 joint research projects were undertaken interdepartmentally. Faculty across departments and units collaborated in projects such as, Impact of Women's Development on the Status of Women in Bhiwandi — a Project of the Family Planning Association of India; Communication Needs Assessment: a project on Health and Family Welfare; Understanding Sexuality: An Ethnographic Study of Poor Women in Bombay; Alternatives in Development: An Indo-Dutch Programme; Socio-Economic Study of People affected by Jawaharlal Nehru Port; Monitoring and Evaluation of Resettlement and Rehabilitation of Sardar Sarovar Project Displaced; Korba Super Thermal Power Project Rehabilitation and Resettlement; Class and Gender Aspects of the Interface Between Population Pressure, Environment and Industrial Conditions; and A Study of the Anganwadi Training Centres in Maharashtra.

The total number of research projects undertaken by the departments/units of the Institute were 100, both joint and independent projects, of which, 32 were new projects started this year, 37 were carried over from last year, 22 were completed and 9 fresh proposals were submitted for sanction.

International/Foreign organisations funded 31 projects, the Institute 29, the Central Government 23, State Government 11, and private organisations 6. 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, ISS (The Hague), International Round Table for the Advancement of Counselling. AHM Leprosy Relief Organisation, Munich, the London School of Hygiene and Tropical Medicine, World Bank, Aga Khan Educational Services, UNICEF, Overseas Development Assistance, U.K. and RAI of Italy.

Faculty members of the research units offered a total of 28 courses to the students of Social Work, 6 to the students of Personnel Management and Industrial Relations, and 8 to the students of Extra Mural Studies.

SEMINARS/WORKSHOPS/TRAINING PROGRAMMES

This year, 91 seminars, workshops and training programmes were organised and conducted by the faculty and students. Many outsiders, especially volunteers and para-professionals, gained from participation and presentation of papers.

Among the seminars/workshops sponsored at the Institute were the Western Regional meeting of the Police Personnel and Judges sponsored by the Ministry of Women and Child Development; refresher courses in Social Welfare Development for IAS officers sponsored by the Government of India; two programmes for IFS officers on 'Gender Issues in Forestry' and 'Forest Tribal Interface' sponsored by the Ministry of Environment and Forestry; a training programme for BHEL officers and another seminar for them on Management Principles and Practices; a seminar on Hospital Management sponsored by the Department of Atomic Energy, and an International Symposium on Affordable Housing by the Department of Culture, Ministry of Human Resource Development.

Several foreign agencies also sponsored programmes this year. The AHM Leprosy Relief Organisation and Department of Public Health, University of Hawaii, sponsored a one day seminar on various issues related to stigma on leprosy and AIDS; the Overseas Development Assistance, U.K. (ODA) sponsored a seminar in Mantralaya on the findings of the pilot study on drinking water supply; the Ford Foundation sponsored a workshop on Development and Women's Access to Resources; and U.N. ESCAP sponsored a programme on Drug Abuse Demand Reduction.

We thank all the funding agencies, resource persons and participants of these seminars and workshops.

RURAL CAMPUS

In this fifth year of the establishment of the Rural Campus, there was an increased pace in the level of activity. The Institute is fortunate to have found a core group of committed young workers who are stationed at Tuljapur and work with the support and the cooperation of the faculty of the Institute.

The focus, this year, was to get acquainted with the geophysical and socio-economic conditions of the additional villages, where work has now begun, towards evolving long-term strategies to combat scarcity and drought by organising the villagers to achieve the goals. A *melava* (convention) was held at Tuljapur, in 1992, to spread public awareness about the efforts being made across Maharashtra to combat drought through the people's movement. About 700 people from the taluka attended this convention. Prof. D. K. Dasgupta, Vice Chancellor, Bidhan Chandra Krishi Viswa Vidyalaya, was the chief guest. There were many speakers including the Vice Chancellor, Marathwada Agricultural University and leaders of NGOs who had worked on the issue of drought.

This was followed by three *shibirs* (camps), each for clusters of 10 to 15 villages, which dealt with the rules and privileges of the Employment Guarantee Schemes (EGS) — a programme being implemented on a large scale to counter the rising unemployment in the area, originating from drought conditions. The principles of watershed development were covered in these *shibirs* with a view to link the implementation of the EGS with possible location specific (villages) resource development plans. In this regard, an effort was made to encourage the communities to plan and implement schemes of rural development at the local level. The Rural Campus has initiated work in four new villages for the creation of such plans, which will attempt to develop local resources through government schemes, supported/enhanced by innovative and experimental structures initially funded by an external source.

In the first phase, 200 to 500 acres in each of these villages will be developed for the purpose of experimentation and demonstration. The J.R.D. and Thelma J. Tata Trust and the Indo-German Social Service Society have come forward with grants of Rs. 6 lakhs and Rs. 2 lakhs, respectively, for this programme. We are most grateful to them for their generous assistance. Additional funds are being sought.

The focus is also on the organisation and mobilisation of women in the project area, as equal partners in development, which was initiated from the commencement of activities in 1987. Dialogue has been initiated on the need to arrive at equitable norms for the sharing of basic local resources, such as water. Exposure tours, film shows and discussion meetings are being organised for this purpose. Front line workers will be identified and trained for increased coverage. One women's group has already commenced work in the area where work has started on watershed development.

The *Mahila Mandal* of Apsinga village has initiated the process for the establishment of a wasteland development project. Negotiations are under way to obtain 10 acres of wasteland on lease for 15 years. The *Mahila Mandal*, based in Tuljapur, made efforts to widen its base in the town through a *haldi kumkum* programme. Saplings

were distributed during this programme to those who had space to plant them, and pencils were distributed to the others to spread support for the Total Literacy Campaign. About 250 saplings were distributed and more than 1000 women were contacted through this programme. The wider contact will be extremely useful in the *Mahila Mandal's* efforts to mobilise public support for restrictions on the sale of alcohol in the town. The *Mandal* also conducted a health camp for women from the project area in March to celebrate the International Women's Day.

Collaboration in the activities of the *Nehru Yuvak Kendra* has also been initiated and its support extended to the project villages with a tailoring unit in Kakramba village and a motor rewinding course in Tuljapur town. The Rural Campus will also be involved in the implementation of the Total Literacy Campaign in Tuljapur Taluka by providing input, motivation and monitoring in the project villages and feedback to the District Committee.

A three day training programme was held for the women members of the *Zilla Parishad* and *Panchayat Samitis* of Osmanabad District in February. 1992 Thirty-two of the 47 women, recently elected (as a result of the 30 per cent reservation policy), attended the training programme. The programme covered perceptions of their roles, information on government schemes, and an indepth session on health. Members will be encouraged to take up specific programmes in their constituencies, based on which a series of training programmes will be organised. Similar training programmes are likely to be held for *nagar parishad* and *gram panchayat* members. Training programmes parallel to those organised at TISS, Bombay, for police force personnel are planned for Tuljapur Taluka also.

With regard to campus land development, the laying of a main pipeline of 700 metres from the borewell to the campus land and an internal pipeline, were completed. Electricity has reached the border of the campus and a telephone has been installed in one of the Pabal Domes. Several thousand saplings have been planted and the soil in the first plantation plot has been reworked for improved soil and water conservation. With these developments, the campus land is now ready for construction work. At present, there are only Rs. 20 lakhs available. However, contacts have commenced with innovative architects who can help us develop architecture which is low cost and can blend with the locale. The programme is supported by the University Grants Commission and the Ford Foundation. We thank them in supporting this pioneering effort.

RESOURCE UNITS

Library

This year, the number of books and bound volumes of journals increased by nearly 2,121 units, taking the total to 81,150 volumes. Dr. Y. D. Phadke, who retired in June 1992 as our Professor in Social Sciences, gifted 225 valuable books to the Library. Besides books, journals, magazines and newspapers, the Library also acquired government reports, project reports and International Dissertation Abstracts. It has a collection of audio-visual materials. The Bibliographic Centre prepared ad hoc bibliographies for individuals and outside agencies/organisations, and special

bibliographies on the occasion of seminars and workshops conducted at the Institute. The subjects of these bibliographies have been child abuse, child labour, child welfare services, counselling techniques in social work education, social conflict, team building and aging. The Library rendered various services to about 500 outsiders, including teachers, research scholars, students, government officials and policy makers. The Librarian has been nominated to the Standing Committee for the Social Sciences of the International Federation of Library Associations and Institutions. A proposal was put up to have collaboration between the Institute and some other institutions to start online services in India by which an International database will be made available for users.

Publications Unit

The Unit produced, during the year seven books, two general issues and two special issues of the *Indian Journal of Social Work*. The books were *AIDS Prevention: The Socio-cultural Context in India* by Purnima Mane and Shubhada Maitra, published with financial assistance from the US Agency for International Development; *Drug Abuse Demand Reduction* edited by Prof. Vimla Nadkarni and supported by the U.N. ESCAP; *Treating Industrial Alcoholic Employees* by Darshana Mehta (A Case Study); *Justice Processing Sans Justice: Delays and the Plight of Defendants* by M. S. Pawar; *Mental Health in India*, an edited volume by Purnima Mane and Katy Gandevia, and *Child Adoption: Trends and Emerging Issues* by Shalini Bharat. *The Indian Journal of Social Work* published a special issue on Sexism in Research with a large number of contributions from foreign authors, eminently known in the subject area. The second special issue was on Family Development. The Unit also undertook to edit, print and publish a book on *The New Economic Policy and Women* on behalf of the Indian Association for Women Studies, who fully met the production cost.

Over the past two years, there has been steady progress on the Unit's proposal for establishing a full-fledged professional organisational structure, under the aegis of TISS, for dealing with the multifarious problems besetting the publications and sale of books and journals. Feedback from other universities was obtained which revealed similar problems and an interest in trying to solve it. Experts, who were publishing professionals and senior academicians, met with the Editorial Board in August 1992, to discuss the feasibility of the proposal. With the overwhelming support of the experts for the idea, and its financial feasibility with some modifications, the Editorial Board decided to place it before the Academic Council meeting in October. Suggestions and ideas of the Academic Council members were incorporated. In the meantime, the British Executive Services Overseas, London, at the request of the Institute, deputed a senior publishing consultant from U.K. to the Publications Unit. Mr. Michael Wayte, who had retired as Managing Director of Arnold Educational Publishers in England, spent a month in the Unit rendering consultations for solving the problems faced in sales, marketing, production, pricing, and manpower planning. He also met with several Editorial Board members and faculty members. His recommendations were discussed with the Editorial Board and the Chairman of the Governing Board. The Chairman met Mr. Wayte and gave his

support to the proposal which was indeed most encouraging to the Unit and the Institute.

The week commencing November 30 saw much excitement in the campus over Publications Unit's busy schedule of events, consisting of sales, exhibition and discussion of books, in a programme entitled 'In Celebration of Books'. For the first time in the Institute, a Book Fair was organised to kindle and encourage the love for books among all members of the campus. Eight commercial booksellers and publishers, and two university publishers were invited to sell and display their books. The USIS also participated with their Indo-American low cost books and the British Council exhibited their low cost group of titles, popularly known as the ELBS titles. Celebrating the printed word in a book form, a Book Review panel, consisting of three economists — Mr. Sunil Bhandari, Economic Advisor, Tata Industries, Mr. B.P. Singh, Manager, Rehabilitation Finance, IDBI, Bombay, and Prof. Sarthi Acharya, Deputy Director, discussed the much publicised book *Indian Economy* by Bimal Jalan at a Faculty Development meeting. An article, as representative of the printed word, published in a social science journal, was the focus of discussion another evening. A panel of four invited speakers — Dr. Suma Chitnis, Prof. Victor D'Souza, Prof. Jacob Aikara and Mr. S. P. Sathe (the author), with Dr. A. S. Desai in the Chair, spoke on the Supreme Court Judgement on the Right to Education. A third meeting was devoted to learning about the publishing related art of calligraphy by the well-known Prof. R. K. Joshi of the MT Design Centre. Several competitions were held in book reviewing, creative writing and designing among different categories of Institute members. Encouraged by the positive response of students, faculty and staff, the Publications Unit is entertaining plans of making the event an annual celebration.

There were two workshops organised during the year — one was in 'Skills of Proof Reading' with voluntary participants from among the wives of resident faculty for a period of five half days from October 19. The second workshop was held for a week from March 9, 1993, in "Effective Writing and Critical Thinking" by Dr. Deborah Lange, a very experienced resource faculty brought to us by USIS under their Academic Specialist Programme. There were 18 participants from our faculty and research scholars, who spent an introspective five days analysing and enhancing their writing efficiency. We are most grateful to the USIS for their ever present interest in enriching our human resources through their various programmes and Mr. Roger Rasco, Director, for inaugurating the seminar.

Towards the end of the financial year, the Unit was also able to utilise the UGC grant for the purchase of a Desk Top Publishing system. For the past year, computer experts, along with some members of the Editorial Board, were deliberating on the choice of an appropriate configuration that would best suit the needs of the Unit. Based on its recommendations, the Unit placed an order with the most competitive vendor, Software India Ltd., for a configuration consisting of an 80386 main system with a colour monitor, a mouse and a HP III Laser Printer with 600 dpi resolution. With the DTP system located in-house, savings in time and cost are expected.

National Service Scheme Unit

During the academic year, the Unit conducted 4 Orientation Courses of two weeks each, for the NSS programme officers from Maharashtra and Goa. A one week training programme for NSS key personnel on 'Transfer of Technology for Watershed Development' was organised by the Unit in Dapoli, Ratnagiri District, in collaboration with Konkan Krishi Vidyapeeth and the NSS Training Centre at Ahmednagar College. The programme aimed at sensitising NSS personnel from the region to the need and scope for voluntary work on watershed development.

Besides routine consultancy work, the Unit started an experimental project on HIV/AIDS education through NSS peer leaders in six local colleges. The participating colleges are Arts, Science and Commerce College, Panvel; Bhavan's College, Andheri; Bhavan's Hazarimal Somani College, Chowpatty; Jai Hindi College; Kirti M.D. College and Maharashtra College. The student peer leaders, and the teachers in charge of the NSS from the participating colleges, were given pre-project and ongoing training to plan, implement and evaluate the AIDS education project for the entire student community of their respective colleges. The Unit submitted a project manual to the Department of Youth Affairs on "HIV/AIDS and Lifestyle Education in Colleges through Peer Leaders". The strategy proposed is replicable in colleges/higher secondary schools all over the country. The NSS Unit also collaborated in the preparation of a manual to be used for training NSS functionaries and peer leaders for the national project 'Universities Talk AIDS' (UTA).

The NSS Unit initiated a discussion meeting on 'A Search for Solutions to Communalism in India', in February 1993. The Secretary, and the Programme Adviser, Department of Youth Affairs, Government of India, Mr. B. N. Bhagwat and Mr. Bhagaban Prakash, respectively, participated. The Unit also documented the proceedings of the seminar on 'Role of Colleges in Meeting the Challenge of Total Literacy in Bombay'.

Electronic Data Processing Unit

The Unit was well utilised by the staff and outsiders. It processed the data of 22 research projects of the Institute, 61 research projects from outside and 31 research projects of students. The Local Area Network computer system is being extensively used by the staff and students. During the year, the Unit organised four training programmes for the teaching and administrative staff. Twenty-one members have been trained in Word Processing and dBase III. The Unit also conducted 3 training programmes in computer data analysis for teachers, researchers and Ph.D./M.Phil scholars in the social sciences.

Audio-Visual Unit

A video production of the Unit entitled, *From the Diary of a Genetic Counsellor*, has won the best programme award in the Open/General category at the fifth UGC Countrywide Classroom Video Festival held in November 1992. Produced in collaboration with the Department of Extra-Mural Studies, the programme highlights the counselling strategies that could be adopted to help clients to come to terms with the Down's Syndrome. The Unit completed a video programme entitled *Pramilla*

and *Parvati* which explores in depth the perceptions of two visually disabled women, who speak of their experience of childhood, getting an education, finding employment, marriage and child rearing. A video on the demystification of police procedure for women, entitled *Sudha Police Station Gayi Thi* (Sudha Visited the Police Station) has been also completed.

One Hundred Years of Drought, a video on drought and watershed development, funded by the Government of Maharashtra, is being produced for the Rural Campus in English and Marathi, the latter version for use with farmers in drought-prone areas.

A Marathi version of the video, *Magra Mewar Vikas Sanstha*, has also been produced with a rural audience as its focus. Other video productions, on the anvil, include a series on communal harmony, family life education, and women and reproductive health. The Unit took up various graphic design assignments, including a set of posters for GIF-India and a series of wall hangings for the Day Care Centre. A brochure on the Institute, to be used for resource development, was also designed by the Unit.

A pilot study was completed, supported by UNESCO, on the reception of television news. The project report entitled "The Spectator Indian — A Pilot Study on the Reception of News" was presented at the seminar on "News of the World" at Perugia, Italy, in June 1992 by the Unit Staff. The Seminar was a consultation of media researchers from ten countries to chalk out the methodologies and logistics for a more exhaustive study due to start in May 1993. Our Audio-Visual Unit will be representing India in this project.

FIELD ACTION PROJECTS

The field action projects of the Institute are a base to test new models of service and social work intervention. Currently, there are 15 field action projects at various phases of development, some started many years ago, moving into newer phases, while others commenced recently to respond to emerging needs and for evolving new areas of practice. Each project is directly under the charge of at least one faculty, who works through social worker(s) appointed for a specific period. Two were inactive this year.

The project *Prayas*, a rehabilitation project of the Department of Criminology and Correctional Administration for the under-trials in the Bombay Central Prison, continued with its activities and set up an office in a room at the B.D.D. Chawls which was utilised earlier for a community centre by the Institute and had been closed for the last 10 years. The Project staff have also been working with the police and the judiciary in handling the cases.

The Department of Family and Child Welfare continued with two projects of last year and commenced a new one this year. At the *Special Cell for Women in Distress*, for the ninth consecutive year, services were provided. Women and children coming to the police station, either on detention or on their own in search of relatives or for protection against family violence, were given immediate services, including counselling and advice. Training programmes on 'Atrocities Against Women and Family Violence' were conducted for police officers at district levels all over Maharashtra.

For many of the police officers, the programme was a platform for discussion not only on women's issues, but complex social issues which they confronted in their work. The Department of Women and Child Development, Government of India, funded this programme.

In the second field action project of the Department, the *Bombay Child Welfare Coordination Council*, started in 1989, the representatives of residential care institutions and Annapurna Mahila Mandal, a voluntary organisation, arranged for a training programme for the rehabilitation of the institutionalised girls. This was the outcome of the workshop held last year. Towards initiating an area approach for the integration of handicapped children in regular schools, significant progress was made, with the Deputy Director of Education finally agreeing to start five more units on an area approach basis.

A new project, commenced this year, is titled *Mel-Jol Hum Bachon Ka*. In 1991-92, as a part of the activities of the Bombay Child Welfare Coordination Council (BCWCC), the Child Interaction Programme was organised with a view to bring about a closer relationship between children of private schools and municipal schools. Since it became unwieldy to coordinate this activity within the range of programmes under BCWCC, and since this new programme by itself was found to have good potential to be organised as an independent activity, a new field action project under the name of 'Mel Jol Hum Bachon Ka' was started in August 1992. With funding assistance from Concern India Foundation and the Bombay Community Public Trust, it was possible to commence this activity independently: (1) To provide a platform for interaction between school children from different segments of society, (2) To create awareness about the different 'Rights of the Child' and students' responsibilities in relation to these rights. This year, thirteen pairs (one private and one municipal) of schools were enabled to meet and organise programmes such as quizzes, discussions on issues of topical interest, picnics and skits.

The Department of Medical and Psychiatric Social Work continued work on four action projects of previous years and started one new project. At the *Integrated Rural Health and Development Project*, started in 1986, mass immunisation and family planning camps and eye camps were held this year in collaboration with the primary health centre at Aghai village. At the *Thane Schools Health Project*, started in 1986, meetings were held with the teachers, administrators and the staff of the child guidance clinic with a view to improve medical health services to children of the local schools in Thane. This year, two specific objectives were pursued: to help initiate the child guidance services and to develop a working committee for the maintenance of the play spaces project.

At the Institute's oldest field action project, the *Child Guidance Clinic* at the Wadia Hospital for Children, commenced in 1937, services to children were continued, such as mental testing, speech therapy, occupational therapy, financial and material help and outreach services in the community.

In collaboration with three organisation — Mukti Sadan, Jagruti Kendra and SUP-PORT — the Departments of Medical and Psychiatric Social Work and Research Methodology implemented an action research project supported by the Social

Development Division, ESCAP, Bangkok. It is a drug addiction reduction programme carried out in three areas of the city for slum dwellers and street children who are addicts. It involves the training of community level workers. The first training module has already been completed. This is an action project to involve people in organising at the community level to reduce the menace of drugs.

The Centre for Environment, Technology and Resource Development (CETRD) of the Department of Urban and Community Development had an eventful year. After years of ground work to create awareness among tribals in the project area through various means, the tribals in two hamlets, Dandwadi and Mulshi Katkarwadi, have decided to work out specific self-help projects in the areas of housing and economic self-sufficiency. Both these activities are to be taken up with the assistance of the Office of the Additional Commissioner, Tribal Development, Maharashtra. With the help of the tribals themselves, houses have been designed keeping in mind cultural nuances, low costs and use of local material, while adding the dimensions of durability and utility. Efforts are also being made to increase the personnel attached to the project, with a view to further the activities of the Centre. The first and second year students, one senior and five juniors, attached to the Department, had a very important role to play in support of the main thrust of the project. They have enthusiastically worked with the project staff on supportive activities like land restoration, creating awareness among people, dealing with local conflicts, helping people acquire government schemes for activities such as basket weaving, electricity connections, old age pensions, and literacy. In addition, they have jointly organised a tribal dance festival for all tribal hamlets which involved mobilising resources from within and outside the area. The future activities of CETRD aim at helping people towards self-reliance and further enhancing their capabilities to take on responsibility for their own development. We intend to work actively on areas such as horticulture, water harvesting and interact closely with the State Government and other like-minded groups in the district.

The Department of Personnel Management and Industrial Relations, which started the *Employment Assistance Programme* in 1990, continued to develop organisational infrastructures to help employees at the Mahanagar Telephone Nigam to solve their personal and on-the-job problems as well as provide support to the counsellors.

The Department of Extra Mural Studies continued two of its previous projects and started a new one this year. The *Mental Health Awareness Cell*, started in 1991, in collaboration with the Cooper Hospital and the Family Welfare Agency, appointed a full-time social worker this year and conducted self-awareness and communication programmes for the youth in the communities at N. M. Joshi Marg. The Cell identifies populations at risk, develops intervention modules, and networks with agencies doing similar work in Bombay. *Skills for Adolescence*, a project started in 1991 on behalf of Lions Quest International, is a preventive mental health programme originally developed in the USA, now being implemented in its adapted form at the local communities at Ulhasnagar. The target groups are children in secondary schools, who are helped to cope with problems arising out of changes taking place in their adolescent period. This year, the project completed integration of two more units into the action programme and more trainers are being trained for conducting the adapted programme in India.

The TISS Literacy Committee, established in 1989, continued to work for the organisation of training for literacy, mobilisation of resources and implementation of a total literacy project at Panjarapol. In February 1992, the target was set to achieve 100 per cent literacy in the slum of Panjarapol (originally a village). Local community workers and volunteers were trained and their work was coordinated and supervised through regular visits.

The Unit for Child and Youth Research had two field action projects continuing from previous years, apart from its faculty being responsible as chairpersons for institutional services such as TISS Social Services Centre and Day Care Centre managed by it. *Hamara Club*, the project for Street Working Children, initiated a number of activities this year including two residential camps at Lonavala; admission of 17 children in the B.M.C. School near Haji Ali; running an income generating programme out of the sale of small articles crafted by the children; facilitating children's participation in programmes organised by other organisations; creating bathing and washing facilities for girls at the Bombay Central Station; organising the annual event, 'Chacha-ka-Mela' on November 14; procuring identity cards, issued by the Police, for seven Children at the Bombay Central Station; and conducting an AIDS awareness programme. On March 19 and 20, a festival for children, 'Bal-O-stav' was held in collaboration with the Coordination Committee for Vulnerable Children and the YWCA, Agripada. One hundred children of six agencies participated in the various competitions. *Roshni Sangam*, a project started in 1991, did not make much headway, due to the unavailability of a social worker and only festivals were observed with small get-togethers.

The Unit for Research in Sociology of Education had to suspend activities on the project, *Raising Performance of Students in Schools in Dadra and Nagar Haveli*, pending official response from the Union Territory for funding.

The Unit for Women's Studies commenced a new project for Overseas Development Assistance, U.K., on *Rural Drinking Water, Sanitation and Community Participation* at Jalgaon, Dhule and Nasik. The programme involves training of government functionaries at state, district, block and village levels to deal with people in a sensitive manner, and mobilising and activating the people for village water committees and achieving the participation of women and SC/STs in decision making. Six social workers and two other staff were employed during the year and, by 1995, the project is expected to be completed.

For the first time, the NSS Unit also launched a field action project *AIDS Education for College Students through Peer Leaders*. The objective is to identify the training inputs for peer leaders and propose a strategy for AIDS education in the local colleges.

BOMBAY RIOT RELIEF WORK

On the morning of December 7, 1992, as the newspapers woke up people to the violence of the Babri Masjid demolition at Ayodhya the day before, faculty, staff and students collected and expressed shock and total disapproval at the man-made tragedy inflicted on the Muslims of the country. In an emergency meeting, convened that very morning by the Director of all the employees of the Institute, grave concerns

were voiced, registering in an unambivalent terms, the Institute's united stand against the act of demolition, and the death of and injury to thousands of innocent people, subsequent to it. During the next few days of violence, which paralysed the city, resident faculty and students met to discuss and identify the issues raised by the events. As soon as it was possible to enter the affected slums at Deonar, the Director, Deputy Director and two resident faculty, visited the area and identified the need for commencing immediate relief in spite of the prevailing tensions. Volunteers came to the fore, from the students and faculty, for the immediate work of identifying the victims of the riot in Deonar. A census was undertaken, along with Apnalaya workers and volunteers, to prepare lists of those dead, injured and missing, as also a list of house damage and loss of belongings of the families in Deonar and Govandi areas. A similar but a much smaller number were required to be identified, subsequent to the January riots, as the area was generally peaceful. Coordination teams met the Collector and concerned authorities in hospitals and prisons, and worked collaboratively with NGOs such as Apnalaya, Committee of Resource Organisations (CORO), and Stree Adhar Kendra with a view to organise speedy relief.

While census work was continuing in Deonar, a team of faculty and students, along with the Nair Hospital medical team from the Urban Health Centre, was mobile in the area to treat riot victims who could not go to the hospital and others who needed medical care, but had no access to it as private doctors had not returned and there was no transport, public or other available. The Rajiv Gandhi Foundation reached out to the Institute and sanctioned Rs. 1 lakh immediately for medical relief. Even while the riots were in the initial stage, 26 students donated blood at the LTMG Hospital, Sion.

On account of our close association with the Police Station at Deonar, where students are placed for concurrent and block field work, a team of concerned faculty and students coordinated police work with the victims enquiring at the police station for the whereabouts of relatives. Outside the police station, a temporary office was created for our team, who were provided with the list of persons arrested in the riots. Relatives and family members were helped to locate missing persons, either detained in the city police lock-ups or appearing in the list of the injured in local hospitals. At Thane Central Prison, also, similar assistance was provided, including filling up compensations forms and application for financial relief as well as for bail. At the Kurla Court, attempts were made to arrange for free legal aid for the accused who were not represented by any lawyer. The Bombay Legal Aid and Advice Board was approached, who then introduced two lawyers to advise riot-affected families in legal matters.

A fourth team worked on enumerating and detailing the nature of damage or destruction of houses, shops and other establishments. The detailed survey became the base for the distribution of compensation from the office of the Collector (suburbs).

While immediately following the riots, the Institute concentrated on a census of victims in the Deonar slums, to enable them to get compensation, medical and legal assistance, attention was turned to assisting relief camps on other sites, and

thereafter in assisting with the rehabilitation of the riot affected persons. The latter activity was made possible largely due to the Tata Relief Committee at Bombay House which involved the Institute in the disbursement of the needed funds. The College of Social Work, Nirmala Niketan, and Youth for Unity and Voluntary Action (YUVA) were also involved in the disbursement with TISS taking care of north-eastern parts of the city, YUVA, the north western and the College of Social Work, the south and central. These funds were utilised for assistance required in relief camps (food and medical relief) and rehabilitation (basic household requirements and house reconstruction). Foodgrains, vessels, *durries* and *charasas* were packed into kits and about 1,772 kits were distributed to families of Asalfa Village, Chirag Nagar and Vikhroli Parksites, at Ghatkopar, Tata Nagar at Govandi, Mahim Jamatkhana, and victims of Prateeksha Nagar staying at Jogeshwari. Most of these camps had several thousands who had taken refuge. Distribution work in these camps was undertaken along with Saki Naka Welfare Association, Central Relief Committee, Memon Welfare Association, CORO, Hamdard Welfare Association and the College of Social Work, Nirmal Niketan and YUVA. Occupational rehabilitation was made possible for 110 small vendors, hawkers, stove repair workers, fitters, plumbers, balloon sellers and fruit sellers. Financial assistance was given for the purchase of materials required to start work/business again, such as sewing machines and tool kits. Notebooks and uniforms were given to about 500 children of riot affected victims. For 500 families whose houses were destroyed or damaged, besides the financial assistance, the Unit for Urban Studies has undertaken a project for assisting in their reconstruction. About 526 houses will be repaired/reconstructed. The Institute has been in touch with other NGOs in the city and the Secretary, Relief and Rehabilitation, Government of Maharashtra, for undertaking relief related activities. The Audio-Visual Unit has prepared T.V. spots on feedback from school children affected by the riots.

From December 1992 to March 1993, a sum of Rs. 43.22 lakhs were disbursed with donations from a number of sources, which were the Tata Relief Committee (Rs. 35.25 lakhs), the Government of Maharashtra (Rs. 3.50 lakhs), Times of India Relief Fund (Rs. 1.62 lakhs), Rajiv Gandhi Foundation (Rs. 1.00 lakh) and a miscellaneous sum of Rs. 1.85 lakhs which we received spontaneously from a number of individual contributors and neighbourhood groups who collected money quite unsolicited by us. We record our heartfelt gratitude for such munificence enabling us to render timely services and especially to the Tata Relief Committee for the substantial amount mobilised by them. The faculty members, students and some administrative staff readily volunteered to carry out the activities.

Discussions have been held with Apnalaya for long term involvement in the Deonar area. The rehabilitation work will continue for some time to come. In the meantime, we are also examining the manner in which we can forestall the negative effects of communalism, as also to have a permanent Crisis Intervention Cell for immediate response to man-made and natural crises, since the Institute has been responding to them regularly from the first major upheaval caused by the partition of India.

FACULTY

Golden Jubilee Chairs

With a view to provide an ongoing flow of outside intellectual expertise in areas of interest to the Institute faculty, specialised Chairs were created during the Golden Jubilee celebrations in 1985. Persons in India or abroad, who have a distinguished record of academic accomplishments, are invited for appointments to three Chairs that have been instituted with donations from TELCO, Mahalaxmi Temple Charity Trust and, recently in 1991, from Aba Garware Research Foundation. The Institute has had many experienced professionals/academicians appointed to these Chairs and this year also we have been very fortunate.

Dr. Sindhu Phadke was appointed to the **TISS Golden Jubilee Mahalakshmi Temple Trust Chair** from January to December 1992. The faculty, students and the service staff have had an extremely interesting interaction with her and many of us still miss her presence and active participation. A large number of students and faculty held consultations and received guidance from Dr. Phadke on various matters such as designing practicum research, setting up a field action project, reorganising articles or papers, revising courses, preparing the prospectus for a new certificate course, and preparing the proposal for a research project. The Publications Unit greatly availed of her expertise in evaluating articles for publishing and appreciates her efforts to work with the authors for introducing modifications.

A Subject which had greatly interested Dr. Phadke some years ago, when she was with the East India office of the UNICEF, was the situation of women in the North-Eastern States of India. During her tenure at our Institute, she was able to undertake an extensive library survey which revealed that there was little published material available on this topic. In September 1992, Dr. Phadke visited Shillong, Guwahati, and Delhi to search for materials and, on her return, made a very interesting presentation at the Faculty Development meeting. Her final report is due to be submitted shortly.

Dr. Phadke was also instrumental in helping service staff women to develop an income generating activity of providing mini-lunch for day staff and students in the main quadrangle. It was due to her sustained follow-up that the ladies have continued to undertake the activity to the pleasure of employees and students wanting to take a quick lunch. On behalf of all the faculty, students and staff, we extend our grateful thanks to Dr. Sindhu Phadke and wish her many stimulating years ahead.

A Chair in Social Sciences was instituted last year by the Aba Garware Research Foundation, the Chair being now called the **TISS Golden Jubilee Garware Chair in Social Sciences**. We are extremely fortunate to have, as the first incumbent, Dr. Victor D'Souza, who was appointed in July, 1992. Dr. D'Souza was Professor and Head of the Department of Sociology, Punjab University, from 1961 to 1984. He was Founder and Honorary Director, Population Research Centre, Punjab University and Founder and Honorary Director, ICSSR North-Western Regional Centre, Chandigarh. Prof. D'Souza has many distinguished professional achievements to his credit.

Prof. D'Souza has taken active part in all the activities of TISS. He gave guest lectures to students of various classes on the following topics: Social Change and Health, Inequality and Justice, Rural Urban Linkages and Cleavages, and Population and Development. He also gave talks at the courses held for IAS Officers, IPS Officers and N.S.S. Programme Officers. He presented the following papers at faculty meetings: 'Two Models of Communalism'; 'Theory of Social Stratification: Caste and Class'; 'Occupational Diversification'; 'Urbanisation and Development'; and 'Bombay: A City on the Horns of a Dilemma'. During his current tenure at the Institute, he has been able to author papers on the changing family in India, the changing image of the administrator, the concept of active aging, communalism and a socio-demographic perspective, and occupational diversification and urbanisation in India. Prof. D'Souza was one of the panelists in a discussion on the Supreme Court Judgement making education a fundamental right. He also served on the committee for developing the future perspectives of the Institute and on the committee for looking into a major publications proposal of the Publications Unit. We look forward to his continuing contribution.

This year there was no appointment to the ***TISS Golden Jubilee TISCO Chair for Personnel Management and Industrial Relations.***

Faculty Development Programme

The Faculty Development Programme was conceived in 1987 to provide a forum for sharing ideas and experiences from outside and within the Institute. The talks given on various topics by faculty and guests of the Institute included the Rhetoric of Participation Reexamined; Sociology of Violence; Situation of Women in the North-Eastern States, and Bombay: a City on the Horns of a Dilemma. The Committee collaborated with the Publications Unit to discuss the issues thrown up by a newly released book on the Indian economy by Bimal Jalan. 'Ram ke Nam', a film by Anand Patwardhan, on the Ayodhya issue, was also screened soon after the demolition of the Babri Masjid. Being very topical, the film generated much discussion between the film maker and the staff and students.

The Kumarappa — Reckless Lecture

Organised by the Department of Criminology and Correctional Administration, the Kumarappa — Reckless Lecture was given by Mr. S. Ramamurthi, Director General of Police, Maharashtra, on February 18, 1993. The title of Mr. Ramamurthi's talk was 'Communalism in India and the Role of Police'. He pointed out that there were several core communal issues over which the police, as an instrument for maintaining law and order, have no control. According to Mr. Ramamurthi, the role of the police is restricted to reacting to the events. However, he stated that it was important that they react in an efficient manner to bring the situation under control.

Social Work Educators Forum (SWEF)

SWEF, conceived and set up by social work academicians four years ago, provides a platform for growth oriented activities for social work educators at the Institute. The activities of the initial phase were directed at developing a better and deeper

understanding of the core subjects of the social work curriculum. The current phase includes three major activities. One group is looking at the role of the educator during riots with the objective of establishing long term peace. Another group is working on social work ethics, to prepare a draft Code of Ethics for social work professionals in India. The third group reviewed the constitution of the Association of Schools of Social Work in India, based on the educators' experience of membership in it. As a long term activity, SWEF plans to increase the visibility of the profession in the print media.

A major event, for which SWEF is collaborating with the Cell on Social Work Education and Practice, is a self-supporting National Workshop on Social Work Practice and Teaching during the summer vacation. It is to be held at the Institute from May 11 to 14, 1993. The thrust of the workshop is on human rights and social development, and on innovative projects by social work professionals, which will be examined for the strategies and techniques employed. SWEF has also agreed to support the Cell for Social Work Education and Practice for the regional biennial conference of the Asian and Pacific Association for Social Work Education, to be hosted by the Institute in November 1993.

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

This year, 53 faculty members attended seminars, workshops and other short term programmes. They read 169 papers. As office bearers and committee members in 200 professional and academic bodies, 44 of our faculty members shared their expertise and interest.

One of the faculty of the Institute is participating in the Gender Planning Training Project, a joint collaboration of the Governments of Britain and India. The wider objective of this project is to establish gender issues as a priority concern in the government's planning and implementation process. As a networking participants, TISS is expected to provide and share its experience in gender issues with participating teams; contribute to the development of the project through networking with participating teams; report on the use of course methodology and gender framework at appropriate stages in the project. In the first phase, the emphasis will be on violence against women.

Visits Abroad

Fifteen faculty members went abroad on various academic assignments. Of these 8 were professors, 5 were readers and 2 were lecturers.

Publication of Papers and Books by the Faculty

This year, the faculty published 47 papers and 8 books, Prof. Vimla Nadkarni, Dr. Purnima Mane, Ms. Subhada Maitra, Ms. Katy Gandevia, Dr. A. M. Sarma, Dr. Shalini Bharat, Dr. M. S. Pawar and Ms. Chhaya Datar were the faculty members who published books individually or jointly.

Some Major National/International Assignments Carried Out by the Faculty

Dr. Armaity S. Desai: President, Association of Indian Universities, 1992; Member, Council, Association of Commonwealth Universities, London and Member, Executive Council and the Court, Jawaharlal Nehru University.

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: Fellow, International Association of Parenthood and Sex Education; Member, U.G.C. Panel for Social Work Education; Member, National Panel for Young Scientists' Scheme, Department of Science and Technology, New Delhi.

Prof. C. A. K. Yesudian: Member, Advisory Committee on Research, Tuberculosis Research Centre, Indian Council of Medical Research.

Prof. Usha S. Nayar: Co-Convenor, Council for Youth Research, Asia and Pacific; Member, Consultative Committee, Street Children and Drug abuse, WHO, Geneva; Member, Indian Commission for Cooperation with UNESCO.

Prof. V. G. Panwalkar: Global Coordinator for the South, Alternative Treaty Process Technology Bank.

Dr. Purnima Mane: Member, Working Group on Sexual Behaviour and Research on AIDS and Reproductive Health Network, Boston, USA; Specialists' Panel Member, AIDS INFOCEL.

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

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

Dr. Shalini Bharat: Member, Sub-committee on Research and Development, Indian Council of Child Welfare, New Delhi.

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

Awards to Faculty

The Institute Director, Dr. (Ms.) Armaity S. Desai, was awarded the Katherine A. Kendall Distinguished Service Award, established by the International Association of School of Social Worker, at a function held in Washington on July 16, 1992, to recognise her contribution to social work education. She is the first recipient of this award.

Retired Faculty

Mr. K. D. Sikka, Reader, Department of Criminology and Correctional Administration, retired in June 1992, after a long service of 22 years at the Institute.

STUDENTS' ACTIVITIES

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

The Students' Union swung into action right away as the academic calendar unfurled. The Union gave the juniors the 'Fresher's Party' and was in turn treated with a 'Rain dance' as the scorching heat took a heavy toil on the inmates of the Campus. This was followed by the 'Candlelite Night' and the 'Ethnic Night' which symbolised the varied culture of the Institute, with students from the different states putting up ethnic shows typical of their state. This ethnic mood carried on with the Union making arrangements for the celebration of *Pongal*, *Onam* and *Lori*. The festivals were celebrated by the Union not only to highlight the ethos of that particular state, but also to help students appreciate the ethnic diversity of TISS. In tune with the belief that variety is the spice of life, the Union organised a rockshow on New Year's Eve.

'Quintessence' marked the culmination of all the literary and cultural events of the Union. The Department of Personnel Management and Industrial Relations clinched the trophy for the third successive year for the cultural events followed closely by the Department of Medical and Psychiatric Social Work in the second place; and Urban and Rural Community Development and Criminology and Correctional Administration tying for the third place.

There were several literary events conducted over the year. The debates, quiz, and dumb charades not only provided educative entertainment but also helped in the expression of talent. The Union also organised a SPIC-MACAY programme at the Institute, a violin concert by the maestro, Lalgudi Jayaram, which was well attended. The Union increased the scope of its activities by organising an AIDS Awareness workshop.

Due to riots in the city in December and January the Sports Day and Institute Day could not be held. Some informal matches of badminton, table tennis, chess, scrabble, carrom, basketball, football and throwball were organised. The Union of 1992-93 formally stepped down after the elections which evoked a good response from the juniors. The new Union will assume office in June 1993 with the commencement of the academic year.

Social Work Students' Forum

The Forum organised the following activities this year:

- (1) A Sensitivity Workshop in the month of September 1992, with the objective of making the students more sensitive human beings — sensitive to themselves and sensitive to others.

- (2) Annual seminar entitled, 'Social Work Profession: The Task Ahead' on January 9 and 10, 1993. It was inaugurated by Mr. Lalit Mathur, Deputy Director, Council for Advancement of Rural Technology (CAPART). TISS Faculty and outsiders spoke in the various sessions. The students made a presentation which was well appreciated.
- (3) Campus recruitment was conducted for the third year in succession. About 107 vacant positions were identified in 69 organisations, 38 of which were in various parts of India and 31 in Bombay. Twenty-five offers have been finalised and 13 accepted by the students. Others are pending decisions by organisations as also the students. Summer placements were identified for first year students with 20 organisations where 42 positions were identified. So far, 19 students have accepted the offers — 13 outside Bombay and 7 in Bombay.

PM and IR Students' Forum

The students of the Department of Personnel Management and Industrial Relations organised the annual seminar on September 25 and 26, 1992, on the theme of 'Human Resource Management: Managing Change'. Forty senior executives from various industries participated in the seminar. Campus recruitment was held from January 7 to 17, 1993. About 45 companies from the public and private sector, offering about 180 jobs, visited our campus and conducted interviews, and students were selected as management trainees, HRD officers and personnel executives.

Departmental Activities Involving Students

Work related to riot relief comprised a part of the work in the second semester. The students were involved in preparing the census of riot affected persons (dead, injured, property loss, house loss and occupational losses). They worked with a medical team and helped at the Deonar Police Station to facilitate the identification of missing family members who were traced to various lock-ups. They made applications for bail and property loss and for getting legal assistance for those in jail.

Health related work at the community level through the Urban Health Centre of Preventive and Social Medicine Department at Nair Hospital was undertaken by the students of the Department of Medical and Psychiatric Social Work. The target groups were adolescent girls, expectant mothers, children, women and youth from the community. The work was carried out with the cooperation of Apnalaya and PSM Department, Nair Hospital. Income generation activities were initiated for the community women. As a follow up of the workshop organised by the Richmond Fellowship Society and the Department of Medical and Psychiatric Social Work, on the 'Rehabilitation of the Mentally Ill: Therapeutic Community Approach', regular meetings with the families of the mentally ill are organised. The students are actively involved in the proceedings of the meetings and in their documentation.

ALUMNI ACTIVITIES

Alumni Office

Since the commencement of the Alumni Office, it has assisted in organising meetings of alumni in Ahmedabad, Bangalore, Calcutta, Hyderabad, Madras, New Bombay and Pune. Mr. P. K. Sahoo is planning an alumni meeting in Bhubaneswar. The Bangalore alumni had been having several social events. More cities will be covered in due course. The Director makes special efforts to meet alumni groups in the different cities she visits from time to time. A major activity of the Alumni Office is that of compiling statewise lists of alumni. The Annual Report of the Institute is mailed to 2500 alumni whose addresses are on our records. However, due to occupational mobility, addresses easily become dated. We have to constantly update them and need the cooperation of the alumni in this effort.

The participation of alumni in the activities of the Institute is increasing and we hope that this trend is likely to continue in the years to come. Almost 50 per cent of the faculty are alumni of the Institute. The office functions on a one-day-a-week basis.

Mrs. Bakul Patel (alumna 1961) has been appointed Chairperson of the Industrial Finance Corporation, Maharashtra. She is continuing to serve as a member of the Governing Board of the Institute.

Bombay Alumni

With the keen involvement of several faculty of the Institute, under the initiative of Dr. R. C. Datta, a dinner was held at the Institute on February 27, 1993. It was a very successful event with 110 Bombay Alumni attending, besides our present set of students, faculty and key administrative staff of the Institute.

On October 17, 1992, a select group of alumni were invited for a luncheon meeting at the Institute for purposes of resources mobilisation. At this meeting, the Director, members of the Resource Development Committee and Heads of Departments and Units, appraised the alumni about the current activities of the Institute, its future thrust and the dire need for augmenting the resources of the Institute. This was followed by a brain-storming session with the alumni. Some of the suggestions were to organise charity shows and cultural events; to approach industrial organisations to donate for Institute projects and infrastructure; to utilise faculty expertise for training and research activities which would generate funds and to develop a strong alumni body especially of non-resident alumni living in foreign countries. The idea of such a gathering was that resource development could be institutionalised into an on-going activity of the Institute.

Bangalore Alumni

The Director held a meeting with the alumni in Bangalore. The meeting was hosted at the Gateway Hotel, by Mr. X. S. Desai, Vice Chairman and Managing Director, Titan Watches, as the former representative of the Sir Dorabji Tata Trust on the Governing Board of the Institute for several years. Twenty-five alumni attended and

several of them met one another for the first time. The Director briefed the group on the current activities at the Institute including its resource development campaign.

ADMINISTRATION

Staff in Position and Total Number of Posts

The number of total academic positions in the Institute is 112, of which 92 were filled; technical positions are 29, of which, 20 were filled; administrative positions are 103, of which 88 were filled and out of a total number of 102 positions of the service staff, 79 were filled. About 80 per cent of the positions are filled.

Committees

The democratic functioning of a public institution, such as a university, is facilitated by groups of people sharing responsibilities for policy making and day to day maintenance and care of Institute activities and properties. As Director, I have had the singular fortune of having many senior and junior members of the faculty and administration, as well as experienced professionals from outside, to voluntarily undertake many responsibilities, for which I am most grateful. There are 40 committees which look after matters such as academic, administration, staff welfare, students activities, resource mobilisation and advisory functions.

Training of Administrative Staff

Twelve staff members were sent for training in the use of computers in administrative, financial and personnel management to universities and educational institutions in India; recent case law and labour legislation; effective office supervision and improving services; management of accounts, management development and library management.

Scheduled Castes/Scheduled Tribes Cell

The University Grants Commission has provided special assistance to universities to set up Scheduled Caste/Scheduled Tribe Cells to look after matters pertaining to Scheduled Caste/Scheduled Tribe employees and students. Accordingly, a Cell was set up at the Institute in 1989. The posts sanctioned for the Cell are one Section Officer, one Statistical Assistant and a Typist Clerk/Lower Division Clerk. At present a Senior Assistant (against the post of Section Officer) and a Typist Clerk have been appointed. The Cell has been placed under the supervision of a Professor and is attached to the Personnel Section.

In accordance with the relevant Government of India rules, a Standing Committee has also been set up at the Institute, with the Director as Chairperson to overview the implementation of various Government of India directives relating to Scheduled Caste/Scheduled Tribe matters. The Committee consists of members from the faculty and administration with representation from the Scheduled Castes and Scheduled Tribes. The Committee meets at least twice a year and reviews the admission of students, recruitment of staff in various groups, and various

programmes undertaken for the benefit of the Scheduled Caste/Scheduled Tribe students and employees.

The Cell has been engaged in activities such as (i) maintenance of statistics relating to the admission of students and the recruitment of staff belonging to Scheduled Castes/Scheduled Tribes; (ii) ensuring that maintenance of rosters for various categories is as per the guidelines prescribed by the Government of India; (iii) ensuring that the advertisements for the recruitment of Scheduled Caste/Scheduled Tribe candidates include all the relevant clauses relating to concessions and benefits for Scheduled Caste/Scheduled Tribe categories.

Close liaison is maintained with the Academic Section of the Institute relating to admission of the students belonging to Scheduled Castes/Scheduled Tribes and award of scholarships. The Cell has also been co-ordinating with the Student Services Cell in areas like orientation for new students, conducting remedial courses and allocation of hostel rooms for Scheduled Caste/Scheduled Tribe students. The Cell has also been associating itself with the activities of TISS Social Services Centre in undertaking programmes such as special English classes for Group 'D' category employees, including the Scheduled Caste/Scheduled Tribe employees, and training to improve skills such as typing and shorthand.

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.

Mr. T.V. Subramanian, Assistant Registrar (Personnel)

Ms. Manju Gupta, Senior Assistant

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

INSTITUTIONAL SERVICES

TISS Newsletter

Madhyam, the TISS Newsletter, is a biannual publication of the Institute intended mainly for internal circulation. It is released with the objective of facilitating the exchange of professional and personal information among the TISS staff. It also aims to keep a record of Institute activities, simultaneously giving an opportunity to anyone who wishes to access its medium for giving expression to their creative output. The new Committee has two editors and eight members. Of late, it has been receiving requests for subscriptions from outsiders and the alumni. The Committee is looking into this matter. In June 1993, the twentieth volume will be released.

Day Care Centre

The Day Care Centre, now in its sixth year of existence, has an enrolment of 24 children, six of them being infants. To enhance the functioning of the Centre, many minor and major changes have been made in the day-to-day functioning. Furthermore, a 'policy statement' containing different aspects of the Centre's functioning

has also been drafted. Day Care services are open to outsiders if seats are available. However, the age limit of all children availing these services has been limited to seven years of age.

Knowledge is being imparted in a play way method by setting up different play corners to enable children of different age groups to play and learn with one another. 'Early world of learning', a preschool package, is also being used to make learning interesting.

In addition to the celebration of festivals and birthdays, a five day summer camp was organised for the children which included a variety of activities for children of all age groups like games, water play, animal show, cooking experience, creative story, picnics to the zoo and local Diamond Gardens and a camp fire. The Centre's children also participated in the Book Week.

People from organisations like Manav Seva Sangh, Sindhi Education Society, and B.A.R.C. visited the Centre to look at its functioning and the variety of activities.

TISS Social Services Centre

The Centre organised a health check-up camp in collaboration with the Cancer Patients' Aid Association for the Institute employees and their families. Out of the forty-two persons examined, two persons were identified for follow-up and on further investigation it was found they had non-malignant cells. A Diwali Vacation Camp was organised for three days, which consisted of a picnic to Vajreshwari, some drawing sessions, nature study and a cartoon show. About twenty children participated in the camp. A self financing *tabla* class has been started for the students, staff, and their children with one of the faculty members as the teacher. An English language class has also been started for the service staff, which is also a self-financing activity.

An income generation programme was initiated among the wives of the Service Staff supplementing their household income. Food is prepared and sold thrice a week for the staff and students who prefer a light lunch. At present, two women take a keen interest in this programme and earn two hundred and fifty rupees a month.

One of the employees' children, Narendra G. Gotankar, studying in the second year B.Com. degree course, was selected by the TISS Social Services Advisory Committee as a recipient for the B.P. Gandhi Scholarship to pursue his higher studies for the year 1992-93. A Consumer Cooperative Society, providing food grains and household items, is being organised by the Social Worker for the benefit of the families on the campus.

The Social Worker rendered professional help to three cases of marital discord and ensured adequate support to the family of a deceased employee. Counselling was provided to individuals in distress. Job opportunities in the nearby small industrial units are being explored for the unemployed youth of the families of the Service Staff.

CAMPUS DEVELOPMENT

Construction of Library

After the approval and sanction of the Municipal Corporation for the construction of the library building, the revised estimates were submitted in January 1991, to the CPWD for approval. They have now cleared the estimates for a sum of Rs. 50.95 lakhs. The Building Committee has also approved the estimates and these are being sent to the UGC for approval. The commencement certificate, issued by the Bombay Municipal Corporation, has expired and the Institute is making efforts to get it revalidated. As soon as the CPWD rates are examined in detail, and approved by the UGC, work on the library will commence.

Malati and Jal A.D. Naoroji Campus Annexe

The paucity of funds continues to be a major constraint in initiating any developmental activities at the Naoroji Campus. Hence, the Institute is commencing a campaign to raise the necessary funds. It will also evolve a long term plan for the campus which can be spread over the subsequent plan periods to be executed in a phased manner.

Development of the Institute Garden and Trees

With the continuing efforts of Mr. Amir Ali, our horticulturist, we are able to take good care of the sylvan surroundings of this campus and the Naoroji Campus Annexe which is also being developed. This year, a small nursery was set up for producing plants from cuttings since we have such popular plants as *Bougainvillea*, *Hibiscus*, *Musaenda*, *Acalypha* and *Crotons*. About 1000 plants were produced. We hope to improve on this production and earn some more revenue next year. We have been able to recover a major part of the deposit paid to the Municipal Corporation by proving to the Corporation that we have planted and grown more than 40 trees to replace the 15 trees cut down in the library area. We hope to recover the balance amount this year.

On the Naoroji Campus, cleaning operations are in progress. A census was taken of all the trees in the area and we found more than 40 chickoo trees which are old and neglected, but an attempt is being made to rejuvenate them by cleaning, watering and fertilising them.

RESOURCE DEVELOPMENT

The aftermath of the national economic crisis of 1990 is that all the higher educational institutions in the country had to undergo a drastic reduction in the quantum of grants from the UGC. The Institute is moving into a public campaign for resource development for several reasons. As a University, presently funded for 95 per cent of its expenditure by the University Grants Commission, it cannot continue to rely on Government funds to carry out its total mission. While governmental support is crucial for the day-to-day maintenance of the University, it is no longer adequate to support its growing activities, unforeseen needs and its requirements for capital expenditure. The development of infrastructure (both for academic/administrative

requirements and staff quarters) and the expansion of computer, audio-visual and publication facilities are crucially required to house and support the activities. The Institute has to develop also an endowment capable of supporting the work of its faculty, student fellowships, research and field action programmes, which can give opportunities for experimentation and innovation.

Arising from the suggestion of the Accounts Consultative Committee, a committee of 16 members of the faculty and administration was constituted in August 1992, which has worked and is in the course of implementing a plan of mobilising resources. Tata Press Ltd., Bombay, and Tata Advanced Materials Ltd., Bangalore, have given an excellent start to the campaign by printing the Institute brochure at their expense, which together with other publicity material printed by the Institute, will serve as the basic material for the campaign. A group of business organisations and trusts are being approached with appeals for donation. The alumni have also been approached for making contributions as also generating parallel efforts in industries and organisations where they are employed. With faculty and staff support, the plans to step up mobilisation through personal visits to organisations in Bombay are underway. Through such efforts, we hope to generate a substantial sum for the corpus, other endowments and construction on the Naoroji and Rural Campuses.

CANDIDATES FOR DEGREES AND PRIZES

Today two candidates will receive their Ph.D. degree, one M.Phil. degree and 87 M.A. degree. We congratulate them and, particularly, the prize winners whose names appear below.

Prize Winners

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|--|---------------------------|
| 1. S. Kalsi Shield for the Best Student in Personnel Management and Industrial Relations | Mr. T. G. C. Prasad |
| 2. Alumni Association Prize and Institute Shield for the Best Student in Criminology and Correctional Administration | Ms. Roshni Nair |
| 3. Aisha Harris Memorial Shield for the Best Student in Family and Child Welfare | Ms. Manidipa Guha |
| 4. Leela Wadia Prize and Institute Shield for the Best Student in Medical and Psychiatric Social Work | Ms. Nemat Hajeebhoy |
| 5. Aloysius Soares Prize and Institute Shield for the Best Student in Urban and Rural Community Development | Ms. Kavita Krishnamoorthy |
| 6. The Prize instituted by the 1987-89 batch of PMIR Students for the student ranked second in Personnel Management and Industrial Relations | Mr. Rohit N. Reddy |
| 7. Prof. P. D. Kulkarni Prize for the Best Student in the course Social Policy and Planning | Ms. Premilla D'cruz |

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|---|---------------------------|
| 8. Mrs. S. R. Panakal Shield for the Best Student in the course Social Work in Industry | Ms. Kavita Bhat |
| 9. Najamai A. Minocher-Homji Prize for the Best Project Report | Ms. Premilla D'cruz |
| 10. Mrs. S. R. Panakal Shield for the Best PMIR Student in Field Work | Mr. T. G. C. Prasad |
| 11. NIPM Silver Medal for student securing highest marks in PMIR for 1991-92. | Ms. Maria P. Ramachandran |
| 12. Prof. Grace Mathew Field Work Shield and Award for Social Work in the Department of Criminology and Correctional Administration | Ms. Roshni Nair |
| 13. Prof. Grace Mathew Field Work Shield and Award for Social Work in the Department of Family and Child Welfare | Ms. Manidipa Guha |
| 14. Prof. Grace Mathew Field Work Shield and Award for Social Work in the Department of Urban and Rural Community Development | Ms. Kavita Krishnamoorthy |
| 15. Mr. Kalidas M. Shah Field Work Shield and Prof. Grace Mathew Field Work Shield and Award for Social Work in the Department of Medical and Psychiatric Social Work | Ms. Nemat Hajeebhoy |

CONCLUDING REMARKS

This evening, yet another batch of graduates leave the campus environment of learning and knowledge acquisition, and peer group association and activities, to enter into the competitive world of professional and working life. These two years of their specialised education have been filled with field experiences not normally provided in university education in India. The small size of the student population has also uniquely contributed to their working closely with one another and their faculty who owe a long term allegiance to the Institute and its ideals. This year, the students have also had to witness the agony and helplessness of the riot torn people and very early in life they have experienced the aftermath of political fascism and divisions that have become the order of the day. But, on the positive side, as members of this Institute, they were also a party to the people's cry for unity and amity among different communities and their united stand against organised violence. While we are gravely concerned with the increasing power of fundamentalist politics and the unleashing of harmful fissions in society; the quality of social consciousness, we hope we have nurtured in our students, should enable them to respond in a constructive way and counterveil the impact of such negative influences sweeping the country. To the graduating students our last words are that you are now equipped with a fair amount of analytical skills to understand and detect the contours of the process of exploitation, and so you should be able to bear the torch of the Institute to people in need whether they be in the family, the community, hospitals, schools, industry, or larger organisations. On the economic front, the globalisation imperatives are gaining ground, which means a corresponding resource strain on the

disadvantaged and the social sectors. These challenges have to be faced by increasing perseverance and sharpening of our professional acumen. With this determination and faith, and a hopeful public support for continuing our activities, we bid farewell to the graduating students.

The Institute, itself, which is a microcosm of the larger national polity, is going through a very challenging period where every policy needs to be dictated by the larger implications for financial resource availability. All the outgoing students, alumni, well-wishers and friends of the Institute need to empathise with our larger than life reality, namely, the financial burdens we are newly forced to shoulder. The central budget has indeed stepped up allocations to education, but it still leaves universities to fend for themselves. We have to take up this burden also, digressing from the basic functions of education and research. For this new task, we will have to fall back on public support, which has always been forthcoming. The Institute will look to its alumni to mobilise resources — their own and organisations with which they are in contact.

This year, as all the years before, we owe a great deal of gratitude to the grants we received from all our well-wishers, especially the Tata Trusts — the Sir Dorabji Tata Trust, the J.R.D. Tata Trust, the J.R.D. and Thelma Tata Trust, the Sir Ratan Tata Trust — and many other generous donors in government, industry, national and international organisations especially the Ford Foundation, and private philanthropists. To the University Grants Commission and the Department of Education in the Ministry of Human Resource Development, we convey our grateful thanks for their financial allocations to our Institute and the help given to sort out many matters. We are also grateful to the Governing Board for its tremendous support of all our activities and especially its interest in the new programmes which have been established in the past decade. Our special gratitude to Mr. J.J. Bhabha, Chairman, for his stewardship as Chairperson in the last 25 years in which the Institute has seen considerable growth and change. I personally thank my colleagues for their involvement and contribution to the development of the institute, and their cooperation, and the Publications Unit for their tremendous work in producing this report.

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