

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

Institution always takes keen interest in the well-being of its staff members and also plays a pivotal role in their career development and progression.

- Various welfare schemes are undertaken by college on regular basis including interest free loan schemes, interest free loans for medical, housing, educational or other emergency purposes, uniform etc. to help staff members navigate through various personal and family related needs;
- Both teaching and administrative staff members are encouraged to upgrade their professional skills and expertise, regular professional development programs are organised in this regard both for teaching and non-teaching staff members; and
- Financial support is also provided to the staff members to attend conferences/seminars/orientation and refresher programs/ skill and knowledge development workshops.

Specific measures were undertaken the Management to ensure not just the capacity building of staff members but also extend a significant helping hand towards their overall well-being mainly in the pandemic times.

All the efforts were undertaken by college and management to ensure that staff is equipped to meet the needs of challenging times by organising various training programs for staff members to better able to handle the situation.

Staff Development Program- Non teaching Staff

- I. The Counselling Cell also conducted a two hour session on Parenting for Non-teaching staff on 2nd February 2022. A Total of 25 people attended this workshop. It was a participatory workshop where the participants were given different scenario in day to day life to discuss various parenting methods to handle the issues of children.



- II. **Orientation to Realities of Tribal lives**

Visit to Gyanjyoti Community College, Karasgaon, Talasari Date was organised 18th-20th February 2022 to provide them an orientation about the issues and challenges of tribal community in karasgaon. The program was also intended to facilitate team building and also orient staff members about the work of Gyanjyoti community centre. As part of this program, following sessions were conducted:

- ORIENTATION TO THE ZILLA PARISHAD SCHOOL, ANVEER VILLAGE
- VISIT TO FAMILIES & FIELDS, ANVEER VILLAGE
- ADIVASI DAY CELEBRATION
- VISIT TO THE OLD MISSION CENTER:
- SESSION ON TIME MANAGEMENT
- VISIT TO THE WARLI ART UNIT
- SESSION ON TRIBAL, RURAL COMMUNITY




Faculty Development Programs:

A series of Faculty Development Programs were organized in the said academic year to provide faculty members specific inputs on academic writing and also to facilitate perspective building towards Tribal Social work practice.

- I.** Academic Writing by Dr. Melody kshetrimayum on 21st February 2022
- II.** Perspective building in Tribal Social work practice by Fr. Sebastian Michael on 14th March 2022
- III.** Orientation to Issues and Challenges- Tribal Life, through a visit to Gyanjyoti Community College, Karasgaon, Talasari on 18th-19th March 2022

**FDP ON
ACADEMIC WRITING**

SPONSORED BY RUSA, MAHARASHTRA
ORGANIZED BY IQAC, COLLEGE OF SOCIAL WORK, NIRMALA NIKETAN, MUMBAI



Resource Person Dr. Melody Kshetrimayum Tata Institute of Social Sciences, Mumbai	Date and Time 21 FEB 2022 2 to 5 pm
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For registration, click the link: <https://forms.gle/j0nT8CEK5P89Y77>




WELCOME

FACULTY DEVELOPMENT PROGRAMME

PERSPECTIVE BUILDING
IN TRIBAL SOCIAL WORK PRACTICE
REV FR. SEBASTIAN M MICHAEL



ORGANIZED BY
INTERNAL QUALITY ASSURANCE CELL (IQAC)
COLLEGE OF SOCIAL WORK (AUTONOMOUS)
NIRMALA NIKETAN, MUMBAI
MONDAY 14TH MARCH 2022
2.00-5.00 P.M.