

COLLEGE OF SOCIAL WORK (AUTONOMOUS)
NIRMALA NIKETAN, 38 NEW MARINE LINES,
MUMBAI- 400 020

EXTERNAL PEER TEAM REPORT FOR THE YEAR 2019-2020



External Peer Team Members

1. Dr. Ananda Amritmahal Principal, Sophia college (Autonomous), Mumbai
2. Dr. Balaji Kendre , Sociology Department University of Mumbai and
Co-ordinator, Director Rajeev Gandhi Centre for Contemporary Studies,
Kalina Campus, Mumbai

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1. COLLEGE PROFILE

- The College of Social Work, Nirmala Niketan, has built a reputation since its inception in 1955 as a premier institute of Social Work in the country, working with the mandate of reaching out to the poor and vulnerable groups in society.
- The College is renowned for its strong field work base which instils in its students the values of social justice and a sense of personal integrity to work sensitively and with commitment towards nation-building. The College connects to around 55 organisations in and around the city every year to provide field experience to the students.
- A system of mentorship whereby each faculty member mentors 12-14 students every year, across varied levels has been helpful in promoting academic growth of the students as well as in identifying and addressing students' financial and psychosocial needs.

Since it is a single faculty college offering BSW, MSW, PhD, and short term courses related to social work, all the constituencies of the College are focused on the goals of the College and connected to the Vision and its operationalization in day-to-day functioning.

2. THE VISION AND MISSION OF THE COLLEGE OF SOCIAL WORK, NIRMALA NIKETAN

- To contribute to building a new social order based on human dignity and social justice.
- To work with a preferential option for the vulnerable and exploited, both locally and globally.
- To build a cadre of young, competent professionals having a global perspective and a strong value base of compassion, personal integrity, moderation, tolerance and self-respect.

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- Attributes Inherent in the expectations from the social work programme.
- The College focuses on developing attributes of Appreciation for social work profession and its relevance, Critical citizenship, becoming Cosmopolitan Citizens and Lifelong learners, focusing on Skills Development, Employability and Social Activism in its students. These attributes have ensured that our alumni carry on the legacy of our founders through social work practice.

Attributes	Graduate and Master's Level
Appreciation for social work profession and its relevance	The social work student should be able to appreciate the relevance of professional social work practice in various settings and apply social work paradigms and perspectives in interventions and approaches while working on issues. The student should develop professional attitudes utilizing principles and values of social work (service, social justice, dignity and worth of the individual, importance and centrality of human relationships and competence) in practice.
Critical citizenship	The student should develop the knowledge of social realities and its eco-political dimensions at the global, national and local level. The mission of the college itself is to build a cadre of young, competent professionals having a global perspective and strong value base of compassion, personal integrity, moderation, tolerance and respect.
Cosmopolitan citizens	The student should be able to internalize ideals of the Indian Constitution and function effectively, flexibly and constructively in an inter-cultural/global environment. The student should be able to appreciate the multicultural fabric of Indian society and transcend caste, class, gender, religion and other identities.
Lifelong Learners	The student should be able to ensure lifelong development of professional competence and effectiveness in practice through praxis. The student should be able to appreciate and consciously utilize social work theories, models and research for developing innovative interventions models to address social issues.
Skills development	The student should develop specific skills for intervention at the micro level (individual, family, group and community)

	and at the macro level (social systems and institutions-both national and international).
Employability	Graduate and Post Graduate students should be equipped with requisite skills to command jobs both at the national and international level.
Social Activism	The student should be able to inculcate the passion of activism to raise their voice against injustice in society and be able to articulate the plight of the vulnerable sections of society such that they can strengthen advocacy campaigns for good governance and justice and dignity for all.

The Peer team observations:

College of Social Work, Nirmala Niketan was granted autonomy in the year 2019. In April 2019 various committees as per the UGC guidelines were formed. The IQAC was established in the college for regular monitoring of the college as per the UGC guidelines which is as follows:

Chairperson: Dr. Lidwin Dias, In Charge Principal

Director of the IQAC: Mr. Elvis Thomas, Senior Faculty Member

Management Member: Dr. Hazel Dlima

Faculty Members represented at all levels:

Dr. Vaijayanta Anand, Associate Professor

Dr. Prabha Tirmare, Associate Professor

Dr. Anita Panot, Associate Professor

Dr. Anita Machado, Associate Professor

Ms. Sonia Rodrigues, Associate Professor

Dr. Renu Shah, Assistant Professor

Employers Nominee: Dr. Nilima Mehta, Visiting lecturer

Stakeholders Nominee: Mr. Noel Pinto, Director Sneha Sadan, Field work placement

Industrial/ CSR Nominee: Mr. Royston

Local Society Nominee: Dr. Geeta Balkrishnan, Former Principal CSWNN

Administrative officers:

Ms. Sabeena Gonsalves, Administrator

Mr. Pravin Gavali, Librarian

Ms. Shweta Malvankar, Office Superintendent

Student Nominee: Ms. Gargi Patel, Bachelors in Social Work II

Alumni Nominee: S. Jayadharshni

External Peer team members are:

1. Dr. Ananda Amritmahal Principal, Sophia college (Autonomous) , Mumbai
2. Dr. Balaji Kendre , Sociology Department University of Mumbai and Co-ordinator , Director Rajeev Gandhi Centre for Contemporary Studies, Kalina Campus, Mumbai

The IQAC meetings are held on a regular basis and the minutes are uploaded on the College website.

For the smooth functioning of filling the AQAR the faculty members representing the IQAC have taken the lead for each of the criterion which are as follows:

Part A of the AQAR	Mr. Elvis Thomas Ms. Sabeena G Dr. Lidwin D
Part B Criterion 1 : Curricular aspects	Dr. Vaijayanta Anand Dr. Ronald Yesudhas Dr. Smita Bammidi
Criterion 2 : Teaching Learning and Evaluation	Dr. Anita Panot Ms. Meghna Vesvikar Ms. Shweta M
Criterion 3 : Research Innovation and Extension	Dr. Anita M Dr. Kalyani T Ms. Roshni A
Criterion 4 : Infrastructure and learning resources	Dr. Prabha T Mr. Cletus Mr. Pravin G

	Mr. Dharshan
Criterion 5 : Student Support and Progression	Mr. Elvis T Mr. Albin T Mr. Sameer M Ms. Irene T
Criterion 6 : Governance, Leadership and Management	Dr. Renu S Ms. Reny R Ms. Sabeena G Ms. Greta L
Criterion 7: Institutional Values and Best Practices	Ms. Sonia R Dr. Saman A Dr. Lidwin D

College has initiated four Add on courses

1. Certificate in Basic Skills in Research for field practitioners (17 students enrolled)
2. Creative Art Skills for Social Work Practice (58 students enrolled)
3. Certificate Course on Building Skills for Social Entrepreneurship (21 students enrolled)
4. Certificate on media skills (15 students enrolled)

Recognizing the changing trends of welfare taking place in the current scenario of globalisation, College of Social Work Nirmala Niketan has come up with Nirmiti Kaushalya Kendra (Social Entrepreneurship Cell). The cell provides training and mentorship for the students interested in developing their entrepreneurship ideas. This cell is monitored by two faculty coordinators and an expert advisory committee with experts in the field of NGOs and Corporates.

Enrollment for regular courses:

Sr.no	Name of the Course	Total no. of students
1	Bachelor of Social Work (BSW)	153
2	Master of Social Work (MSW)	112
3	PhD in Social Work	14
	Total	279

Short term courses enrolment at main campus

Sr. No.	Name of the course	No. of Students
1	Diploma in Social Work	28
2	Certificate Course in law and Social Work	20
3	Certificate Course in Peace Education	14
4	P.G. Dip. in Therapeutic Counselling	14
5	P.G. Dip. in Child Rights and Child Protection	14
6	P.G. Diploma in Inter Religious Dialogue and Water for Sustainable Development	13
7	Certificate Course in Advanced Social Research Methodology	15
	Total	118

Short term courses enrolment at the Extension Centre, Goregoan

Sr. No.	Name of the course	No. of Students
1	Certificate in Social Work for Para Professionals (Youth)	60
2	Certificate in Social Work for Senior Citizens	12
3	Post Graduate Diploma in Corporate Social Responsibility	7
4	Certificate in Management of Non-Profit Organizations (NPOs)	17
5	Certificate in Basic Skills in Counselling	15
	Total	111

Major activities undertaken:

The Student Council (SC): The Student Council for the academic year 2019-20 was formed according to the guidelines given by the Mumbai University Circular. The Council members were elected on 7th August 2019. The Student Council was fully functional after their Oath Taking Ceremony on 14th August 2019. Along with the curriculum and the syllabus, there are extracurricular activities conducted in the college in the banner of students council and other committees in the college. College of Social Work believes in the overall development of the students, providing them with multiple opportunities of growth and learning. Co - curricular activities bring forward the leadership skills and provides them with a learning pattern that is different from the regular classroom learning environment.

Student led National Conference: A two days National Student led Conference on the Relevance of Social Work in the Contemporary Times was organized by the MSW 2 and BSW 3 students of the institute. The conference was held on 17th and 18th of February 2020. students and practitioners from different parts of the country participated in the conference and was an enriching experience for the students and the participants. There were 17 academic papers on various topics presented in the conference. Two plenary sessions had eminent speakers with excellent field experience. Students manifested excellent leadership and organizational skills by handling the conference systematically and professionally.

Apart from the national conference there were multiple workshops and trainings that were conducted for the students. This is mentioned in the faculty section of the presentation.

Peace and Communal Harmony Cell: Peace Education course is conducted in collaboration with the Global Campus Programme of Tokyo University of Foreign Studies, Japan and in partnership with four other universities in South Asia- the Gadjah Mada University (Universitas Gadjah Mada), Indonesia, the Pannasastra University of Cambodia, the Peradeniya University, Sri Lanka, Quaid- Azam University, Islamabad, and the Islamic University of Science and Technology, Srinagar, India

Rotaract Club of College of Social work, Nirmala Niketan

A very vibrant Rotaract club functions in College of social Work Nirmala Niketan enabling the students in taking up responsibilities and conducting programmes which helps them develop their leadership skills and various other professional skills. The major events conducted by Rotaract Club; Green Campus campaign, Maha Walkathon 2019, Alert India Campaign, Seminar on Education for Street Connected Children.

Street plays and one act play on constitutional values

- Our students across classes under the leadership of Mr Sandesh and Santosh Mekale performed street play to create awareness on Constitutional values on 18th august 2019 where they won the first prize in Vivek-Jagar Karandak State Level Street Play Competition. The group further participated in the one act play organized by Indian National Theatre and qualified for second round. During the academic year the group performed the one act play in nine places in Mumbai and one in Pune and received appreciation and prizes from all.

MAHA WALKATHON 2019 in collaboration with The Police Department of Government of Maharashtra took place on the 30th November from 7:30am to 9:30am. The students from CSWNN and College of Home Science, teaching and non-teaching staff of CSWNN and the with the help of the RTO officers to spread awareness on Road Safety, #No Honking, #Responsible Driving and #Responsible Living.

Women Development Cell : The Women Development cell had organized the celebration of Women's Day and Krantijyoti Savitribai Phule lecture series. The celebration was organized on 11th March 2020. A photo booth and a tattoo booth was organized for the students along with the lecture series. Dr. Manisha Gupte was invited as the Chief Guest Speaker for the lecture series. Manisha Gupte has been part of the women's movement since the mid-1970s. She has also been an activist in the health and civil rights movements in India. She co-founded MASUM, a rural women's organisation in 1987. The lecture series highlighted many important points on gender equality, intersectionality and gender justice. The speaker, in her specialized way of conveying made students understand many concepts easily, she gave simple day-to-day examples of naming systems followed by the society and patriarchal basis behind them. The lecture series left the students

with many insights and questions to further reflect on. A session on Nutrition and Wellbeing of Girls and Women was organized on 12th March 2020.

Riwayat Inter Collegiate fest: Socio-Cultural Fest of College of Social Work Nirmala Niketan was organized on 19th February 2020. The fest was organized by students in consultation with the faculty in charges of the student's council. About 19 colleges across Mumbai and suburbs participated in various events organized by the college. Venue of the programme was Extension Centre College of Social Work Nirmala Niketan, Goregaon. As the main purpose of this fest was to spread social values among youth on that basis of there were competitions like poster making, dance, street play, short film.

Student support: Our College provides various support services for students and these are:

- Interest free Educational Loan Scholarships The loan is provided for the students on an interest free basis to be paid back once they are employed in the field after their education.
- Nutritional meal: Taking care of one's own health is an important aspect while working for the people. Lunch is provided with one time meal by the college. It is made sure that the identity of the student benefitting from the scheme is kept confidential.
- Laptop Bank Understanding that all the students are not able to afford a laptop, college has started the system of laptop banks so that the students can hire a laptop from the college and continue using it till they complete their course. Students are to submit the laptops ones the course is completed. Computer experts in the computer lab provides all the possible assistance for the students in the maintenance of these laptops.
- Travel Re-imbursement: Field work agencies where we place students include rural as well as urban placements. Students often travel to interior parts of Maharashtra every week to attend their field work. Recognizing the economic expense, the students have to undergo, college provide travel reimbursement of 50% of the total travel expense of the students who are placed in rural areas for field work.

Crisis Intervention by students and staff:

On 1st July 2019, Mumbai received heavy rainfall which resulted in various disasters throughout the city. A compound wall of National Park collapsed at midnight and water flowed over huts of people who were staying below the wall in Ambedkar Nagar and Pimpripada areas of the Kurar village in Malad. There were huge loss of life (31 according to the newspaper reports) and there were many trapped under the debris. Teaching staff and students of the College of Social Work Nirmala Niketan, along with **Anubhav Mumbai college project** and **DTSS College** carried out a preliminary need assessment. It was decided to conduct a rally to raise awareness about the issues of affected people, sensitize authorities thereby and also **provide relief material** (utensils and stationary materials) to **100 affected families**. On 1st August 2019, Anubhav Mumbai in collaboration with Samyak Classes and DTSS College organised and facilitated the Malad Relief Rally in which almost 200 people had participated. The household materials as well as educational materials were distributed to almost 100 flood affected families in the area.

Training on Youth Leadership and Training Program - The three days Training was conducted on Youth Leadership and Community Development in collaboration with Nehru Yuva Kendra (NYK), Mumbai with the students of various Collèges. The objective of the training was to make youth understand the importance of Youth's Role in Governance as well the significance of Group Work and the qualities a leader should acquire.

Mumbai Suburban Youth Festival (Theme Day) Elections is a method in involving the Youth in the Democratic process and also to help them understand the skills and qualities a leader should have. It is a process to create and train the future leaders of the Country. The youth from various colleges had come to motivate and encourage the candidates and this indeed made the whole event successful.

The youth had filed 160 RTIs and more than 60 pictures on potholes, garbage, uneven roads, Traffic signals, sewage etc. These photos were posted and tagged the BMC authorities on Twitter. This Campaign was supported by Anubhav Mumbai and Student Social Workers. The campaign gave the students confidence to interact with BMC officials about the issues existing in their surroundings. In order to strengthen the campaign Anubhav Mumbai organized a Press Release and invited Adv. Nilesh Pawaskar, Criminal Prosecutor at High Court and Dr Lidwin Dias, Principal of College of Social Work (Autonomous) Nirmala Niketan. The entire campaign reports were submitted as well as a presentation was made on the same. Media was also present to cover the campaign. Some of the youth shared their experiences about the campaign. Adv. Nilesh explained in detail about the Right to Information Act and the procedure required. The entire RTI campaign was a learning

procedure to the students of getting to know one's right and ways to bring a change in the society by exercising these rights.

Field Work Programme:

The Field Work Practicum is an essential component of the Social Work curriculum and pedagogy. Social Work is viewed as a practice-oriented discipline. Students of Social Work are expected to apply the theories and concepts of the discipline while addressing problems and working with individuals, groups and communities. The overall objectives of Field Work are to develop analytical skills and critical thinking on social issues, develop an integrated approach to social work practice, and develop specific skills for intervention from an ecological framework and professional attitudes utilizing principles and values of social work.

Concurrent field work during the whole year in 53 organisations within Mumbai and rural Maharashtra Raigad, Palghar and Thane districts were organized. Field supervision is a very serious responsibility entrusted in the hands of the faculty of the college. Every faculty handles on an average 15 students under them placed in different agencies.

15 organizations have been identified throughout the country for the block placement of the MSW students. This provides an opportunity for the students to take up leadership role and have a pre-employment opportunity in various parts of the country.

Staff development programme: Following are the programmes organized for them in the year 2019-2020

- ❖ Workshop for teaching and non-teaching by WDC on sexual harassment at work place-21/08/19
- ❖ Sensitization workshop for teaching and non-teaching about persons with disability organized by youth for jobs-09/10/19
- ❖ Maha Walkathon along with the Rotaract Club-20/11/19:
- ❖ State level workshop for non-teaching staff on digital communication/internet security and cyber-crime around 70 participants including inhouse staff-5/12/19
- ❖ Session for teaching and non-teaching staff on provident fund by Mr. Pavaskar. Participants 15- 25/01/20
- ❖ Non-teaching staff picnic to Shanti Sagar Resort, Ambarnath- 30/01/20
- ❖ Workshop for teaching and non-teaching on "understanding gender sensitivity and unconscious biases" by ICC and Red Dot Safe City- 13/02/20

- ❖ Monthly sessions on Yoga and Pranayama were also conducted for the Non-teaching staff by Dr. Manasi.
- ❖ Teaching staff encouraged to attend international and national conferences.
- ❖ Support and admin staff attended local level seminars.
- ❖ Workshop for teaching faculty and PhD scholars on Research methodology and statistics were conducted.

Research and publication:

Perspectives in Social Work (ISSN number is 0974-5114) is a peer reviewed quarterly research journal of the college, listed in the UGC-CARE under Social Sciences (Social Work). The goal of this journal is to focus on multidisciplinary knowledge development relevant to the changing perspectives of the social work profession by publishing accurate research-based information best practices and innovation in the field practice based on contemporary social work issues written by research scholars, academicians, NGOs, policy makers and government officials.

The Research Unit, College of Social Work, Nirmala Niketan, Mumbai was established on September 8, 1993 to promote scientific research in Social Work education and practice and develop a scientific rigor in understanding social issues that impact human lives. Researchers undertaken in 2019-20 are as follows:

Sr. No.	Name of the study	Commissioning Agency	Year and Status
1	Understanding the causes of child marriage among Katkari tribe and its adverse implications on the individuals and tribal community in Raigad district, Maharashtra"	Sarva Vikas Deep, Mangaon, Raigarh	Completed
2	Mangurda Vilage Development Report	The District Collector, Yavatmal	Completed
3	Programmatic rapid assessment of CSR initiatives of ACG Cares Foundation (ACF), Mumbai	ACG Cares foundation	Completed
4	Experiences of violence and abuse among street children in Mumbai	Dr. Sharvari Karandikar -Chheda	Completed
5	To Evaluate the Effectives of Interventions and Contributions of IJM, Mumbai to Improved Judicial Processes across Maharashtra	IST Research Corp (ISTR), Delaware company with offices in Frederickburg	Ongoing

Research under RUSA funds undertaken by the faculty members:

Livelihood Challenges And Educational Aspirations Of Children Of Migrant Workers In Ambernath Block Of Thane District : Mr. Sameer & Ms. Irene
Awareness Of Pocso Among Aided School Teachers In Mumbai, An Emperical Study Ms. Roshni Alphonse
Problems Faced By Girls From Scheduled Caste Communities Studying In The Colleges Of South Mumbai. : Mr. Albin & Ms. Pallavi
Minor- Access To Water Sanitation And Hygiene In Mumbai Slums : Dr. Ronald Yesudhas
Indigenous Food Practices and Health Status of Warli Tribes in Talasari. By Dr. Prabha Tirmare
Need Based Assessment Of Elderly In Bhagat Singh Nagar, Goregaon, Pravas Field Action Project Of CSWNN by Dr. Vaijayanta & Team
"Mothers' knowledge and Perception about Risk factors and Protective strategies regarding Child Abuse- a study among slum inhabitants of Dharavi and Malad, Mumbai". By Dr. Renu Shah and Dr. Saman Afroz
Minor-History Of Mumbai Through The Eyes Of Mumbai Senior Citizens Of Slum Community-Dr. Vaijayantha

Awards and Recognitions

- ❖ College was awarded 62nd Rank in NIRF
- ❖ College was awarded 92nd Rank in the private autonomy colleges in India and 29th In Maharashtra by Education Work Ranking 20-21
- ❖ Avishkar Research Award for MSW final year students by the University of Mumbai Ms. Sonam Mohite received Gold medal and Mr. Santosh Kharat received Silver medal for research under social sciences.
- ❖ Dr. Lidwin Dias: Nation's Pride Award 2019 by Nation's pride book of records in recognition of her contribution to the field of education.
- ❖ Dr. Lidwin Dias : India's 1st Leadership Submit for Social Reformers presented to Dr. Lidwin Dias by IKTARA Foundation in August 2019
- ❖ Dr. Prabha Tirmare - Award of, 'Legacy of Krantijyoti Sawitribai Phule' by Mahila Mission, Mumbai on 4th Oct 2019 at Mumbai Press Conference.
- ❖ Dr. Prabha Tirmare - Recipient of 'Bharat Mata Best Social Work Academician'- Award 19th Dec 2019 By Bhartmata College, Kochi, Kerala.

- ❖ Dr. Prabha Tirmare - 'Navshakti, Strong and Inspiring Women's Award', by Happy Club Organization on 6th Oct 2019 at Matru Bhoomi Krida Mandal, Dharavi, Mumbai.
- ❖ Dr. Prabha Tirmare - Awarded with, 'Fatima Shaikha Shikshk Purskar', Nirdhar Organisation, Gowandi, Mumbai on 20th Feb 2020 by Minister of Minority, Mr. Nawab Malik.
- ❖ Dr. Prabha Tirmare - Shram-Saphlya Sevabhavi Santha announced the award of Empowered Women' on 23rd March 2020 at Adiwasi Birsa Munda Hall on Women's Day

Strengths of the College:

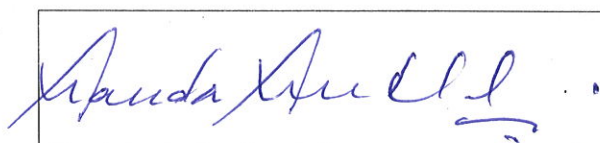
- Review and planning meetings held at the end of each academic year help to strengthen the connections between the Vision, Mission of the College and the curriculum and field work practicum. The college also currently runs add on courses in social work.
- Field Action Projects (FAPs) initiated by the College in difficult issue areas or with various marginalised groups have been the strength of the College. Several FAPs initiated by the College have grown into autonomous non-profit organisations contributing to the society at large; the FAPs also serve as demonstrations for innovative interventions and as skills laboratories for the students while providing a good opportunity for students and staff to theorize on the basis of practice. This year the field action projects initiated by the college are as follows:
 - A. Rural Project: Tribal women and children of Talasari Palghar district on the malnutrition, education and livelihood areas.
 - B. Urban projects:
 - a. Field action projects are youth training to build capacity and leadership among youth from slum community.
 - b. Pravas, a project for elderly in the slum community with the goal was to form self-supporting groups of senior citizens and address their health and wholistic growth.
- The faculty members are involved in teaching, mentoring students for field work and in varied kinds of extension work in the community including officiating on several government and non –government committees and boards.
- The College has a well-established research unit to undertake commissioned research; faculty members are also encouraged to join the Unit in the research

studies undertaken. This year five studies are undertaken by the unit. Several teachers have also taken up research under RUSA grant.

- The Management helps by raising funds for infrastructural development and for various activities of the College including educational loans for students, student activities, staff development programmes, field action projects and for appointing staff on management since the NOC is still pending by the government to appoint the staff. Field instructors are also appointed to ensure a balanced workload for the faculty members.
- The syllabus revision was undertaken with the approval of statutory bodies taking into consideration the feedback of all stakeholders and making it relevant.
- The College IQAC plays an active role in formulating qualitative strategies by collecting feedback from various stakeholders and administers Teachers Assessment Questionnaire for students to give feedback on the subjects.

Areas for development:

- Increase infrastructural facilities to organise students' activities and other simulation-based teaching exercises.
- Conduct refresher courses on various modules for alumni. Involve Alumni in college development.
- Collaborate with other state, national, and international colleges of social work, especially on academic areas and research.



Dr. Ananda Amritmahal
Principal, Sophia college (Autonomous)
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PRINCIPAL, SOPHIA COLLEGE



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