

## 2<sup>nd</sup> Annual Report 2020-2021

### **NIRMITI CENTRE FOR SOCIAL INNOVATION AND ENTREPRENEURSHIP COLLEGE OF SOCIAL WORK (AUTONOMOUS), NIRMALA NIKETAN, MUMBAI**

#### **I. About Us**

The College of Social Work was founded in 1955 by a band of valiant women known as Daughters of the Heart of Mary, whose mission was to readily respond to the felt needs of the people according to the signs of the time. In the years following the Independence of India, the founders – Ms Paiva Couceiro, Ms Collette Galby and Dr Dorothy Baker realized that the nation's struggle for development would be served not so much by sensitive social concern as by insightful committed action. This led to the conceptualization of academic and field intervention programmes to prepare young people to undertake and assist in resolving the existing social problems.

During the 67 years of existence, the College of Social Work has initiated several field-based innovative projects in the areas of children, women, rural, communal harmony, disability, disaster management, dowry, housing, domestic work and other emerging areas of social concern. The college has been awarded the grade of academic excellence by the National Accreditation and Assessment Cell (NAAC) the highest score in all the three cycles. In 2001 the College was awarded a five-star status; in 2007 the College was awarded an A+ with an Institutional Score of 93 percent and in 2015 it was reaccredited (Third Cycle) with A Grade (3.53 CGPA out of 4) valid up to 2022. On 12th Feb 2019, the University Grants Commission conferred Autonomous Status to the College of Social Work for a period of ten years w.e.f 2019-2020 to 2028-2029. With the Autonomous status, the college planned several initiatives which included the add-on credit course in Social Entrepreneurship, the first one being inaugurated on the 9<sup>th</sup> July 2019.

Nirmiti in Sanskrit means artistic, creation, or formation. The centre aims to support social entrepreneurship and offer academic programs where the students, immediately after graduation, get guidance, mentoring, physical space and network for funding and value-based collaboration. The Centre is located in the third floor of the College. Pre-Incubation Meeting Room is available in the 3<sup>rd</sup> floor of the college.

#### **II. Details of Co-curricular events/activities organized and participated**

##### *a. Co-Curricular Events Conducted*

- An Online Workshop on Exploring Possibilities with Lateral Thinking – Six Thinking Hats was conducted by Mr. Gaurav Mishra from Navayuvak Entrepreneurs who facilitated the Masterclass on 25th September, 2020. 125 CSW-Nirmala Niketan Students from across all classes BSW I to MSW II



##### *b. Participated by Staff and Students in Co-Curricular Events*

- Mr. Cletus participated in an Online Faculty Development Programme "Launching Basic Entrepreneurship Programmes on Campus" conducted by Atal Innovation Centre - Rambhau Mhalgi Prabhodhani Foundation from the 15 to 19 September, 2020.
- Mr. Cletus also participated in Confluence on Entrepreneurship 2020 - Entrepreneurship & Sustainability: a way of self-reliant hinterland, organized by Tata Institute of Social Sciences - Tulzapur Rural Campus from the 30<sup>th</sup> to 31<sup>st</sup> December, 2020.

### III. List the Academic Programs on Innovation, IPR and Entrepreneurship Development Offered During the Academic Period (2019-20)

#### a. Add-On Courses

- As a result of the Covid 19 Pandemic the Academic year began in September and it was only on the 16<sup>th</sup> October 2020 that the Add On Course on Social Entrepreneurship consisting of 30 hours was launched through the Online Zoom platform. The Inauguration was attended by 75 students out of which 33 registered and 13 students duly completed the course on the 19<sup>th</sup> April and were awarded their certificates which was sent to them through email.



- A value added course on ‘Psychodrama’ was conducted by Mrs. Magdalene Jayarathnam (Director, Indian Institute of Psychodrama, & Director, Centre for Counselling and Training Pvt Ltd, Chennai), ten sessions were conducted from the 8<sup>th</sup> Feb to 1<sup>st</sup> April, 2021 for 30 hours, 2021. Twenty students enrolled and completed the course.



#### b. Elective Course

- For the BSW program, (5<sup>th</sup> semester students) a 4 credit (60 hours) elective on Social Entrepreneurship is offered from 1<sup>st</sup> September to the 30<sup>th</sup> November, 2020, 17 students were enrolled for the same.

#### c. MDP, EDP & FDP

- CSWNN organized three EDP programmes during this period.
- Urban Entrepreneurship Development Programme was held online in four full day workshops on the 14<sup>th</sup>, 21<sup>st</sup>, 28<sup>th</sup> Feb and 7<sup>th</sup> March 2021 for 12 enrolled students who also completed the 30 hour programme. The resource persons were Dr. Radha Iyer and Dr. Prema Basergekar from Somaiya College and her team from SP Jain and Jaihind Colleges.
- Rural Entrepreneurship Development Programme was conducted for 30 external rural - kadhkari tribal students and networking partner staff at Jeevandhara in Kolad, Raigad Dt., from from 25<sup>th</sup> Feb to 28<sup>th</sup> Feb 2021 (four full days) in collaboration with four networking partners. The 30 hour programme included inputs, discussions, an exposure visit and a business lean canvas presentation by the participants which was evaluated by a team of experts from the field.
- Rural Entrepreneurship Development Programme was conducted for 30 external rural – warli tribal students and networking partner staff at Dayanand Nursing School, Vadoli, Talaseri, Palghar Dt., from from 18<sup>th</sup> to 21<sup>st</sup> March 2021 (four full days) in collaboration with five networking partners. The 30 hour programme included inputs, discussions, an exposure visit and a business lean canvas presentation by the participants which was evaluated by a team of experts from the field.
- A Faculty Development Programme Workshop was conducted on the topic “Intellectual Property Rights” on the 12<sup>th</sup> December, 2020 on MS Teams for 2 hours, Adv. Laher Shah a senior associate in IPR litigations was the resource person. A total of 24 participants included all faculty members along with Project Staff members



Sessions



Exposure Visit



Sessions



#### d. Degree Program

The college is planning to offer a MA Program in Social Innovation and Entrepreneurship from 2022-23 batch. Official approvals are being sought, a draft curriculum too has been prepared and is being reviewed.

### IV. Infrastructure & Facilities to Promote I & E Activities: Student Clubs, Innovation, Pre-Incubation and Incubation Facilities, Services and Supports

#### a. E-Cell (Students Club)

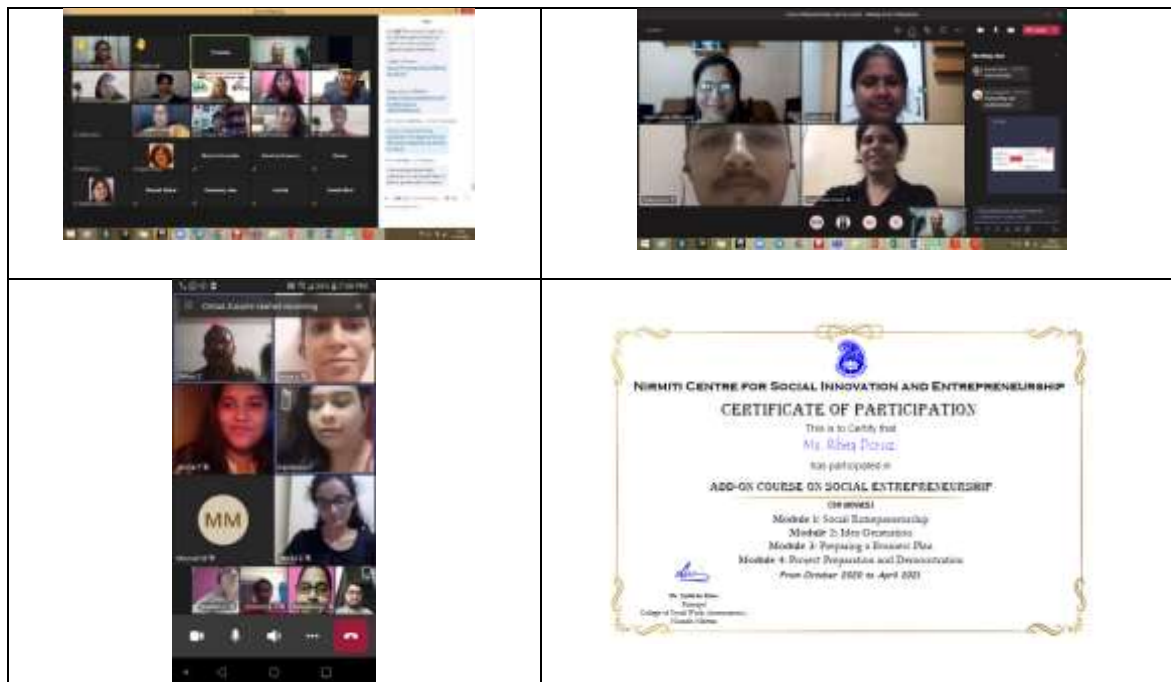
E-Cell (Students Club), established in 2019 is an *Idea Club* initiative of the Nirmiti Centre for Social Innovation and Entrepreneurship that aims to foster the spirit of entrepreneurship amongst the students at College of Social Work. Currently 55 students are enrolled this year in E-Cell and Mr. Cletus continues to be the Faculty In-Charge of the E Cell.

- ❖ Ms. Shruti Kulkarni (MSW I) was the Student Representative for Start Up /Internship
- ❖ Ms. Nicole Colaco (MSW I) was the Student Representative for IPR
- ❖ Ms. Bella Bhosale (BSW III) was the Student Representative for Innovation / Social Media.

Below are a list of activities that are slowly setting the stage for Innovation and Entrepreneurship.

- Sessions:
  1. On the 23<sup>rd</sup> October 2020, Ms. Annie Theodore from Logos shared in a session on “Understanding Social Entrepreneurship - the Entrepreneurial way”
  2. On the 17<sup>th</sup> November 2020, a session was taken on the topic of “Start Up Eco System” by Mr. Gaurav Mishra from Navayuvak Enterprises.
  3. On the 20<sup>th</sup> November 2020, Mr. Mahavir Pratap Sharma from TiE Global took a session on “Impact Investment”
  4. On the 27<sup>th</sup> November and 18<sup>th</sup> December 2020, Mr. Ronit Ranjan and Mr. Vaibhav Gholap respectively shared on their inspiring journeys as social entrepreneurs.
  5. On the 10<sup>th</sup> April, 2021 the students joined the students of IIT Mumbai on an interactive mentoring session entitled “Women in Entrepreneurship” with Dr. Aparna Rao & IIT Mumbai Network Team of Mentors & Life Coaches.
- Students Day Out (Students spend time with an Entrepreneur/ Enterprise- for a day):
  1. On the 26<sup>th</sup> Feb, 2021, the students had an exposure visits to various field sites of Swades Foundation – Cashew Process, Goat Rearing and Organic Farming.
  2. On the 19<sup>th</sup> March, 2021, the students visited a Fish Breeding Enterprise and a cooperative group running an organic Vegetable Farm Enterprise
- Bootcamp
  1. On the 16<sup>th</sup> April, 2021, a Workshop was facilitated on ‘Crafting a Business Plan’ by Mr. Cletus Zuzarte, Assistant Professor of CSWNN.

- Pitch  
On the 5<sup>th</sup> March, 2021, Mr. Gaurav Mishra, Founder Director of Navayuvak Enterprises conducted a session on “Making a Business Pitch in Five Minutes”



*b. Pre-Incubation*

Pre-incubation stage starts with ideation. During this period, potential entrepreneur develops the idea to into a ‘proof of concept’ and prepares understanding the technical feasibility of the idea proposed. Once a marketable service/product idea gets evolved, prototyping and testing are done and the suitable students will be then referred for Incubation Stage. As of now on 31<sup>st</sup> March 2021 8 teams are in this stage.

*c. Incubation*

Incubation program shall be fully functional from October 2021. Incubation stage will be 5 months processes of helping start-up companies/ non-profits graft product / service and prepare themselves for marketing. The centre offers a wide array of value-added services to speed up the incubation cycle. As of now on 31<sup>st</sup> March, 2021, 3 persons/teams are being prepared to undertake this stage of Incubation.

*d. Staff*

The college has nominated the following staff for Nirmiti Centre for Social Innovation and Entrepreneurship:

Name	Specific Role in NCSIE	Domain
Dr. Lidwin Dias	President, IIC	
Ms. Sabeena Gonsalves	Vice President, IIC& ARIIA Nodal Officer	
Mr. Cletus Zuzarte	Coordinator (Nirmiti Centre for Social Innovation and Entrepreneurship) & Co-Convenor, IIC	
Mr. Sameer Mohite	Add-on Course in Social Entrepreneurship & EDP	E-CELL
Ms. Reny Rajan	IIC Awareness Activities	

Ms. Pallavi Xalxo	Pre-Incubation	Entrepreneurship Ecosystem
Mr. Albin Thomas	Incubation	
Dr. Ronald Yesudhas	Developing MA in Social Entrepreneurship & Convenor, IIC	Academics

*e. External Experts/ Agencies for Mentorship*

- Sharon Dsouza continued as the Emotional Intelligence Coach-cum- External Expert
- Irene Tayashree continued as Mentor for Social Entrepreneurship

**V. Idea Generation, Venture Establishment and Awards**

- *Anubhav Youth Development Program*
  1. Idea: Mobilizing youth in order to equip them with skills of social responsibilities and self-awareness. It aspires to build a cadre of youth leaders. Anubhav conducts training programmes, exposure visits, camps and exchange programmes to meet its objectives and make youth responsible citizens.
  2. Stage of Innovation/Stage of TRL: it started receiving the Support during the FY 2020-21: Idea Stage (TRL-O)
  3. Stage of Innovation/Stage of TRL progressing as on 31st March 2021: Basic research (TRL-1)
  4. Venture Establishment: None
  5. Awards: None
- *Pravas:*
  1. Idea: organises senior citizens to secure their rights and wellbeing through a series of community-based activities
  2. Stage of Innovation/Stage of TRL: it started receiving the Support during the FY 2020-21: Idea Stage (TRL-O)
  3. Stage of Innovation/Stage of TRL progressing as on 31st March 2021: Basic research (TRL-1)
  4. Venture Establishment: None
  5. Awards: None

**VI. Fund/Investment Mobilized & Co-Creation of I & E**

The college is yet to mobilize funds from outside sources. A Funding Proposal has been drafted and sent out to various potential funders of Incubation and CSR Organizations. The College collaborates with various rural and urban development organizations to co-create entrepreneurship ecosystem.

1. Antarang Foundation (MoU on 1<sup>st</sup> July 2019), Mumbai.
2. Jeevandhara (Institute of Social Service), Kolad, Raigad Dt. (MoU on 29<sup>th</sup> Jan, 2021)
3. Nirmala Institute, Karajgaon, Talaseri, Palghar Dt. (MoU on 7<sup>th</sup> Mar, 2021)
4. Initial coordination meetings were held with Director of Innovation, Mumbai University – Dr. Samir Kulkarni and Mr. Aadesh Suryarao from Mumbai University – Ideas on the 13<sup>th</sup> Feb, 2021



## **VII. Intellectual Property**

The College has worked on creating modules for Entrepreneurship Development Programmes which consists of an Entrepreneurship Development Toolkit and a Manual for Training of Trainers in Entrepreneurship. This has been made available online through Creative Commons License.

## **VIII. Annexure**

### ***Innovation and Entrepreneurship Policy of College of Social Work, Nirmala Niketan Institute***

1. The College herewith adopts the National Start Up Policy as on 31.03.2020 in letter and spirit
2. The college shall have two to three Assistant Professors who will look in to Nirmiti Centre for Social Innovation and Entrepreneurship
2. Annual Resource mobilisation plan shall be worked out at the institute for supporting pre-incubation, incubation infrastructure and facilities.
3. Minimum 1% fund of the total annual budget of the institution shall be allocated for funding and supporting innovation and start-ups related activities through creation of separate 'Innovation fund'.
4. The strategy also involves raising funds from diverse sources to reduce dependency in particular, college shall approach corporate sectors to generate funds, under Corporate Social Responsibility (CSR) as per Section 135 of the Company Act 2013. It shall also raise funding through sponsorships and donations. Alumni network shall be tapped for promoting Innovation & Entrepreneurship (I&E).
5. Importance of innovation and entrepreneurial agenda shall be known across the institute through conferences, convocations, workshops, etc.
6. Strategic international partnerships shall be explored through international exchange programs, internships, engaging the international faculties in teaching and research
7. College shall strive to establish Institution's Innovation Council (IIC), participate as Innovation Ambassadors, and enrol in Smart India Hackathon
8. The college shall create pre-incubation and incubation facilities for nurturing innovations and startups
9. College shall offer mentoring and other relevant services through Pre-incubation/Incubation units in-return for fees, equity sharing and (or) zero payment basis.
10. College shall establish processes and mechanisms for creation and nurturing of Start ups/enterprises by students (UG, PG, Ph.D.), staff (including temporary or project staff), faculty, alumni and potential start up applicants even from outside the institutions.
11. Student inventors/ innovators may also be allowed to opt for start-up in place of their research project/ term paper (subject to the decision of BoS, AC and Governing Board regulation).
12. College shall allow enterprising students to take a semester/year break to work on their start-ups and re-join academics to complete the course/ program.
13. Institute shall set up a review committee for review of start up by students
14. College shall offer Short-term/ full time entrepreneurship training, and provide mentorship support on regular basis. It shall also offer facilitation in a variety of areas including ideation, creativity, design thinking, fund raising, financial management, cash-flow management, new venture planning, business development, product development, social entrepreneurship, product costing, marketing, brand-development, human resource management as well as law and regulations impacting a business.
15. Institute shall extend this start-up facility to alumni of the institute as well as outsiders.
16. Participation in start-up related activities shall be considered as a legitimate activity of faculty in addition to teaching, research, industrial consultancy and management duties
17. When institute facilities / funds are used substantially or when IPR is developed as a part of curriculum/ academic activity, IPR is to be jointly owned by inventors and the institute. On the other hand, if product/ IPR is developed by innovators not using any institute facilities, outside office hours (for staff and faculty) or not as a part of curriculum by student, then product/ IPR will be entirely owned by inventors in proportion to the contributions made by them. If there is a dispute in ownership, a minimum five membered committee consisting of two faculty members (having developed sufficient IPR and translated to commercialisation), two of the institute's alumni/

- industry experts (having experience in technology commercialisation) and one legal advisor with experience in IPR, will examine the issue after meeting the inventors and help them settle this.
18. Institute incubation center will only be a coordinating and facilitating unit for providing services to faculty, staff and students. If institute is to pay for patent filing, then the advisory committee shall examine whether the IPR is worth patenting/ copyrighting.
  19. Faculty members with prior exposure and interest shall be deputed for training to promote I&E.
  20. To ensure exposure of maximum students to innovation and pre incubation activities at their early stage and to support the pathway from ideation to innovation to market, mechanisms shall be devised at institution level
  21. The institute shall register with the Ministry of HRD to establish Institution's Innovation Council (IICs)
  22. For better coordination of the entrepreneurial activities, norms for faculty on start-ups shall be developed by college. It will also work on developing a policy on 'conflict of interests' to ensure that the regular duties of the faculty don't suffer owing to his/her involvement in the start-up activities.
  23. Faculty start-ups may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
  24. There shall be an Institute Ethics Committee set up for research and innovation activities
  25. Human subject related research in start-ups should get clearance from ethics committee of the institution.
  26. E-Cell will organize competitions, boot camps, workshops, awards, etc.
  27. Entrepreneurship education shall be imparted to students at curricular/ co-curricular/ extracurricular level through elective/ short term or long-term courses on innovation, entrepreneurship and venture development.
  28. Institute shall organize networking events for better engagement of collaborators
  29. There shall be formal and informal mechanisms such as internships, teaching and research exchange programmes, etc
  30. There shall be periodic impact assessment of institute's entrepreneurial initiatives such as pre-incubation, incubation, and entrepreneurship education using well defined evaluation parameters.
  31. This policy shall be reviewed every two years.

S/d  
Dr. Lidwin Dias  
Principal

Date: 30<sup>th</sup> April, 2021  
Version 2