



Profile of the Department



DEPARTMENT OF SOCIAL WORK

(UGC Centre of Advanced Study)

Faculty of Social Sciences

INTRODUCTION

Jamia Millia Islamia since its inception has been known to lay equal emphasis on teaching, research and community outreach. The nature of engagement with the neighbourhood included adult education, women and youth clubs and women and child welfare centres.

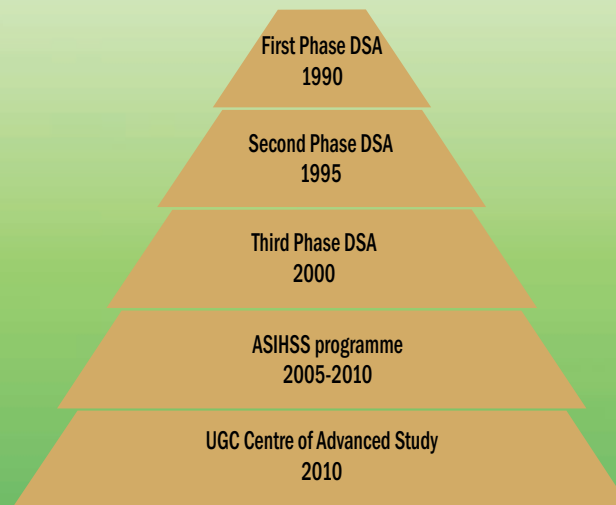
To further reiterate its commitment to community service, Jamia School of Social Work was established in 1967. Bachelors program in Social Work was introduced with a view to cater to the emerging demand of Social Work professionals at the intermediary level.



The Jamia School of Social Work was restructured as the Department of Social Work and Applied Social Sciences in 1976 with the introduction of a Master's and Doctoral program in Social Work, besides M.A. in Sociology and subsequently M.A. in Psychology.

After experimenting with field based specializations namely Medical and Psychiatric Social Work, Correctional Administration and Personnel Management and Industrial Relations as part of Masters Programme in Social Work for about 15 years, a full Masters program in Human Resource Management was launched in 1993. The Masters Programme in Social Work was revamped to offer two major practice streams i.e. Social Welfare and Social Development.

In recognition of its contribution to Social Work Education and Practice, it was accorded the Status of Department of Special Assistance (DSA) in 1991 by the University Grants Commission. In 2003, UGC sanctioned assistance under ASIHSS for five years for strengthening the Department's infrastructure. As a result, there has been a substantial addition to books, journals in the library of the Department and other audio-visual aids that are now available in the Department. Keeping in view the significant achievements as well as potential for excellence, the department was upgraded as the UGC Centre for Advanced Study in April 2010. The UGC CAS program has provided an infrastructural fillip to the department.



The Department in all its activities and programmes is guided by the following vision and mission statements:

Vision

To see a sustainable, inclusive, environmentally just, non-oppressive and non-discriminatory world where each person has the opportunity to achieve fullest potential and contribute to all aspects of life.

Mission

- Developing humanitarian professionals and to inculcate in them knowledge, skills and attitudes as are desirable for Social Work and Human Resource Management practices.
- Building strategic alliances with various stakeholders for the purpose of learning and training.
- Endeavoring to set standards for quality Social Work Education in the Country.

ACADEMIC PROGRAMS

The Department at present offers the following academic programs:

Doctoral Programme	Master Programme in Social Work	Master Programme in Human Resource Management
<ul style="list-style-type: none">• Social Work• Human Resource Management	<ul style="list-style-type: none">• Four Semester	<ul style="list-style-type: none">• Four Semester

In order to pay individualized attention to the students and to facilitate their professional development with the help of intensive classroom instructions coupled with rigorous field practicum, the Department admits students in all its courses with the help of an entrance examination followed by group discussion and interaction on an all India basis. The following is the intake capacity of the Department for its various courses:

S.No.	Program	No. of Seats
1	M.A in Social Work	40
2	M.A in Human Resource Management	20

Ph.D. Program of the Department which gives priority to research areas in the field of Social Development and Human Resource Management has been able to attract scholars from diverse backgrounds. The scholars both full-time and part-time are holders of UGC research fellowships, or are practicing development and management professionals who are encouraged to undertake Doctoral research with practice and policy implications. Rigorous screening at the time of registration and close monitoring and supervision are used to maintain desirable standards of research. The introduction of intensive coursework, development of annotated bibliography and a minor research project by each student further adds to the academic quality of the doctoral programme.

M.A in Social Work is a 4 semesters (two year) post-graduate program with a generic base. The program is open to graduates of all academic disciplines and is designated to meet the expanding human resource requirements in the field of Welfare and Development. The Program lays a foundation in Social and Behavioral Science and Social Work methods in the first two semesters. Advanced knowledge and exposure to Welfare or Development perspective (as per the chosen stream by the students) is provided in the final year. This is further strengthened by relevant concurrent field work through all the semesters. The six weeks block field work between the second and third semester also enables the students to acquire preliminary skills of research.



M.A in Human Resource Management is also a 4 semesters (two year) post- graduate program which prepares human resource professionals for a variety of complex organizations both public and private. To provide a glimpse of the world that they would be entering into, the students during the first semester are taken for five observational visits to large industrial organisations. In order to understand the context and the relevant HR practices being implemented therein. The curriculum provides for



three intensive field work placements of one month each and one for 6 weeks resulting into a dissertation. The field training is coupled with rigorous class-room teaching spread over 16 courses. In essence, the program aims at developing a strong human relations perspective among the students with the help of inter disciplinary teaching and supervised field practicum.

KEEPING PACE WITH CHANGING SCENARIO

The Department realizes and acknowledges the dynamism of the social situations and therefore the need to keep pace with the emerging demands and challenges to the profession. Periodic review of the courses, admission policy, teaching methodology and evaluation processes etc. therefore constitute an integral part of the process of teaching and learning. The Department restructured its M.A Social Work curriculum and introduced semester system with effect from 2006-07. The revised curriculum for M.A in Human Resource Management was introduced in a semester mode from the academic session 2008-09 after an intensive consultative workshop with academicians and practitioners including alumni of the department. Syllabus for both M.A Social Work and M.A Human Resource Management were again revised in 2011-2012. The process for curriculum development also benefits through the regular interaction that we have with practitioners through skill labs, interfaces and alumni meets.



Transactional Pedagogies

Transactional Pedagogy adopted by the department is characterized by a high degree of responsibility sharing, participation, reflection, experiential learning and hands on training at all levels. Classroom instructions, seminar presentations, assignments, skill laboratories on identified core skills, guided field practicum, individual and group conferences, educational camp, Self Management and Development Module (SMDM) etc. are some of the instruments currently utilized to develop a sound theoretical base, adequate practice skills, and appropriate attitudes conducive for professional practice. All students are provided rigorous computer training on relevant software. The MA (Human Resource Management) students also undergo an outdoor and outstation training on management skills using games, adventure sports, live cases etc.



Field Work

Field Work training is an essential and integral component of Social Work and Human Resource Management Education. More than one-third of the students and faculty time is devoted to the Field Training. As the field work focuses on skill development, special mechanisms of on-going evaluation and supervision are put in place. These processes require active participation of students, faculty and field work agencies.

Field practicum demands a carefully planned effort to enable students to draw consciously on their knowledge, values, and skills to understand human situations and intervene into them. Through fieldwork training, students are provided opportunities to translate knowledge acquired from classroom learning into practical applications. Field practicum also aims at providing hands on experience to deal with a variety of complex situations.

The field work settings and objectives for each of the semesters are synchronized with the theoretical inputs being provided in the classroom. Individual Conferences with their respective faculty supervisors further helps to strengthen this linkage.

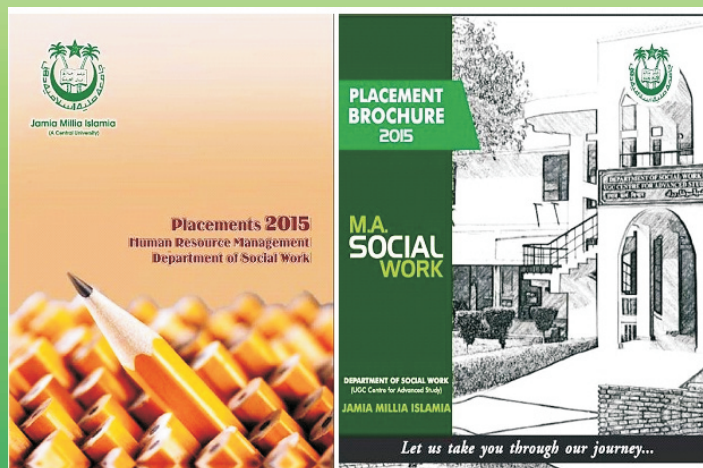


The Social Work profession caters to a variety of practice areas such as education, health, livelihoods, child-abuse, domestic violence, care of the elderly, HIV/AIDS, reproductive and sexual health, disability etc, at the level of individuals, groups and communities and also at the broader levels of policy analysis. The students therefore are placed with governmental and non-governmental organizations for working in these and other related fields for their field practicum.

The students of Human Resource Management on the other hand are placed with medium and large complex organizations-mainly industries to practically understand the work environment, work dynamics and managerial processes utilized in modern workplaces. In order to provide a comprehensive overview of HR functions, the students are placed at the plant-level in the first year and at the Corporate-level in the final year. A large number of organizations from Manufacturing, Engineering, Information Technology, Automobiles, Insurance and Banking etc, collaborate with the Department in this venture.

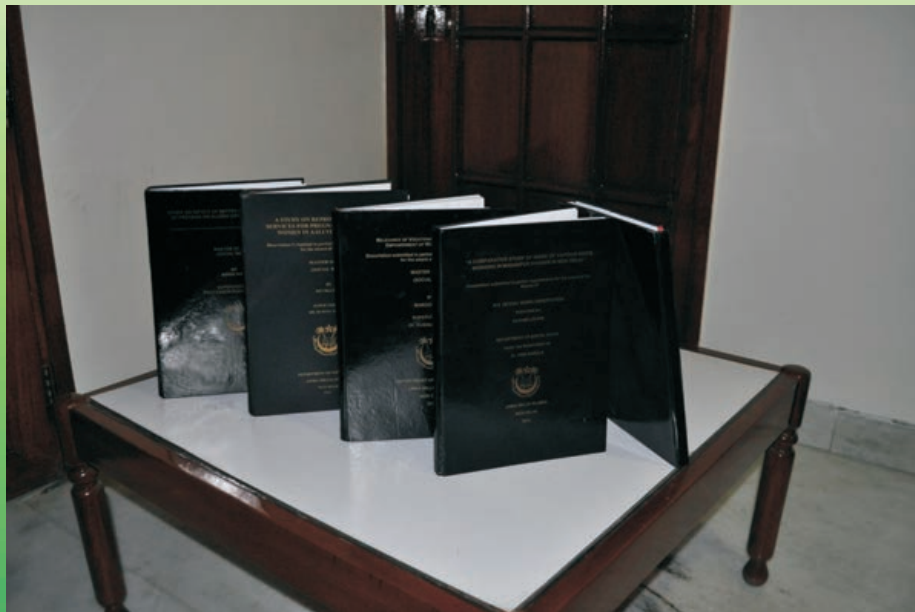
Training and Placement

In order to facilitate the field work training and job placements of the students, the department has a Field Work Unit consisting of a Director (Professor/Associate Professor) and two co-Directors from amongst the faculty. The unit identifies and liaisons with the field agencies and prospective employers on ongoing basis. A series of consultations with the practitioners and recruiters are also held. The placement brochures featuring relevant information and profile of students are prepared by Students Coordinators in consultation with the field work unit.



RESEARCH

It is with the help of research that the Department in a modest way attempts to contribute to the existing body of knowledge needed to intervene in a variety of social situations. Research at the department is undertaken in the form of independent faculty level projects, doctoral dissertations, masters' level dissertations and departmental projects in the designated thrust areas. The domains of research in the realm of social work span a vast expanse including minority studies, gender studies, gerontology, corporate social responsibility, child rights, dalit studies, public health, HIV/AIDS, disability studies, development communication, civil society studies, displacement, disaster management, etc. In the area of human resource management some of the illustrative areas of research include work-life balance, mentoring, social audit, employee satisfaction, Organizational Culture, Organizational Behaviour, Change Management, entrepreneurship, employee relations, employee engagement, spirituality at workplace etc. The department has a practice of organizing research colloquiums on a monthly basis where the doctoral students make presentations regarding their research progress before their fellow students and faculty members. This offers an excellent opportunity for cross-learning besides bringing about greater methodological clarity amongst the presenters.



Regular research methodology workshops through the support of different funding agencies and international collaborations not only strengthens the research skills of scholars but also helps the faculty to get a nuanced understanding of differential methodologies being experimented with. The computer laboratory of the department facilitates such training processes.

EXTENSION

Extension initiatives reflect the department's attempt to experiment with practice models as well as demonstrate its social responsibility. The by-products include transfer of learning to classroom, student's sensitization, skill building and constructive engagement. Students assist the faculty in planning, designing and implementing some of the extension activities.

Exposure to rural realities and practice implications is attempted through the educational Rural Camp which is an integral part of the curriculum of MSW students. Each year a ten days educational rural camp is organized for the above purpose. Students are actively involved in the process of planning and organizing the rural camp. The camps each year revolve around a social theme based on the contextual reality of the rural life and aims at developing skills of group living and participatory learning and action.



Capacity building of a range of field functionaries has been one of the significant extension activities of the department. This initiative has received an impetus through the creation of the Behavioural and Personality Enrichment Laboratory (BPEL) supported through the UGC Centre for Advanced Studies grant as well as the grant of the SAKSHAM project (Global Fund to fight AIDS, Tuberculosis and Malaria Round 7). Capacity building initiatives have been underway for family counselors, police functionaries, ICTC, STI and ART counselors and youth from the neighbouring community. Capacity building processes are also carried out through on site supervision of ICTC, ART and STI counsellors. The SAKSHAM project has also added to the national pool of Master Trainers and Supportive Supervisors in the realm of HIV counseling. Training for corporates have also been carried out on areas such as communication skills, team building, emotional quotient, leadership etc.



Inter-agency Sports and Cultural Meet is an annual event to commemorate the Birth Anniversary of Late President Dr Zakir Hussain who was also the Vice Chancellor of Jamia Millia Islamia. This Meet is a forum to showcase the talents for nearly 400 underprivileged children from slums and resettlement colonies where the students of Social Work go for field work training. The children participate in various sports and cultural events, which continue throughout the day. They also look forward to getting a feel of an institute of higher learning. The event which dates back to several decades signifies Dr. Zakir Husain's vision of education being able to move beyond the walls of the university.

As a mandate of the Research and Resource Unit on Social Work with Minorities (RRUSWM), the department has been working towards strengthening of the neighbourhood NGOs. A training need analysis acted as a precursor to this process. The unit focuses on collating and consolidating resources in minority studies, conducting field based research and more specifically trying to evolve an indigenous model of working with minorities.



NATIONAL AND INTERNATIONAL COLLABORATIONS

The Department proactively interacts with organizations and institutions to jointly work towards the professional growth and development of students, practitioners and faculty.

Interface with industry and development organizations has led to the enrichment of the curricula, its transaction, and capacity building of field practitioners. The department has been extending its



expertise to these organizations by conducting evaluative studies, research projects, rapid appraisals, training programs etc, in diverse areas of professional interest.

The Department has also been successfully implementing an academic exchange program with the Department of Social Work, University of Applied Science, ERFURT, Germany under which every alternate year a group of students accompanied by faculty members visit each other in order to develop a comparative understanding of Social Work education and practice and the culture and society of the respective countries. The Department also has academic exchange program with YORK University, Canada, wherein exchange of lectures through the medium of video conferencing has been undertaken. Besides this, an international conference, through inter-departmental collaboration has also been organized.

The Department of Social Work, Jamia Millia Islamia, signed a Memorandum of Understanding (from 2013-2018) with the School of Public Health, University of Minnesota, Minneapolis, Minnesota, USA for joint academic activities as well as academic exchange programme for faculty and students. Memorandum of Understanding with the University of North Carolina Charlotte[UNCC], USA and with University of Shantou & Jishou University, China is underway and is expected to take the form of joint research activities, exchange of lectures through video conferences, seminars/conferences on subjects of mutual interest, faculty and student exchanges and joint publications.

LEADERSHIP ROLE IN THE PROFESSION

As one of the oldest and well established Department of Social Work in the country, it is time to be a beacon of light for others who are affirming their feet. Earning the stature of the Centre for Advanced Studies has further made it incumbent on the department to lead the way. Beginning 2012, the department has been working towards creating a network of Schools of Social



Work in the Northern Region for better interaction and offering a more concerted response to the various challenges that beset the profession.

The Department, through various consultative processes, undertakes a process of rigorous brainstorming to understand and explore indigenous knowledge and practice that would enable the profession to respond to challenges of globalization, changes in the ecosystem, increasing disparities etc. The Department also took the initiative of developing a subject framework for the discipline of social work that would help to set up minimum standards of social work education along with providing space for local specificities. Desirable pedagogical practices are also being drawn out which would definitely benefit the newer colleges of Social Work. As an offshoot of an intensive process, Schools of Social Work have formed the Indian Association of Schools of Social Work to take up the issues and concerns relating to standardization of education and training in Social Work. The leadership position of this association has been assumed by a senior faculty of the Department.

The Department also visualizes itself as a centre for development of teaching-learning material in the realm of Social Work which would be available online for easy access by the newer initiatives.

STUDENT'S INITIATIVES

A democratically elected student's subject association under the mentorship of the student's advisor makes its presence felt through several innovative initiatives.

'Dastak', the wall magazine and the accompanying speaking wall offer a space for free expression to the students. This platform helps the students to exhibit

their creativity and share their unique field practices, experiences, feelings and brainstorm on newer strategies as per the changing needs of time.



The Annual Fest, 'Seher' is a confluence of students across Jamia Millia Islamia and other universities for three days during which they participate in a range of events such as debate, creative writing, pot painting, poster making, face painting, street plays, quiz etc. In line with the spirit of the Department, an opportunity is provided to various NGOs to put up their stalls. The festive mood of the department also finds expression in the rustic environment that is created during the festival.



The student's desire for maintaining physical and mental fitness finds its space in the annual sports day held at the prestigious Jamia Sports Complex. Within the rigour of the academic programme, the sports day comes in as a welcome change.



The academic page of the Subject Association regularly calls in experts on issues such as secularism, human rights, human trafficking to stir up the conscience and stimulate the desire for intervention among students across the university.

The Subject Association also provides a platform to the students for participating in national and international conferences besides encouraging their engagement in other co-curricular activities within and outside the university.

Department of Social Work, Jamia Millia Islamia, is an important destination for both national as well as international delegates visiting Delhi for exposure to Social Work education. Each year teams of students are provided with a flavor of the department's experiences in imparting Social Work education over the years.

Every event of the Subject Association is meticulously planned and in the backdrop the uniqueness of the Department of Social Work, is never lost sight of.

Alumni Network

The department has a strong alumni network representing both developmental and industrial organizations. Besides organizing annual alumni meet, several alumni interface, consultations and conclaves are organized by the Subject Association and Field work unit. The distinguished alumni are invited for experience sharing, skill development and special lectures. Mentoring by the alumni of the current students by facilitating organizational visits, field work training and identification and nurturing prospective employers has been a unique feature of the Department.



FACULTY PROFILE

PROFESSORS

Prof. S.M. Sajid M.A. (SW) JMI, Diploma in Labour Laws (ILI), Ph.D. (JMI) Specialization in Labour Welfare, Minority Studies, Peace and Conflict Studies.

Prof. Zubair Meenai M.A. (SW) JMI, Ph.D. (JMI), Fulbright Fellow (USA) Specialization in Social Development, Social Work Education, Minorities & Project Management.

Prof. N.U. Khan M.A. (SW) JMI, Ph.D. (JMI) Specialization in Welfare Management, & Human Resource Management.

ASSOCIATE PROFESSORS

Dr. Jyoti Kakkar M.A. (SW) DU, M.Phil (DU), Ph.D. (JMI), Post-Doctoral Research (UGC Award) Specialization in IRPM and HIV/AIDS

Dr. Neelam Sukhramani M.A. (SW) TISS, Ph.D. (JMI), LLB (DU) Specialization in Child Protection, NGO Management & Gender Based Violence

Dr. Archana Dassi M.A. (SW) JMI, Ph.D. (JMI), Research Fellow Award (UGC) Specialization in Child Rights, Disability, Women Welfare & Social Defence

Dr. Ushvinder Kaur Popli M.A. (SW) JMI, Ph.D. (JMI) Specialization in Gender studies, Gerontology & HIV/AIDS

Dr. Vani Narula M.A. (SW) DU Gold Medalist, M Phil. (SW) DU, Dip. (IRPM), Ph.D. (JMI) Specialization in Human Resource Management and Social Work.

Dr. Ravindra Ramesh Patil M.A. (SW) TISS, M.Phil (JNU), Ph.D. (Assam University) Specialization in Social Development, Civil Society & Marginalisation

ASSISTANT PROFESSORS

Dr. Intezar Khan M.A. (SW) DU, Ph.D. (University of Lucknow) Specialization in Correctional Administration, HRM & Child Welfare

Dr. Sigamani P. M.A. (SW), M.A. (Public Administration), PGDBA (Business Administration), DHA (Hospital Administration), M.Phil, (Public Health), Ph.D (Public Health) (JNU), PDF (Public Health) (USA) Specialization in Public Health, Public Policy & Human Resource Management.

Dr. Ashvini Kumar Singh M.A. (SW) and Ph.D. (University of Lucknow) Specialization in Social Welfare, Disability & Child Rights

Ms. Lalhmingmawii Gangte M.A. (SW) JMI Pursuing Ph. D. (JMI) Specialisation in Public Health with specific reference to HIV/AIDS.

Dr. Virendra B. Shahare M.A. (SW) TISS, M.Phil, , Ph.D.(JNU) Specialization in Urban and Rural Community Development & Marginalisation

Dr. Habeebul Rahiman V.M. MA (SW) DU, Ph.D. (DU) Specialization in Social Defense, Correctional Service & CSR.

Mr. Sanjay Onkar Ingole M.A (SW) TISS, M.Phil, Sociology JNU, Pursuing Ph.D. (Sociology) from JNU Specialization in Social Movements, Social Welfare Administration, Social Policy, Planning

Dr. Rashmi Jain M.A. (SW), M.Phil, (DU), PG Dip (PM&IR), Ph.D.(JMI) Specialization in Social Work Education, Psychiatric Social Work, Women's Issues. & Human Resource Management.

Dr. Asiya Nasreen, M.A. (SW), PG Diploma in IRPM, Ph.D. (JMI) Specialisation in Social Development & Human Resource Management.

RESEARCH ASSISTANT

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ADMINISTRATIVE STAFF

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Mr. Mohd Nadeem (Extension Assistant)

Mr. Afsar Mohsin (Office Assistant)

Mr. Baljeet Singh Hooda (UDC)

Mr. Jawed Hashim (Audio Visual Aids Operator)

Mr. Naved-uz-Zafar Khan (Driver)

Mr. Mohd. Sharafat Ali (Daftari)

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