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Knock the door of your conscience

EDITION 1

AUGUST - OCTOBER 2022

JAMIA MILLIA ISLAMIA

DEPARTMENT OF SOCIAL WORK

UGC Center of Advanced Study

NAAC Accredited A++ Grade

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FROM EDITOR'S DESK

We are delighted to introduce the August - October 2022 edition of Dastak, the student magazine published by the Department of Social Work, Jamia Millia Islamia. This issue is filled with thought-provoking pieces, such as a write-up on the MA HRM Alumni Meet 2022, an essay on the 75th Independence Day Celebration, Layoffs in times of Recession, a discussion on Sexual Harassment at the workplace, an article on celebrating Swachhata Pakhwada, under the Know Your Alumni section- an interview of Prof. S.M. Sajid, a report on celebrating the 102nd Foundation Day, Self Management and Development Module (SMDM), an essay commemoration Vigilance Awareness Week etc. We hope these pieces will be a source of knowledge and inspiration to our readers.



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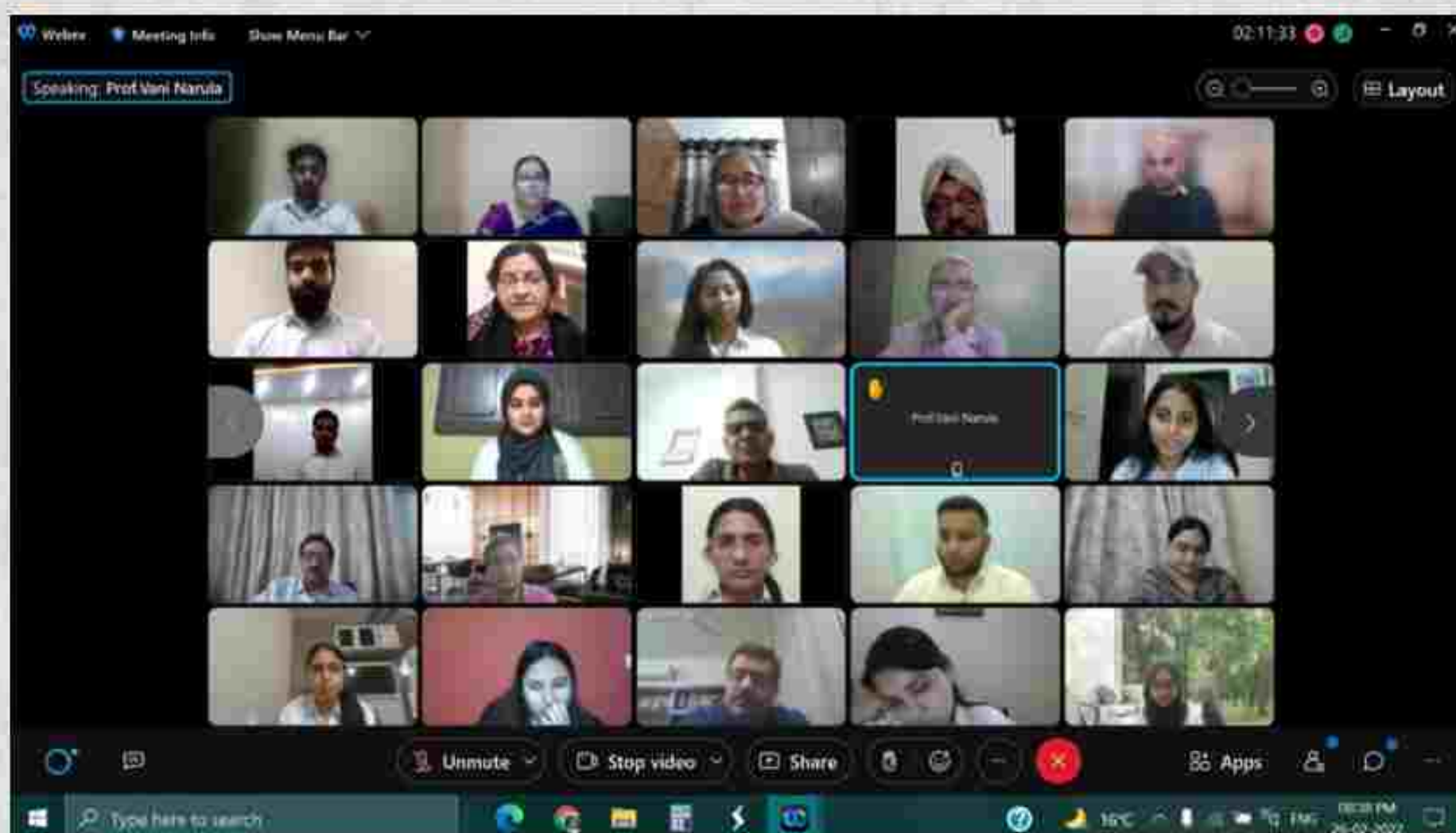
MA HRM ALUMNI MEET, 2022

On 26th February, 2022, Saturday, the Fieldwork & Placements Unit of the Department of Social Work, Jamia Millia Islamia, organized MA HRM Alumni Meet in virtual mode. The meeting kicked off with the Jamia Tarana being played in the background with a display of the university and the campus area exuding the sense of nostalgia in the hearts of 80+ alumni attending the meet. We were joined in by retired teachers as well. Professor Archana Dassi addressed the gathering with a warm welcome to all the esteemed alumni who joined the meet along with the faculty members and students and officially initiated the event to start.



Then Dr. Rashmi Jain, Co- Director fieldwork and placements(HRM) introduced the batch and the Placement Brochure of MA HRM 2020-22 was unveiled in front of the alumni, anchored by Iram and Samee from MA HRM 2022 batch. They presented all the relevant details about the course structure, batch diversity and individual students' profiles.

This was followed by a panel discussion by 3 esteemed speakers from our reputed alumni community. The topic of the Alumni meet was, "Future of HR in the Context of Virtual Workplaces in the Post-Pandemic World.". The first speaker was Mr. Faisal Nadeem Saiyad- Senior Director-Geo People Partner, Asia Pacific for Expedia, the world's largest online travel company. The second speaker was Mr. Sunil Pathak- HR Group Director and Business Partner for Cadence Design Systems, followed by our final speaker, Mr. Rakesh Kumar Arora- Group CHRO with Sugul & Damani.



The session saw an influx of insightful and fruitful discussions and conversations with the alumni and faculty members exchanging their insights and ideas on the topic of the session. The session reached its terminus with a vote of thanks initiated by Namira from HRM 2022 batch.

There were some significant take-away from this Meet cum Interface. The discussion brought out the need for understanding how AI shall play out in HR and how we can be better prepared for the same through the course structure that we offer at the Department. There was focus on HR analytics, learning newer Oracle based HRIS systems, understanding the Market and focusing on pitching for Mental Health support for employees in the future. All alumni offered to Mentor, Support and hand- hold their Juniors in their future endeavours.

75TH INDEPENDENCE DAY CELEBRATION

A programme to commemorate the 75th Year of India's Independence was organized by the Subject Association of the Department of Social Work, JMI on the 12th of August, 2022 from 9.00am to 12 noon. The Faculty members of the Department and students of Semester III of both M.A. Social Work & M.A. HRM congregated at the Department to participate in multiple activities around this important day. Students came early and enthusiastically prepared a Rangoli & made posters to mark this special event.



A formal event was scheduled in the Seminar Hall of the Department. Here students engaged in showcasing and describing their Posters, followed by a quiz on facts around "Azadi and the Freedom Movement." The teachers and students together participated in this very interesting quiz. This was followed by a screening of the film titled "Azadi- A Tribute to India's Freedom Fighters". All those present in the Seminar room could relate to the effort, pain and hard work that had been put into attaining Independence for India. We particularly got to know the contribution of the various unsung heroes amongst the prominent freedom fighter of India. Lastly, everyone shared their thoughts on what freedom meant to them, on the board titled 'Khayal – e – Azaadi'.



LAYOFFS IN TIMES OF RECESSION!

By- Falak Kazmi, M.A.(HRM), 2nd Semester

The sound of a company downsizing can be heard echoing through the halls of businesses across the globe. In today's fast-paced and ever-changing business landscape, the corporate world is no stranger to the term "layoffs." 2023 has been no different, with companies in various sectors, including the IT industry, feeling the pressure to cut costs and restructure their workforce.

For employees, the news of layoffs can be devastating. The loss of a job not only means a loss of income, but also a loss of purpose, identity, and a sense of belonging. The emotional toll of unemployment can be immense, with feelings of stress, anxiety, and even depression being common among those who have lost their jobs. Some employees may find themselves struggling to make ends meet, while others may experience a loss of self-worth and a sense of failure.

Indians With H-1B Visas Face Uncertain Future In US Amid Massive Tech Layoffs

Company	Layoffs
Google	12,000
Meta	11,000+
Microsoft	10,000+

Spotify joins tech firms in cutting jobs, lays off 8% employees

'Why me? Why now?': 8 months pregnant woman on being fired by Google

The effects of layoffs on employees can be long-lasting and far-reaching, affecting not only the individual but also their families and communities.

For employers, the decision to lay off employees is not an easy one. It's a balancing act between what is best for the company and what is best for the employees. Companies may be forced to make difficult choices to stay competitive in the market, but the impact of these decisions on their workforce should not be overlooked. Employers have a responsibility to their employees, not just to provide them with a salary but also to ensure that their well-being is taken care of. The decision to lay off employees can have a negative impact on the morale and productivity of the remaining workforce, as well as on the company's reputation.

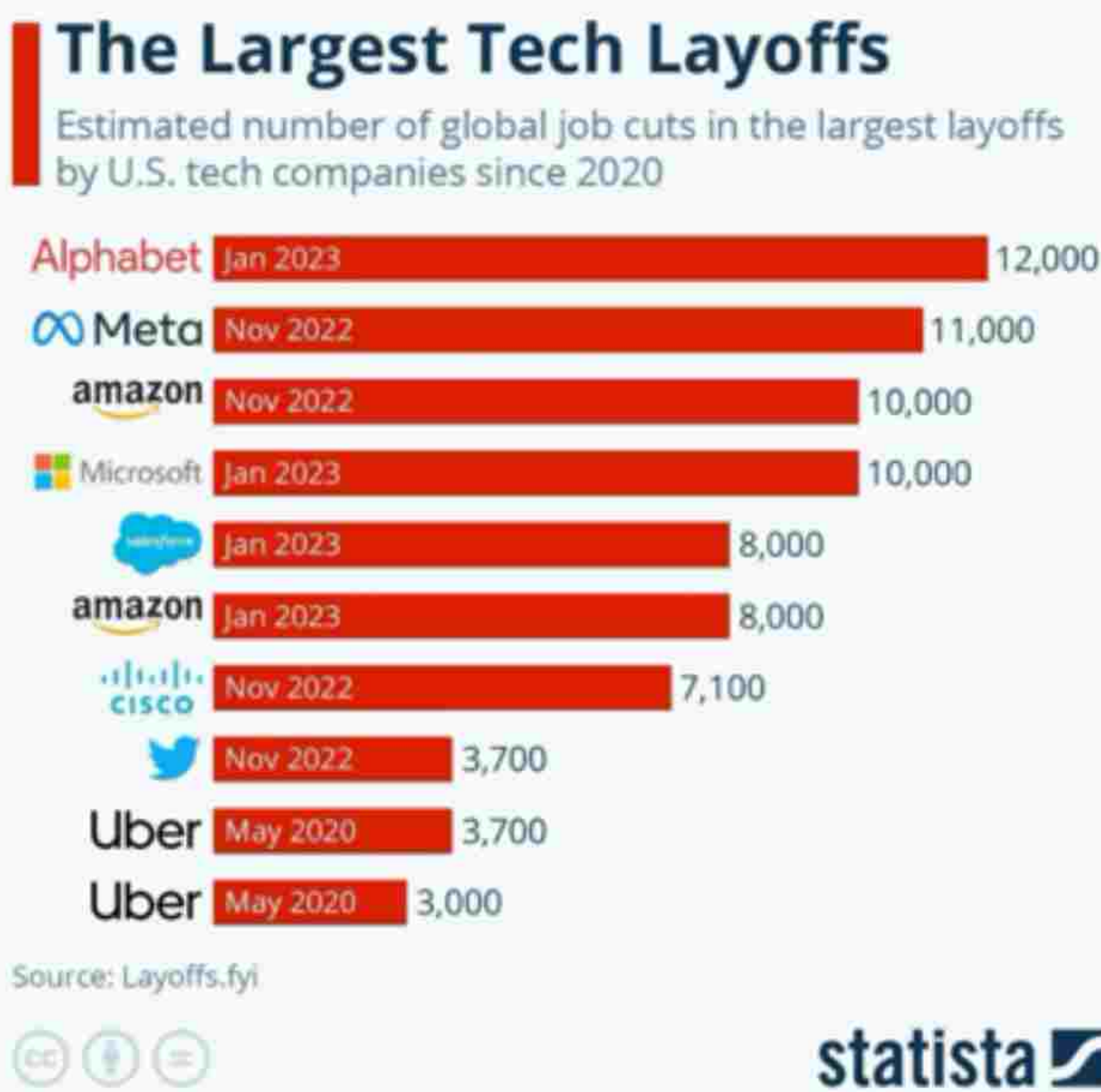
In the IT industry, layoffs have become a harsh reality. Companies are struggling to stay afloat in the global market and have been forced to cut jobs. India, in particular, has seen a significant number of IT layoffs in recent years, with companies citing a slowdown in the industry and a shift towards automation as reasons for downsizing. This has led to a large number of IT professionals, who were once considered to be part of the middle class, finding themselves unemployed. The IT sector, which was once considered to be a stable and secure industry, is now facing a significant challenge.



But it's not all doom and gloom. As the world continues to adapt to new technologies and new ways of working, there are opportunities for those who have been affected by layoffs to reskill and upskill, and find new job opportunities. Government support and job creation policies, retraining programs, and job placement assistance can play a crucial role in helping individuals affected by layoffs to get back on their feet.

It's also important to remember the importance of mental health and well-being. The emotional toll of unemployment can be immense, and it's important for employers and society to support those who have been affected by layoffs in any way possible. Employee assistance programs, counseling services, and support groups can all play a crucial role in helping individuals to cope with the emotional impact of unemployment.

In addition, the effects of layoffs extend beyond the individuals who have lost their jobs. They can also have a negative impact on the local economy, with businesses suffering as a result of a decrease in consumer spending. The loss of jobs can also lead to an increase in crime and social problems, as well as a strain on government welfare programs. It's important for society as a whole to come together and find ways to support those who have been affected by layoffs.



In the Indian perspective, the IT industry has been hit hard by layoffs in recent years. Layoffs in the tech industry have impacted many Indians working in the United States on visas such as the H-1B. Meta, which owns Instagram, WhatsApp, and Twitter, on November 9 announced it would release 13% of its staff, the first mass layoff in the company's history, which saw 11,000 employees lose employment.

Byju's, an EdTech giant, declared last month that it would cut employees by 2,500 by 5% by March 2023 to minimize costs. The firm has dismissed around 100 staff members from Kerala's media content division. Byju Raveendran, the company's CEO, in an email to the staff, said the job cuts were due to adverse macroeconomic elements, forcing a focus on sustainability and capital-efficient growth.

Ola has begun by laying off more than 200 employees from Ola electric, Ola Financial Services, and Ola cabs as part of their restructuring exercise. The company closed down Ola Dash, a store-door delivery service, and Ola Cars, its used vehicle business. With a recent announcement to hire 5,000 engineers, Ola appears to be directing its focus to engineering.

After dismissing 5% of its workforce in December 2022, ShareCut is back with a new job cut round. Mohalla Tech, the parent company behind Moj and ShareChat, is releasing 20% or over 400 employees, with most of them based in India.

In addition to the IT industry, other industries have also been affected by layoffs in recent years. In the Indian perspective, the automotive industry has been hit hard by the economic slowdown and the shift towards electric vehicles. Companies such as Tata Motors and Mahindra & Mahindra have announced layoffs in recent years, citing the need to improve efficiency and performance in a highly competitive market.

In conclusion, the corporate world is no stranger to layoffs, and they have become a harsh reality in today's business landscape. The effects of layoffs can be felt in various ways by employees, employers, and society. But it's important to remember that there are solutions and opportunities for those who have been affected. The key is to come together as a community and support one another through this difficult time.

Employers must take responsibility for the well-being of their employees and find ways to mitigate the negative impact of layoffs. Governments and organizations must provide support and resources to help those affected by layoffs to reskill and find new job opportunities. And as a society, we must come together to support those who have been affected by layoffs and work towards finding solutions that benefit everyone.

2023: TECH LAYOFFS CONTINUE

Startup layoffs cross 2,100 in first three weeks of 2023

Startup	Layoffs	Startup	Layoffs
Medibuddy	*200	Dunzo	90
Swiggy	380	LEAD	60
Hubilo	35	Bounce	40-50
Sharechat	600	Moglix	200
Relevel	40	Harappa	65-75
Rebel Foods	50	Upscalio	40
Ola	200	Total	2,135
Skit ai	115		

*Approx

Source: Moneycontrol research, various media reports



moneycontrol

FILM SCREENING CUM DISCUSSION ON SEXUAL HARASSMENT

The Subject Association of the Department decided to hold film screenings followed by discussions on various themes of relevance for students of the Department. One of the themes was Sexual Harassment at the workplace. We started the day by watching documentaries on types of sexual harassment at the workplace, followed by a discussion between the students and the professors. Dr. Rashmi Jain and Dr. Rubina Nusrat discussed the issue threadbare. We watched 3 small video clippings showing different scenarios where women face sexual harassment.

It is unlawful to harass a person because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favours, and other verbal or physical harassment of a sexual nature. Harassment does not have to be sexual, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Both the victim and the harasser can be either a woman or a man, and the victim and the harasser can also be of the same sex.

In the first documentary, we see that a senior tries to make a pass at his junior female worker and when she refuses, he goes around and talks to his male colleagues about the situation and bad mouths the female employee. On the other hand, the female employee, disgusted with the whole situation, shares it with her female co-employee. After this, instead of supporting the victim, she suggests her to let it go and implies that she probably misunderstood the situation, defending the man as someone who doesn't seem like a person who would make a pass. This is a very common practice in our society due to which women start doubting themselves instead of standing up and reporting such instances. We see that the male employee, after all this, is joking about the situation as if everything is normal.

The second documentary was about a male married employee, touching his subordinate female employee inappropriately and looking at her in ways which made her uncomfortable at the workplace. We see in this video, that after a point when the female employee wasn't able to handle the inappropriate behaviour, she confronts her boss, telling him how his uncomfortable behaviour has made her change her way of dressing. We see that when she is having an outburst, there is an older male employee who goes to stop her but is in turn stopped by another female employee, which goes to show that there are many women who do not raise their voice or concerns because they are scared of the consequences they will have to face. We saw how one woman can make a difference, if one speaks their mind, even if that one voice shakes, let it be yours. The video displayed how one is not a victim for sharing their story. They are a survivor, setting the world on fire with their truth.

The POSH Act states that 'sexual harassment is any unwelcome sexual behaviour, whether directly expressed or implied, and includes the cases of physical contact and advances, or a sexual favour demanded or requested, or making remarks with sexual overtones, or showing pornography or other offensive material, or acting in an unwelcome sexual manner through physical, verbal, or non-verbal means.

Several circumstances may constitute sexual harassment, including those listed below if they occur or are present during an act or behaviour of sexual harassment:

- A promise of preferential treatment at work;
- A threat of adverse treatment in the workplace that is implied or explicit;
- An implied or explicit threat regarding a person's employment status, present or future;



- Interference with work or creating an intimidating or offensive or hostile work environment; or
- Humiliating treatment is likely to affect the lady employee's health or safety.

The POSH Act defines sexual harassment as either direct or implied conduct, regardless of whether it is physical, verbal, or written. The distinctive feature of this type of behaviour is that it is undesirable and unwelcome. Among the forms of sexual harassment is quid pro quo sexual harassment, which is a form of sexual blackmail. A typical scenario of quid pro quo harassment involves a person in power pressuring an employee for sexual favours in exchange for advancement or the threat of adverse employment action.

In addition to creating an intimidating working environment, the definition also refers to creating a hostile working environment. For example, a work environment in which a woman employee feels embarrassed because she gets unwelcome comments about her body type. The burden of determining whether the harassment suffered by the victim amounts to a hostile work environment rest on the internal committee because there is no fine line test specified under the Act. Additionally, what constitutes sexual harassment varies from case to case depending on the facts and the context.

CELEBRATING SWACHHATA PAKHWADA



The Nirmal Bharat Abhiyan has been restructured into the Swachh Bharat Mission (Gramin). The mission aims to make India an open defecation-free country in five years. Under the mission, Rs. 1,34,000 crore will be spent for the construction of about 11 crores 11 lakh toilets in the country. Technology will be used on a large scale to convert waste into wealth in rural India in the form of bio-fertilizer and different forms of energy. The mission is to be executed on a war footing with the involvement of every Gram Panchayat, Panchayat Samiti and Zila Parishad in the country, besides roping in large sections of the rural population and school teachers and students in this endeavour.

As part of the mission, for rural households, the provision for the unit cost of individual household latrines has been increased from Rs 10,000 to Rs 12,000 to provide for water availability, including for storing, hand-washing and cleaning of toilets. Central share for such latrines will be Rs 9,000 while state share will be Rs 3,000. For North Eastern states, Jammu & Kashmir and special category state, the Central share will be Rs. 10,800 and the state share Rs 1,200. Additional contributions from other sources will be permitted.

Objectives of the Swachh Bharat Mission (Gramin):

- Bring about an improvement in the general quality of life in rural areas.
- Accelerate sanitation coverage in rural areas to achieve the vision of Swachh Bharat by 2019 with all Gram Panchayats in the country attaining Nirmal status.
- Motivate communities and Panchayati Raj Institutions by promoting sustainable sanitation facilities through awareness creation and health education.
- Encourage cost-effective and appropriate technologies for ecologically safe and sustainable sanitation.
- Develop community-managed environmental sanitation systems focusing on solid & liquid waste management for overall cleanliness in rural areas.

This movement has been going on in University spaces for many years. We have been very conscious of the cleanliness around the department but these specific days are just a reminder for us to clean our own space together. We initially were given a total of 3 rooms, the computer lab, skill lab and the cafeteria, where we distributed the work. Some of us were in charge of dusting the doors and tables, others took charge of brooming the floor while the remaining group was in charge of moping the floor. We took our time to clean the entire room and then moved on to the next and so on. It was a fun activity which was also a learning experience for us because throughout the process, we discussed the reason and the importance of cleanliness and self-sufficiency, two important lessons of Mahatma Gandhi.

On the following day, a session was organized to celebrate the Journey of the cleaning staff working in Department of Social Work and a few other departments. Around 10 people were invited and the students of MA Social Work and MA HRM interacted and got to know about the lives of people who strive everyday to maintain the campuses and assist in the teaching process by keeping the environment clean. They discussed about their work facilities, salary, the way people perceive their work and how they cope with it. It was a learning experience for all of us to hear their stories and understand the subtle nuances of societal discrimination and its impact on human beings.



HOW I BECAME A MADMAN

(Inspired by "How I Became a Madman" by Khalil Gibran) By: Rahim Yusuf Siddiqui

There was once a man who lived in the heart of Baghdad, a city famous for its market place and trading business. He lived alone in a mansion. His house was surrounded with all kinds of shops, from linen and silk to polished mirrors with intricately carved borders.

He inherited wealth that he didn't desire and with wealth came respect and admiration. A balanced man as he was, people used to befriend him quickly. The balance that he brought into his life came with words. He would speak slow and very less. Still, he was well liked in the society.

In the summer of '32 when the world was in chaos. Battle cries shook towns and cities. It seemed like an eternity of turmoil. The whole world suffered with war and famine and plagues. Entire societies wiped out from hunger and disease. Somehow, Baghdad would be tranquil and slept with the noontide. The streets looked dull under the unbearable heat. There would be an occasional downpour which would stir up some energy in the Baghdadi hearts and a feast would be held at Abdullah's mansion. Days would go on without a rattle in the town. Markets would be deserted and shops sat empty of work.

One such solemn afternoon, Abdullah was sleeping on the rocking chair when he heard a rattle in his study. A sudden thud woke him up. With a quick movement like that of a rat, a little boy ran out of his study carrying a leather bag. He realized in an instant that all his masks that he collected from years of travel would be gone if he didn't catch the boy. The masks that he crafted and carved for different cities he frequently visited. His wisdom lied in those masks. His existence would be meaningless without his masks. He didn't know who he was outside of the facades that he had intricately woven through years of experience.

He ran outside dressed in silk robes and followed the boy to a quick sharp right. Baghdad was a city of mazes. The alleys and corners were so sleek that even the people who lived here all their lives would dwindle in these pathways. He tried to run but he was an old man and years of sitting his time away in the rocking chair and lots of feasts made him fat. He reached the market place and found that the boy has vanished.

He stood still in the heat wave for a while. And somehow in a respite from the balanced moment that he called his life, he screamed. He screamed at the Gods, at himself. He screamed at his love, on the misery that he once brought over his people. He damned the little boy and cursed people from his memory. Foreign names to which this part of the world was completely oblivious to, and didn't pay much heed. The people closed their doors fearing that Abdullah has gone mad. They looked at him with pity from their windows. Although of age, he was still a man of a sturdy build. He never realized but he was the largest person in this town. He bend down his knees after a while and cried, he cried for everything and everyone he cursed at. Lying in the dirt in his silk robes, he looked up to behold the little boy who took his bag. He could only make out the silhouette of the boy with the sun in his eyes and in that dark nothing, he saw his past which was dark and he saw himself as a little boy. He confronted the lies that he told himself all his life, that he didn't need anyone to live.

And as if in a trance he hugged the little boy and with a divine intervention of truth, he realised that he can still save the little boy.

He stood up laughing maniacally and picked up the boy to shake him with glee. And this is how he became a madman. That night he burned all his masks.

KNOW YOUR ALUMNI

INTERVIEW OF PROF. S.M. SAJID

By: Mehak Jafri and Manas Asija

Would you please share with us your journey in this department as a student and then as a faculty member?

I joined the department in 1979 as a student of M.A. Social Work. At that time, I only had a vague idea about what social work is and what it is to help others. I once met with an accident and I was helped by NSS volunteers of Mata Sundri College while being in the hospital for three weeks. This made me realize what it is like to help people in need. I was also inspired by one of my family members who was pursuing MSW from Department of Social Work, Delhi University. All this led me to gain interest in the field of social work and I applied for the programme at Jamia Millia Islamia. I started enjoying my interaction in the department. The teachers were

very encouraging and they welcomed a lot of discussions and questions. Our batch of students was a very assorted one. Mostly there were girls; only a few boys who came from various backgrounds. Most of them had accidentally fallen into the lap of social work profession.



How were your initial days in Jamia as a student like?

Initial days were a bit bumpy. I came from DU and did last two years of graduation by distance mode. I found Jamia to be a very different institution. There was ragging, but it was very decent and polite. It was done to introduce the new students with the seniors in a very light, entertaining and funny way. People were asked to do funny and harmless activities. I was able to make a somewhat dashing entry in the department and impressed my seniors by reciting a sher (couplet).

Are you still in touch with any of the seniors?

Yes, of course. At least a few of them, and they are doing very well in their own line of activities. Back then they had a specialization called IRPM (Industrial Relation and Personnel Management). Most of the seniors have joined the industry and grown in the hierarchy, and many of them are into their own consultancy after retirement and are doing very well.



What is your favourite memory as a student of Jamia?

Favourite memories are both of the classroom and outside the classroom spaces. I think occasional bunking of the classes and hanging around in the campus, particularly sports ground which was very different back then. There were not enough opportunities. Even the 'CC' (Community Centre), as you call it fondly, didn't exist at that point of time. We used to hang around the canteen which was run by Maulana. I was very selective in terms of bunking classes, but now when I look back, I realize that the classes that I missed could have contributed immensely to my knowledge, growth and professional development.

Which was your favorite spot in Jamia to hangout?

At that time the department was located at a different place—further down this road, near the New Science Block, just opposite to the polytechnic building.

Although it was not a pakka building, it had an exclusive territory. There were not many professional courses that time so the social work department was very much the focus of attention for the students of other courses. The department had one of the few water coolers that time which became an excuse for other students to come, and they used to come for the girls who were in large numbers in the Department of Social Work. We used to stay mostly in our campus only, but slightly away from the eyes of our teachers to have fun. The library, we used to go to, didn't have AC at that time. Reading room was an interesting place though as discipline was not that strictly enforced.

After passing out in 1981, you came back to the department. How was the feeling when you came back to the department where you were once a student?

I joined an institution of Hamdard group of Industries as a part of my block fieldwork where I was absorbed as a junior personnel officer, my specialization was also Industrial Relations and Personnel Management. I stayed there till December 1982, and then I recall, Professor P.K. Gandhi sent me a message through a junior who was working in the department on a project, that I should meet him. So, I came one day and he told me that there is a position in the department, which is of the Extension Assistant to look after the fieldwork. We know that Field Work is a major part of the curriculum for the department, but prior to this the post was handled by someone from the administration, rather than professionally qualified personnel.

I thought I was lucky and excited, and did not bother to think whether it is only a position of Extension Assistant and not a lecturer, whereas I was an officer back in Hamdard. But the attraction of coming back to the department where I studied and to work alongside the teachers who have taught me was overpowering. I continued in that post for some years but got disappointed due to the lack of exposure, as I aimed for a proper teaching position. But the opportunity was not forthcoming. However, there came a position of Project Officer in the Adult Education Department, which I grabbed and stayed there for three years.

Finally, in 1988 I got the teaching opportunity through open selection and I got appointed as a lecturer. I am grateful to my teachers as after joining I was accepted as a colleague, rather than a past student and was given lot of respect by them. As a junior Lecturer, there is a lot of work to do, which I think was a blessing in disguise because more work means more exposure, more experience and wider abilities to make decisions, and learning was a natural outcome of that.

After six years, I became a Reader (Associate Professor) and again six years later I became a Professor in 2001, achieving the position four years earlier than the usual timeline. The vice-chancellors who have been here, have a good eye for spotting the abilities.

Social work taught me a lot in terms of communication, listening and managing crises. All these skills got me the additional opportunities of the Media Coordinator, Director of Academic Staff, Director of Centre for Peace and Conflict Resolution which I got to establish from a scratch. It was the only centre of its type in the whole country at that time.

Then a take-off stage came when I became the Registrar of the university in 2010, which was a different ball game altogether because managing the administrative affairs of the entire university, which by then had more than 12,000 students, 1,000 faculty members and 700 administrative staff. This opportunity provided me to look after multi-dimensional administrative work like recruitment, facility management, transport management, financial management, estate management and many more important branches of administration.

I was there for nearly three and half years, and the experience of working with Mr. Najeeb Jung and to be his registrar was a special privilege, and I learnt a lot from his administrative abilities.

Later, I got appointed as the Pro Vice Chancellor as Mr. Najeeb Jung was appointed the Lt. Governor of Delhi. He chose me to officiate as the Vice Chancellor, in his absence, for one whole academic session.





SM Sajid interim VC of Jamia Milia

I was tested by many people as I was in an officiating position. Some people wanted some favours, others wanted to check the pressure I could deal with. But overall, it was a wonderful experience and I enjoyed every moment of it in spite of the challenges. And it was my training in social work which immensely helped me in being quite an acceptable and competent administrator, with a humane touch.

I will be retiring in March 2023, after 40 years in Jamia and the department, so I look back at my journey and my stay in Jamia with a lot of satisfaction and pride. To add, I learn a lot from the students of consecutive batches who come to Jamia every year. They bring with them new ideas, aspirations and idealism which is quite infectious.

Is there any one situation which was the most difficult for you?

At that time, when I was officiating as the Vice Chancellor, my own fraternity, the Jamia Teachers Association (JTA) had given a call for going on a strike. This was a real challenge as the strike, if it had taken place, could have gone completely south and this tested my grit and skills.

I kept the doors open for negotiation and dialogue, which didn't work much with office bearers that time. I sent letters and public notices and interacted with the larger community of teachers and put across my view point on the need of going or not going on a strike, and what demands have already been accepted and what all are under consideration.

In the general body of the JTA that time, majority of teachers decided to call off the strike. Miscommunication was the reason for all this and keeping the communication channels open for all helped me in handling the situation. However, this was one of the most challenging situations for me as I had a lot of pressure and responsibility on my shoulders and the future of a large number of students was at stake.

Jamia, being a top central university, is always in the limelight. And here students and teaching staff feel equally empowered to voice their concerns to the administration. As an administrator, how challenging is it to satisfy all the fronts and ensure a smooth functioning of the university?

My feeling is that the students of Jamia, who come to study, are very genuine and seriously concerned about their studies and their future. Most of the students who join Jamia, particularly among girls, are first-generation learners and to get into Jamia is a life changing opportunity for them. As a result, they are very serious. There are some students, on the other hand, who join with political ambitions. There are some vested interests around Jamia who benefit or used to benefit from disturbances on the campus. Like, for instance, there was a land mafia who was igniting trouble and capitalizing on that, so we had to check those elements. I was personally able to strike a chord with the young students at that point of time. I think all my predecessors, vice chancellors, and the successors have been able to maintain.

I also believe that the young students, though appearing impressionable, are able to differentiate between the fakeness and the genuineness. So, they are able to see the person who is sitting on the seat of power—whether the person is genuinely interested in their future and growth. We undertook a lot of initiatives. For students who were coming from madrasa background, we started a six-to-eight-month programme for improving their soft-skills, to impart computer skills, and to impart English language skills. The programme was very well received by not only the students from madrasas but also otherwise. Likewise, we made the zero-tolerance policy for sexual harassment; to the extents that we removed six to seven persons from service on these grounds, which had never happened before. We were accused of being unfair, autocratic administrators by some, but we thought that the parents of young girls had entrusted the custody of their daughters to us and it is our responsibility to take care of them. I believe these initiatives—encouraging girls to participate in sports, establishing the Residential Coaching Academy in 2011, and increasing the number of hostels, particularly for girls—collectively developed a very positive attitude among the people who were in administration at that time and the student body cooperated with us tremendously. As a result, the institution grew a lot during that particular period and subsequently.

How do you feel the department or Jamia has changed over the years?

I feel that the change has been for the better. We have grown in terms of infrastructure tremendously. The appearance of our university is like any other modern university in the West. And I think various vice-chancellors, one after the other, have contributed immensely to this growth process.

So, when you talk about Lt. Gen. M.A. Zaki, he contributed in terms of establishing peace, discipline and decorum at Jamia. Then, Shahid Mahdi came and built upon the very peaceful environment to start with consolidating the academic activity. Then Prof. Mushirul Hasan developed a world-class infrastructure and innovated with a lot of new centres like Dalit and Minority Studies, Nehru Studies, Theoretical Physics, Nanotechnology etc. Then Najeeb Jung came with his vision to start Pakistan Studies programme and China Studies programme and several other initiatives including the Residential Coaching Academy, and developed and further consolidated the infrastructure. Then the ranking system was introduced and Jamia continued to improve its ranking under the leadership of Prof. Talat Ahmad and Prof. Najma Akhtar.

We at Jamia, have been a very modest community actually. We all have been working quite hard for ages; my predecessors, my seniors in the teaching community were perhaps not documenting all the work they have been doing. What happened with the ranking system, it enforced a particular documentation process where whatever you undertake has to be documented. I think that helped us a lot as we were able to look at our own contributions which is internally motivating. If we have been able to do this much, we can do this much more. And that has resulted in the continuous improvement in the ranking of the institution, whether it is the NIRF ranking framework or the NAAC Accreditation, or QS ranking, or the Times Higher Education Ranking. The challenge now is to keep moving ahead, and that is a big challenge because I think reaching the leadership position is important, but to retain the leadership position is even harder. So, we have to look at what we are expected to do and what we need to do.

And I think gaining the minority status in 2011 helped the university a lot. Because by then every teacher realized that they have added responsibility on their shoulders—not only of teaching in a secular institution but teaching in an institution where a larger number of students come from the minority communities; and their education is a greater challenge as they are majorly first-generation learners, come from having vernacular mediums of instruction at the school level and a large number of them are coming from small mofussil towns. So, I think the teachers rose to the occasion by responding to the challenges of grooming the future generations of minorities in particular and the student community in general.

You mentioned that every year new students come with their idealistic ideas and they inspire you and give you hope about things that you get skeptical about. So, any such incident or experience in particular that you remember vividly?

Many. Actually, it is difficult to single out any. Like the debates we used to have in the classrooms. Very engaging kind of debates where students ask very critical questions and so do I. In 2015, I went to York University, Toronto, Canada, where I discovered that the way of teaching is entirely different. You send readings to the students in advance, and based on those readings they come prepared to discuss and bring their own perspectives. So, then I started the same practice here with my students. But let me admit that the response wasn't very good. Because students perhaps are not into the habit of reading too much. It was a disaster to begin with but then I had to use some coercion, and I asked them to read the reading right there in the class in the first twenty minutes. Slowly it started picking up. Some students would make a presentation on the reading and others would discuss. But I think, what I have ideologically also believed, that the teacher is not the only source of providing you the knowledge. Every one of us has our own experiences, knowledge and perspectives, and we bring those to the classroom, and I think this is very meaningful and encouraging. So, the responsibility of learning has to be shared. The pedagogical change has taken place in my teaching because I believe we have to move away from memory test to the learning process. But unfortunately, our examination system is still not geared up and I think largely we, the teachers, are responsible for that. The application of the knowledge to the real-life situations and how aptly you are able to apply that knowledge in real decision making, particularly Social Work being a practice-based profession, should be the real test of learning. I think we still have a long way to go in that direction and we must work hard constantly to achieve that.

What are your aspirations for this Department?

My aspiration is that we should be known as the number one department in the country. It should be known for the pathbreaking work that it has been doing. We have already achieved a lot of respect and repute over the years, largely because of the innovative thinking we have done. Like you know most of the specializations in social work have been field-based specializations, like correctional, labour welfare, family and child welfare, so we experimented in 1993 by discontinuing those specializations and introducing two broad streams of Welfare and Development. Welfare is more about clinical, micro-level, specific interventions, and mostly social work practice in institutional set up—be it medical, correctional, or school—the skills and knowledge largely remain the same. So, we clubbed all this to call it Social Welfare Practice. The other one, involving more issue-oriented work and meso and macro level programmes and analysis of policy and a broader spectrum of social change, was introduced as Social Development. So that is what I mean by 'pathbreaking', the kind of transformative thinking which has to go into deciding the future direction. For example, we have decided in the department that we will be working in the direction of developing indigenous social work literature and methodologies of working, but we have not yet been able to make much headway in that direction. You know the profession of social work has been borrowed from the West, so the philosophies, the methodologies and the literature that has been used originated there. But over the years, India has also developed its own kind of practice methods. We need to give impetus to such efforts and decolonize the social work profession. We need to move in the direction of anti-oppressive social work, enabling a more discrimination-free environment amongst the client systems in which we operate. That is a big task.

What message would you like give to the students who are a part of this department right now and will be a part of the social work fraternity, as well as to those who will be a part in the future?

I am always reminded of the message given by Dr. Zakir Hussain, who was the vice-chancellor of Jamia and who became the President of India, and his saying is very simple but very thoughtful. He said, "If there is something worth doing, it is worth doing well."

अगर कोई काम इस लायक है कि उसे किया जाए, तो वो इस लायक है कि उसे अच्छे तरीके से किया जाए।

That is a message I think we should imbibe in our practice. Once you start developing that attitude, I think the success is not very far.



FUTURE OF HR: CHALLENGES AND WAY FORWARD

By – Ankit Singh (MA – HRM - 1st Year 2022 -24; Jamia Millia Islamia)

With the drastic change in the social, economic environment influencing the individual behaviour multi dimensionally has been the constant challenge of HR professionals. Advent of disruptive technologies and new developments in the field of Artificial Intelligence, Machine Learning, Analytics are increasing this challenge significantly. Overall impact of these changes is going to reflect at workplaces thru the behavioural change of workforce by some way or the other hence HR Professionals need to keep a watch of it and understand this very carefully so that they can adapt themselves and be the lamp bearer of the organization for change management.

Few of the things which we can expect the HR professionals will face in upcoming years and need to prepare to tackle can be as follows:

Work Culture– Since all the companies are trying their level best to make it to the list of GPTW (Great Place to work) by offering competitive compensation and benefits. but it is also important to look at what culture we create, maintain. In the era of Talent war where all the companies are trying to attract and retain top talent it won't be possible to do so solely on the basis of compensation and benefits. Culture is going to be a decisive and differentiating factor for employees as well as employees.

Businesses can buy & build new technology, high end product & services by putting a lot of resources to gain a competitive edge in the market but Culture is something which you can't buy or build in months or a year time. It takes time. Hence it is the responsibility of HR Professionals to take a stand and strive for developing a value based culture and employer branding strategy accordingly.

Challenges of New Work Force i.e. Zen Z - As the Zen Z is entering in workforce, Challenge for HR Professionals has increased drastically. They are more loyal to their profession and work than organization hence switch very frequently to learn and grow rapidly. Retention of Zen Z and aligning their career goals with the organization is a very tough task to be executed by HR Professionals. HR needs to constantly look for their engagement and align with challenging tasks and growth opportunities.



Also, having an early exposure to technology & cell phones their behavioural pattern is a lot different from their Supervisors (Millennials & Zen Y). They feel anxious and stressed very quickly in situations than others hence need support from their colleagues and seniors. Psychological health is going to be biggest upcoming issue and an area of concern for HR Professionals to be taken care of.

Learning & Development – With the advent of New technology, Tech Organizations expect that half of the workforce needs to be reskilled. Hence Learning need to be at the core of organization. Unlearning, Learning and Re – Learning process need to be continuously in practice throughout the organization.

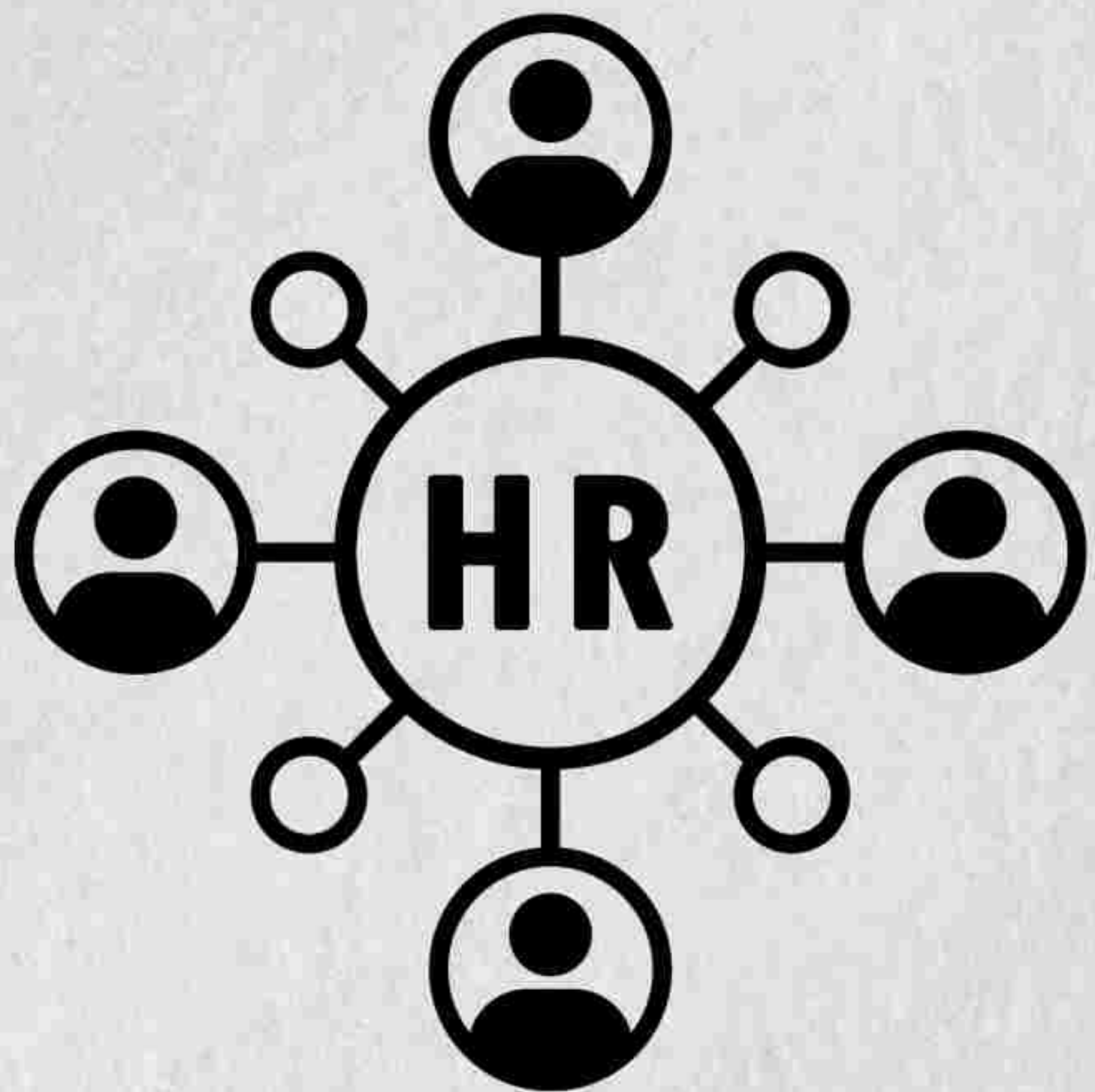
HR Professional need to ramp up the exercise of TNI/TNA significantly and ensure that the skill inventory of the organization is capable of meeting the plans of business growth.

Tech Advancement – Technology is providing aide to Human Resource, function more effectively. Instead fearing from technological advances assuming it will cause job loss, we need to humanize it. Ultimately the data provided and conclusion drawn from the tools need to be practiced for desired change. It is for the betterment of services and increasing the efficiency of people and business.

Multiplier – HR Professionals are expected and need to be multiplier in the organization. They need to master the art of doing more with less resources, Drive engagement, Passion, High energy and employee value creation. Value of human being is not just CTC it's the invisible intangible potential they have. So, this is the only possible by unleashing the potential of people and ecosystem.

Kindness & Spirituality – Any problem is defined by the way we respond to a problem. Often it is seen that instead of understanding and resolving problems of employees HR Professionals start considering the people as a problem. HR needs to be kinder towards the people. They must ensure that of anyone comes to them goes with a happy face.

HR Professionals must have faith in some divine power and develop people with spirituality. Spirituality is the way they can rejuvenate themselves every day and serve others. Creating this spirituality of service of others across organization (internal & external stakeholders) can change the whole environment.



CELEBRATING 102ND FOUNDATION DAY

On the occasion of the 102nd Foundation Day of Jamia Millia Islamia, the Subject Association of the Department of Social Work JMI under the Guidance of Dr. Rashmi Jain, Student's Advisor, organised a sensitisation and awareness campaign on the issues of Domestic Violence against Women, Child Sexual Abuse, Mental Health, Sexual Harassment against Women, LGBTQ+, Child Labour, Contract Labour Act, Elderly in India and Work-life Balance.

An interactive stall with posters, charts was set up within the campus where students of the Department of Social Work interacted with students who came up with questions and inquiries about the various acts, reporting procedures and specific incidents and ground realities. The volunteers at the booth explained the Social Work interventions in each issue including various aspects of reporting such as help line numbers, officials who may be approached as well as civil society organisations that may be contacted. The stall received a continuous stream of more than 300 students and teachers with each of them spending significant time in understanding the various issues on display.



Another highlight of the day was "Chai ki Tapri" a street play organised by the students of department of social work where they touched upon the issues faced by the students in their day to day lives, such as: toxic productivity, family and academic pressures, work life balance, financial instability and family expectations, hustle culture. The street play was performed at three locations in the campus, outside the Mohibul Hasan Block, Dr. M.A. Ansari Auditorium Lawns and the Central Canteen. The play was well received by huge gatherings of audience.



The feedback received at the stall and the street play was extremely encouraging. It was heartening to see the engagement between the students and the audience. The preparations for these events had been going on for the last two weeks under the mentorship of Dr. Rashmi Jain, Dr. Lalmingmawii Gangte, Dr. Sarika Tomar and Dr. Rubina Nusrat. Students from all three courses of the Department of Social Work, Masters in Social Work, Masters in Human Resource Management and Advance Diploma in Public Health worked with great commitment to make this an event that would have left an imprint on the minds of many.

SELF-MANAGEMENT AND DEVELOPMENT MODULE (SMDM) 2022

Inputs by M.A. Human Resource Management batch 2022-24

The Self Management and Development Module is a program for overall personality enhancement of students, It engages students in physically and mentally challenging activities to help them bring out their best selves and develop management skills such as team building, communication, leadership, and planning. The activities include outdoor adventure sports and group games, and the program is imparted over a period of four days through management games and adventure sports. Students participate in planning the program and are given responsibilities to develop a sense of ownership and management skills. The SMDM is an inclusive and well-thought-out program that aims to assist students in realizing their individual and group potential while being a fun initiative.

DAY 0

Day 0 of the Self Management and Development Module(SMDM) was managed by Team 1. Session 1 consisted of two management games, "The Floor Is Lava" and "Mark the Target." Both activities emphasized the importance of teamwork, planning, strategy, and communication. Session 2 was a feedback session with Prof. Vani Narula and Dr. Shaad Habeeb, which helped the students communicate their ideas and build relationships. The day ended with a dinner and cultural activity around the bonfire, followed by a Bollywood song jam session and dancing.



DAY 1

Day 1 of the HR workshop started with Team 2 taking charge. The session began with ice breakers and fun games designed to help the participants work better as a team and be more attentive listeners. The games included "Say as I say and do as I say," "Human Knot," and "Where is my monkey." In the second session, participants went on a hike to the rock climbing and rappelling area. They received instructions on how to use safety equipment, such as helmets, harnesses, hooks, and hand mittens, and learned different grips and tactics. There were two routes for rock climbing and ten points for rappelling. Participants encountered challenges but were motivated and cheered on by their classmates and instructors. The experience helped them develop a sense of teamwork and increase their mental awareness.



The management games took place before dinner and were organized by Team 2. The first game was Chinese Whisper, where participants had to perform nonverbal gestures in a line without speaking. The second game was "You Get What You Inspect," where team leaders had to order team members holding chits with words to make a sentence while wearing blindfolds. The games emphasized the importance of regularly assessing team performance in management. After the games, there was a bonfire feedback session where participants discussed their experiences and provided constructive criticism. The day was mentally and emotionally taxing but enjoyable, and feedback was encouraged throughout the day. The session ended at 11 PM.

DAY 2

Day 2 was handled by Team 3, The Spillway team led warm-up games in the morning of the SMDM trip. They played "Dragon Tail" (teams forming lines holding each other, first team touching last member of other team), "Dodge the Ball" (teams throwing ball, surviving team wins), and "Pass the Coin" (teams passing message through nonverbal communication, winning team first to respond). The games taught sportsmanship, nonverbal communication, and team spirit. The author's team won all three games.

Spillway staff provided guidelines and instructions for the trekking/treasure hunt trip at 9:30 AM. The rules and techniques of trekking were explained and navigational aids like compasses were taught. Both teams received clues to reach The Cave, where they discovered it by taking in nature, enjoying music, and telling stories. The cave was a limestone and sulphur deposit and showed how nature is the ultimate creator. The trek back emphasized the importance of teamwork and not leaving anyone behind, and that finding a work-life balance by focusing on the process rather than the outcome is crucial. In the evening, the group visited the Khalanga Dam, which was explained by the teachers in detail. Meditation was also held for relaxation and self-realization. The feedback session was better with everyone being more open to sharing their experiences. The final night was spent interacting with each other, creating many wonderful memories.



DAY 3

Team 4 managed Day 3. Yoga session started at 6:15 am after 15 min delay due to water issue and finished at 6:45 am. Warm-up exercises and significant Asanas were done followed by 5 min laughter yoga. The Spillway Team led a session of warm-up games for the class of 25 students. The first game was "Line of Birthdays" where students had to line up based on their birth dates without speaking. They realized they didn't know much about each other and needed to improve their efforts to get to know each other. The second game was "Balance the Hoop," where students had to balance a hula hoop on their index fingers. The teams learned about balance and teamwork through this activity. The third game was "Pass the Hoop," where students had to pass the hoop quickly without letting go of each other's hands. This game taught them about the importance of trust in themselves and their team.

The final game was "Blindfold Game," where students navigated a path blindfolded with the help of their partner. They discussed the facts, findings, feelings, and future of the game over breakfast. After saying goodbye to the Spillway Retreat team, we had 45 minutes to pack and went to the Song River. We took off shoes and entered the water, then sat on rocks until the bus arrived. On the trip back to New Delhi Railway Station, we played games, sang, took pictures, had tea/dinner, and said an emotional goodbye.



The adventure was a life-changing experience that taught the importance of management, communication, team building, working with different people, and constant feedback in personal and professional growth. Tents, shared resources, and challenges brought participants closer, leading to a spiritual rediscovery of self. Key takeaways: management is not just theory, communication is key in relationships, team building is important for development, working with others requires emotional depth, and constant feedback is necessary for improvement.

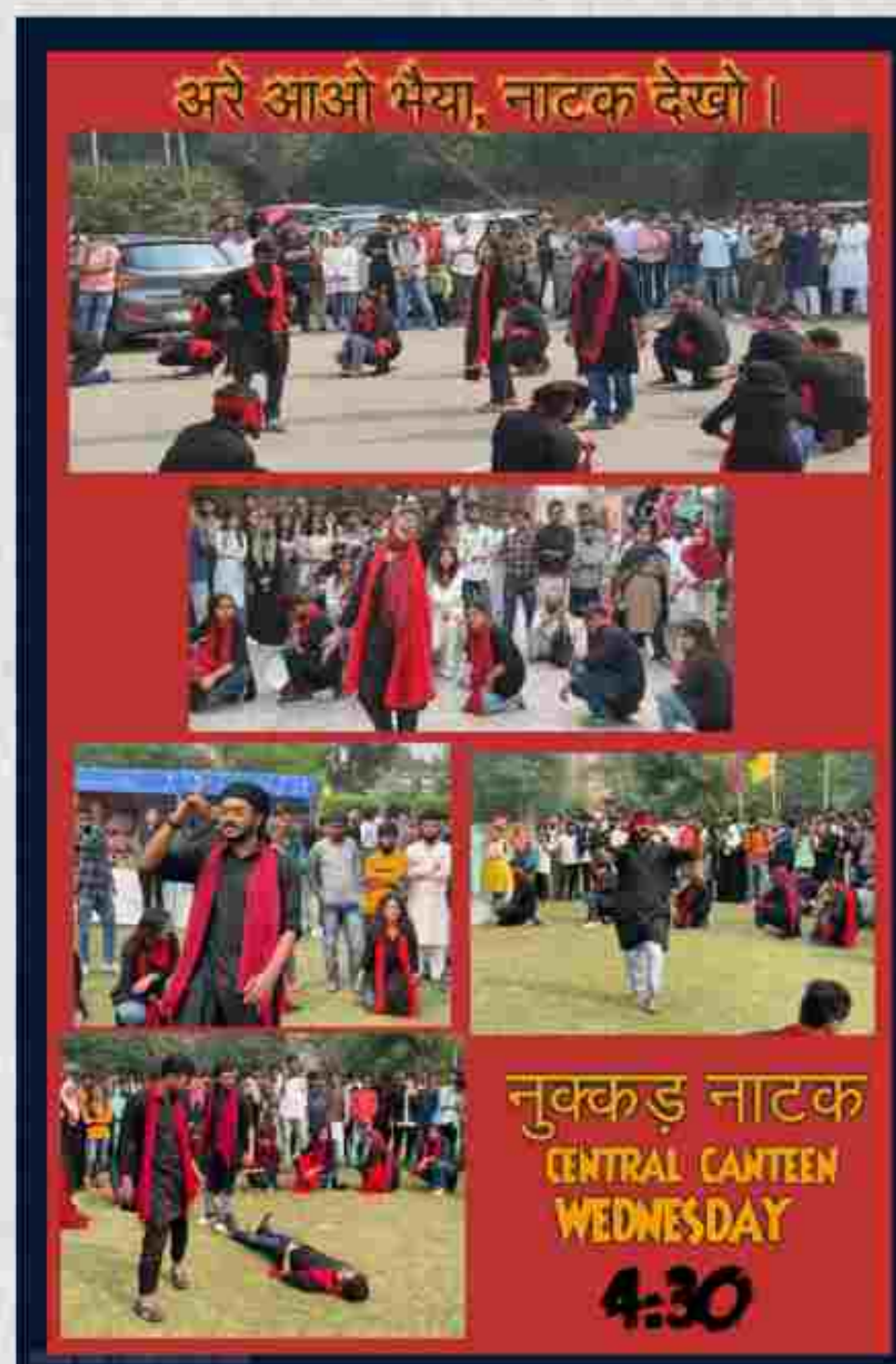
COMMEMORATING VIGILANCE AWARENESS WEEK

The Subject Association, Department of Social Work, Jamia Millia Islamia under the guidance of the Head, Prof. Neelam Sukhrmani & Student's Advisor Dr. Rashmi Jain organized a Series of Activities to commemorate the Vigilance Awareness week.

The Integrity Oath was taken by students of the department on 1st November, 2022. Dr. Rashmi Jain, the Students' Advisor of the Department administered the oath.



The first in the Series of Activities was a Nukkad Naatak called "Chai ki Tapri" which addressed the understanding of the youth about corruption and need for youth to be vigilant citizens. It was performed at the central canteen on the 2nd of November, 2022 at 4.30pm. More than 100 students and university teachers/ officials looked on as the students from all the three classes of the Department of Social Work, JMI performed.



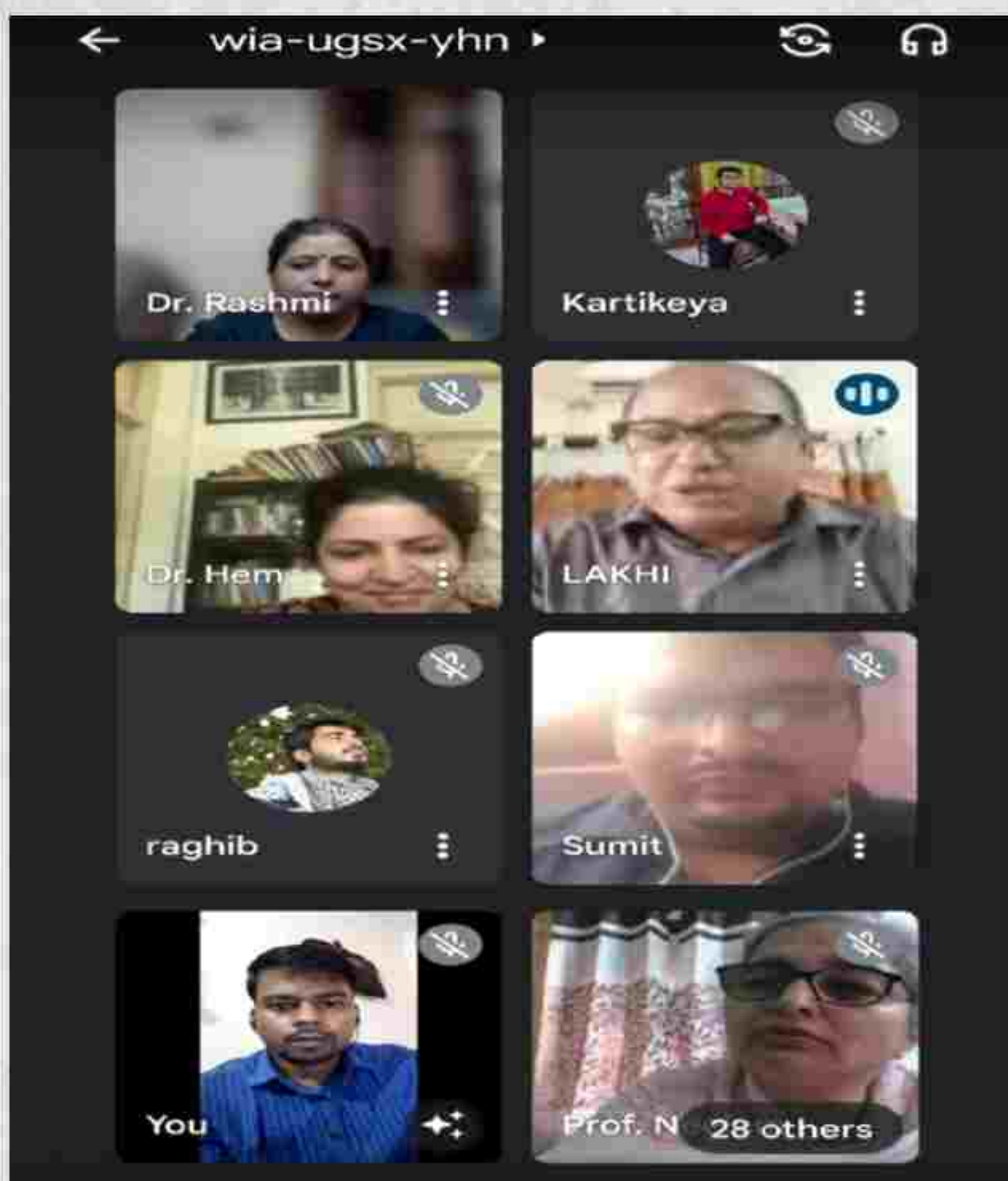
Second in the Series was an online lecture on the Topic: Vigilance in Gram Sabha with Special Reference to Tribal Areas of India on Saturday, Nov 5, 2022. Mr. Lakhi Kanta Deuri, Executive Director, Sahayog Community Coordination Network, was invited as a speaker for this lecture. The lecture was attended by students of MA Social Work, semesters I & III. Mr. Deuri is an alumnus of Tata Institute of Social Sciences and has been working in the tribal areas of Visakhapatnam District for more than three decades.

Mr Lakhi Deuri opened the session by talking about the concept of Panchayati Raj, Gram Panchayat, Gram Sabha, PESA, and the 73rd amendment. Gram Sabha is the backbone of the Panchayati Raj system. Gram Sabha is a cabinet meeting at the village level. At the grassroots, he explained that the Gram Sabha aims to empower village people so that they become self-reliant in their village. Gram Sabha is conceptualized as an apolitical organization but with the involvement of political parties in panchayat elections, the institution is experiencing challenges. Voting is done based on clan, caste, religion, etc, which is detrimental to the larger interests of the village. Additionally, the expenditure on elections is so high that an ordinary person cannot compete and win the election. He suggested that elections shouldn't be fought along political lines, and that party symbols used by candidates should be removed. He shared the initiative he had taken so that more educated young people would come forward and fight for election. Additionally, they are trained in such a way that when they are chosen, they fulfil their responsibility. Gram Sabhas, he shared,

can be strengthened if there are platforms for educating the people regarding the roles that it can play. Currently such platforms are missing making people unaware about the procedures that are involved in them.

Social Workers can facilitate the people in reaching a common objective for which the work needs to happen. He shared examples of how it is the institutions and not the purpose which tend to get highlighted. This is where the social workers' role comes in. A dialogic process would bring greater clarity and thereby the energies being channelized in the desirable direction.

The Third in the series was a Lecture by Mr. Divyanshu Jha, an IAS officer who is currently posted as Under Secretary in the Ministry of New and Renewable Energy and has an experience of working with Panchayati Raj Institutions in Jharkhand. The lecture was titled as "Vigilance in Gram Sabhas". It was attended by nearly 60 Students of M.A. Social Work Semester I & III & PhD students of the Department of Social Work, JMI. Some faculty members also took time out to join the session.

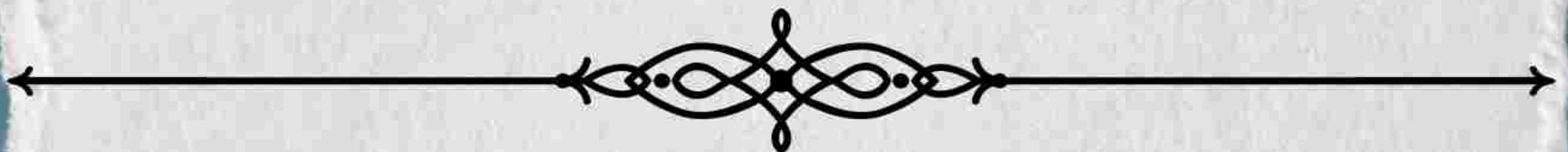


Mr. Jha discussed about various important areas pertaining to Gram Sabha, Panchayati Raj and Bureaucracy. The lecture was delivered through the display of presentation and was followed by the discussion, reflection and query round by the students.

While discussing about the relevance of Gram Sabha, Mr. Jha shared that in recent times, the women Self Help Groups have played a vital part and are creating a parallel structure where women come together to share their ideas. The polity of women is more decision and result oriented rather than contradictions oriented. Hence, during the interaction with the people regarding the Gram Sabha, women should also be considered as a critical voice. He also discussed the administrative bias in deciding the location of structures that the Gram Sabha Proposes. The role of Gram Sabha is crucial in selecting the schemes for the people.

He explained about the fact that PRIs are a new place of political power. All the people of the village feel powerful but it is threat to higher level of political power. All the bureaucrats could also see vigilance as an instrument of bureaucratic control. Mr. Jha later talked about how vigilance of Panchayati Raj Institutions is done through the members of the Gram Sabha and the ways in which it can be strengthened. It needs to be seen as to how stakeholders could help in strengthening the Gram Sabha. Integration of technology is one of the ways in which Gram Sabha functioning can be strengthened. The capacity building of Gram Sabha is critical and the ultimate authority must rest with the Gram Sabha.

The sessions, both in the context of the tribal and rural areas, were visualized by the department, keeping in view the potential they had for capacity building of students of social work. Several students work in these areas subsequent to the completion of their course and would have the opportunity to utilize these learnings.



We would love to express our sincere gratitude for the hard work and dedication that went into publishing DASTAK. Efforts to bring together the creativity and voices of Department of Social Work students have resulted in a truly remarkable publication.

The magazine truly captures the essence of Department of Social Work's student body, showcasing the diverse interests and talents of our young people. We are especially impressed by the quality of the articles, photography, and design.

We aim to develop and maintain DASTAK as a platform for culmination of diverse, free and rational thoughts, a magazine of us, for us and by us

**Literary Society, Department of Social Work
Jamia Millia Islamia**

Head of the Department
Professor Neelam Sukhramani

Student Advisor
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