



Kristu Jayanti College

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Bengaluru

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Programmes Organized on Disability

Sl.No	Name of the activity	Theme	Date	Venue/Collaborated with
2019-20				
1	State Level Consultation	Social Work Curriculum and Disability Studies	21/08/2019	Kristu Jayanti College/CBM India Trust
2018-19				
1	International Conference	Reflections and Refractions of Disability- Interdisciplinary Perspectives	01/02/2019 & 02/02/2019	Kristu Jayanti College
2	Training Program	Identification of People with Intellectual Disability	15/11/2018 & 16/11/2018	Kristu Jayanti College/MEE, Netherlands
2017-18				
1	Awareness Programme	Parents Training on Disability Awareness	31/10/2017	Training Hall, APD/ The Association of People with Disability (APD)
2	Workshop	Cognitive Disability: Intervention, techniques and models	16/11/2017	Kristu Jayanti College/MEE Netherlands
3	National Conference	Disability Management at work: Problems and Prospects	11/10/2017 & 12/10/2017	Kristu Jayanti College/CBM India Trust



PRINCIPAL

Kristu Jayanti College Autonomous
K. Narayanapura, Kothanur PO
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Department of Social Work – 2019 - 2020

State Level Consultation Report on Social Work Curriculum and Disability Studies

Title: Social Work Curriculum and Disability Studies

Date: 21st August, 2019

Number of Beneficiaries: 20 MSW Students/30 Professors/NGO Professionals

Resource Person:

1. **Dr. A. J. Christopher**, Retired Professor of Social Work, Sacred Heart College
2. **Mr. Nirad Bag**, Program Manager, CBM India Trust

Objectives: The objective of the consultation was to identify existing gaps in the disability studies curriculum, to adopt effective strategies to incorporate disability studies in the social work curriculum and to inculcate interest among research scholars to take up research on disability.

Department of Social Work in association with CBM India Trust organized a State Level Consultation on Social Work Curriculum and Disability Studies on 21st August 2019 for Social Work Educators and Development Professionals.

The program commenced with an invocation by the department choir. **Dr. Winnie Joyce A.**, Faculty Department of Social Work, welcomed the gathering. **Dr. Jonas Richard A.**, Head Department of Social Work, gave the prelude to the consultation and briefed the objectives of the consultation. **Rev. Fr. Josekutty P D**, Principal, delivered the presidential address in which he appreciated the participant's interest and concern towards disability studies. He also appreciated the department's initiative in undertaking consultation in the light of the college theme for this academic year. (Empowerment through Life Long Learning & Inclusiveness)



Mr. Nirad Bag, Program Manager, CBM India Trust, stressed on the importance of the Inclusion of Disability Studies in the Social Work Curriculum. He invited the participants to share their concerns and point out the challenges associated with the inclusion of disability in the social work curriculum.

The session was taken over by **Dr. A. J. Christopher**, Retired Professor of Social Work, Sacred Heart College. He stressed on the major areas to be concentrated prior to implementing Disability Studies in Social Work Curriculum. He suggested the participants to focus more on initiating social work research rather than doing research in social work. He stressed on the triangular integration of education, research and practice. He also highlighted the importance of equipping students in undertaking research in the field of disability and detailed the different dimensions like an assessment that should be kept in mind while planning the curriculum of disability studies. He asked the participants to focus on the dimensions to come out with beneficial and concrete outcomes. After the session, the forum was open for discussion where participants shared their views regarding the discussion and clarified their doubts.

Mr. H. Darwin Moses, Program Officer, CBM India Trust, briefed about CBM, their activities, achievements and upcoming projects with regard to working with disabled persons. He explained the need and scope of Disability Studies in the Social Work Curriculum and future scope for research in disability and inclusive social work education.

Dr Sara Varghese, Managing Trustee and Country Head CBM India addressed the participants on the various aspects of inclusion of persons with disability and legislations supporting the same. Followed by this, participants were divided into three groups. The syllabus of Disability Studies of different universities was discussed and they suggested possible upgradations. The suggestions were presented before the panel headed by **Dr Jenis Mary**, Vice-Principal, School of Social Work, Roshni Nilaya, Mangalore.

The consultation was completed with the formation of a core committee for further actions and three specific action plans.

Outcome: The consultation resulted in the formation of a core committee for further actions and three specific action plans.



Feedback: The participants were grateful to Kristu Jayanti College for organising such an educative consultation.

Link:

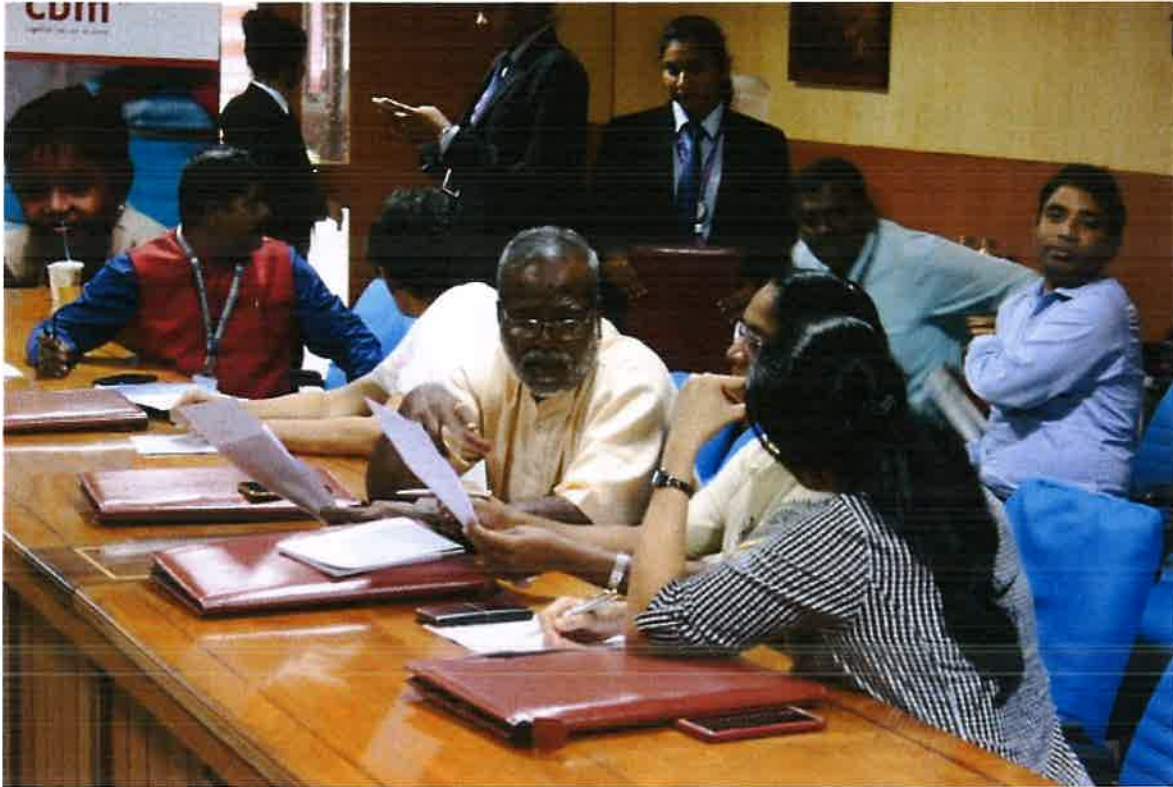
<https://kristujayanti.edu.in/events/events.php?mode=openlink&year=2019&month=august&url=State-Level-Consultation.php>

Photo Gallery



Dr. Jonas Richard A. addressing the participants





Participants Engage in Group Discussion


Report Prepared by

Dr. Winnie Joyce A


Head of the Department

Dr. Jonas Richard A





Kristu Jayanti College

A U T O N O M O U S **B e n g a l u r u**
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Department of Social Work – 2018 – 2019

Report on International Conference

Title: International Conference on Reflections and Refractions of Disability- Interdisciplinary Perspectives

Date: 01st & 2nd February, 2019

Number of Beneficiaries: External – 75, Professors and NGO Professionals

Internal – 210, PG students from Humanities Deanery

The International Conference titled “Reflections and Refractions of Disability- Interdisciplinary perspectives” organised by the Faculty of Humanities, Kristu Jayanti College, began at 9.30 am with an invocation.

Dr. Gopakumar A V, Dean of the Humanities deanery, welcomed the gathering.

In the Prelude to the conference which followed the invocation, **Dr Krishna Prabha**, HOD, Department of English (PG) spoke about the interdisciplinary nature of the Conference and the need to practically envision the assimilation of a healthy perspective of persons with different ability.

Rev. Dr. Josekutty P D, Principal, Kristu Jayanti College, delivered the presidential address in which he highlighted the importance of a culture of inclusion, latent forms of disability and the need for intervention strategies.

Dr. Molly Joy, Head, Department of Psychology, introduced the Chief Guest, **Dr. S. K. Prasad**, (Deputy Chief Commissioner for Persons with Disabilities, Ministry of Social Justice, Govt. of India), Guest of Honour, **Dr. Thomas Abraham**, (Former Chief Editor, South China Morning Post and Director of Master of Journalism programme at the Journalism and Media Studies Centre,



University of Hong Kong) and Keynote Speaker, **Dr. Malavika Kapoor** (Visiting Professor, National Institute of Advanced Studies).

Dr. Sanjay Kanth Prasad, Deputy Director, Indira Gandhi Open University Delhi, addressed the gathering and highlighted the social aspect of disability. He also highlighted relevant legislations with regard to disability.

The inaugural session was wined up with a vote of thanks by **Dr. Jonas Richard A.**, Head Department of Social Work.

The conference was initiated by **Dr. Malavika Kapur**, Visiting Professor, National Institute of Advanced Studies. Dr. Malavika focused on Inclusive education in schools and mainstream. She spoke about the two basic schools regarding nature of the child and stressed on the individual aspect of children. She validated the notion that a child is born as a scientist in the crib. She stressed on the demerits of the Teacher-Centered Approach and pointed out significance of the Child-Centered Approach. She quoted the mid-day meal program initiated by the Government of Tamil Nadu as the perfect example of inclusion.

Plenary Session 1 titled, **Pitiful Heroes-Disability in the news** commenced with an introduction to the speaker by **Dr. Abraham**. He introduced **Prof. Thomas Abraham**, Former Chief Editor, China Morning Post & Director of Master of Journalism Program at the Journalism and Media Studies Centre, University of Hong Kong to the session. He highlighted the tendency of the media to portray the disabled as either heroes or pitiful. He introduced the audience to a basic outline of the UN Convention on Rights of Peoples with Disability. He concluded the session by highlighting the roles of media in addressing the issues of the differently abled.

The Second Plenary Session, titled **Disability-concepts and issues**, was taken over by Dr. Roopesh, Additional Professor, Department of Clinical Psychology, NIMHANS. Prof. Vimala Arun, Faculty, Department of Psychology introduced the speaker. The session focused on mental health and characteristics of the differently abled. Dr. Roopesh underlined the differences between Impairment, Handicapped and the Disabled. He also pointed out the challenges in accommodating differently abled children in schools and the various assessments that are carried out in diagnosis. He also spoke about disability certification.



Plenary Session 3 by **Dr. Benny Paduvan**, Counsellor, Indian School, Muscat, was entered on **Inclusive Education**. Dr. Alka Ranjan introduced Dr. Benny Paduvan. He detailed the process of inclusion, challenges faced by them while including the disabled children in schools and the various strategies adopted by the Indian School Muscat in overcoming those challenges. The conference was dispersed for the day after the session.

The second day of the conference began with a prayer song. Plenary Session 4 by **Dr. F X Lovlina Little Flower**, Head Department of Social Work, Bharathiar University focused on **Social Work Practice with People with Disability**. **Dr. Winnie Joyce A** introduced the speaker. Dr. Lovlina pointed out the statistical data pertaining to the barriers that are faced by the differently-abled to achieve their goals. According to her, “Attitude is the real disability”. She highlighted the scope of social work in the field of disability. She also made prominent views on approaches of social work practice in addressing disability.

Plenary Session 5 by **Prof. Siva Ram Krishnan**, Professor Government Arts College, Tirunelveli was centered on **Moving Narratives**. He commented on literature’s approach to picturize disabled as heroes. He compared the lives of the differently-abled who were portrayed in literature. He also elucidated the differences between inability and disability. He threw some light on aspects like knowledge disability and spinal disability. He concluded the session by suggesting the steps which could be adopted by the differently-abled to be successful in life.

The paper presentation was moderated in different venues. Dr. Jonas Richard A., Head Department of Social Work, Dr. Thomas Palayoor, Head Department of English (UG), Dr. Krishna Prabha, Head Department of English (PG) moderated the sessions in which 28 papers were presented.

The Valedictory Programme commenced with a welcome address by Dr. Jonas Richard A, Head, Department of Social Work. A consolidated report on the two day National Conference was presented by Dr. Winnie Joyce A, Faculty member, Department of Social Work. Dr. Radha Krishnan Nair, Registrar from Kerala University, delivered the valedictory address. The two-day National Conference drew to a close with a note of appreciation by Dr. Lyola Thomas, Faculty Member, Department of English.

Outcome:

Intervention, techniques and models added more understanding to the knowledge of the participants in the field of disability management.



Feedback:

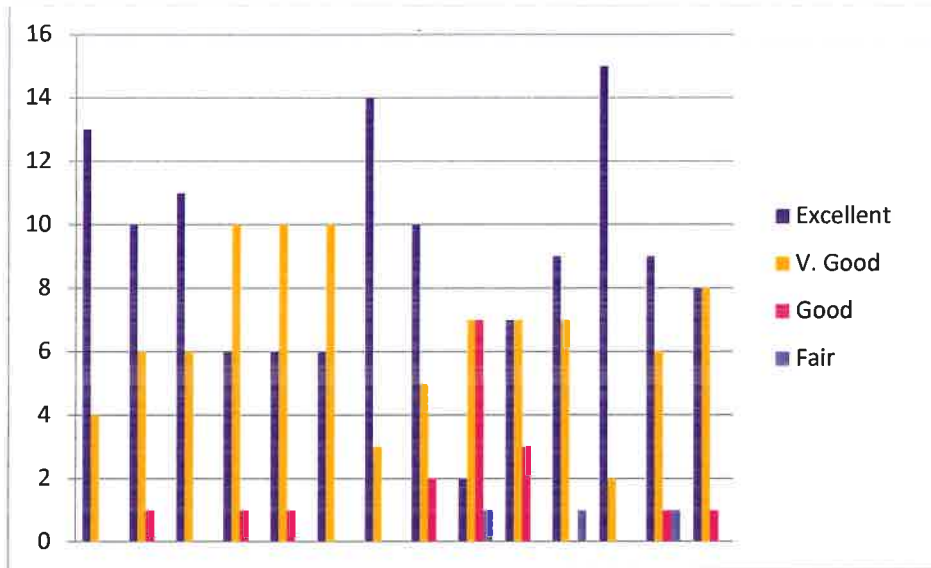
The participants felt content having attended a fruitful conference on a theme that is the most relevant in today's context. The speakers were resourceful to impart knowledge on the various themes of the conference and shed light on the ground realities of the same.

URL: <https://kristujayanti.edu.in/academics/College-Arts-Science-Commerce/Faculty-Humanities/english/Seminar-Conference.php>

International Conference on Reflections and Refractions of Disability- Interdisciplinary Perspectives**FEEDBACK FORM**

	Excellent	V. Good	Good	Fair
Theme and Scientific Sessions	13	4	0	0
Educational Content	10	6	1	0
Discussions / Practical Value	11	6	0	0
Panel 1	6	10	1	0
Panel 2	6	10	1	0
	6	10	0	0
Panel 3				
Panel 4	14	3	0	0
Choice of Resource Persons	10	5	2	0
Time Management	2	7	7	1
Ambience	7	7	3	0
Visuals and Acoustics	9	7	0	1
Hospitality	15	2	0	0
Event Management	9	6	1	1
Overall grading of the programme	8	8	1	0





Winnie Joyce
Report Prepared by
 Dr. Winnie Joyce A

Jonas Richard A
Head of the Department
 Dr. Jonas Richard A





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Department of Social Work – 2018 - 2019

Report on Training Program on Identification of People with Intellectual Disability

Title: Identification of People with Intellectual Disability

Date: 15 & 16th November, 2018

Number of Beneficiaries: 35

Resource Persons:

- 1) **Mr. Daan Kooijman** (Clinical Psychologist, MEE, Netherlands)
- 2) **Miss Femke Sheffers** (Infant Mental Health Expert, MEE, Netherlands)
- 3) **Mrs. Wendy Langhout- de Lange** (Forensic Pedagogical Science Expert, MEE, Netherlands)

Objective: The objective of the training was to introduce students to the field of intellectual disability and help them in the identification of people with intellectual disability.

According to the Census 2001, there are 21 million people with disabilities in India who constitute 2.13% of the total population, of which 75% of persons with disabilities live in rural areas, 49% of them are literate and only 34% are employed. The survey included persons with visual, hearing, speech, loco motor and mental disabilities. However, experts working in this field of developmental disabilities feel that prevalence of mental disability is much higher. Intellectual Disability (ID) is characterised by significant impairment in cognitive and adaptive behavior. The term used to describe this condition has gone under constant change over years due to social and political compulsions. There has been noticeable progress in addressing the challenges posed by intellectual disabilities in India on all fronts. However, there is still long way to go.

The training program commenced with a welcome address by **Dr. Emmanuel Daniel**, Assistant Professor, Department of Social Work. He introduced the resource persons and welcomed the participants. **Dr. Jonas Richard A** (Head, Department of Social Work) gave an introduction to



the training by quoting the differences between physical and intellectual disability and the need of training on ID in this modern era.

Mr. Daan Kooijman (Clinical Psychologist, MEE, Netherlands) briefed about MEE Netherlands, a Dutch Organisation for the support of disabled or chronically ill persons. He also gave a brief overview about the training program. The formal session came to end with a vote of thanks by **Dr. Winnie Joyce** (Assistant Professor, Department of Social Work). After the formal session, the students were divided into three groups and a trainer was assigned to each group. The trainers on the first day of the session gave an introduction to Intellectual Disability, its characteristics, causes, levels and models. The learning sessions were carried out through video presentations and activities. Trainers also shared their experiences of/while dealing with people with Intellectual Disability. The training session came to an end by 1.00 pm.

On 16th November 2018, the training program commenced with a prayer song. The trainers gave a recap of the previous day's session and helped the students to recollect the topics discussed. Followed by the recap, the trainers elucidated the processes involved in the identification of intellectually disabled persons. They stressed the relevance of asking good questions and choosing the right test in identifying persons with intellectual disabilities. Students were engaged in different activities in order to help them understand the topic better. The training session winded up with feedback session by the student representatives and a vote of thanks by **Miss. Maria Jose**, student representative.

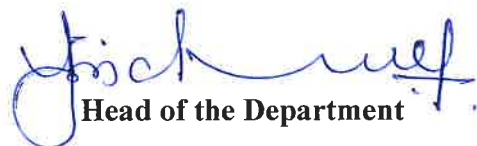
Outcome: The training program on Identification of People with Intellectual Disability helped the students to learn about Intellectual Disability. These students will be able to incorporate this learning while dealing with intellectually disabled clients.

Feedback: The participants were grateful to the department for organizing such an informative training on Identification of People with Intellectual Disability as it provided them ample knowledge and an international exposure.



Report Prepared by

Dr. Winnie Joyce A



Head of the Department

Dr. Jonas Richard A





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DEPARTMENT OF SOCIAL WORK – 2017 – 2018

COMMUNITY INITIATIVE

Theme: Parents Training on Disability Awareness

Venue: Training Hall, APD

Date: 31-10-2017

Time: 11:30 am- 4:00 pm

Organization: The Association of People with Disability (APD)

Beneficiaries: Parents of Disabled Children

Number of Beneficiaries: 15

I Semester MSW students of Kristu Jayanti College conducted a community organization programme as part of their concurrent fieldwork activity in the agency named The Association of People with Disability on 31st October 2017.

The programme started at 11:30 am with the welcome address by Miss Pungbile (MSW I). It was followed by rapport building activity by Miss Mercy Baby (MSW I) in which the parents were given time to discuss about themselves and each one of them was instructed to introduce the person sitting beside them. After that, 1st Session - Introduction to Disability was taken by Mrs. Aarthi (Physiotherapist, APD). The next session about Locomotors types, causes and management was taken by the Resource person Mr. Ashwath (Physiotherapist, APD).

The afternoon session was followed by relaxation and motivational activities conducted by MSW students. The parents were made to do energizing activities to develop their concentration and focus. The next activity made the parents to enhance their listening skills. Parents actively participated in the final activity which aimed to motivate the parents through guidance. Different materials used for the activities were: Balloons and cups. The activities resulted in a great learning



experience for the parents as they made the parents realize the importance of enhancing the skills of their children through fun-filled activities. Then the last session of the programme was taken by Mr. Ashwath about Multiple Disabilities meaning and management. The programme concluded with a feedback session in which participants shared their learnings and experiences about disability management and skill development. After the feedback session, the Vote of Thanks was delivered by Miss Nivya Joseph (MSW I) expressing gratitude to Mr. Ashwath and Mrs. Aarthi who helped and guided the MSW students in conducting a successful community programme. The programme ended at 4:00 p.m.



Rapport Building session


Report Prepared by

Dr. Winnie Joyce A


Head of the Department

Dr. Jonas Richard A





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Department of Social Work

Report on Workshop on Cognitive Disability: Intervention, techniques and models

Title: Cognitive Disability: Intervention, techniques and models

Date: 16th November, 2017

Number of beneficiaries: 35 (I & II MSW students, Kristu Jayanti College and representatives from Empowerment of Children and Human Rights Organization-ECHO, Bangalore)

Resource Persons:

- 1) **Dr. Margo Van Rheenen** (Managing Director, Stitching MEE, Netherlands)
- 2) **Dr. Eric Lemstra** (Chairman of the Board, Stitching Xtra, Netherlands)

Objective: The objective of the workshop was to sensitize the Social Work students about cognitive disability, its causes and consequences, intervention techniques and models available to help people with this disability and lead a better life.

The term 'cognitive disabilities' encompasses various intellectual or cognitive deficits, including intellectual disability (mental retardation), developmental delay, developmental disability, learning disabilities, and conditions causing cognitive impairment such as acquired brain injuries or neurodegenerative diseases. Cognitive disability is chronic and it affects the ability of perceiving, recognizing, choosing and understanding.

The workshop commenced with a welcome address by **Dr. Jonas Richard A**, Head, Department of Social Work where he shared a gist of the experiential learning provided by the Social Work department for the emerging social workers.



The technical sessions were handled by **Dr. Margo Van Rheenen**, Managing Director, Stitching MEE, The Netherlands and **Dr. Eric Lemstra**, Chairman of the Board, Stitching Xtra, Netherlands. **Dr. Rheenen** highlighted the intervention programmes of MEE for cognitive disabilities, their influence on thinking, acting, learning and social-emotional functioning.

In the next session, the students were divided into two groups. The first group was provided with a manual on assessing the cognitive disability and the second group was given a manual on effectively communicating with the people suffering from cognitive disability. The purpose of the group discussion was to enhance the understanding of the participants on cognitive disability.

The program drew to a close with a vote of thanks by **Ms. Aishwarya Narayanan**, the student coordinator.

Outcome

The workshop on Cognitive Disability: Intervention, techniques and models added more understanding to the knowledge of the participants in the field of disability management.

Feedback

The participants expressed their contentment of having attended such an insightful workshop as it provided them ample knowledge as well as an option to try their hand in cognitive disability management.





Dr. Margo Van Rheenen, Managing Director, Stitching MEE, Netherlands, taking the first session



Dr. Eric Lemstra, Chairman of the Board, Stitching Xtra, Netherlands, interacting with the students





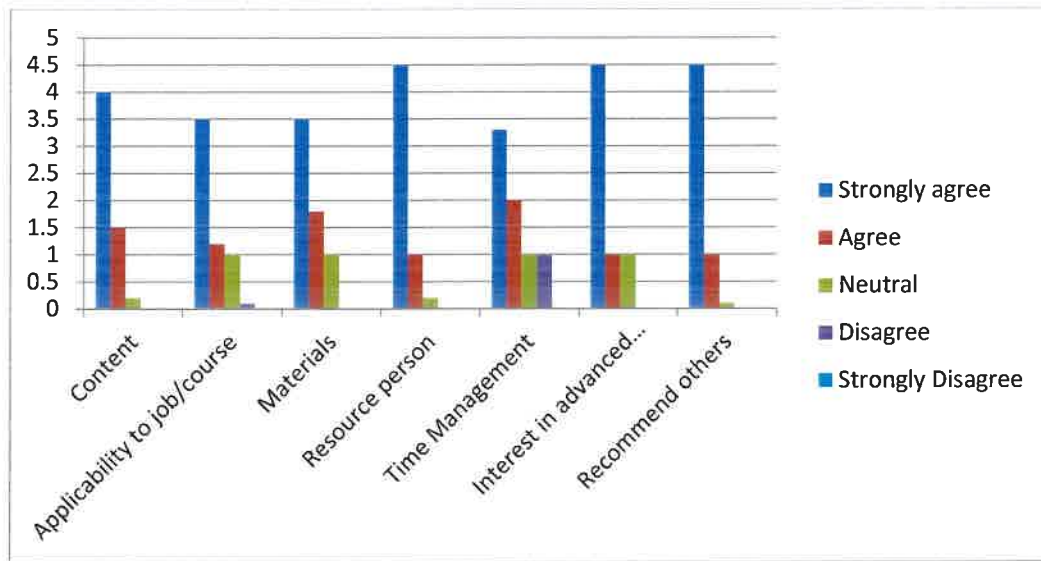
The participants having a group discussion




Dr. Margo Van Rheenen, Managing Director, Stitching MEE, Netherlands; Dr. Eric Lemstra, Chairman of the Board, Stitching Xtra, Netherlands; Dr. Jonas Richard A., Head, Department of Social Work; Faculty members, Department of Social Work; representatives from ECHO along with the participants



Feedback Analysis




Report prepared by:
Dr. Winnie Joyce A


Signature of HoD
Dr. Jonas Richard A





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Department of Social Work

Report on National Conference on Disability Management at Work: Problems and Prospects

Title: Disability Management at work: Problems and Prospects

Date: 11th & 12th October, 2017

Number of beneficiaries: 138 (Various NGO representatives, research scholars, nursing students, special education teachers, social work teachers and students from various institutions)

Resource persons:

- 1) **Dr. Himangshu Das** (Director, National Institute for Empowerment of Persons with Multiple Disabilities, Chennai)
- 2) **Ms. Aparajita Dhar** (Programme Director, CBM India Trust)
- 3) **Dr. Victor John Cordeiro** (Development Professional and Researcher in Community Based Development)
- 4) **Dr. Pearl Malhotra** (Professor, Department of Organizational Behaviour and Human Resource Management, India Institute of Management, Bengaluru)
- 5) **Mr. Santhosh Abraham** (Vice President-Disability Initiative NASSCOM Foundation, Bengaluru)
- 6) **Ms. Nagarathna** (CBM India Trust)
- 7) **Dr. R. Nalini** (Head, Centre for Women Studies & Associate Professor of Social Work, Pondicherry University, Puducherry)
- 8) **Dr. Sandhya Limaye** (Associate Professor, Centre for Disability Studies and Action, School of Social Work, Tata Institute of Social Sciences, Mumbai)
- 9) **Dr. Janardhan N Navaneetham** (Professor of Psychiatric Social Work, National Institute of Mental Health and Neuro Sciences, Bangalore)



10) **Ms. Rajani Gopalkrishna** (Senior Manager, Finance, Legal and Administration, CBM India Trust)

Panel Discussion:

Moderator: Dr. A. Thirumorthy (Professor and Head, Department of Psychiatric Social work, National Institute of Mental Health and Neuro Sciences, Bangalore)

Panelists:

- 1) **Ms. Nimisha Jashnani** (Principal Consultant – Disability Inclusion, Diversity and Equal Opportunity Center, Bengaluru)
- 2) **Mr. Manoharan Ranganathan** (Regional Coordinator, South India for Human Rights Defenders Alert – India & All India Network of NGOs and Individuals working with National and State Human Rights Institutions)
- 3) **Ms. Jayna Kothari** (Executive Director, Centre for Law and Policy Research, Bengaluru)
- 4) **Mr. Nicholas Guia Rebelo** (Executive Director, Collective Action for Basic Rights Foundation, Bengaluru)
- 5) **Ms. Melanie Pereira** (Human Resource Manager, CBM India Trust)

Objective of the National Conference: To provide the participants a comprehensive idea of the challenges and prospects faced by persons with disability in their day to day life.

Day 1: Inauguration, Technical Sessions I, II & III, Paper Presentations.

The first day began with an inaugural ceremony which commenced with a visual presentation incorporating the facts of the disability management and the world statistics of people with disability which helped the audience to get an idea about disability management. **Dr. Jonas Richard A.**, Head, Department of Social Work and Convener of the National Conference, Kristu Jayanti College, in his welcome speech highlighted how the concept of education has changed from ‘text and context’ to ‘test and contest’ and the real focus of Social Work, which is to learn



through experience and experiment. **Rev. Fr. Josekutty P.D**, Principal, Kristu Jayanti College delivered the presidential address which included the experiences of the CMI congregation in the inclusion, legislation and empowerment of the disabled through education and vocational training. The inaugural address of the National Conference was delivered by **Dr. Himangshu Das**, Director, National Institute for Empowerment of Persons with Multiple Disabilities (NIEPMD), Chennai, where the inherent attitude of society towards people with disability and their need for social security and the eight sciences namely, application, analysis, matching, adaptation, training, prospects of simulated training, continued support and use of updated technology were highlighted. This was followed by a brief speech by **Ms. Aparajita Dhar**, Programme Director, CBM India Trust, on the contributions made by the Trust towards helping the people with disability to lead a dignified life. The inauguration programme ended with a vote of thanks proposed by **Dr. I Jerry Richards**, Organizing Secretary and Faculty Member, Department of Social Work.

The first Technical session of the day began with **Dr. Victor John Cordeiro**, Development Professional and Researcher in Community based Rehabilitation (CBR) on the topic “Perspective Building on Disability and Disability Management at Work”. **Dr. Cordeiro** explained the three theories of Disability which are Defect Theory, Deficiency Theory and Diversity Theory. The speaker continued to explain the four important barriers which affect people with disability which are, social, institutional, environmental and information barriers, and the various ways to eradicate it.

The second technical session was initiated by **Dr. Pearl Malhotra**, Professor, Department of Organisational Behaviour and Human Resource Management, IIM, Bangalore on the topic “Disability Management at Work in India: Process, Policy and Programs”. **Dr. Malhotra** spoke about the statistical facts of disability and the several methods to reduce the alienation of people with disability which include providing employment, implementation of laws & policies created for the people with disability and also certain individual factors like motivation, social networking, assertiveness and the like.

Mr. Santhosh Abraham, Vice President, Disability Initiative, NASSCOM Foundation, Bangalore in the third Technical session spoke on the topic “Employability of Persons with Disability in IT/ITES”. **Mr. Abraham** introduced NASSCOM which stands for National



Association of Software and Services Companies. The speaker emphasized on the contribution of NASSCOM in the area of required skills and jobs for the IT/ITE sector and also mentioned a few challenges faced by persons with disabilities. This was followed by a presentation on the research findings by CBM India Trust in collaboration with Public Health Foundation of India by **Ms. Nagarathna**, CBM India Trust, on ‘the barriers of employability and accessibility of people with disability’ which was conducted in Hyderabad.

The technical sessions were followed by a series of paper presentations by scholars from several institutes and was moderated by **Dr. Gopakumar A.V**, Dean of Humanities, Kristu Jayanti College. Topics like disability management in employee engagement, CSR as a tool for disability management, best practices in the rehabilitation of disabled, enhancing interpersonal relationship among adolescents with a learning disability and the intervention tools to name a few, were presented subsequently.

Day 2: Technical Sessions IV, V & VI, Panel Discussion and Valediction.

The second day commenced with the fourth technical session where **Dr. R Nalini**, Head, Centre for women studies and Associate Professor of Social Work, Pondicherry University, Puducherry, expressed her views on the topic “Understanding Gender Disparities in Disability Management at Work”. The speaker elaborated on how little attention is given to the situation of women and girls with disabilities, despite evidence indicating that they are likely to experience violence than their peers without disabilities.

The fifth Technical session was taken over by **Dr. Sandhya Limaye**, Associate Professor, Centre for Disability Studies and Action, School of Social Work, Tata Institute of Social Science, Mumbai, where she spoke on the topic “Disability Studies and Research”. The resource person highlighted on the academic discipline that examines the meaning, nature of consequences of disability as a social construct and the concept and meaning of disability in the Indian context.

Dr. Janardhanan N. Navaneetham, Professor of Psychiatric Social Work, NIMHANS, Bangalore took over the sixth Technical Session on “Disability Management at Work: Implications for Social work Practice”, emphasizing the importance of Community Based Rehabilitation (CBR) by notifying the ability, maximisation and the access of opportunity within the community. **Dr. Navaneetham** also demonstrated the concept with pictorial representation of the various methods



by which people with disabilities can be brought into the light, further differentiating disability and impairment.

Panel Discussion on the topic “Disability Management at Work: A Multidimensional Perspective” commenced with a brief introduction on disability management by the Moderator of the discussion, **Dr. A. Thirumoorthy**, Professor and Head, Department of Psychiatric Social Work, NIMHANS, Bangalore.

The discussion was initiated by **Ms. Nimisha Jashnani**, Principal Consultant- Disability Inclusion, Diversity and Equal Opportunity Centre, Bangalore, with a discussion on the diversity and CSR perspective in disability management. **Ms. Jashnani** also spoke about the different projects undertaken by NGOs working towards disability and stressed that companies should facilitate and support persons with disabilities irrespective of the position they hold in an organisation.

Subsequently, the discussion was undertaken by **Mr. Nicholas Guia Rebelo**, Executive Director, Collective Action for Basic Rights Foundation, Bangalore, where the speaker introduced Caritas Foundation, one of the common CBR forums which mainly works for the people with all kinds of disabilities and also provides different strategies initiated for the people with disabilities.

Ms. Jayna Kothari, Executive Director, Centre for Law and Policy Research, Bangalore spoke from the perspective of law and the rights for the people with disability by talking about the implementation of the various acts related to disability rights and the different lists of disabilities which are seen in the society. **Ms. Kothari** then stressed on the requirements and necessities which should be made available to the people with disability and the equal opportunities and legal provisions.

Ms. Melanie Pereira, Human Resource Manager, CBM, India Trust began with a brief introduction on the CBM Trust and the objectives and contributions made by the Trust. **Ms. Pereira** also discussed on the measures taken towards inclusive employability like recruitment, accessibility, training and the wide-ranging HR policies and guidelines by identifying potential skills, talent and resources.



Mr. Manoharan Ranganathan, Regional Co-ordinator, South India for Human Rights Defenders Alert India, discussed the perspective of Human Rights by underlining the principles of Human Rights and its applicability to all human beings.

The Valedictory Program marked the end of the National Conference. The program began with **Dr. Jonas Richard A.**, Head, Department of Social work, Kristu Jayanti College and Convener of the National Conference, welcoming the gathering. This was followed by a brief presentation of the report on the two day National Conference by Ms. Sneha Susan Raju, a student of second-year MSW. **Mr. Nicholas Guia Rebelo**, Executive Director, Collective Action for Basic Rights Foundation, Bangalore, in his Valedictory address inspired the gathering by highlighting on how the society can help in making a better world for persons with disabilities to live in. **Ms. Rajani Gopalkrishna**, Senior Manager (Finance), Legal and Administration, CBM India Trust, felicitated the gathering by speaking on behalf of the persons with disability and quoted that 'DIS-Ability is not a disability but in fact a super ability'. As a sign of dedication for the cause of the welfare of the disabled, an Oath was taken by the gathering administered by a student coordinator. **Fr. Augustine George**, Vice Principal, Kristu Jayanti College, in his concluding remarks commended the Department of Social work and further brought to light the importance of addressing the problems and prospects of managing disability at the workplace. The Valedictory Program of the National Conference on 'Disability Management at the workplace: Problems and Prospects' drew to a close with an oration of appreciation by **Dr. I. Jerry Richards**, Organizing Secretary and Faculty Member, Department of Social Work, Kristu Jayanti College.

The participants were greatly satisfied and enriched with the valuable information they received through the National Conference.

Outcome:

The participants received valuable insights and widened understanding on the dimensions of problems and prospects of the people with different kinds of disabilities.

Feedback:

The participants felt content having attended a fruitful conference on a rarely explored area of Social Work as a whole. The speakers were resourceful to impart knowledge on the various themes of the conference and shed light on the ground realities of the same.





Dr. Himangshu Das, Director, National Institute for Empowerment of persons with Multiple Disabilities (NIEPMD), Chennai, delivering a speech during the Inaugural Program



Ms. Aparajita Dhar, Programme Director, CBM India Trust, addressing the gathering during the Inaugural Program





Dr. Victor John Cordeiro, Development Professional and Researcher in Community based Rehabilitation (CBR) taking technical session I



Dr. Pearl Malhotra, Professor, Department of Organisational Behaviour and Human Resource Management, IIM, Bangalore, addressing the gathering during technical session II





Mr. Santhosh Abraham, Vice President, Disability Initiative, NASSCOM Foundation, Bangalore, taking technical session III



Ms. Nagarathna, CBM India Trust, presenting the research findings of CBM India Trust in collaboration with Public Health Foundation India





Dr. R. Nalini, Head, Centre for women studies and Associate Professor of Social Work, Pondicherry University, Puducherry, taking technical session IV



Dr. Sandhya Limaye, Associate Professor, Centre for Disability Studies and Action, School of Social Work, Tata institute of Social Science, Mumbai, interacting with the participants during technical Session V





Dr. Janardhanan N. Navaneetham, Professor of Psychiatric Social Work, NIMHANS, Bangalore, during technical session VI



Dr. A. Thirumoorthy, Professor and Head, Department of Psychiatric Social Work, NIMHANS, Bangalore, moderating the panel discussion





Ms. Nimisha Jashnani, Principal Consultant- Disability Inclusion, Diversity and Equal Opportunity Centre, Bangalore, the first panelist, sharing her views



Mr. Nicholas Guia Rebelo, Executive Director, Collective Action for Basic Rights Foundation, Bangalore, the second panelist, interacting with the crowd





Ms. Jayna Kothari, Executive Director, Centre for Law and Policy Research, Bangalore, the third panelist, expressing her points to the delegates



Ms. Melanie Pereira, Human Resource Manager, CBM, India Trust, the fourth panelist, taking her session





Mr. Manoharan Ranganathan, Regional Co-ordinator, South India for Human Rights Defenders Alert-India, the fifth panelist, sharing his views



Ms. Rajani Gopalkrishna, Senior Manager (Finance), Legal and Administration, CBM India Trust, felicitating the gathering during the Valedictory Program





Fr. Augustine George, Vice Principal, Kristu Jayanti College, giving a concluding speech during the Valedictory Program





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Program Schedule

Department of Social Work

Organizes

National Conference

On

Disability Management at Work: Problems and Prospects

Date: 11th and 12th October, 2017

Time: 9:00 am- 5:00 pm / Venue: Mini Auditorium III, UG Block

INAUGURATION PROGRAMME SCHEDULE

Invocation	Department Choir
Welcome Address	Dr. Jonas Richard A. (Head, Department of Social Work and Convener of the Conference)
Lighting of the Lamp	
Presidential Address	Rev. Fr. Josekutty P. D. (Principal, Kristu Jayanti College)
Introduction of the Speakers	
Inaugural Address	Dr. Himangshu Das (Director, National Institute for Empowerment of Persons with Multiple Disabilities (NIEPMD), Chennai)
Felicitation	Ms. Aparajita Dhar (Programme Director, CBM India Trust)
Vote of Thanks	Dr. I. Jerry Richards (Faculty Coordinator)





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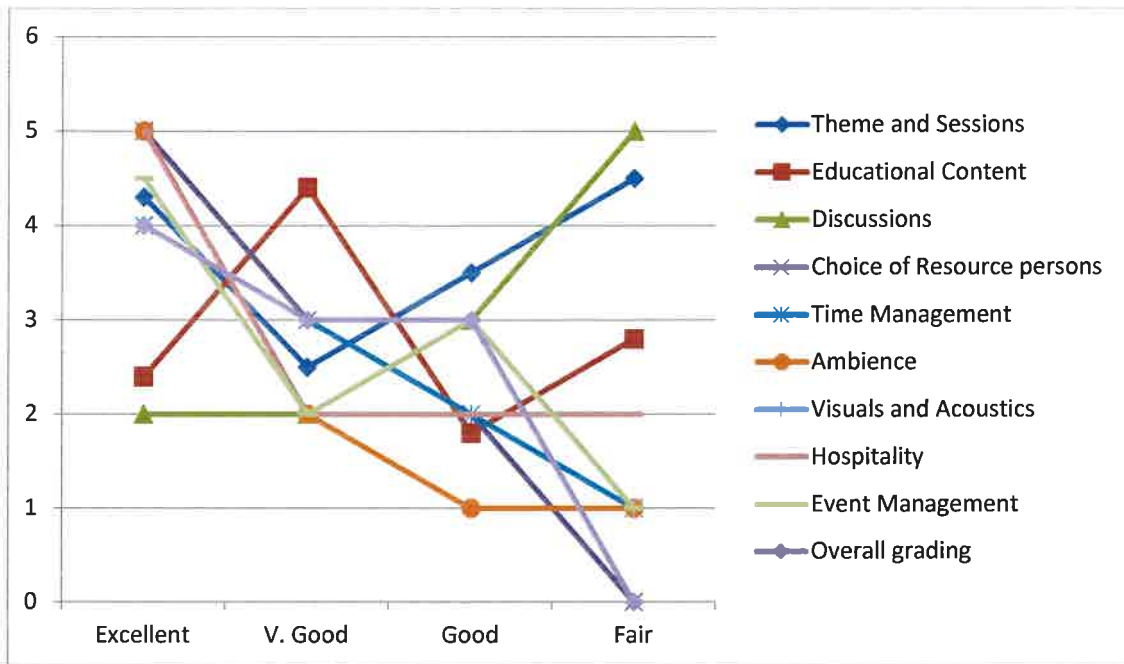
Time: 9:00 am- 5:00 pm / Venue: Mini Auditorium III, UG Block

VALEDICTION PROGRAMME SCHEDULE

Invocation	Department Choir
Welcome Address	Dr. Jonas Richard A. (Head, Department of Social Work and Convener of the Conference)
Audience Feedback	
Report of the Conference	Ms. Sneha Susan Raju (II MSW)
Introduction of the Speakers	
Valedictory Address	Shri. Nicholas Guia Rebelo (Executive Director, Collective Action for Basic Rights Foundation, Bengaluru)
Felicitation	Ms. Rajani Gopalkrishna (Senior Manager (Finance), Legal and Administration CBM India Trust)
Oath taking	
Concluding Remarks	Fr. Augustine George (Vice- Principal, Kristu Jayanti College)
Vote of Thanks	Dr. I. Jerry Richards (Faculty Coordinator)



Feedback Analysis



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Report prepared by
 Dr. Winnie Joyce A

Jonas Richard A
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 Dr. Jonas Richard A.



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