



ANAGEM



XISS Bulletin

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DIRECTOR'S MESSAGE

Dear All,
Greetings!



"Technology is best when it brings people together" - Matt Mullenweg

My friends, it is so rightly said, and living in this era of rapidly growing technology, we as XISS, must be majorly prepared for this time in sight. It is imperative for academic institutions to stay relevant in this time when technology is growing manifold. Understanding the emergence of Artificial Intelligence (AI) and its impact on the workforce, we need to prepare for the correct direction.

National Education Policy (NEP) is on the verge of implementation across the nation and is a mandatory change XISS must address in the context of this growing era of technologies. We have thus created a Task Force to implement the same.

While much hue and cry are made on the topic of AI taking on the workforce extensively soon, it is important to consider the limitations it carries. We can have long debates on the effects it will or will not have on the workplace, but one thing we all can be sure of is that human efforts cannot be completely replaced by technology.

So, now the question arises, what can we do to stay on top of the game? I think that academic institutions have a responsibility to prepare not just their students but their workforce also for the upcoming changing landscape in areas of personnel advancement, growth in technical skills, critical thinking, problem-solving abilities, and creativity to name a few.

XISS has committed itself to absorb the new rules and bringing in welcome changes such as implementing education policies and preparing the next generation for the challenges of digitalization. As an academic institution, it is important not only to provide students with technical skills but also to enable them to adapt to the changing landscape of the workforce. XISS can help students approach these emerging trends with a positive attitude and a willingness to learn and grow by instilling a sense of dedication and reverence toward digitalization.

All said and done, while AI can be a very powerful tool, it is equally important to recognize its limitations and the importance of human intelligence and creativity. My wishes and prayers to each of my readers to adopt and adapt to this fierce pace of change.

Vision:

We envision a centre of academic excellence towards creating a sustainable society with peace, justice and reconciliation.

Mission:

- To become a leading management school in India by offering a portfolio of academic, research, social involvement and outreach programmes.
- To create leaders with conscience, compassion, competence, and commitment for sustainable development and empowerment of the marginalised.

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Two-day Conference on Economic Empowerment of Women and Role of Women's Collectives in Eastern India held

XISS, Ranchi, Centre for Catalyzing Change (C3 Sakshama), and Indian Association for Women's Studies (IAWS) jointly inaugurated a two-day conference on "Economic Empowerment of Women in East India and the Role of Women's Collectives" on 17-18 March 2023 in the XISS Campus. The conference was sponsored by Bill & Melinda Gates Foundation. Honourable Governor, Jharkhand, Shri C.P. Radhakrishnan was the chief guest of the Conference.



Lighting of inaugural lamp by the dignitaries

Women today need to be equipped with education and skills to contribute to the economy, society, and family: Hon'ble Governor Shri C.P. Radhakrishnan

Honourable Governor, Jharkhand, Shri C.P. Radhakrishnan was the chief guest of the conference and in his address, he quoted, "Yatra Naryastu pujuryante! Ramante tatra Devata", meaning where women are respected, God lives in their home. He highlighted that is a proud moment for the country that Honourable President, Smt Droupadi Murmu, the former Governor of Jharkhand and who still resides in the heart of people in the state is a supreme example of women empowerment that is getting utmost priority in our country.



Governor addressing the gathering during the conference

Honourable Governor in his address apprised and said that women have adorned high positions in ancient times. He also mentioned Honourable Prime Minister Shri Narendra Modi's Beti Bachao Beti Padhao scheme in this direction to improve the child sex ratio and girl child education across the country. Citing the status of women in Eastern India, he appreciated the remarkable strides in development indicators over the last few years, especially in the states of Jharkhand, Bihar, Chhattisgarh, and Odisha. He also appreciated the crucial efforts of Women's Collectives and Self-Help Groups (SHGs) in advancing gender equality, promoting women's empowerment, and the impact of SHGs on economic development in Jharkhand which has been significant.



Attendees during the inaugural session of the conference

He further stated that empowering women has a multiplier effect on increasing economic growth and development. He quoted the World Bank report, 2022, and said that India could boost its growth by 1.5 percentage points per year if just 50% of women could join the workforce. At 14.9%, the present Lok Sabha has the highest number of women since 1952, and over 44% of seats in local bodies are occupied by women. SHGs cover about 8.35 crore women, many of whom are leading their federations, and are in leadership positions. He concluded that he hopes that this conference becomes a catalyst for further action and collaboration toward achieving economic empowerment for women in East India and that he seeks the outcome of the deliberations and presentations from this National Conference.



Release of Conference Souvenir by the guests

Director XISS, Dr Joseph Marianus Kujur SJ addressed the house with his inaugural speech, emphasizing the issue of women's empowerment and said that women's empowerment revolves around the social, economic, and political development of women in all areas of life. He highlighted that women's active participation is imperative as an integral part of the decision-making body. He mentioned that XISS identifies with the need for women's empowerment and even spells it out in its vision and mission statements and that our aim with this conference is to initiate a dialogue amongst the policymakers. XISS has taken this initiative to take the case of women empowerment as not just a knowledge disclosure but as a campaign. In his concluding lines, he stated that 'real women's empowerment is turning crises into possibilities and dreams into reality.'



Felicitations of guests during the conference

The main objective of the conference was to enable a platform for sharing evidence and programmatic experiences of women's collectives working to facilitate and capacitate women. It meant initiating dialogue between concerned academic institutions, development partners and state governments on the role of women's collectives in low-income states of Eastern India. It also was a way to envision ways for strengthening women's collectives in the region to address social norms and deepening the agenda of gender equity.

More than 100 papers and research works were submitted for this conference, out of which 30 were chosen. During the two-day conference, these papers were discussed in several panel sessions highlighting the importance of the conference. A souvenir of the conference was also released by the Governor and the guests present.

On day two, Prof Sonajharia Minz, Vice Chancellor, Sido Kanhu Murmu University during the Valedictory Lecture said that the aim is to bring change in the community, empower women with decision-making capacity and giving them access to resources. She mentioned that this can be achieved if we enrich our curriculum, revisit our policies, and look out for the gaps where true actions can be initiated. While concluding she stated that our nation celebrates diversity, and unity in diversity should be our motive. She also discussed the state's rich cultural diversity and the contribution of Jaipal Singh Munda in the context of women's representation in the Constituent Assembly and added that collectively, we need to redefine women's empowerment by reimagining, realigning, and revising our agendas.

The day proceeded with a certificate distribution ceremony between the guests, paper presenters, and students who attended the conference. The vote of thanks was given by Dr Anant Kumar, HoP of the Rural Management Programme, XISS. The conference was also attended by Dr Pradeep Kerketta SJ, Assistant Director, XISS, Dean Academics, XISS, Dr Amar Eron Tigga along with Heads of all Programmes at XISS, Faculty, Representatives of C3 Sakshama, IAWS, Academicians, Practitioners, Alumni, Staff, and Students of XISS.

The theme of the conference was:

- Women's Access to Livelihood and Market: Role of Women's Collectives, Microcredit and the Government
- Agency, Empowerment, and Women's Collectives
- Digital and Financial inclusion for the Capacitation of Women and Their Collectives
- Unpaid Care, Domestic Work and Time Poverty for Women: Prospects of Women's Collectives in Unburdening Women
- Prospects for Feminist Networks, Women's Organizations, and Women's Collectives in Twenty-first Century India
- Women's Collectives in Urban Women's Economic Capacitation

To read more on the papers presented and proceedings of the day, click on the link below to read the souvenir of the conference:

<https://xiss.ac.in/pdfs/Economic%20Empowerment%20of%20Women%20in%20East%20India%20and%20the%20Role%20of%20Women%E2%80%99s%20Collectives.pdf>

To read more, click on the link:

<https://xiss.ac.in/readmore/two-day-conference-on-economic-empowerment-of-women-and-role-of-women-s-collectives-in-eastern-india-held-at-xiss>

HRM Programme organised a two-day workshop on Labour Laws

Human Resource Management (HRM) Programme of XISS, Ranchi organised a two-day workshop on Labour Laws on 11-12 March 2023 at St. John's Hall, Ranchi. Mr Amitabh Adhikary, an esteemed alumnus of XISS was the facilitator of the workshop. Dr Shyamal Gomes, Head of Programme (HoP), HRM Programme introduced the resource person to the students and emphasised on the importance of labour laws in the curriculum. Dr Sunil Singh, resource person graced the workshop virtually and addressed everyone. Mr Amitabh Adhikary addressed the students and said that the best lawyers do not mug up the bare acts, they understand the framework. The workshop focused on the 4 labour codes, recent amendments and real-life examples presented as case studies to enhance the learning experience of the learners and for their easy understanding. The recent trends in HR like Moonlighting were also discussed in detail.



Students with the speaker of the workshop on Labour Laws

To read more, click on the link:

<https://xiss.ac.in/readmore/hrm-programme-of-xiss-organised-a-two-day-workshop-on-labour-laws>

XISS and NDLI Club organise awareness programme



An ongoing awareness programme by XISS and NDLI

A user awareness programme on the National Digital Library of India and NDLI CLUB was conducted successfully by XISS in association with the National Digital Library of India on 23 March 2023. Around 42 faculty, staff, and students participated in this online awareness programme through google meet in the Fr Van den Bogaert SJ Memorial Auditorium. It was a joint orientation program with the NDLI Club of Birla Institute of Technology, Mesra (Main Campus), and the NDLI Club of Birla Institute of Technology, Mesra (Patna Campus). The session was very fruitful for all present. The Resource Persons Mr Suman Panja (Senior Outreach Manager) NDLI CLUB, IIT Kharagpur, and Mr Dubbendu Chakrabarty (Outreach Manager) NDLI CLUB, IIT Kharagpur, explained briefly about NDLI Portal and NDLI Club.

The highlights of the awareness programme were as follows:

- How to become a member of the institute's NDLI club.
- How to customize the search.
- How to Participate in NDLI club event.
- How to create and conduct learning-oriented events.
- How to generate an "Event Participation certificate" and benefits.
- How students and institutes will get the benefit and much more.

Talk on 'Orphan Child Problem and Policies' held

Rural Management Programme of XISS organized a talk on 'Orphan Child Problem and Policies' on 21 March 2023 in the XISS auditorium. The talk was delivered by Ms Shubhada Saathe from Rainbow Foundation, Hyderabad. During the talk, Ms Saathe highlighted the issues related to orphans and vulnerable children and the need to address those issues. She also talked about government policy and civil society interventions. She also drew the house's attention on how 'vulnerability hinders a child's ability to grow' and how 'poverty is the main root of vulnerability.'

Citing reports of UNCRC (United Nations Convention on Rights of Children), she elaborated on the basic needs of children for - survival, protection, participation, and development. Talking about 'exploitation' and 'child trafficking', she mentioned that around 185 million children live in extreme poverty and because of these 73 lakh children are forced into child labour. In the context of sexual abuse, it has been observed that around 50% of children in brothels are HIV Positive and around 80% of the adult prostitutes enter this trade at age group of 11-14. The talk ended with a Q & A session with the first- and second-year students of RM.



Talk on Orphan Child Problem and Policies

Two RM students attend the 9th Annual Conference at TISS Mumbai



RM students during the 9th Annual Conference on Cultural Diversity and Development at TISS Mumbai

Two Second Year Rural Management students, Ms Akansha Kumari and Ms Muskan Aggarwal attended the 9th Annual Conference on Cultural Diversity and Development Organized by Centre

for Public Policy, Habitat and Human Development, School of Development Studies at Tata Institute of Social Sciences (TISS), Mumbai on 21 March 2023. 20 abstracts were chosen from across the nation for final presentations and two papers of XISS students were amongst it. The conference was attended by eminent scholars, professors, and research scholars nationwide. At the start of the event, contribution of Dr T.F. Thekkekara towards the minority's development was remembered. It was followed by a keynote session by Mrs Flavia Agnes, Mrs Audrey D'mello, Prof R.K Bhagat and Prof Amir Ullah Khan who deliberated on topics like, Diversity & Inclusive Development, Diversity & Public Policy, and Diversity & People-Centred Social Innovation etc.

The paper presentations began with participants presenting papers on topics like, Ethnicity and Nationhood in India Today, Konkani Muslims, Adaptations and Spirit of Development, and Gandhi and Diversity etc. Ms Akanksha Kumari presented her paper titled, "Culture & Diversity: A Study on SDG 11" and Ms Muskan Aggarwal presented her titled, "Cultural Diversity and Economic Growth - Cases from India", both these papers had Dr. Ruchi Gautam, Guest Faculty at XISS, as the co-author. Upon selection of these papers, it will be published in 'Development of Public Policy Journal, Vol. 8'. Towards the end of the paper presentation, both these students of XISS received applauses for doing their research thoroughly and were provided with certificates of participation.

Ms Akansha and Ms Muskan had this opportunity where their paper was chosen on a national platform and it enabled them to have a first-hand experience of presenting it in front of an audience, mostly research scholars and professors from across the nation. They both thank the XISS fraternity for taking an extra effort so that they both had this enriching experience.

Sampark III (XISS-UNICEF Collaboration)



SBCC DPC addressing the community in the health mela at Palamu

Providing accessible, affordable, and accountable quality health care to its people particularly in remote and difficult areas have been the priority. Social and Behavior Change-

District Project Coordinators (SBCC-DPCs) were involved in health and nutrition interventions at the district level. In March month, SBCC DPCs supported "Poshan Pakhwada" (20 March- 3 April 2023), which is the convergence celebration with all the stakeholders and is organized in districts. Another was the "Block Health Mela" (25-29 March 2023) which was actively being supported, planned, and monitored by the district coordinators. SBCC DPC after assuming their district position have begun working enthusiastically with the concerned departments.

Faculty Corner

- Dr Raj Shree Verma joined the Doordarshan Ranchi Programme, 'Beech Bahas Mein' as a panellist and shared views on International Women's Day on 4 March 2023 which was telecasted on 5 March 2023.
- Dr Raj Shree Verma was invited as the key speaker by LEADS, Ranchi on 22 March 2023, in a State Consultation and Sharing of learning and experience on reducing inequality as well as the success of women mates.
- Dr Ashok Ohol SJ presented a paper titled 'Green Entrepreneurship: A Symbiotic Approach in International Conference' at IIT Roorkee on 24 March 2023.

Alumni Achievement



Arjun Singh (PGDM- PM, batch 2000) has joined as the CHRO at Dixon Technologies.



Lipika Verma (PGDM- PM, batch 1997) has featured in the list of "23 of 2023" Trailblazing HR Women leaders of India by the HR Association of India.



Md Rashid Jaffrey (PGDM -PM, batch 2006) has joined as Chief People Officer at Tata Steel Long Products Ltd.



Mukesh Agarwal (PGDM PM, batch 2006) has joined as Chief HRBP at Steel Works Jamshedpur.

Media Corner

The media corner features several articles and photos. On the left, a newspaper clipping titled 'राजपाल बोले- शिक्षा व्यवस्था के सशक्तिकरण का सशक्त माध्यम' (Rajpal speaks - Education system strengthening as a powerful medium) mentions a workshop on Labour Laws. In the center, another clipping titled 'WOMEN TODAY NEED TO BE EMPOWERED WITH EDUCATION AND SKILLS TO CONTRIBUTE TO THE ECONOMY, SOCIETY, AND FAMILY GOVERNANCE' is shown. On the right, a clipping titled 'आजाद सिपार्ह' (Azaad Siparh) is visible. Below these are photos of workshops and conferences, including one titled 'Two-day Conference on Economic Empowerment of Women in East India and the Role of Women's Collectives to begin at XISS'.

View the media gallery, click on the link: <https://www.xiss.ac.in/media-gallery>

Willing to contribute?
Write to us at bulletin@xiss.ac.in
Send in your relevant ideas with photographs or share with us your valuable suggestions or feedback.

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