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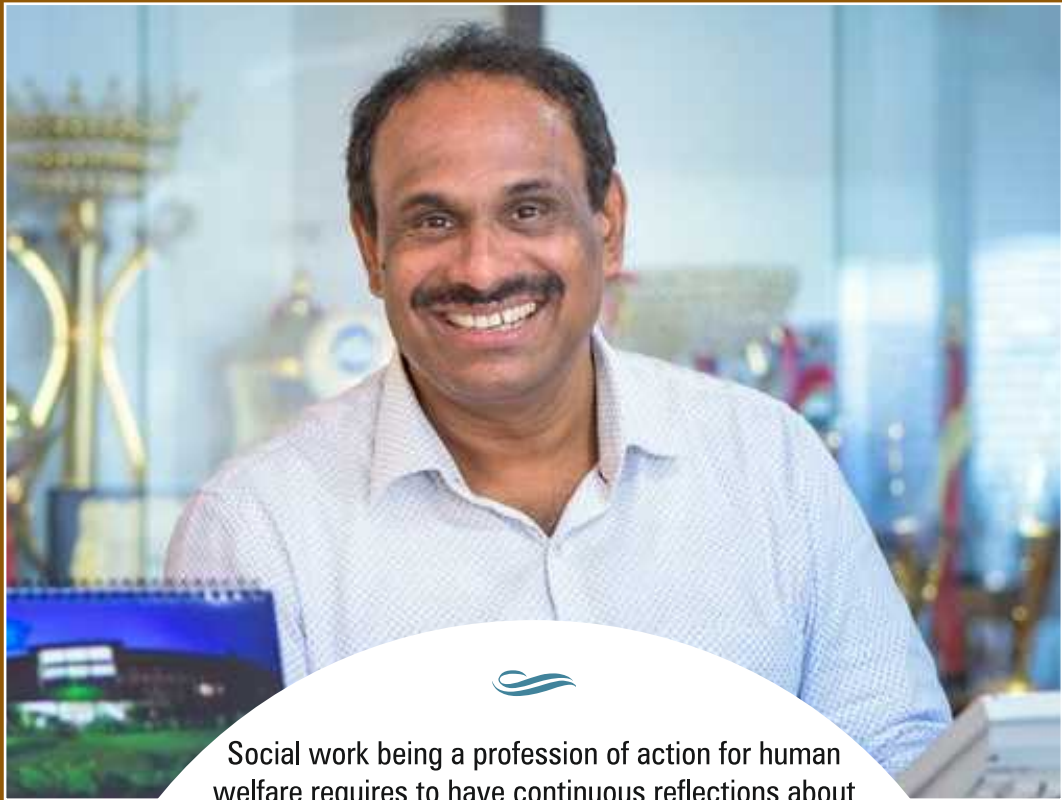
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Social work being a profession of action for human welfare requires to have continuous reflections about scope and specificity of the content ,it's used in education as well as practice .

The cultural adaptability of the profession apart from general requirement of providing sound theoretical base, had always been a challenge for the profession. The young practicing professionals and their multifaceted exposure and experience, if streamlined into the class rooms & practice rooms may provided to be of dynamic circulating system for sustainability & growth of the profession

Students of social work of our college have venchured to bridge this ever expanding gap between theory - practice and society

The articles produced here may not be the one which can fit into academic bracket but can of immense utility pursued from a dimension of scribblings and voices of young professionals from their practicing field .We wish that this effort further consolidated in to a knowledge exchange program between students and alumnis of our college





ಸಮಾಜ ಕಾರ್ಯವು ಶಿಕ್ಷಣವಾಗಿ, ವೃತ್ತಿಯಾಗಿ ಸಮಾಜಕ್ಕೆ ತನ್ನದೇ ಆದ ಕೊಡುಗೆಗಳನ್ನು ನೀಡುತ್ತಾ ಬಂದಿದೆ. ಶಿಕ್ಷಣದ ಹಂತದಲ್ಲೆಯೇ ಸಮಾಜ ಕಾರ್ಯವು ವಿದ್ಯಾರ್ಥಿಗಳ ಕ್ಷೇತ್ರ ಕಾರ್ಯದ ಮೂಲಕ ಸಮುದಾಯದಲ್ಲ ಧನಾತ್ಮಕ ಬದಲಾವಣೆಗಳನ್ನು ತರುವುದರೊಂದಿಗೆ ವಿದ್ಯಾರ್ಥಿಗಳನ್ನು ವೃತ್ತಿಪರ ಸಮಾಜ ಕಾರ್ಯಕರ್ತರನ್ನಾಗಿ ಬೆಳೆಸುತ್ತಿರುವುದು ಸಂತೋಷದ ವಿಚಾರವಾಗಿದೆ.

ನಮ್ಮ ಕಾಲೇಜಿನ ಸಮಾಜಕಾರ್ಯ ವಿಭಾಗದಲ್ಲ ಪದವಿ ಪಡೆದ ಸಾವಿರಾರು ವಿದ್ಯಾರ್ಥಿಗಳು ಇಂದು ದೇಶವಿದೇಶಗಳಲ್ಲ ವಿವಿಧ ಕ್ಷೇತ್ರಗಳಲ್ಲ ತಮ್ಮನ್ನು ತೊಡಗಿಸಿಕೊಂಡು ಉನ್ನತ ಸ್ಥಾನದಲ್ಲಿರುವುದು ನಮಗೆಲ್ಲಾ ತುಂಬಾ ಹೆಮ್ಮೆಯ ವಿಷಯವಾಗಿದೆ.

ಈ ಅಮೂಲ್ಯ ಪುಸ್ತಕದಲ್ಲ ನಮ್ಮ ಕೆಲ ಹಳೆ ವಿದ್ಯಾರ್ಥಿಗಳು ಅವರ ವೃತ್ತಿಜೀವನದ ಸುಂದರ ಅನುಭವಗಳನ್ನು ಲೇಖನಗಳ ಮೂಲಕ ಹಂಚಿಕೊಂಡಿದ್ದಾರೆ. ಸಮಾಜಕಾರ್ಯ ಶಿಕ್ಷಣವನ್ನು ಪಡೆಯುತ್ತಿರುವ ಅನೇಕ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಮತ್ತು ವೃತ್ತಿಪರ ಸಮಾಜ ಕಾರ್ಯಕರ್ತರಿಗೆ ಖಂಡಿತವಾಗಿಯೂ ಈ ಲೇಖನಗಳು ಸ್ಫೂರ್ತಿಯಾಗಬಹುದು .





**Usha Kumari**

Phone no: 7761948815

E-mail: usharead@gmail.com

Year of passing MSW course-2020

I am usha, a tribal girl from Bagaha, West Champaran, Bihar. My parents are illiterate, landless and daily wage earners and work as agrarian labours to meet our basic needs. My parents were incapable to support financially for my education but my strong desire for education inspired my parents to support.

I completed my matriculation and intermediate from National Institute of Open Schooling. Thereafter I was called to an NGO, Rural Education and Development (READ), Bettiah, for my further studies. I completed my Bachelor of Social Work (B.S.W) from Nalanda Open University. Hereafter I completed Master of Social Work (M.S.W.) from Alva's college, Moodbidri (Manglore University) and now I am working as a project coordinator at READ.

**Job Profile (AREAS OF WORK)**

READ works for the people living in poverty in rural areas because they have been deprived of access to basic amenities to live a dignified life. READ discerns among these people a desire for a better life. The socially excluded groups, especially, children, youth and women remain the focal point of our activities. Quality and Inclusive Education Right Based Perspective. Community Participation etc. are the broader philosophical frame work of our interventions.

READ believes that equitable, quality and inclusive education is the single most powerful tool of empowerment and social transformation.

Since education invariably generates human capital in any community or society, it is also the most self-sustaining mode of empowerment. Hence, the chief focus of our activities has been the educational mainstreaming & ensuring quality education to the children from mahadalit and tribal communities through community specific, innovative educational interventions that facilitate accelerated learning and holistic development of children.

Through this community based, creative intervention, we are able to contain child labour, migration and child marriage to a great

Extent in the focus groups in our operational area.

'Children and Child Rights' is the centre of our concern and involvement. However, attempt is made to interlink and empower the various sections of the community, namely, youth, adolescent girls and women to ensure total participation and involvement of the entire community in the education of their children and to provide a self-sustaining momentum of socio-economic and politico-cultural empowerment of the community.

We have miles to go in achieving our goal of creating a pool of human resource among the greatly oppressed groups, but the result so far has been very encouraging. This gives us hope and energy to engage ourselves with renewed vigor and determination to work towards an egalitarian society based on human values by educating, organizing and empowering the disadvantaged sections of society.

## **RESPONSIBILITIES**

I am a Project coordinator at READ. I work with various members of the project team and the client to develop a time line, create schedules, and oversee progress to make sure goals are met on time.

My key responsibilities are to involve and maintaining project documentation such as plans and reports, assigning tasks and controlling schedules, communicating the project's progress to team members and other stakeholders, and managing the project's budget. I am also responsible for scheduling and organizing meetings. I also look after the responsibility of organizing the project schedule and budget. My responsibility is to communicate effectively with team members across the organization. I try to keep morale of the team up and help to build strong working relationships for the good of the project. I Work with team members in the field and on site. I am handed over the responsibility to keep detailed records of the project at every stage. I am also responsible for catching and assessing any issues or risks that may arise and reporting them to the project manager. Finally I am responsible for organizing the details of these larger categories and then reporting back to management.

Learning Experience, I have received important art of self-respect, self-esteem, self-confidence, self-discipline and positive outlook towards oneself and others. READ is enabling me to uphold human values, secular and democratic values, equality, liberty, fellowship and scientific view, which is helping me a lot to grow in freedom and maturity.

### **I have learnt the following skills:**

- ❖ Planning
- ❖ Documentation management
- ❖ Organizational
- ❖ Team-management
- ❖ Interpersonal and communication

- ❖ Procurement management.
- ❖ Analytical and problem-solving ability
- ❖ Negotiation
- ❖ Finance and accounting.

## **FUTURE CHALLENGES**

### **1. Lack of Funds**

Lack of funds is one of the major challenges for an NGO. A NGO's goal doesn't lie on accomplishing a project alone. After the success of a certain project, an NGO's would want to maintain contact with their beneficiaries and make sure continuous progress is happening. Apart from that, NGOs would also want to be able to help more individuals and communities depending on them; to do so, an NGO's need to constantly acquire funds. In some cases, an NGOs become complacent and simply wait for donations or previous supporters to contact them. This practice will in no way contribute to the successes of an NGO. Although partner organizations and supporters will want to continually support an NGO's causes, they may possibly see more potential in other organizations and decide to fund others instead. Not having enough funds not only pose difficulties in accomplishing projects, but it also puts an NGO's in jeopardy given that there are also many operational costs. An NGO has to look constantly for the latest grants and offerings, funding, and even small grants. While searching for additional funders would benefit an NGO in the long run, it certainly won't be enough. The end goal should always be acquiring funds, and not simply getting hold of grant-funding agencies. Altogether an NGO needs to maintain a good relationship with partners which would be helpful in it growing as an organization.

### **2. Lack of maintenance**

Without proper maintenance of the project, the benefits to the beneficiaries' living standards may only be temporary. Additionally, having a number of projects which do not have lasting results will also affect an NGO's capacity to gain funds. It would be best to make sure there are enough resources and manpower to both maintain an existing project. It will be better to successfully accomplish just a few projects with lasting impact rather than accomplishing a lot but with temporary results. Thus an NGO needs to maintain the project in a proper and effective way.

### **Message to present students**

Firstly, I would like to say as a message to constantly learner from the profession, from other professions, from clients and from communities.

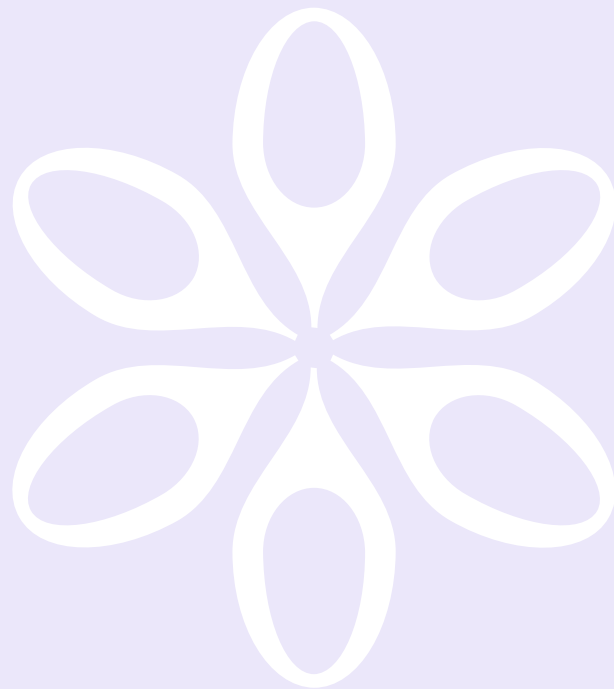
It has become increasingly, but now urgently, true that to be an effective professional in today's world means to be a learner. Connect and keep learning through these extraordinary times. Our degree will matter, but as important will be the networks by

which our knowledge and sense of possibilities are renewed and expanded. Learning to work in complexity will be a hallmark of success in everything that comes next.

Secondly, as we know social workers recognize the need and are the first to respond. Social workers dare to speak what has not yet been said. They dare to challenge the powerful and intimidating. They are the ones who will speak hope into the hearts that are hurt. Always try to be the voice of the voiceless people. Social workers, their lives are intertwined with those they are serving. They discover more and more about themselves every day as they learn to help those around them.

Thirdly, it's easy to point out the flaws and imperfections present all around us. It's much more difficult to look inward and decide to change ourselves. The first step is always our own. So let's be the change, we wish to see around.

Finally I would like to conclude with a quote by Helen Keller, Alone we can do so little, together we can do so much.





**Suneetha Vittal**

Freelance Counsellor and  
voluntary social worker Kharghar,  
Navi Mumbai, Maharashtra



In the year 1993 after completing my graduation in Science, when I told my family about my wish to do the M.S.W. course they were shocked and furious. In the midst of their unwillingness and hesitation I completed my post-graduation in social work in 1995 from School of Social Work, Roshni Nilaya, Mangalore. Once I started working, my family members were very proud and happy, knowing that I was making a difference in the lives of people through my work. They now willingly support and contribute to social causes whenever possible. I think this is the change which we have to bring in the thoughts and actions of people in our family and society. The last 25 years in the field of social work have been an enriching experience with many lessons. Although my specialization was Medical and Psychiatric Social Work, I explored many other areas with the objective of changing lives.

**Experience - a Journey of Learning:**

Being a Counsellor at Samarasa Counselling Centre, Shimoga and Family Counselling Centre, Roshni Nilaya, Mangalore, was a great opportunity for counseling the various socio-economic classes I could also contribute creating awareness about mental health and other issues. In the meantime I also got an opportunity to give lecture for nursing students which was a completely different experience.

Working at Alva's College of Social Work was a very helpful experience. Along with lecturing, I had the opportunity to do student counseling, guide students for research work, and be a resource person for number of sessions in rural areas. My work at Navjeet Community Health Centre, Holy Family Hospital, Bandra, and Mumbai as Programme Coordinator enabled me to organize programmes for ECEC (Early Childhood Education Centers), Municipal School children, youth groups and senior citizen groups, self-help groups. This work improved my interaction skills with government departments and the community.

My role as Information and Liaison Manager in a health NGO ALERT INDIA, Sion, Mumbai helped me in cultivating skills like Result Based Management (RBM), information



management, MIS, project documentation, liaison / coordination with partners, stakeholders, funders etc. As this organization is focused on disease control, I got to interact with the people affected by Leprosy, AIDS and TB and work On the right based approach. The responsibility as CEO of the NGO MSVS in Mumbai was an opportunity to work in the area of women empowerment, vocational training and skill development.

The work also enlightened me on aspects related to Fund raising, administration and legalities in an NGO.

### **Future Prospects & Challenges:**

The scope for social work is expanding year by year. More emphasis is on projects related to environment, human rights and justice. Counseling is another area which has greater scope as mental health issues and family conflicts are increasing. Geriatric care is also in demand. The future of social work also depends on the types of challenges that come up with regard to the health of people.

Social workers are expected to have skills, additional knowledge in different areas as per the requirement of the work. Hence social workers should always be open to learning new things. To reduce the financial burden of the organization many NGOs appoint social workers who are not qualified. This has been a great challenge for qualified social workers as they might have to accept a low salary if they want the job. They also have to face resistance from their unqualified colleagues which may lead to frustration.

Burn out has been another challenge for social workers during their work. Learning to manage this burn out is very essential.

The team members of NGO's have to spend more time on documentation and reporting than the work related to the cause. This is because of high expectations from funding agencies and new government rules and regulations for NGOs.

Funding agencies have their own preferences for projects. This has become a challenge for NGO's as they have to choose between a project as per the need of society and a project as per the expectations of funding agencies.

As numbers of NGOs are increasing there is now a lot of competition for fundraising. Each one has to come out with a unique activity/ programme with new strategies to stand out from the crowd.

### **Message to Social Work Students:**

Field work should be given high priority during the social work course along with class room learning.

Social workers should always be open to learning and must update their skills and knowledge regularly.

Networking with professionals is very important.

Do not fear challenges but face them.

Instead of sticking to one area of work, explore different areas which will give more experience and knowledge.

Empathy, communication and sensitivity are important while working with people in communities.

More than anything else do your work with passion, in such a way that it motivates others to do the same.

Our dedication, passion and integrity will make us a great asset for the organization. This will result in increased support from the management for better work.

We must continue our work of “enriching lives” irrespective of area, people, position and status.





### **Swaraj Gowda**

Year Passing: 2006 BSW

Present Designation: Centre Head,  
Smiling Stars Pre-school

3-1-33 pansal talim Bidar-585401

Mob- 9986629569

### **Profile:**

- Managing day to day activities at the preschool
- Procuring and arranging instructional resources for use in the classroom
- Auditing classrooms and observe activities.
- Addressing parents concerns without affecting relationships with them.
- Managing staff and ensuring policies and procedures are being implemented.
- Providing explorative and comfortable learning environment to the kids in the center.
- Dealing with vendors for any infrastructure issue.
- Acquiring and Maintaining Business Prospects

Preparing and executes budget plan for being cost effective Learning and Experience. However 8 years of experience in various sectors like BPO, Banking, Civil Contract projects, and Automobile industry and in 2018 December I launched my own venture (Smiling Stars Preschool).

### **Future Prospects and Challenges**

My goal is to make our Preschool a national brand and give kids the best early childhood education. Due to pandemic we had to shutdown classroom learning for the academic year 2020-21. However, that did not stop my passion from continuing the education. Our school launched home learning in which we personally delivered activity kits and stationery to doorsteps. This process continued till the classroom schooling opened. We are in touch with parents to monitor children's progress. We are and will continue to give free education to some children who are deprived of affording it.

### **Message to Present Student:**

My message for students is to be focused, dedicated and to work hard in academics and towards being a better human being. Most important thing is to apply what has been taught or learnt in the classroom. Social Work is not only a course, but a great platform and a bridge to connect with the society.

## A NOTE OF REFLECTION



**Ravindra Jain**

It has been a good eight years since I left the Alva's College of Social Work. Still, the voice from the college corridors is echoing in my ears. At this point, I carry a bundle of memories and milestones, and this write-up provides me an opportunity to reminisce and reflect the journey of my college days as well as my professional experience.

My association started with Alva's college in early 2010, when I decided to opt this college to continue with my post-graduation. As soon as I opted for Alva's college, one of my close well-wishers approached beloved Dr. Mohan Alva (here-onwards referred as Chairman) for fee waiver, and looking at my modest background, Chairman readily gave me a full fee waiver. For this compassionate act of Chairman, I owe a life-long debt.

In mid-2010, my post-graduation classes started four semesters just went by. In the last semester, through the placement cell of Alva's college, I got an opportunity to work at Vedanta Foundation as a 'Trainer Cum Coordinator' along with my peers. Vedanta Foundation was starting a project on Early Childhood Care and Education (ECCE). We were put to litmus test in the beginning of our career as imparting ECCE training to those Anganawadi teachers was literally a challenge as they were/are seriously entangled with multiple works. Despite limited opportunities and many odds, our team efforts and perseverance enabled us to develop a very good rapport with Anganwadi teachers so that we could move towards the goals of the project.

While we were moving at considerable speed in the field, due to some vague reasons, in mid-2014, Vedanta Foundation has withdrawn the project in the area and this vague act of Vedanta Foundation has led to, at the one hand, jeopardizing of our jobs, and on the other hand, our project objectives and teams efforts towards goals were put in vain.

Around September 2014, most of us were jobless, and while searching for a job, by god's grace, I could find a coordinator's position at Swami Vivekananda Youth Movement (SVYM) for Water, Sanitation, and Hygiene (popularly known as WASH) Project. My stint at SVYM was very brief, however, the learning and insights from my 3 months assignment in SVYM is an inseparable part of my professional career.

While I was in SVYM, I got a call from Azim Premji Foundation for a two-year Fellowship program. This fellowship had a deep social purpose in it. The fellowship gave an opportunity to understand the public education system. In this fellowship, I did two things, one, firsthand teaching experience at primary school for two years, and second, immersing myself in respect to the ideas of education. This gave me a significant insight towards Education perspectives, prevalent pedagogical practices, and challenges vis-a-vis providing quality education in India. After completing the fellowship at Azim Premji Foundation, the organization continued me as a Teacher Educator, and now, it's been 5 years at the Foundation.

When I reflect on my 8 years of career across organizations, following are key learning and insights that one can pen-down which may help budding graduates who look for a prospective, but an experiential career.

- A. In my college days, I was more interested in doing beyond what exam demanded out of me. I was more interested visiting fields, and most of the times, I use to connect to the theoretical ideas that were given in the classroom with field realities
- B. One of the greatest insights that I learnt when we got left out of the Vedanta Foundation was- "never join an organization which does not have a deep social purpose and commitment to society". Along with bread and butter for oneself, one having a sense of 'contributing to social cause' is equally important.
- C. Everyone makes mistakes. Mistakes bound to happen, but, being a reflective practitioner-introspecting oneself, accepting the mistakes and making a necessary corrections is a key value one should nurture
- D. As I'm growing older, I believe that the teamwork is one of the important components of social change, and showing compassion to fellow human beings is one of the best means and ways to achieve personal and organizational goals.
- E. It is always good to have a deeper understanding of constitutional values, as one goes up in the ladder, more than skills, it is ability to think in the line of constitution and its values, matters
- F. At the last but not the least, for a brief four months, at Azim Premji Foundation, I was given the responsibilities of managing Covid devastations at vulnerable settlements in Bangalore by involving the partnering NGOs. This work provided an opportunity to understand the slums dwellers' lives at a closed quarter. While walking in the narrow corridors of slums, my learning and field visits passed and re-passed in front of my eyes.





## THE ART OF UPLIFTING AND THE SOURCE OF HOPE

### **Jain Augustine**

Masters in Social Work

Year of Passing- 2019

Present Designation – Project Coordinator

Office Address – Wayanad Social Service Society,  
Mananthavady, Wayanad District Kerala

“Be the change you wish to see in the world”.

-Mahathma Gandhi

Wayanad Social Service Society (WSSS) is a registered charitable society enrolled under the Charitable Societies Registration Act of 1860 and a secular voluntary organization established in the year 1974. The organization aims at socio-economic progress and empowerment of the target group consisting of tribes, women, youth, children and small and marginal farmers through participatory development interventions.

As it is a social work organization, the designation of project coordinator demands 'vision' and 'creative ideas' which are capable to initiate social change and development as well as commitment and hard work. The organization supports target groups by executing apt projects based on results of surveys and participatory rural appraisal. According to 2011 census, out of four lakh tribal people living in Kerala and about half of them are in Wayanad district. Agriculture is the backbone of economy of the district. Majority of the population in the district depend on farming and agricultural activities for their daily living. So, the projects carried out by WSSS are focusing on holistic approach for the development of its target groups.

### **Roles and Responsibilities:**

- Coordinator of Save A Family Plan- Flood Relief and Reconstruction Program
- Coordinator of Disaster Risk Reduction Project
- Coordinator of Social Welfare Societies and six hundred Self Help Groups
- Quality Team Member of Deen Dayal Upadhyaya Grameen Koushalya Yojana (Skilling and Placement Initiative of the Ministry of Rural Development-MoRD)

### **Future Prospects and Challenges:**

“How wonderful it is that nobody need wait a single moment before starting to improve the world”

-Ann Frank

The busy world has no pardon on wasted seconds.

A social worker is pulled in a million directions and there is no single minute to lose without uplifting someone around us. Social workers are placed in different settings such as Schools, Hospitals, Non-Governmental Organizations and Voluntary Service Sectors with the ultimate aim of leading individuals to become self-reliant.

Social workers are eligible to work in both statutory and non-statutory roles. As well as, working with multi-disciplinary teams ensures growth, positive changes and development of physical, environmental, economic and demographic components of individuals and society.

While helping people and societies, the present world puts several challenges in front of social workers. The challenges differ according to the role or setting. Misunderstanding the role of social worker is a common flaw and trend which never allows social worker to use his or her potentials fully in the man making. Unpredictable work schedules due to limited number of professional social workers and continuous expose to highly emotional situations cause stress on social workers and may lead to emotional exhaustion.

Insufficient time to execute the planned actions or strategies will never help in achieving the results and Success that's expected or demanded. Challenging clients are very common in the materialistic world which creates barriers in front of social workers in their journey to find causes for the actual problems.

Contemporary world expects qualified and experienced social workers. A social work student or practitioner should be same as the Chinese Bamboo tree. The remarkable thing about Chinese Bamboo is that it takes five years for it to emerge from ground. During this long five years, it strengthens and spreads its roots under the soil to protect it from strong waves and unpredicted winds.

When the roots are strong enough, the plant emerge from the ground, start to grow and reaches almost ninety feet tall in about a month.

Social work students must grow and spread their roots of knowledge, skills and experience in different environments during the tenure of their education to achieve the qualities of this meaningful profession.

Utilization of field works, workshops, internships, community camps as well as the mentality to make changes based on guidance of faulty supervisor and professors with vision will pave the path to become a true social worker.

“Never miss a chance to grow and to help others grow as well as always say yes to opportunities even it is challenging”.



## PERSONAL PROFILE

### **Divya (MSW)**

(2013-15batches)

Play coordinator Headstreams #872/H,  
Near Sapna Book House,  
Michael Palaya, Indiranagar, Bangalore,  
Karnataka 560075

### **JOB PROFILE:**

Headstreams is a non-profit organization working since 2008 to bring about positive change in society by promoting free play, open learning and sustainable livelihoods. It focuses on self-reliance and community development through the facilitation of creative skills to enhance growth and well being. Headstreams have been recognized as one of the leading pioneers in re-imagining learning through play.

I have worked as Project facilitator at Headstreams from 2015 to present and now I'm working as a Play coordinator. Trained people on Empathetic Problem solving methods (for Teachers, Police trainees and students), conducted street play on social awareness, promoted creative and learning spaces in communities for play. Created exploratory spaces within schools for learning through play. Designed and developed training modules for different programs. Used creative mediums such as games, art & craft, music & sound, dance & movement, and theatre for delivering engaging training sessions. Worked closely with the design manager in implementing the training plans for all programs. Ensured timely content creation, production and organization of design and training manuals. Supported in conducting training programs of various staff members and teachers, based

On the training plan. I have been in charge of several camps with children in Karnataka and also trained teachers in Kerala and other places.

### **LEARNING EXPERIENCE:**

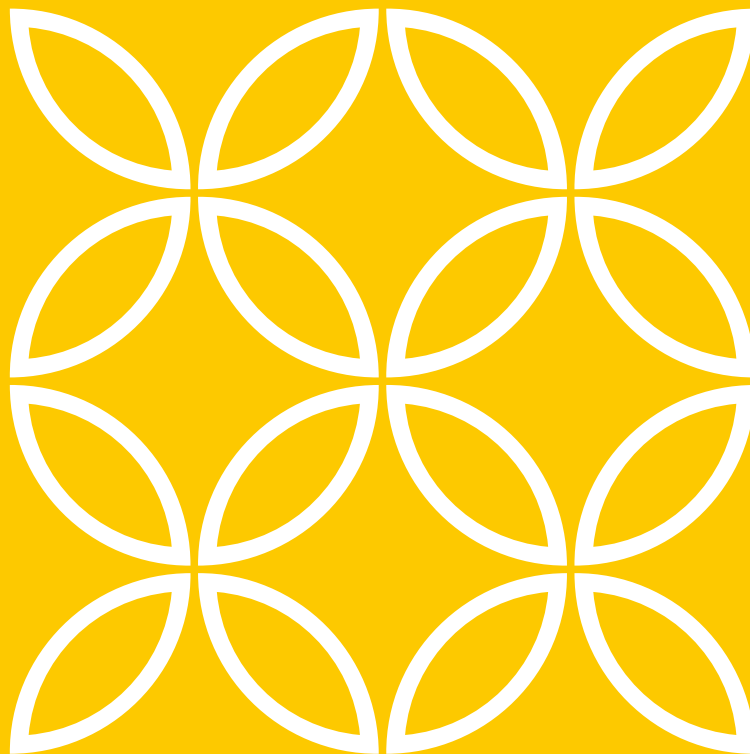
I have been conducting training programme in government schools where I helped children to drastically improve their learning outcomes through playful learning. I think I have been improved so much in understanding in social sector from the past few years. I could do all this because of social work education because in social work education we not only focus on theory, but also field experience and it helped me a lot. The values which helped me from this social work education are social services and understanding the importance of human relationship and they are very important when we work with people.



## MESSAGE TO PRESENT STUDENTS

Every now and then, we meet younger versions of ourselves. We see the mistakes they are making today and wish we could set them straight. For social workers, our lives are intertwined with those we are serving. We discover more and more about ourselves every day as we learn to help those around us. Don't get tensioned or confused about your decision.

Be positive always and confident, the world is so wide you will get bundle of opportunity but it's not possible until you make an effort on what you want to do. Social work education is one of the wonderful opportunities to make and create ourselves better and bright.





ಸುಕ್ರಿಯ

ನಾನು ಸಮುದಾಯ ಅಭಿವೃದ್ಧಿ (CD) Specialisation ನೊಂದಿಗೆ MSW ಪದವಿಯನ್ನು 2004 ರಲ್ಲಿ ಆಕ್ವಾನ್ ಕಾಲೇಜಿನಲ್ಲಿ ಮುಗಿಸಿದೆ, ಕೋರ್ಸ್ ಭಾಗವಾಗಿ Block Placement ನ್ನು ಕೇರಳದ ಇಡುಕ್ಕಿ ಜಿಲ್ಲೆಯಲ್ಲಿರುವ ಪೀರ್ ಮೇಡ್ ಡೆವಲಪ್‌ಮೆಂಟ್ ಸೊಸೈಟಿ (PDS) ಎಂಬ ಸಂಸ್ಥೆಯಲ್ಲಿ ಮಾಡಿದೆ ಇದು ಆದಿವಾಸಿಗಳು, ಮಹಿಳೆಯರ, ಸ್ವ ಸಹಾಯ ಸಂಘಗಳ, ಕೃಷಿ ಕ್ಷೇತ್ರ ಹಾಗೂ ಇನ್ನಿತರ ಕ್ಷೇತ್ರಗಳಲ್ಲಿ ಕೆಲಸ ಮಾಡುವ ಒಳ್ಳೆಯ ಅನುಭವವನ್ನು ನೀಡಿತು. ಅಲ್ಲಿಂದ ಮರಳಿದ ಬಳಿಕ ನಾನು ಮೈಸೂರಿನ ವಿವೇಕಾನಂದ ಯುತ ಮೂವ್ ಮೆಂಟ್ ಸಂಸ್ಥೆಗೆ ಆಯ್ಕೆಯಾದೆ, ಆದರೆ ಕಾರಣಾಂತರಗಳಿಂದ ಹೋಗಲಿಲ್ಲ. ನಂತರ ಸಂರಕ್ಷ ಸಂಸ್ಥೆಯಲ್ಲಿ ಜಿಲ್ಲಾ ಸಂಯೋಜಕಿಯಾಗಿ ಆಯ್ಕೆಯಾದೆ. ಸಂರಕ್ಷ ಆಗ ಉತ್ತರ ಕರ್ನಾಟಕದ ಐದು ಜಿಲ್ಲೆಗಳು ಮತ್ತು ಬೆಂಗಳೂರು ನಗರದಲ್ಲಿ(HIV/AIDS) ತಡೆಗಟ್ಟುವಿಕೆ ಮತ್ತು ನಿಯಂತ್ರಣದ ಬಗ್ಗೆ ವಿವಿಧ ಸಮುದಾಯದೊಂದಿಗೆ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿತ್ತು. ನಾನು ರಾಯಚೂರು ಜಿಲ್ಲೆಯಲ್ಲಿ(KHPT) Karnataka Health Formation Trust ನಿಂದ ಧನ ಸಹಾಯವಿರುವ ಲೈಂಗಿಕ ಕಾರ್ಯಕರ್ತರ ಜೊತೆಗಿನ HIV/AIDS ನಿಯಂತ್ರಣ ಕಾರ್ಯಕ್ರಮಕ್ಕೆ ಜಿಲ್ಲಾ ಸಂಯೋಜಕಿಯ ಜವಾಬ್ದಾರಿಯನ್ನು ವಹಿಸಿಕೊಂಡೆ. ಜಿಲ್ಲಾ ಸಂಯೋಜಕಿಯಾಗಿ ಕಾರ್ಯಕ್ರಮ ನಿರ್ವಹಣೆ, ಹಣಕಾಸು ನಿರ್ವಹಣೆ, ಸಿಬ್ಬಂದಿ ನಿರ್ವಹಣೆ, ತರಬೇತಿಗಳು ಇತ್ಯಾದಿ ಜವಾಬ್ದಾರಿಗಳಿದ್ದವು. ದಕ್ಷಿಣ ಕನ್ನಡದಲ್ಲಿ ಹುಟ್ಟಿ ಬೆಳೆದ ನನಗೆ ಉರ್ದು, ಕನ್ನಡ ಮಾತನಾಡುವ ಜನರಿರುವ. ಭೌಗೋಳಿಕವಾಗಿ, ಸಾಮಾಹಿಕವಾಗಿ, ಸಾಂಸ್ಕೃತಿಕವಾಗಿ, ವಿಭಿನ್ನವಾಗಿ ರಾಯಚೂರಿ ನಲ್ಲಿ ಕೆಲಸ ಮಾಡುವುದು ಒಂದು ವಿಶಿಷ್ಟ ಅನುಭವ. ಕೆಲ ಸಮಯದ ಬಳಿಕ ನಾನು ದ ಕ ಜಿಲ್ಲೆಯವಳಾದುದರಿಂದ ಮತ್ತು ಸಾಂಸ್ಕೃತಿಕವಾಗಿ, ಸಾಮಾಜಿಕವಾಗಿ ದಕ್ಷಿಣ ಕನ್ನಡದ ಜನ ಜೀವಕ್ಕೆ ಹತ್ತಿರದವಳಾಗಿದ್ದರಿಂದ ನನ್ನನು ಉತ್ತರ ಕನ್ನಡ ಜಿಲ್ಲೆಯ ಸಂಯೋಜಕಿಯಾಗಿ ನೇಮಕ ಮಾಡಿದರು, ಉತ್ತರ ಕನ್ನಡ ತಾಲ್ಲೂಕುಗಳಿಂದ ಕರ್ನಾಟಕದ ದೊಡ್ಡ ಜಿಲ್ಲೆ ಕರಾವಳಿ, ಮಲೆನಾಡು ಬಯಲು ಸೀಮೆ ಈ ಮೂರು ಭೌಗೋಳಿಕ ಪರಿಸರವಿರುವ ಕನ್ನಡ ಕೊಂಕಣಿ, ಮರಾಠಿ ಇತ್ಯಾದಿ ಬೇರೆ ಬೇರೆ ಭಾಷಿಗರಿರುವ ಗೌಳಿಯರು ಹಾಲಕ್ಕಿಯರು ಸಿದ್ದಿಯರು, ಮರಾಠಿ ಬೆನ್ನರು ಹೀಗೆ ವಿವಿಧ ಬಗೆಯ ಸಮುದಾಯಗಳಿರುವ ಸಾಂಸ್ಕೃತಿಕವಾಗಿ, ಭೌಗೋಳಿಕವಾಗಿ, ಸಾಮಾಜಿಕವಾಗಿ, ವೈವಿಧ್ಯತೆಗಳಿರುವ ಜಿಲ್ಲೆ ಉತ್ತರ ಕನ್ನಡ ಈ ವೈವಿಧ್ಯತೆ ಅಲ್ಲಿಯ ಲೈಂಗಿಕ ವೃತ್ತಿ, ಲೈಂಗಿಕ ವೃತ್ತಿಯಲ್ಲಿ ತೊಡಗಿಸಿಕೊಳ್ಳುವ ಮಹಿಳೆಯರು, ಲೈಂಗಿಕತೆಯ ಅಭಿವೃದ್ಧಿ, ಲೈಂಗಿಕ ಸಂಬಂಧಗಳು ಎಲ್ಲದರಲ್ಲೂ ವ್ಯಾಪಿಸಿತ್ತು. ಸಂರಕ್ಷ, ಉತ್ತರ ಕನ್ನಡದಲ್ಲಿ 50ಜನ Peer Education 50 ಜನ ಸಿಬ್ಬಂದಿ ಹೀಗೆ ಐದ್ದು 100ಜನ ಪೂರ್ಣಕಾಲಿಕ ಮತ್ತು ಇನ್ನಿತರ ಅಲ್ಪಕಾಲಿಕ ಸಿಬ್ಬಂದಿಯನ್ನು ಹೊಂದಿದ ದೊಡ್ಡ ತಂಡವನ್ನು ನಿಭಾಯಿಸುವ ಜವಾಬ್ದಾರಿಯಿತ್ತು. ವಿವಿಧ ಶೈಕ್ಷಣಿಕ, ಸಾಮಾಜಿಕ ಹಿನ್ನೆಲೆಗಳ ಜನರ ಜೊತೆಗೆ ಕೆಲಸ ಮಾಡುವುದು ಒಂದು ಸವಾಲೇ ಆಗಿತ್ತು, ಅವರ ಒಳಗಿನ ರಾಜಕೀಯ ಸಮಸ್ಯೆಗಳು, ವೈಯಕ್ತಿಕ ಸಮಸ್ಯೆಗಳು ಇತ್ಯಾದಿಗಳನ್ನು ನಿಭಾಯಿಸಬೇ ಕಿತ್ತು. ಸಂರಕ್ಷ ಸಂಸ್ಥೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡುತ್ತಿದ್ದಾಗ ಅದು ಕೆಲಸ

ಮಾಡುತ್ತಿದ್ದ ರಾಯಚೂರು, ಹಾವೇರಿ, ಗದಗ, ಕೊಪ್ಪಳ ಜಿಲ್ಲೆಗಳಿಗೆ ವಿವಿಧ ಕಾರ್ಯ ನಿಮಿತ್ತ ಭೇಟಿ ನೀಡಲದ್ದುದರಿಂದ ಅಲ್ಲಿನ ಸಮುದಾಯ ಬಗ್ಗೆ ತಿಳಿದುಕೊಳ್ಳುವ ಅವಕಾಶ ಲಭಿಸಿತು.

ಸಂರಕ್ಷ ಸಂಸ್ಥೆಯಲ್ಲಿ ಕೆಲವು ವರ್ಷ ಕೆಲಸ ಮಾಡಿದ ಬಳಿಕ ನಾನು ಸುರಕ್ಷ ಸಂಸ್ಥೆಯಲ್ಲಿ ಧಾರವಾಡ ಜಿಲ್ಲೆಗೆ ಜಿಲ್ಲಾ ಸಂಯೋಜಕಿಯಾಗಿ ಸೇರಿದೆ. ಸುರಕ್ಷ ಸಂಸ್ಥೆಯು ಕರ್ನಾಟಕದಲ್ಲಿ ಮಾನವ ಹಕ್ಕುಗಳಿಗಾಗಿ ಕೆಲಸ ಮಾಡುತ್ತಿದ್ದ ದೊಡ್ಡ ಸಂಸ್ಥೆ ಸಂಗಮದ ಸೋದರಿ ಸಂಸ್ಥೆ. ಇದು ಧಾರವಾಡ ಬೆಂಗಳೂರು ಗ್ರಾಮಾಂತರ ರಾಮನಗರ, ಬೆಂಗಳೂರು ನಗರದಲ್ಲಿ ಕಾರ್ಯ ನಿರ್ವಹಿಸುತ್ತಿತ್ತು. ಇದು ಧಾರವಾಡ ಜಿಲ್ಲೆಯಲ್ಲಿ ಲೈಂಗಿಕ ಅಲ್ಪಸಂಖ್ಯಾತರೊಡನೆ HIV/AIDS ತಡೆಗಟ್ಟುವಿಕೆ ಮತ್ತು ನಿಯಂತ್ರಣ ಕೆಲಸವನ್ನು KHPT ಯ ಧನಸಹಾಯ ದೊಂದಿಗೆ ಮಾಡುತ್ತಿತ್ತು. ಇಲ್ಲಿಯೂ ಸಂರಕ್ಷ ಸಂಸ್ಥೆಯ ಹಾಗೆ ಕಾರ್ಯಕ್ರಮ ನಿರ್ವಹಣೆ ಹಣಕಾಸು ನಿರ್ವಹಣೆ, ಸಿಬ್ಬಂದಿ ನಿರ್ವಹಣೆ, ತರಬೇತಿಗಳು ಹೋರಾಟಗಳು ಇತ್ಯಾದಿ ಕೆಲಸಗಳನ್ನು ನಿರ್ವಹಿಸಬೇಕಾಗಿತ್ತು. ಸಂರಕ್ಷ ಸಂಸ್ಥೆಯ ಕೆಲಸಗಳು ಮಾನವ ಹಕ್ಕುಗಳ ಆಧಾರವಾಗಿತ್ತು. Human rights approach. ಹಾಗಾಗಿ ಸಮುದಾಯ ಹಕ್ಕುಗಳನ್ನು ಎತ್ತಿ ಹಿಡಿಯುವ ನಿಟ್ಟಿನಲ್ಲಿ ಕೆಲಸ ಮಾಡಬೇಕಿತ್ತು ಹೋರಾಟಗಳು, ಪೋಲೀಸ್ ಕಚೇರಿ ಅಲೆದಾಟ ಎಲ್ಲಾ ಸಾಮಾನ್ಯವಾಗಿತ್ತು ಸುರಕ್ಷ ಮತ್ತು ಸಂಗಮ ಜೊತೆ ಜೊತೆಯಲ್ಲೇ ಕೆಲಸ ಮಾಡುವುದರಿಂದ ಸಂಗಮ ಸಂಸ್ಥೆಯ ಜೊತೆಯ ಕೆಲಸ ಮಾಡುವ ಒಳ್ಳೆಯ ಅವಕಾಶ ದೊರೆಯಿತು. ಅಲ್ಲಿ ಸುರಕ್ಷ ಧಾರವಾಡ ಜಿಲ್ಲೆಯಲ್ಲಿ ಕೆಲವು ವರ್ಷಕೆಲಸ ಮಾಡಿದ ಬಳಿಕ ರಾಮನಗರ ಧಾರವಾಡ ಮತ್ತು ಬೆಂಗಳೂರು ಗ್ರಾಮಾಂತರ ಜಿಲ್ಲೆಗಳಿಗೆ Advocacy, coordinatiior (ವಕಾಲತ್ತು ಸಂಯೋಜಕಿ)ಯಾಗಿ ಭರ್ತಿ ನೀಡಿದರು.

ಮೂರು ಜಿಲ್ಲೆಯ Advocacy ಕಾರ್ಯಕ್ರಮಗಳು, ಸಿಬ್ಬಂದಿ ತರಬೇತಿ ಇತ್ಯಾದಿ ಕೆಲಸಗಳನ್ನು ನಿರ್ವಹಿಸಿದೆ. ತದ ನಂತರ ನಾನು ಅನೇಕ ಸಂಸ್ಥೆಯನ್ನು ಸೇರಿದೆ ಅನೇಕ, ಲೈಂಗಿಕತೆಯ ಕಾರಣಕ್ಕಾಗಿ ಶೋಷಣೆಗೆ ವಶಗಾದರ, ಮಾನವ ಹಕ್ಕುಗಳಿಗಾಗಿ ರಾಷ್ಟ್ರೀಯ ಮಟ್ಟದಲ್ಲಿ ವಕಾಲತ್ತು Advocacy ಮತ್ತು ತರಬೇತಿ ಕೆಲಸ ನಿರ್ವಹಿಸುತ್ತಿತ್ತು. ದೇಶದ ಬೇರೆ ಬೇರೆ ಕಡೆ ಸಂಘಟನೆಯ ಕೆಲಸ ಮಾಡುತ್ತಿದ್ದ ಮಹಾರಾಷ್ಟ್ರ ನಾಗಲಾಪುರ ದಲ್ಲಿ ಒಂದು ವಾರ ರಾಷ್ಟ್ರ ಮಟ್ಟದ ಕಾರ್ಯಾಗಾರವನ್ನು ಆಯೋಜಿಸಿದ್ದು ಮರೆಯಲಾಗದ ಅನುಭವ. ನಂತರ ನಾನು ಕೆಲಸದಿಂದ ಬಿಡುವು ಮಾಡಿಕೊಂಡು ಪಿ ಎಚ್ ಡಿ ಸಂಶೋಧನಾ ಕೆಲಸದಲ್ಲಿ ತೊಡಗಿಸಿಕೊಂಡೆ UGC ಯವರು ನಡೆಸುವ NET ಪಾಸ್ ಮಾಡಿ ನಂತರ ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾಲಯದಿಂದ PERSONAL AND SOCIAL LIFE OF MALE HOMOSEXUALS OF DHARWAD DISTRICT. A SOCIAL WORK PERSPECTIVE, ವಿಷಯದ ಮೇಲೆ ಮಹಾ ಪ್ರಬಂಧವನ್ನು ಮಂಡಿಸಿ, ಪಿಎಚ್ ಡಿ ಪದವಿಯನ್ನು ಪಡೆದು ಏಷ್ಯಾ ಕರೆಮಾಡಿದ ಸರಕಾರಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜುಗಳ ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರ ಹುದ್ದೆಗೆ ಸ್ಪರ್ಧಾತ್ಮಕ ಪರೀಕ್ಷೆ ಬರೆದು ಆಯ್ಕೆಯಾಗಿ 2017 ರಿಂದ ಸರಕಾರಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜು ಬೆಳ್ಳಾರೆ, ಸುಳ್ಯ ತಾಲೂಕು ಇಲ್ಲಿ ಸಮಾಜ ಕಾರ್ಯ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಬೋಧಿಸುತ್ತಿದ್ದೇನೆ.

ವ್ಯವಹಾರ ಪ್ರಜೆ, ಕಾಳಜಿ, ಬತ್ತದ ಉತ್ಸಾಹ, ಕೆಲಸದ ಬದ್ಧತೆ, ವಿನಮ್ರತೆ, ಧೈರ್ಯ ನೇರವಾದ ನುಡಿ, ವಿಸ್ತಾರವಾದ ಮತ್ತು ಆಳವಾದ ಜ್ಞಾನ, ವಿಭಿನ್ನ ದೃಷ್ಟಿಕೋನಗಳಿಂದ ವಿಶ್ಲೇಷಿಸುವ ಪರಿ, ಸರಳತೆ ಸಮಚಿತ್ತತೆಗಳನ್ನು ತಮ್ಮ ವ್ಯಕ್ತಿತ್ವದಲ್ಲಿ ಅಳವಡಿಸಿಕೊಂಡು ಸಮಾಜ ಕಾರ್ಯವನ್ನು ನಮಗೆ ಕಲಿಸಿದ ನನ್ನ ಗುರುಗಳಾದ ರವಿಚಂದ್ರನ್ ಸರ್, ಮಧುಮಾಲಾ ಮೇಡಮ್, ಕುರಿಯನ್ ಸರ್, ಸುನೀತಾ ಮೇಡಮ್ ಸ್ಮಿತಾ ಮೇಡಮ್ ಮೊದಲಾದವರು ನನಗೆ ಯಾವತ್ತಿಗೂ ಆದರ್ಶ ಪ್ರಿಯರು

**ಕಲಕೆಯ ಅನುಭವ ಗಳು-**

ಲೈಂಗಿಕ ವ್ಯಕ್ತಿಪರರೊಂದಿಗೆ ಕೆಲಸ ಮಾಡುವುದು ನನಗೆ ಒಂದು ಹೊಸ ಅನುಭವ. ಅವರ ಜೊತೆ

ಕೆಲಸ ಮಾಡುವ ತನಕ ಅವರ ಬಗ್ಗೆ ಏನು ಗೊತ್ತಿರಲಿಲ್ಲ, ಸಮಾಜದ ನೈತಿಕ ಮೌಲ್ಯಗಳಿಗೆ ಹೆದರಿ ಸಮಾಜದಲ್ಲಿದ್ದ ಗುಪ್ತ ಗಾಮಿನಿಯಂತಿರುವ ಅವರನ್ನು ಹುಡುಕುವುದು ಗುರುತಿಸುವುದು ಮತ್ತು ಅವರ ಕೆಲಸವನ್ನು ಅವರು ಒಪ್ಪಿಕೊಳ್ಳುವ ಹಾಗೆ ಮಾಡುವುದು ಸಾಮಾನ್ಯ ಕೆಲಸವಾಗಿರಲಿಲ್ಲ ಲೈಂಗಿಕ ವೃತ್ತಿಯ ವ್ಯಾಪ್ತಿ ಸಮಾಜದೊಂದಿಗೆ ಅದು ಬೆರೆತುಕೊಂಡಿರುವ ರೀತಿ, ಜನರು ಈ ವೃತ್ತಿಗೆ ಬರಲು ನೈಜ್ಯ ಕಾರಣಗಳು ಅವರು ಸಮಾಜಕ್ಕೆ ಕೊಡುವ ಸಮರ್ಥನೆಗಳು, ಸಮಾಜ ಅವರನ್ನು ನೋಡುವ ರೀತಿ, ಅವರು ಸಮಾಜದ ಪ್ರತಿಕ್ರಿಯೆಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳುವ ರೀತಿ, ಲೈಂಗಿಕ ವೃತ್ತಿಯ ಮಹಿಳೆಯರು ಮತ್ತವರ ಗಿರಾಕಿಗಳ ಲೈಂಗಿಕ ಸಂಬಂಧ, ವೃತ್ತಿಯ ಜಾಲ ಅವರ ಕೌಟುಂಬಿಕ ಬದುಕು, ಆರೋಗ್ಯ ವೈಯಕ್ತಿಕ ಆಸೆ, ಆಕಾಂಕ್ಷೆಗಳು, ಸ್ವ ಅರಿವು ಬದುಕಲು ಬೇಕಾಗಿರುವ ವಿಭಿನ್ನ ಮುಖವಾಡಗಳು, ಗಂಡ, ಹೆಂಡತಿ, ಅಣ್ಣ ತಮ್ಮಂದಿರು ಗೆಳೆಯರೇ ಪಿಂಚ್ ಗಳಾಗಿರುವುದು, ಅವರ ಮೇಲೆ ನಡೆಯುವ ದೈಹಿಕ ಮಾನಸಿಕ, ಭಾವನಾತ್ಮಕ ಲೈಂಗಿಕ ಹಿಂಸೆಗಳು, ಬೆದರಿಕೆಗಳು, ನೈತಿಕ ಮೌಲ್ಯಗಳು, ಬದುಕಿನ ದ್ವಂದ್ವಗಳು, ಸಂಘಟನೆ ಮಾನವ ಹಕ್ಕುಗಳು ಇವುಗಳ ಕುರಿತು ಆಳವಾದ ಜ್ಞಾನ, ಇವರ ಜೊತೆಗೆ ಕೆಲಸ ಮಾಡುವಾಗ ಅತ್ಯಗತ್ಯ. ನಿರಕ್ಷರಿಗಳಾದ ಅವರಿಗೆ ಆರೋಗ್ಯ ಶಿಕ್ಷಣ, ಮಾನವ ಹಕ್ಕುಗಳ ಅರಿವು ಮೂಡಿಸುವುದು ಒಂದು ಸವಾಲು. ದೊಡ್ಡ ತಂಡದ ಜೊತೆಗೆ ಕೆಲಸ ಮಾಡುವಾಗ ಅವರೊಳಗಿನ ರಾಜಕೀಯ, ಕೆಲಸಗಳ ನಿರ್ವಹಣೆ, ಹಣಕಾಸು ವ್ಯವಹಾರಗಳು, ತರಬೇತಿಗಳನ್ನು ಆಯೋಜಿಸುವುದು ಸಾರ್ವಜನಿಕ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ನಡೆಸುವುದು ಧನಸಹಾಯ ನೀಡುವ ಸಂಸ್ಥೆಯೊಡನೆ ವ್ಯವಹಾರ, NGO ಗಳ ಜೊತೆ Networking, ವರದಿ ತಯಾರಿಕೆ ಇತ್ಯಾದಿ ಅನುಭವಗಳು ಅಗತ್ಯ. ಅದೇ ರೀತಿ ಲೈಂಗಿಕ ಅಲ್ಪಸಂಖ್ಯಾತರೊಡನೆ ಕೆಲಸ ಮಾಡುವಾಗ ಲೈಂಗಿಕತೆ, ಲೈಂಗಿಕತೆಯ ಗ್ರಹಿಕೆ, ಅಂಗತ್ವದ ಪರಿಕಲ್ಪನೆ, ಪುರುಷತ್ವ (Masculinity) ಸ್ತ್ರೀತ್ವ (Femininity) ಗ್ರಹಿಕೆಗಳು, ಲೈಂಗಿಕ ಅಭಿವ್ಯಕ್ತಿ, ಸಮಾಜದ ಒತ್ತಡಕ್ಕೆ ಅವರು ಅನುಭವಹಿಸಿದ ಸಂಕಷ್ಟಗಳು ಇವುಗಳ ಬಗ್ಗೆ ಅರಿಯಬೇಕು. ಅರಿವಿದ್ದಾಗ ಮಾತ್ರ ಅವರನ್ನು ಚೆನ್ನಾಗಿ ಅರ್ಥೈಸಲು ಸಾಧ್ಯ.

ಸಮುದಾಯದ ಜೊತೆಗೆ ಕೆಲಸ ಮಾಡುವಾಗ ಬದ್ಧತೆ ಮತ್ತು ಪ್ರಾಮಾಣಿಕತೆ ಎರಡೂ ಬಹಳ ಮುಖ್ಯ. ಸಮುದಾಯದೊಂದಿಗೆ ಬೆರೆಯುವಾಗ ಅವರ ಬದುಕು ಸಂಕಷ್ಟಗಳು, ಅಭಿಪ್ರಾಯಗಳು ಜೀವನ ದೃಷ್ಟಿಗಳನ್ನು ಅರಿತುಕೊಂಡು ಸಮಾನ ಮನಸ್ಕರಂತೆ ಕೆಲಸ ಮಾಡಬೇಕಾಗುತ್ತದೆ. ನಮ್ಮ ವ್ಯಕ್ತಿತ್ವದಲ್ಲರುವ ಸರಳತೆ ನಮ್ಮನ್ನು ಸಮುದಾಯದ ಹತ್ತಿರಕ್ಕೆ ಕರೆದೊಯ್ಯುತ್ತದೆ.



## ***PERSONAL PROFILE:***

### **Amogha H L**

Qualification: MSW

Year of Passing: 2014 Present

Designation: Programs Associate

Office Address: Parinaam Foundation, Grape Garden, No.27,

3rd Cross, 18th Main, Koramangala 6th Block, Bengaluru – 560095

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I, Amogha HL graduated in Masters of Social Work specialized in Medical & Psychiatric Social Work, from Alva's Education Foundation in the year 2014. I worked in Psychiatric Rehab Center as a counselor for a year and moved on to a Corporate Social Responsibility (CSR) as Project Coordinator from 2015 – 19 and carried out my responsibilities in several holistic Government Schools in & around Bangalore. During this period, I also performed the role of Employee Assistance Program (EAP) coordinator for front line staff deployed at various MNC's and carried out various awareness and health education programs. I also coordinated and executed several health camps within the premises of MNC's in Bangalore, Mumbai & Gujarat, with the help of various network hospitals and medical teams.

From August 2019, I am working in Parinaam Foundation, an NGO for the upliftment of slum dweller in Bangalore with various programs such as financial literacy, health awareness, health camps for women and providing quality education for slum children by enrolling them into good private English medium schools.

I started my journey at Alva's back in 2012, when I enrolled for Post-Graduation course in Social Work, after completing BA in Psychology. Remember the year 2012? It was the year, when Captain Francesco Schettino steered the 60,000-ton Costa Concordia cruise ship off course and brought it close enough to the Tuscan island of Giglio to ground it on jagged coast. The ship capsized, becoming the largest shipwreck in history -- twice the size of the Titanic. Syrian dictator Bashar Assad's relentless war against opposition rebels hit home in America in a new and powerful way, killing veteran American war reporter.

Marie Colvin and French photographer Remi Ochlik. London officially kicked-off the world's biggest sporting event, Olympics, with a star-studded opening ceremony. China's ruling Communist Party officially names Xi Jinping as the country's next president. President Obama became the first U.S. President to visit the Southeast Asian nation of Burma, also known as Myanmar, the Doomsday clock was moved 5 minutes to midnight and wrestler Brock Lesnar returns to professional wrestling after 8 years of hiatus. These

are some of the major events of the world in 2012 where I associate with, as I consider myself as one of the important parts of this incredibly beautiful planet.

Moving into Alva's was a special experience altogether. First time being far and away from home, staying in college hostel was altogether an exciting moment but at the same time I was nervous but on so many occasions, Alva's campus life journey stands at a whole new level compared to any other colleges. Just like the changing seasons and colors of nature brings fresh new breeze to life, Alva's campus is living breathing nature in itself. It pours the excitement of vibrant life within you, on a daily basis, and it was definitely necessary for a young kid like me.

I chose Social Work profession for the diverse range of exposure. The thorough and intense level of field visits, interactions, implementation of ideas in the field brings out lot of changes and enhances our both theoretical and practical knowledge. I was very much hesitant to approach a stage always shy and reluctant and this had actually shadowed my presentation skills for a long time. But during my PG I was handed over with not one, but with many opportunities to present myself on the stage, whether it's a class room or during our orientation visit or it could be in a community, I took the opportunity to present myself on stage and this changed me a lot, as I felt more and more confident each time.

I was able to differentiate between a roughed & disciplined life style. The roughed life style which I led, before entering Alva's was of very less yield. The way Alva's and Department of Social Work worked was disciplined, thoroughly planned and well executed. It brought out many meaningful changes within me as well as the surroundings. The classes started & ended on time, throughout the academic year. Not a day missed! Assignments and exams were honored with greatest possible response.

Field visits were allotted evenly & cautiously. Seminars were organized, moderated for a fruitful outcome with aesthetic touch and moreover, the teaching faculties were gentle giant gems of knowledge, persona and character. They molded each and every one with greatest individual care possible and brought the best out of every student. I was able to experience and learn the actual meaning of growth.

Even though I was graduated in Psychology, the Social Work education gave a good insight into the layers of society. As it is important to know oneself, it is equally important to know our surroundings with greater depths which help to understand & tackle many social problems in this country.

Without a doubt, our country is in heap of social problems. Where there is a problem, definitely there is a solution, but a crude way of head diving into these problems will not solve them. Passionate, dedicated and research-oriented approach will definitely yield in solutions.

We now live in global pandemic period. Our country could have handled it better, but it's a missed opportunity. It was a short fall from all the ends. Social Work sector has also come to cross roads, where it needs to revamp itself. Today we live in times where problems are handled and solved through tech driven platforms. Traditional methods have little or no time, in this war of Technology vs Tradition. The traditional case work and group work methodologies have to take side of technology before the fight is over. It has to revamp & reinvent itself for better suitability, sustainability and more importantly, survival. Today, algorithms of data and Artificial Intelligence (AI) have developed capabilities of making choices for individual and even deciding our moods and are entering the fields of counseling & therapy. In these times, the community of social workers need to be equipped, with greatest urgency possible, a set of tech driven tools, to capture meaningful data' of activities carried out during case work and group works. This will definitely impact in enhancing social workers technical skills, leads to invention of tech driven tools exclusively for social work purposes and swift solutions for modern problems.

The present students of social work have better understanding and availability of technology. With better connectivity and data revolution in the field of internet and mobiles, we are at greater comfort level as humans. This is the time, which social work students can invest much in cultivating skills. As social work profession is now at a threshold point, it is time that the current students of social worker can swing this tide to a greater height, equipped with knowledge on technology and skill sets of social work.

This era definitely belongs to Social Workers. A country with a population of 1.39 billion needs to look nowhere when it comes to Social Entrepreneurships. With gates are being widely opened for privatization, it's just a matter of time to the service sectors to rope it. We could also see a revolution in Social Entrepreneurships within a decade, for that we need to equip ourselves with technology, skill sets, service mindset and most importantly a meaningful concern & vision to address our social issues.





## SIMPLE PAST IS MY PRESENT REALITY

### **Sr. Salomy Joseph**

Year of passing U.G – 2004

Year of passing P.G – 2006

Present designation: Director, Amala, And Charitable Society, Assam  
(Social work wing of sacred Heart's sisters in North East)

Address: Sacred Heart Provincial

House, P. O. Koliabhomora, Gotlong, Tezpur, Sonitpur Dt, Assam 784027

### **Job profile:**

#### **Area of work:**

Worked as coordinator of CRS programme of the Diocese of Tezpur, Social work coordinator of Sacred Heart Congregation in Assam, Provincial councilor for Social work.

In my attempt to make a short sketch of the beautiful thoughts of my days in Alva's College, at the very outset, I place on record the initiative by the Department of Social work, to bring out a magazine of Alumni of social work students. I hope that this compilation of experiences, knowledge, and exchange of ideas would remain as a carrier of escalating the practice of social work profession. Speaking about my days in this abode of knowledge of basics Social work profession, my memory dates back to year 2002 – 2004. As a beginner in Bachelor of Social work, I had vague notions of becoming a social worker.

The foundations of social work laid in me, made me able to identify that I have a better understanding on the society, this indeed developed my attitude and interest in the field of social work. Field work practicum is a vital component in social work practice to enhance and integrate the skills and knowledge of the Profession. I deem it a privilege that as a BSW student, the early exposure to various settings such as rural schools, Panchayats, ICDS programme and rural community Camps made me understand myself, identify the real me and how do I respond to the multicultural situation. Questioning is an important skill, and self questioning is a superior skill. Graduation helped me to question myself. Is it my capacity? Am I going through the right direction? Try to answer this questions I was able to connect myself see its reality and the basic principles and theory. And so it was easy for me to and able to decide my further course, MSW (Medical and Psychiatry social work), which indeed helped me to narrow down the interest in the field of social work. Social work, in the field of mental health, paved the way for me, to expand my knowledge and skill in the profession, as I went through M.Phil in Psychiatric Social work in a clinical setting. It was to carry out the activities in an effective manner.



It is a matter of joy in sharing that I am rendering my service in the field of social work since 2007, in North East India. As I stepped in to this field, I could realize that the class room situation is entirely different as the scope and demand of the works are of varied dimensions. Targeting women, children and their families, our society implements the developmental activities under the focused areas of, women empowerment, family empowerment, natural resource management, child development and human rights. Social work is grounded in pursuing social justice, and that social workers have unique and privileged opportunities to facilitate people to claim their rights and to improve their circumstances. Hence it is an added advantage for me, that I am involved in the service provided for persons with disabilities through CBR programme which I consider as some of the best social work practice I have done. Disability is an area where less emphasis is given in North East, due to low level of awareness, prevalence of misconceptions, stigma related issues, inaccessibility to services, lack of opportunities such as health services, rehabilitation programmes etc. In order to improve the quality of life of persons with disabilities, we carry out the programme 'Inclusive Development of children and youngsters with disabilities' focusing the areas, child development, enabling environment activities, and capacity strength building.

My experiences in social work has taught me to take the small successes and to assist a person to make small, positive changes in their lives, then I am happy and able to keep going. The longer I got involved in the field of social work, the more I became interested in actually doing the work with people who needed help and support. And I regard social work as a profession can be applied in many different circumstances- a very wide practice. Speaking about the challenges in carrying out the activities, the exotic flora and fauna of North East India is the melting point of variant cultures and customs. As the region is inhabited by more than 160 different groups of ethnic tribes, each speaking different language and having a different dialect. Their traditions, modes of living and practices are very distinct from one another. Distance, lack of resources, service centers are challenges faced in the smooth functioning of social work in this area.

"Choose a job you love and you never have to work a day in your life."

Social work as a humanitarian service enhances the wellbeing and quality of life of individuals who are socially disadvantaged. I believe that the social work training provides us with a knowledge base that carried over, not only throughout professional career, but also in navigating life experiences as well. As a profession, apart from the opportunity to work in a variety of settings and work towards multidimensional collaborative changes, this is a profession through which we are able to empower, advocate, motivate, connect, and encourage resilience, to challenge stereotypes and avoid misconceptions. A career in social work is a gift in which we are allowed into the intimate lives of people in our efforts to assist them in their journey. This in turn should bring into our minds that we should be the change agents, big or small, and have the privilege of working towards this every day.



ಪದ್ಮೆ

ನಾನು ಬಡ ಕೃಷಿ ಕುಟುಂಬದ ಹಿನ್ನೆಲೆಯಿಂದ ಬಂದವಳು. ಸಮಾಜಕಾರ್ಯದಲ್ಲನ್ನೂ ತೊಡಗುತ್ತೇನೆ. ಪದವಿ ಪಡೆಯುವುದು ನನ್ನ ಉದ್ದೇಶ ಇರಲಿಲ್ಲ. ಕಲಿಕೆಯೆಲ್ಲ ಆಸಕ್ತಿ ಇತ್ತು. ಆದರೆ ಇಂತಹದ್ದೇ ಕೋರ್ಸ್ ಮಾಡಬೇಕೆಂಬ ನಿರೀಕ್ಷೆ, ಗುರಿ ನನ್ನಲ್ಲ ಇರಲಿಲ್ಲ. ಯಾಕೆಂದರೆ ಬಾಲ್ಯದಲ್ಲ ನನಗೆ ಕನಸು ಕಾಣುವ ಮತ್ತು ಅದು ಚಿಗುರೊಡೆಯುವುದಕ್ಕೆ ಬೇಕಾದ ಯಾವುದೇ ಪೂರಕ ವಾತಾವರಣ ನನ್ನ ಸುತ್ತಮುತ್ತ ಇರಲಿಲ್ಲ. ಏಳನೇ ತರಗತಿಯಲ್ಲಿ ಶಿಕ್ಷಣ ಮೊಟಕುಗೊಳಿಸಿ ಬಿಡುಕೊಟ್ಟು ಬಿಟ್ಟೆ. ಆದರೆ ಕಲಿಕೆಯೆಲ್ಲ ಆಸಕ್ತಿ ಇದ್ದ ಕಾರಣಕ್ಕೆ ನನ್ನ ಅಮ್ಮನ ಸಹಾಯದಿಂದ ಹೈಸ್ಕೂಲ್ ಸೇರಿದೆ. ಮುಂದೆ ಪಿ.ಯು.ಸಿಯಲ್ಲಿ ಉತ್ತಮ ಅಂಕ ಪಡೆದು ಟಿ.ಸಿ.ಎಚ್‌ಗೆ ಅರ್ಜಿ ಹಾಕಿದೆ. ಅದು ನನಗೆ ಬೆಳಗಾವಿ ಶಿಕ್ಷಕ ಶಿಕ್ಷಣ ತರಬೇತಿ ಕೇಂದ್ರದಲ್ಲಿ ಸೀಟ್ ಸಿಕ್ಕಿತು. ಆದರೆ ಆಗ ನನ್ನ ಮನೆಯವರು ಅಣ್ಣನ ಸಾವಿನ ದುಃಖದಲ್ಲಿ ಮುಳುಗಿದ್ದ ಕಾರಣಕಾರಣ ನನ್ನನ್ನು ತರಬೇತಿಗೆ ದೂರ ಕಳುಹಿಸಲಿಲ್ಲ. ಇತ್ತ ಶಿಕ್ಷಣ ಕೂಡ ಅರ್ಧದಲ್ಲಿ ನಿಂತಿತು. ಮುಂದೆ 3 ವರ್ಷ ಮನೆಯಲ್ಲಿ ಬಿಡುಕೊಟ್ಟೆ. ಈ ನಡುವೆ ಪೇಪರ್ ಓದುವುದು ಸಣ್ಣ ಸಣ್ಣ ಪುಸ್ತಕ ಓದುವುದು ಮಾಡುತ್ತಿದ್ದೆ. ನನ್ನ ಒಳಗಿಂದ ನಾನು ಏನೂ ಸಾಧಿಸಲು ಆಗುತ್ತಿಲ್ಲ. ನಾನು ಮತ್ತೆ ಓದಬೇಕು ಎಂದು ಆಸೆ ಚಿಗುರೊಡೆಯತೊಡಗಿತು. 3 ವರ್ಷದ ನಂತರ ಮತ್ತೆ ವಾಮದಪದವು ಸರಕಾರಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜಿನಲ್ಲಿ ಡಿಗ್ರಿ ಸೇರಿಕೊಂಡೆ. ಮುಂದೆ ಅಲ್ಲಿನ ಶಿಕ್ಷಕರ ಪ್ರೇರಣೆಯಿಂದ ಸಮಾಜಕಾರ್ಯ ಸ್ನಾತಕೋತ್ತರ ಪದವಿಗೆ ಆಪ್ಲಾಸ್ ಕಾಲೇಜಿಗೆ ಸೇರಿಕೊಂಡೆ. ಅಲ್ಲಿ ನನಗೆ ಸಮಾಜದಲ್ಲಿ ವರ್ಗ, ಧರ್ಮ, ಜಾತಿ ಅಂಗದ ಕಾರಣಕ್ಕಾಗಿ ಆಗುವ ತಾರತಮ್ಯ, ಶೋಷಣೆಗಳು, ಶೋಷಿತ ಸಮುದಾಯ ಅನುಭವಿಸುತ್ತಿರುವ ದೌರ್ಜನ್ಯಗಳು ಶಿಕ್ಷಕರ ಮೂಲಕ ಅರಿವಿಗೆ ಬಂತು. ಮುಂದೆ ಒಂದು ಸ್ಟಡೀಟೋರ್‌ಗೆ ಒಂದು ಸ್ವಯಂ ಸೇವಾ ಸಂಸ್ಥೆಗೆ ಭೇಟಿ ನೀಡಿದ ಸಂದರ್ಭದಲ್ಲಿ ಸಮಾಜದಲ್ಲಿ ತಳ ಸಮುದಾಯಗಳ ಮೇಲೆ ಜಾತಿಕಾರಣಕ್ಕೆ ನಡೆಯುವ ಅಸ್ಥಿತ್ಯತೆ ಶೋಷಣೆ ಅರಿವಿಗೆ ಬಂತು. ಅದೇ ಪ್ರೇರಣೆಯಿಂದ ಮುಂದೆ ನನಗೆ ತಳಸಮುದಾಯಗಳೊಂದಿಗೆ ಕೆಲಸ ಮಾಡಲು ಅವಕಾಶವಾಯಿತು.

**ಕೆಲಸದ ವಿವರ:**

ನಾನು 2005ರಲ್ಲಿ ಸಮಾಜಕಾರ್ಯ ಮುಗಿಸಿ ಸಮಗ್ರ ಗ್ರಾಮೀಣ ಆಶ್ರಮ ಎಂಬ ಸ್ವಯಂ ಸೇವಾ ಸಂಸ್ಥೆಗೆ ಕೆಲಸಕ್ಕೆ ಸೇರಿಕೊಂಡೆ. ಈ ಸಂಸ್ಥೆಯು ಬುಡಕಟ್ಟು ಸಮುದಾಯವಾದ ಕೊರಗರು, ತಳಸಮುದಾಯದ ಮಹಿಳೆಯರ ಜೊತೆ ಸಾಮಾಜಿಕ ಮತ್ತು ಆರ್ಥಿಕ ಅಭಿವೃದ್ಧಿ, ಶಿಕ್ಷಣ, ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ ಮತ್ತು ಅವರ ಹಕ್ಕುಗಳು ಉರ್ಜಿತಗೊಳ್ಳುವಲ್ಲಿ ಕೆಲಸ ಮಾಡುವ ಸಂಸ್ಥೆ. ಇಲ್ಲಿ ನಾನು ವಲಯ ಕಾರ್ಯಕರ್ತೆಯಾಗಿ ಸೇರಿಕೊಂಡೆ.

ಕೊರಗ ಸಮುದಾಯವು ಅಂಚೆಗೆ ತೆಳ್ಳೆಲ್ಲೆ ಸಮುದಾಯವಾಗಿದ್ದು ಇವರ ಜನಸಂಖ್ಯೆ ಜನಗಣತಿಯಿಂದ ಜನಗಣತಿಗೆ ಕಡಿಮೆ ಆಗುತ್ತಿದ್ದು ಇದಕ್ಕೆ ಕಾರಣ ಅವರ ಅಪೌಷ್ಟಿಕತೆ, ಮಾನವ ಸಂಪನ್ಮೂಲದ ಕೊರತೆ, ತಾಯಿ ಮಕ್ಕಳ ಮರಣ ಪ್ರಮಾಣದ ಹೆಚ್ಚಳ, ಬಡತನ, ನಿರುದ್ಯೋಗ, ಸಮುದಾಯದ

80% ಜನರು ಕುಡಿತಕ್ಕೆ ಒಳಗಾಗಿರುವುದು, ಜಾತಿ ವ್ಯವಸ್ಥೆಯ ಒಳಗೆ ಬರದಿದ್ದರೂ ಜಾತಿ ಅಸ್ಪೃಶ್ಯತೆಗೆ ಒಳಗಾಗಿರುವುದು, ಅಜಲನಂತಹ ಸಾಮಾಜಿಕ ಅನಿಷ್ಟ ಪದ್ಧತಿಗೆ ಬಲಿಯಾಗಿರುವುದು, ಮೂಲನಿವಾಸಿಗಳಾಗಿದ್ದೂ ಅರೆಅಲೆಮಾರಿ ಜೀವನ ನಡೆಸುತ್ತಿರುವುದು ಇತ್ಯಾದಿ ಅವರ ಹಿನ್ನೆಡೆಗೆ ಕಾರಣವಾಗಿತ್ತು.

ಇವರ ಜನಸಂಖ್ಯೆ 2000ಂದಷ್ಟು ಇದ್ದರೂ ಇವರು ದಕ್ಷಿಣ ಕನ್ನಡ, ಉಡುಪಿ, ಕಾಸರಗೋಡು ಜಿಲ್ಲೆ, ಉತ್ತರಕನ್ನಡ ಹೀಗೆ ಬೇರೆ ಬೇರೆ ಕಡೆ ಹರಡಿಕೊಂಡಿದೆ. ಅಜಲೆಂಬ ಸಾಮಾಜಿಕ ಪಿಡುಗಿಗೆ ಬಲಿಯಾಗಿ ಸಂಘಟನಾ ಪ್ರಕ್ರಿಯೆಗೆ ಒಳಗಾಗಲು ಸಾಧ್ಯವಾಗದೆ ಇರುವುದು, ಮಾನವ ಸಂಪನ್ಮೂಲದ ಕೊರತೆಯಿಂದ ಸರ್ಕಾರದ ಯಾವುದೇ ಯೋಜನೆಗಳನ್ನು ಕಾರ್ಯರೂಪಕ್ಕೆ ತರಲು ಸಾಧ್ಯವಾಗದೇ ಇರುವುದು ಇತ್ಯಾದಿ ಅವರ ಹಿನ್ನೆಡೆಗೆ ಕಾರಣವಾಗಿದೆ.

ಸಂಘಟನಾ ಪ್ರಕ್ರಿಯೆಗೆ ಯುವಜನರನ್ನು ಮನ ಒಲಿಸುವುದು, ಯುವಜನರಿಗೆ ತರಬೇತಿ ಸಂಯೋಜನೆಗೊಳಿಸುವುದು, ಜನರ ಜೀವನಾಧಾರ ಹಕ್ಕುಗಳಿಗೆ ಸಂಬಂಧಿಸಿ ಇಲಾಖೆಗಳೊಂದಿಗೆ ಜನರೊಂದಿಗೆ ಸಂವಾದ, ಮಕ್ಕಳ ಹಕ್ಕುಗಳನ್ನು ಉರ್ಜಿತಗೊಳಿಸುವಲ್ಲಿ ಸಮುದಾಯ, ಸಮಾಜ ಮತ್ತು ಪ್ರಭುತ್ವದೊಂದಿಗೆ ಸಂವಾದ, ಸಮುದಾಯದ ಮಹಿಳೆ ಮತ್ತು ಮಕ್ಕಳ ಆರೋಗ್ಯದ ಹಕ್ಕುಗಳು ಉರ್ಜಿತಗೊಳಿಸುವಲ್ಲಿ ಯೋಜನೆಗಳನ್ನು ತಯಾರಿಸುವುದು, ಮಹಿಳೆಯರ ಮೇಲಿನ ಹಿಂಸೆ ದೌರ್ಜನ್ಯದ ವಿರುದ್ಧ ಮಹಿಳಾ ಸಂಘಟನೆಗಳನ್ನು ಜಾಗೃತಿಗೊಳ್ಳುವಂತೆ ಸುಗಮಗೊಳಿಸುವುದು, ಸಮುದಾಯದ ಸಾಂಸ್ಕೃತಿಕ ಅನನ್ಯತೆಯನ್ನು ಕಾಯ್ದುಕೊಳ್ಳುವಲ್ಲಿ ಯೋಜನೆಗಳನ್ನು ತಯಾರಿಸುವುದು ಮತ್ತು ಸಂಘಟನೆಗಳ ಮೂಲಕ ಅದನ್ನು ಕಾರ್ಯಗತಗೊಳಿಸುವುದು ಒಟ್ಟಾರೆಯಾಗಿ ಸಮುದಾಯದ ಸಾಮಾಜಿಕ ಸಾಂಸ್ಕೃತಿಕ, ಆರ್ಥಿಕ ಮತ್ತು ಮಾನವ ಅಭಿವೃದ್ಧಿಗೆ ಸಂಬಂಧಿಸಿ ಯೋಜನೆಗಳನ್ನು ತಯಾರಿಸುವುದು ಮತ್ತು ಅದು ಕಾರ್ಯಗತಗೊಳ್ಳುವಂತೆ ಸಮುದಾಯ ಸಂಘಟನೆಗಳನ್ನು ಪೆಸಿಆಟೀಟ್ ಮಾಡುವುದು. ಈ ರೀತಿ ನಮ್ಮ ಕೆಲಸಗಳು ಸಾಗಿತ್ತು. ಇಲ್ಲಿ ಕೆಲಸ ಅನ್ನವುದಕ್ಕಿಂತಲೂ ನಾವು ಜನಸಮುದಾಯದೊಂದಿಗೆ ಬೆರೆತು ಜನರ ಮೇಲಾಗುವ ಅಸಮಾನತೆ ವಿರುದ್ಧ ವ್ಯವಸ್ಥೆ ವಿರುದ್ಧ ಸಂಘರ್ಷ ಮಾಡುವುದು, ಸಾಮಾಜಿಕ ವ್ಯವಸ್ಥೆಯಲ್ಲಿ ಜನರ ನ್ಯಾಯ, ಸಮುದಾಯದೊಳಗೆ ಮಹಿಳೆಯರು, ಯುವಜನರು ಮತ್ತು ಮಕ್ಕಳ ನ್ಯಾಯದ ಪರವಾಗಿ ಹೋರಾಡುವುದು ನಮ್ಮ ದೈವ್ಯವಾಗಿತ್ತು. ಕೆಲವೊಂದು ತರಬೇತಿ, ಸಭೆಗಳು, ಚರ್ಚೆಗಳ ಸಂದರ್ಭ ದಿನಗಟ್ಟಲೆ ನಾವು ಜನರೊಂದಿಗೆ ಅಲ್ಲೇ ಉಳಿಯುತ್ತಿದ್ದೆವು.

**2007ರಲ್ಲಿ ನಾನು ಮಹಿಳಾ ಸಂಯೋಜಕಿಯಾಗಿ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ನಿರ್ವಹಣೆಗೆ ಸಂಬಂಧಿಸಿ ಕೆಲಸ ಮಾಡಿರುವುದು.**

ಕೊರಗ ಸಮುದಾಯವು ಮಾತೃಮೂಲ ಸಮುದಾಯವಾಗಿದ್ದು ಇವರ ಮೌಲ್ಯಗಳು, ಬಂಧುತ್ವ ಪದ್ಧತಿ, ಆಚರಣೆ ಮತ್ತು ಆರಾಧನೆಗಳು ಎಲ್ಲವೂ ಮಹಿಳಾ ಪ್ರಧಾನವಾಗಿದ್ದವು. ಆದರೂ ಕೂಡಾ ಸಮುದಾಯದೊಳಗಿನ ಕುಡಿತದ ತೀವ್ರತೆ ಮತ್ತು ಸಮಾಜದ ಇತರ ಸಮುದಾಯಗಳ ಪುರುಷ ಪ್ರಧಾನ ಮೌಲ್ಯಗಳ ಹೇರಿಕೆಯಿಂದಾಗಿ ಇಲ್ಲಿ ಮಹಿಳೆಯರು ಮತ್ತು ಹೆಣ್ಣುಮಕ್ಕಳ ಮೇಲೆ ತೀವ್ರತರಹದ ಶೋಷಣೆ ಆಗುತ್ತಿತ್ತು. ಜೊತೆಗೆ ಇಲ್ಲಿನ ಮಹಿಳೆಯರು ಬಡತನ ಮತ್ತು ಜಾತಿ ಆಧಾರಿತ ತಾರತಮ್ಯಕ್ಕೆ ಬಲಿಯಾಗಿರುವುದು ಮತ್ತು ಮೇಲ್ವರ್ಗದವರ ಲೈಂಗಿಕ ದೌರ್ಜನ್ಯಕ್ಕೆ ಒಳಗಾಗುತ್ತಿರುವುದು ಅವ್ಯಾಹತವಾಗಿತ್ತು. ಈ ಬಗ್ಗೆ ಸಂಘಟನಾ ಪ್ರಕ್ರಿಯೆಯೊಂದಿಗೆ ಯೋಜನೆಗಳನ್ನು ರೂಪಿಸಿಕೊಳ್ಳುವುದು, ಮಹಿಳೆಯರದೇ ಆದ ಕ್ಯಾಡರ್ ನಿರ್ಮಾಣ ಆಗಿರುವುದು, ಸಮುದಾಯದ ವೈಯಕ್ತಿಕ ಕಾನೂನನ್ನು ಅಧ್ಯಯನ ಮಾಡಿ ಜಿಲ್ಲಾ ಕಾನೂನು ಸೇವಾ ಪ್ರಾಧಿಕಾರದೊಂದಿಗೆ ಸಂವಾದ ಮಾಡಿ ಅವರ ಮೂಲಕ ಸಮುದಾಯದ ಒಳಗೆ ತಮ್ಮದೇ ಆದ ನಮ್ಮ ನ್ಯಾಯಕೂಟವನ್ನು ರಚಿಸಲು ಸಾಧ್ಯವಾಗಿರುವುದು.

ಸಮುದಾಯದ ಸಾಮಾಜಿಕ ಮತ್ತು ಸಾಂಸ್ಕೃತಿಕ ಅಭಿವೃದ್ಧಿಯ ಸಂದರ್ಭದಲ್ಲಿ ಅಂಗ ಸಂಬಂಧಗಳ ಸಮಾನತೆ ಮತ್ತು ಮಹಿಳೆಯರ ಹಕ್ಕುಗಳು ಉರ್ಜಿತಗೊಳ್ಳುವಲ್ಲಿ ಹೆಚ್ಚು ಒತ್ತನ್ನು ಕೊಡಲಾಗುತ್ತಿತ್ತು. ಮಹಿಳೆಯರ ಸಾಮಾಜಿಕ ನ್ಯಾಯಕ್ಕಾಗಿ ದೇಸಿಯ ಮತ್ತು ಇಲ್ಲಿನ ಬುಡಕಟ್ಟು ನೆಲೆಯಲ್ಲಿ ಅಂಗ ಸಂಬಂಧಗಳ ಸಮಾನತೆ ಮತ್ತು ಮಹಿಳೆಯರ ಹಕ್ಕುಗಳನ್ನು ನಿರ್ವಹಿಸುತ್ತಿದ್ದೆವು. ಮಾತೃಮೂಲ ಪರಂಪರೆಯನ್ನು ಉಳಿಸಿ ಬೆಳೆಸುವಲ್ಲಿ ಇಲ್ಲಿನ ಗುಣಾತ್ಮಕ ಮೌಲ್ಯಗಳನ್ನು ಗುರುತಿಸಿ ಸಮುದಾಯದಲ್ಲಿ ಅದನ್ನು ವಿಶ್ಲೇಷಣೆಗೆ ಹಾಕುವುದು, ದಾಖಲಾಕರಣ ಮಾಡುವುದು, ಅಧ್ಯಯನಗಳನ್ನು ಪ್ರಾಯೋಗಿಕವಾಗಿ ನಡೆಸಿರುವುದು, ಸಿಬ್ಬಂದಿ ಸಾಮರ್ಥ್ಯವೃದ್ಧಿಗಾಗಿ ಬೇರೆ ಬೇರೆ ತರಬೇತಿ ಸಂಯೋಜನೆಗಳನ್ನು ಅಳವಡಿಸಿರುವುದು, ಇತ್ಯಾದಿಗಳನ್ನು ಯಶಸ್ವಿಯಾಗಿ ಮಾಡಲು ಸಾಧ್ಯವಾಗಿದೆ.

ಈ ನಡುವೆ ಆಕ್ಟ್‌ನ ಏಯ್ಡ್ ಹಣಕಾಸು ಸಂಸ್ಥೆ ಮೂಲಕ ಮೈಸೂರು ಮತ್ತು ಕೊಡಗು ಜಿಲ್ಲೆಯಲ್ಲಿ 10 ವರ್ಷಗಳ ಕಾಲ ಅಲ್ಲಿನ ಆದಿವಾಸಿಗಳಾದ ಜೇನು ಕುರುಬರು, ಎರವರು, ಬೆಟ್ಟಕುರುಬರು ಮತ್ತು ಸೋಲಗರೊಂದಿಗೆ ನಮ್ಮ ಸಂಸ್ಥೆಗೆ ಕೆಲಸ ಮಾಡಲು ಅವಕಾಶ ಸಿಕ್ಕಿತು. 2011ರಲ್ಲಿ ಅಲ್ಲಿ ಹೊಸ ಸಿಬ್ಬಂದಿಗಳ ಜೊತೆ ಸಂಯೋಜಕರಾಗಿ ಕೆಲಸ ಮಾಡಲು ಸಾಧ್ಯವಾಯಿತು. ಹೊಸ ಪ್ರಾಜೆಕ್ಟ್ ಜಾರಿ ತರುವಲ್ಲಿ ಅಲ್ಲಿನ ಸಮುದಾಯ ಸಂಘಟನೆಯನ್ನು ಕಟ್ಟುವಲ್ಲಿ ಜನರೊಂದಿಗೆ ಸಂವಾದ, ಇಲಾಖೆಗಳೊಂದಿಗೆ ಸಂವಾದ ಇತ್ಯಾದಿ ಮಾಡಲಾಯಿತು.

ಮುಂದೆ 2017ರಲ್ಲಿ ಅಂಬೆಡ್ಕರ್‌ರವರ 125ನೇ ಜನ್ಮದಿನಾಚರಣೆಯನ್ನು ಇಡೀ ದೇಶವೇ ಆಚರಿಸುತ್ತಿರುವ ಸಂದರ್ಭದಲ್ಲಿ ಜಿಲ್ಲಾ ಸಂಯೋಜಕಿಯಾಗಿ ದ.ಕ ಮತ್ತು ಉಡುಪಿ ಜಿಲ್ಲೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡಿದೆ. ಇದೊಂದು ಒಳ್ಳೆ ಅವಕಾಶ. ಅವರ ವಿಚಾರಧಾರೆಗಳನ್ನು ಯುವಜನರಿಗೆ ಮತ್ತು ಮಕ್ಕಳಿಗೆ ತರಬೇತಿ ಸಂವಾದಗಳ ಮೂಲಕ ಮುಟ್ಟಿಸುವ ಕೆಲಸ. ಡಾ. ಅಂಬೆಡ್ಕರ್‌ರವರ ಪುಸ್ತಕಗಳನ್ನು ಮುಖ್ಯವಾಗಿ ಜಾತಿವಿನಾಶ, ಪ್ರಜಾಪ್ರಭುತ್ವ ಮತ್ತು ರಾಜಕೀಯ, ಹಿಂದೂಕೋಡ್ ಬಲ್ ಮುಂತಾದ ಪುಸ್ತಕದ ಮೂಲಕ ಅವರಿಗೆ ತಳಸಮುದಾಯಗಳ ಮಹಿಳೆ ಮತ್ತು ಮಕ್ಕಳ ಮೇಲೆ ಇದ್ದ ಕಾಳಜಿ, ಸಮಾನತೆ, ಸ್ವಾತಂತ್ರ್ಯ, ಭ್ರಾತೃತ್ವದ ಪರಿಕಲ್ಪನೆಗಳು ಇತ್ಯಾದಿ ನನ್ನ ಕಲಕೆಗೆ ಅವಕಾಶವಾಗಿತ್ತು.

2018ರಿಂದ ನಾನು ಆರೋಗ್ಯ ಮತ್ತು ಕುಟುಂಬ ಕಲ್ಯಾಣ ಇಲಾಖೆಯ ಜೀವಸಾರ್ಥಕತೆ ವಿಭಾಗದಲ್ಲಿ ಟ್ರಾನ್ಸ್‌ಪ್ಲಾಂಟ್ ಕೋಆರ್ಡಿನೇಟರ್ ಆಗಿ ವೆನ್ಸಾಕ್ ಜಿಲ್ಲಾ ಆಸ್ಪತ್ರೆ ಮಂಗಳೂರು ಇಲ್ಲಿ ಸೇವೆ ಸಲ್ಲಿಸುತ್ತಿದ್ದೇನೆ.

### ಕಲಕೆಯ ಅನುಭವಗಳು

- ಒಟ್ಟು ಕೆಲಸದ ಅವಧಿಯು ನನ್ನ ಕಲಕೆಗೆ ಮುಖ್ಯ ಭೂಮಿಕೆಯಾಗಿತ್ತು
- ಸ್ವಸಂಘಟನೆ ಪ್ರಕ್ರಿಯೆ ಮೂಲಕ ಯಾವುದೇ ಕೆಲಸವನ್ನು ಐಕ್ಯತೆ ಮತ್ತು ಸೋಲಡಾರಿಟಿ ಮೂಲಕ ಮಾಡಿಸಿಕೊಳ್ಳಲು ಸಾಧ್ಯವಿದೆ ಎಂಬುದನ್ನು ಈ ಕೆಲಸದ ಮೂಲಕ ಅರಿತುಕೊಂಡೆ.
- ತಳಸಮುದಾಯಗಳ ಮುಖ್ಯವಾಗಿ ಅಂಚೆಗೆ ತಳ್ಳಲ್ಪಟ್ಟ ಜನರ ಸಮಸ್ಯೆಗಳು, ಸಮಾಜ ಅವರನ್ನು ನಡೆಸಿಕೊಳ್ಳುವ ರೀತಿ, ಪ್ರಭುತ್ವ ಅವರ ಮೇಲೆ ತೋರಿಸುತ್ತಿರುವ ಅಸಡ್ಡೆ, ಅದಕ್ಕೆ ಸ್ವಾಭಿಮಾನಿಯಾಗಿ ಸಮುದಾಯ ಸಂಘಟನೆ ತೆಗೆದುಕೊಂಡ ನಿರ್ಧಾರಗಳು, ಚಳವಳಿಯಾಗಿ ಇಡೀ ಕೆಲಸ ಮುಂದೆ ಹೋದ ರೀತಿ ಇದೆಲ್ಲವೂ ನನ್ನ ಬದುಕಿಗೆ ಕಲಕೆಗಳಾಗಿವೆ.
- ಮಾನವೀಯ ಮೌಲ್ಯಗಳು, ಸ್ವ'ದ' ಬದಲಿಗೆ ನಾವು ನಮ್ಮವರೆಂಬ ಆಲೋಚನೆಯಡಿ ಎಲ್ಲರನ್ನು ಒಳಗೊಂಡ ಸಮಾಜವನ್ನು ನಿರ್ಮಿಸುವಲ್ಲಿ ನಾವು ಸಾಮಾಜಿಕ ಕಾರ್ಯಕರ್ತರಾಗಿ ಏನು ಮಾಡಬಹುದು ಎಂಬಲ್ಲಿ ನನ್ನಲ್ಲಿ ಚಿಂತನೆಗಳನ್ನು ಹಂಚಿಕೊಳ್ಳಲು ಅವಕಾಶವಾಗಿದೆ.

- ಯಾವುದೇ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿ ನಿರ್ಧಾರವನ್ನು ತೆಗೆದುಕೊಳ್ಳುವಲ್ಲಿ ಮತ್ತು ನಾಯಕತ್ವವನ್ನು ವಹಿಸಿಕೊಂಡು ಕೆಲಸವನ್ನು ಫೆಸಿಲಿಟೇಟ್ ಮಾಡುವ ಸಾಮರ್ಥ್ಯ ನನ್ನಲ್ಲಿ ಹೆಚ್ಚಾಯಿತು.
- ಸಮಾಜದಲ್ಲಿ ಬಲಷ್ಟತೆ, ಶ್ರೇಷ್ಠತೆ ಮತ್ತು ಕನಿಷ್ಠತೆಯ ಸಂದರ್ಭದಲ್ಲಿ ನನ್ನ ನಿಲುವು ಯಾವ ಕಡೆ ಇರಬೇಕೆಂಬ ಸ್ಪಷ್ಟತೆಯ ಅರಿವು ಸಾಧ್ಯವಾಯಿತು.
- ಯಾವುದೇ ಸಮಸ್ಯೆಗೆ ಸಂಬಂಧಿಸಿ ಉತ್ತಮ ಯೋಜನೆಯನ್ನು ಹಾಕಿಕೊಂಡು ಅದನ್ನು ಸಂಘಟನೆಯ ಮೂಲಕ ಕಾರ್ಯಗತಗೊಳಿಸುವಲ್ಲಿನ ಸಾಮರ್ಥ್ಯ
- ತಂಡ ನಿರ್ವಹಣೆಯ ಸಾಮರ್ಥ್ಯ ಸಂಯೋಜನಾ ಸಾಮರ್ಥ್ಯ ಹೆಚ್ಚಾಯಿತು.
- ಮುಖ್ಯವಾಗಿ ಓದುವ ಕೌಶಲ್ಯ ಹೆಚ್ಚಾಯಿತು.
- ತಲಸಮುದಾಯಗಳೊಂದಿಗೆ ನನ್ನನ್ನು ನಾನು ಗುರುತಿಸಿಕೊಳ್ಳುವಲ್ಲಿ ಮತ್ತು ಕೆಲಸ ಮಾಡುವಾಗ ಜನರ ಪ್ರೀತಿ ಮತ್ತು ವಿಶ್ವಾಸ ಮತ್ತು ಸಹಕಾರ ಪಡೆದುಕೊಳ್ಳುತ್ತ ದಕ್ಷತೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡಲು ಸಾಧ್ಯವಾಯಿತು.
- ಪ್ರಾಮಾಣಿಕ ಮತ್ತು ವಸ್ತುನಿಷ್ಠವಾಗಿ ಯೋಚಿಸುವಲ್ಲಿ ಸಾಧ್ಯವಾಗಿದೆ.
- ಪ್ರಾಮಾಣಿಕತೆ, ದಕ್ಷತೆ ಮತ್ತು ಬದ್ಧತೆಯಿಂದ ನಮ್ಮ ಕೆಲಸ ಮಾಡಲು ಸಾಧ್ಯವಾಗಿದೆ.
- ಮುಖ್ಯವಾಗಿ ಮೌಲ್ಯಧಾರಿತವಾಗಿ ಬದುಕಲು ಸಾಧ್ಯವಾಗಿದೆ.
- ಜನಸಂಘಟನೆಯ ಮೂಲಕ ಪ್ರಭುತ್ವವನ್ನು ಜನರ ಪರವಾಗಿ ದುಡಿಸಿಕೊಳ್ಳುವಲ್ಲಿ, ಸಾಧ್ಯವಾಗಿದೆ.
- ಮಾನವ ಹಕ್ಕುಗಳನ್ನು ಸರಿಯಾಗಿ ಅರ್ಥೈಸಿಕೊಳ್ಳಲು ಸಾಧ್ಯವಾಗಿದೆ.
- ಉತ್ತಮ ತರಬೇತಿ ಸಂಯೋಜಕಳಾಗಿ ಗುರುತಿಸಿಕೊಳ್ಳುವಲ್ಲಿ ನನ್ನ ಒಟ್ಟು ಕೆಲಸದ ಅವಧಿಯು ನನಗೆ ಪ್ರೇರಣೆ ನೀಡಿದೆ.

#### ಸಮಾಲುಗಳು.

- ಸಮುದಾಯದ ಜನಸಂಖ್ಯೆ ತೀರಾ ಕಡಿಮೆ ಇದ್ದು 2 ರಾಜ್ಯ ಮತ್ತು 3 ಜಿಲ್ಲೆಗಳಲ್ಲಿ ಪಸರಿಸಿರುವುದು ಇದು ನಮಗೆ ಸಂಘಟನಾ ಪ್ರಕ್ರಿಯೆಗೆ ಸವಾಲು ಆಗಿರುವುದು.
- ಆದಿವಾಸಿ ಸಮುದಾಯದ ಮಾನವ ಸಂಪನ್ಮೂಲದ ಕೊರತೆಯ ಕಾರಣಕ್ಕಾಗಿ ಯಾವುದೇ ಚಳವಳಿಯನ್ನು ಅಂತಿಮ ಹಂತಕ್ಕೆ ಕೊಂಡೊಯ್ಯುವಲ್ಲಿ ಸವಾಲು ಆಗಿರುವುದು.
- ಜಾತಿ ವ್ಯವಸ್ಥೆಯ ಒಳಗೆ ಸಿಕ್ಕಿ ಅಸ್ಪೃಶ್ಯತೆ ಮತ್ತು ಅಜಲನ ಅನಿಷ್ಟ ಪದ್ಧತಿಯೊಳಗೆ ಸಿಕ್ಕಿಕೊಂಡ ಸಮುದಾಯ ಅದರಿಂದ ಹೊರಬರುವಲ್ಲಿ ಮತ್ತು ಸ್ವಾಭಿಮಾನದ ಬದುಕನ್ನು ಕಟ್ಟಿಕೊಳ್ಳುವಲ್ಲಿ ಸಂಸ್ಥೆಗೆ ಸಮುದಾಯದೊಂದಿಗೆ ಕೆಲಸ ಮಾಡುವಲ್ಲಿ ಸವಾಲಾಗಿರುವುದು.
- ಸಂಸ್ಥೆ ಹಣಕಾಸಿನ ಕೊರತೆಯನ್ನು ಅನುಭವಿಸಿದ್ದು.
- ಆಧುನಿಕ ಜೀವನ ಶೈಲಿಗೆ ಒಳಗಾಗುತ್ತಲೇ ಸಮುದಾಯ ಮಾತೃಮೂಲ ಜೀವನ ವಿಧಾನದಿಂದ ಪಿತೃಮೂಲದ ಕಡೆಗೆ ವಾಲುತಿರುವುದು. ತನ್ನಲ್ಲಿರುವ ಪ್ರಕೃತಿದತ್ತವಾದ ಗುಣಾತ್ಮಕ ಮೌಲ್ಯಗಳನ್ನು ಕಳೆದುಕೊಳ್ಳುತ್ತಿರುವುದು.

#### ಸಂದೇಶಗಳು,

ಭೂಮಿ ಮೇಲೆ ಬದುಕುವುದಕ್ಕಾಗಿ ಮನುಷ್ಯ ಪ್ರತಿಫಲವಾಗಿ ಕೊಡಮಾಡುವುದೇ ಸಾಮಾಜಿಕ ಬದ್ಧತೆಯೊಂದಿಗೆ ಮಾಡುವ ಸಾಮಾಜಿಕ ಕಾರ್ಯಚಟುವಟಿಕೆಗಳು. ನಾವು ಮಾಡುವ ಸಾಮಾಜಿಕ ಕಾರ್ಯಚಟುವಟಿಕೆಯ ಮೂಲಕ ನಮ್ಮ ಬದುಕು ಅರ್ಥಪೂರ್ಣವಾಗುತ್ತದೆ.

- ತಳಸಮುದಾಯದವರ ಅದರಲ್ಲೂ ಮುಖ್ಯವಾಗಿ ಮಹಿಳೆಯರ ಹಾಗೂ ಮಕ್ಕಳ ಸಂದರ್ಭದಲ್ಲಿ ಸಾಮಾಜಿಕ ನ್ಯಾಯಕ್ಕಾಗಿ ಕೆಲಸ ಮಾಡುವುದು ನಮ್ಮ ಆದ್ಯತೆಯಾಗಿರಬೇಕು.
- ಸಮಾನತೆ, ಬ್ರಾಹ್ಮಣತೆ ಮತ್ತು ಸ್ವಾತಂತ್ರ್ಯ, ಮತ್ತು ಸಾಮಾಜಿಕ ನ್ಯಾಯ ಸಂವಿಧಾನದ ಧ್ಯೇಯಗಳು ಇದನ್ನು ಜೀವನದಲ್ಲಿ ಅಳವಡಿಸಿಕೊಳ್ಳುವುದು ಮತ್ತು ಎಂತಹ ಸಂದರ್ಭದಲ್ಲಿ ಕೂಡ ರಾಜಿ ಮಾಡಿಕೊಳ್ಳದ ಧ್ಯೇಯತೆ ನಮ್ಮೆಲ್ಲರವುದು ಆಗಬೇಕು.
- ನಮ್ಮ ಇರುವಿಕೆ ಅಸ್ತಿತ್ವ ಅನ್ಯಾಯಕ್ಕೊಳಗಾದ ಜೀವಿಗಳ ಪರವಾಗಿ ನಿಲ್ಲುವುದು ಸಾಧ್ಯವಾಗಬೇಕು.
- ಕಳೆ ಎಂಬುದು ನಿರಂತರ ಪ್ರಕ್ರಿಯೆ. ನಾವು ಸಾಮಾಜಿಕ ಕಾರ್ಯಕರ್ತರಾಗಿದ್ದು ಮಾನವ ಸಂಬಂಧಗಳೊಂದಿಗೆ ನಮ್ಮ ಕೆಲಸ ಆಗಿರುವುದರಿಂದ ಇಲ್ಲಿ ನಾವು ಸಮಾಜದ ಎಲ್ಲರಿಂದಲೂ ಕಾಯುತ್ತಿದ್ದೇವೆ ಎಂಬ ಆಶಾ ಭಾವನೆಯಲ್ಲಿ ಇದ್ದಾಗ ಮಾತ್ರ ನಮ್ಮ ಕೆಲಸದಲ್ಲಿ ಯಶಸ್ವಿಯಾಗಲು ಸಾಧ್ಯ.
- ಪ್ರತಿಯೊಬ್ಬರನ್ನೂ ಅವರ ಭಾವನೆಗಳನ್ನು ಗೌರವಿಸುವ ಗುಣ ಬೆಳೆಸಿಕೊಳ್ಳಬೇಕು. ಅದು ಸಮಸ್ಯೆಯಾಧಾರಿತ ವ್ಯಕ್ತಿ ಇರಬಹುದು ಅಥವಾ ಸಮುದಾಯ ಇರಬಹುದು ಇಲ್ಲಿನ ಮೌಲ್ಯಗಳು, ಭಾವನೆಗಳು, ಸಂಸ್ಕೃತಿ ಎಲ್ಲವೂ ಭಿನ್ನವಾಗಿರುತ್ತವೆ. ಅವುಗಳನ್ನು ಗೌರವಿಸುವುದು ನಮ್ಮ ಆದ್ಯತೆಯಾಗಿರಬೇಕು.
- ಬದಲಾವಣೆ ಎಂಬುದು ಪ್ರಕೃತಿ ನಿಯಮ, ಜಡ್ಡುಕಟ್ಟಿದ ವಾತಾವರಣವನ್ನು ಬದಲಾಯಿಸುವುದು ಅನಿವಾರ್ಯ. ಈ ಬದಲಾವಣೆ ಒಮ್ಮಿಂದಲೆ ಅಥವಾ ಏಕ ವ್ಯಕ್ತಿಯಿಂದಲೆ ಸಾಧ್ಯವಾಗುವುದಿಲ್ಲ. ಇದಕ್ಕಾಗಿ ಸಂಘಟನೆ ಪ್ರಕ್ರಿಯೆ ಅನಿವಾರ್ಯ. ಸಂಘ ಎಂದರೆ ಮನಸ್ಸುಗಳ ಕಟ್ಟುವಿಕೆ, ಕ್ರಾಂತಿಕಾರಿ ಹೆಜ್ಜೆಗಳ ನೀಡಲು ಬದಲಾವಣೆಯ ನಿರೀಕ್ಷೆಗಾಗಿ ಮನಸ್ಸುಗಳನ್ನು ಒಗ್ಗೂಡಿಸುವ ಕೆಲಸ ನಮ್ಮಿಂದ ಸಾಧ್ಯವಾಗಬೇಕು..
- ಪ್ರಾಮಾಣಿಕತೆ, ದಕ್ಷತೆ ಮತ್ತು ಬದ್ಧತೆಯಿಂದ ನಮ್ಮ ಕೆಲಸ ಮಾಡಲು ಸಾಧ್ಯವಾಗಬೇಕು.
- ಬದಲಾವಣೆ ಎಂಬುದು ದೊಡ್ಡ ಪ್ರಕ್ರಿಯೆ. ಮತ್ತೆ ಇದು ತುಂಬಾ ನಿಧಾನವಾಗಿ ಆಗುವುದು. ನಿಂತ ನಿಲುವಿಗೆ ಯಾರನ್ನೂ ಬದಲಾಯಿಸಲು ಸಾಧ್ಯವಿಲ್ಲ. ಸಮುದಾಯದ ಜನರ ಅಭಿವೃದ್ಧಿಗಾಗಿ ನಾವು ತೆಗೆದುಕೊಳ್ಳುವ ನಿರ್ಧಾರಗಳು ಜನರಿಗೆ ಜನಸಮುದಾಯದ ಮೌಲ್ಯಗಳಿಗೆ ಯಾವ ರೀತಿಯ ಪರಿಣಾಮಗಳನ್ನು ಉಂಟುಮಾಡುತ್ತದೆ, ಇದಕ್ಕೆ ಮಾನವ ಸಂಪನ್ಮೂಲ, ಹಣಕಾಸಿನ ಸಂಪನ್ಮೂಲ ಹೇಗೆ ಹೊಂದಿಸಿಕೊಳ್ಳುವುದು, ಇದಕ್ಕೆ ಬೇಕಾದ ಕಾರ್ಯೋಪಾಯಗಳು ಎಲ್ಲವನ್ನೂ ಸಂಘಟನಾತ್ಮಕವಾಗಿ ಯೋಜಿಸಿ ನಿರ್ಧಾರಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಬೇಕಾಗುತ್ತದೆ. ನಮ್ಮ ಯೋಜನೆಗಳು ಕಾರ್ಯಗತಗೊಳ್ಳದಾಗ ಸರಿಯದ ಸ್ವದನೆ ಸಿಗದಾಗ ನಿರಾಶರಾಗಬಾರದು, ಯಾಕೆಂದರೆ ನಾವು ಕೆಲಸ ಮಾಡುವುದು ಮನಸ್ಸುಗಳ ಜೊತೆ. ಇವತ್ತೆಲ್ಲ ನಾಳೆ ಸ್ವದನೆ, ಬದಲಾವಣೆ ಸಾಧ್ಯ ಎಂಬ ಆಶಾಭಾವನೆ ಬೆಳೆಸಿಕೊಳ್ಳುವುದು ಆಗಬೇಕು.
- ಯಾವುದೇ ಕ್ಷಿಣಿಕ ಸನ್ನಿವೇಶ ಎದುರಾದರೂ ನಾವು ಒಪ್ಪಿಕೊಂಡಿರುವ ಸಿದ್ಧಾಂತಗಳೆಲ್ಲ ಮತ್ತು ನಮ್ಮ ನಿಲುವುಗಳನ್ನು ಬದಲಾಯಿಸಬಾರದು.

ಉದಾ: ಧರ್ಮ, ರಾಜಕೀಯತೆ, ಅಂಗತ್ವ ಸಮನ್ವಯತೆ ಇತ್ಯಾದಿ.



## PERSONAL PROFILE



### **Flavia Lobo**

Phone Number : 9591939195

Email : [flavialobo2003@yahoo.com](mailto:flavialobo2003@yahoo.com)

Year of passing MSW : 2004

JOB PROFILE : Positive People Goa

DESIGNATION : RESEARCH ASSISTANT

It gives me pride to present the vision of Positive People is to build a vibrant and self reliant network of independent group of HIV affected, and other stakeholders like sex workers, injecting drug users and migrants. The research study highlighted on the issues related to HIV / STI among workers of Goa. The main purpose was to provide treatment for STI and HIV. Interviews, counseling, and free health checkups.

JOB PROFILE: Positive People Goa 2006-2010

DESIGNATION: PROGRAMME MANAGER

In the journey of my career I had taken up the post of Project Manager. This project was under Goa state and was working for intervention of sex workers of Goa.

In most of the places in Goa, the study has proved that the sexworkers are characterized by high rates of STI and HIV infection, because of low rates of condom use. Various social, legal, interpersonal and epidemiological factors create the conditions in which HIV/STI infections rapidly spread. So, effective targeted intervention was necessary in order to promote safe behavior, good health facilities, vulnerability and sustainability.

### **CHALLENGES :**

We faced a lot of difficulties while working with sexworkers, but we managed with confidence in delivering services and courage to face the private and local structure. I have learnt work efficiency and stress management in order to understand the problems of stake holders and their work in an open society.

We encounter the threats from pimps when their business was hampered. Making the sex workers understand the need of taking care of their health was difficult. Though the target group was educated there was no consistency in the practice

### **JOB PROFILE:**

PRAJNA COUNSELING CENTER MANGALORE 2010-2014

## **DESIGNATION:**

### **PROGRAMME CORDINATOR**

The project mainly focused upon conducting school camps to adolescence in the school setting, training on HIV/ STIs, women empowerment to the community women and providing educational training to youth and school children.

Project's main activity was on forming self-help group for women in the community, to organize the rural individuals in terms of economic condition and particularly dividing women into small groups to earn their livelihood and be sustainable independent.

### **ALVA'S SCHOOL PUTHIGE: 2018 – TILL DATE**

## **DESIGNATION:**

### **SCHOOL COUNSELLOR**

Being a school counselor was a new venture altogether. This experience has given me a great satisfaction. In the school setting the main focus is upon identification of early childhood psychological problems through mental health counseling. Here we enhance students' personal development to promote confidence and well being with implementation of life skill education classes that help them to explore and enhance their social skills and also to manage their own behavior effectively.

We also orient teachers and wardens by organizing regular meetings and making them understand the various challenges faced by students.

Internal challenges includes issues related to attitude towards counseling, issues incorporated in the guidelines includes practice in school.

**Learning experience:** I was able to understand certain problem solving skills which to an extent helped me to deal with certain issues that I encountered and to deal with psychological problems which can badly impact our daily life.







## STEP OUT OF YOUR COMFORT ZONE

### **Manbha Myrthong**

Year of passing- 2015

Address- Langkyrding Mihngi, Meghalaya, Shillong.

Designation- Child welfare officer, Child Care Institution, (CCI)

Business Development Executive,

NISA headquarter at Mumbai, Starting an organization with the aim to promote Organic Farming.

As mentioned above my full-time job is Child Welfare Office in an Orphanage home run by the Khasi jaintia Presbyterian Assembly under the Sponsorship of the Social Welfare Department. We take care of male children who are under the age of 18 years who are vulnerably with no one to cater them. These children are from different background with no distinction and discrimination.

My role as a Child Welfare Officer is to prepare an Individual Care Plan (ICP) for each child, conducting home visits as part of the Social Investigation Report (SIR) to find out the living condition of the family before accepting the child and after restoration of the child if he has attained 18 years of age. Other responsibility in working with the CCI is to look into the daily activities of each child, taking care of them by providing their needs like tutoring, helping them maintaining cleanliness, etc. several other duties are encouraging each child to explore their hidden talents, motivate them to take part in other social activities.

Looking in the eyes of these children I see that they are very vulnerable and dependent which made me realize that I should accept whatever God has blessed me with till date. Working with them is a blessing to me as I learned how to value the love and care that I received. Yes, no doubt sometime these children go to such an extreme that we have to yell at them repeatedly, but that does not stop me from loving them and receiving their love. I prefer them making mistakes rather than being a hypocrite to us. I also learned that the first step for a child to grow in a right direction is to be a good parent/ guardian with a good parenting and guiding skills. These children looked up to us and we should be a good role model to them so that they can learn from. There has never been a day that I regretted working for them.

After my Post graduate I have been working and have met with diverse people.

There has never been a day that I don't gain anything from meeting them. The one thing I learned during my college days is that we should always go down to level of the people and that immediately helps us gain self-respect and confidence. I remembered a quotation that my Principal said in my Post graduation days that is "if you cannot accept people's criticism, it means it's a defeat" This quote made realize that criticism will come from every corner, but how we perceive them is up to us. I am who I am today is because of the learnings I received and I make effort to put them into practice.

I look forward to expand my abilities with whatever I can. As mentioned above I also worked with an agency from Mumbai named NISA. This agency works in providing security services. I worked as a Business Development Executive and I was able to provide job to youth who were struggling.

Also, at the moment I and my father together with my brothers are forming an organization that deals with farmers. The aim of this organization is to promote Organic farming to make people aware of the benefits of organic farming. My father himself is a manufacturer and proprietor of organic farming and this has been recognized and certified by the International Standard Organization (ISO) for its quality, and certifying agency from National Programme of Organic Production (NPOP).

A message to the social work students is that, challenges will come in our life, but we should make an effort to face them so as to gain more strength. Giving up on your dreams is not a solution, be ready to learn from others by accepting their opinion and criticism.

Also, I urge you to go out of your comfort zone to experience challenges in life. This will bring satisfaction within you.





## ONE STEP AHEAD

**Sr. Angeline Praveena A**  
3rd year BSW

One step ahead, it ignites the young minds, and molds the good pupil to good citizens as well as the good leaders of the nation.

It gives me an immense pleasure, also I am proud to say that I am the student of Alva's Education Foundation specially student from the Department of SOCIAL WORK. Always I had the passion for social work and I used to think ways and means to reach out to the people but I never imagined that I would be landing in Alva's for my social work studies. I feel I am blessed to be in ALVA'S.

When I recall these past three years of my journey at Alva's - Social Work classroom it gives me an inner joy of being the part of BSW family, where I experienced the unity among the teachers in the department as well among the students, the patience that my teachers have and their constant support and accompaniment towards each student. Really it's an amazing and wonderful course I would say.

My own experience, I was the person who always had the fear of going to the stage or talking to the authority persons but after I reached the BSW family my teachers supported me to be very confident in the beginning itself and always encouraged me to move forward with zeal, with new energy and with creative ways of thinking and learning. I am grateful to Alva's especially to the Department Of Social Work.

The BSW forum organized various programmes throughout the year, it helped me to develop my personality and still it is molding me to be social work profession.

The Exposure Visits and Study Tour has helped me to develop an appreciation for social work intervention also helped me to acquire the observation skill & develop ability to critically evaluate the initiative of voluntary and government programmes.

Community care activities were mainly arranged with a view to reach the unreached sections of the society. It gave me an opportunity to organize the various programmes in my field work agency, the programmes were creating an awareness to the people and students on the issues of Health, Education, Rights & Opportunities open for them, also in some of the agencies health camp, street play show, career guidance

programmes for PUC students have been organized. These were the stepping stones for my success, to grow & to develop.

In conclusion I would like to say that social work profession is a gift for each one where we are allowed to intimate the lives of people in our efforts to assist them in their journey. Our focus should be that whether we are rich or poor, big or small we have the privilege to bring change in the lives of people in our society.

Social work is the wonderful profession through which we are able to empower, advocate, motivate, connect, and encourage others to stand on their own.

Therefore let us work together for unity and peace in our society. Best and good wishes to all those who read.

