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**About Presenters:**

Dr. Anuradha Bakshi is a Reader Designate at the Nirmala Niketan College of Home Science, University of Mumbai. She has completed her PhD from the University of Tennessee at Knoxville, USA, and her master's degree from the Maharaja Sayajirao University of Baroda. She has also taught at both her alma mater universities and at the Nirmala Niketan College of Social Work, University of Mumbai. Her research career began as an undergraduate student and has spanned over two decades in varied areas such as resiliency, education, and spirituality.



As one of the senior-most faculty in Nirmala Niketan, she has served as a Department Head (2004-2007). She is teaching students in the B.Sc., M.Sc., and PhD Home Science programs. She has presented papers at international conferences; last year she chaired a session on research in Human Development at an international conference. She is a consultant in multiple areas such as Research Methods and Statistics, and Human Development.

Student support and welfare is one of her priorities. As a university teacher, she has invested substantial time in career guidance and counseling of students, especially advanced students as well as alumnae. In fact, her interest in the welfare of "her protégées" has led her to track their life paths both formally (i.e., through research) and informally.

Ms. Ishrat Shaikh is a student in the M.Sc. programme in Human Development at the Nirmala Niketan College of Home Science, University of Mumbai. She has graduated with a B.Sc. in Human Development from Nirmala Niketan. She has especially enjoyed her placements in a preschool and in an old age home. She was the head of the Student Executive Council in her senior year. She is interested in working in the field of counselling and education.

Ms. Heta Kapadia has completed a B.Sc. in Developmental Counselling from the Sir Vithaldas Thakersey College of Home Science, S.N.D.T. University, Mumbai. She is currently enrolled in the M.Sc. programme in Human Development at the Nirmala Niketan College of Home Science, University of Mumbai. On graduation from the M.Sc. programme, she plans to get a job as a counsellor. Her eventual goal is to open a centre which would provide services such as psychological testing, counselling, and remedial education. She envisages working in this centre along with a multi-disciplinary team.

Ms. Riddhi Padhya has graduated from Jai Hind College, University of Mumbai, with a B.A. Honours in Psychology. She is currently enrolled in the M.Sc. programme in Human Development at the Nirmala Niketan College of Home Science, University of Mumbai. She has been a very active student, and has written articles for the Jai Hind College psychology magazine, and helped organise a psychology exhibition. As part of the Honours' programme, she has volunteered at an NGO for blind women. Her future goals include completing a PhD, and contributing to research, education, and human resource management.

Ms. Sonali Sarun is a student in the M.Sc. programme in Human Development at the Nirmala Niketan College of Home Science, University of Mumbai. She has graduated with a B.Sc. in Human Development from Nirmala Niketan. She would like to continue her studies in the field of counselling. Her aim is to work as a counsellor and help people recognise their own strengths and resources.

Ms. Solem Vashum has completed a B.Sc. in Developmental Counselling from the Sir Vithaldas Thakersey College of Home Science, S.N.D.T. University, Mumbai. She is currently enrolled in the M.Sc. programme in Human Development at the Nirmala Niketan College of Home Science, University of Mumbai. She has worked in an NGO called Participatory Action for Sustainable Development Organisation (PASDO) in Manipur. She has volunteered for two years at the Nehru Yuva Kendra in Manipur. She has completed a diploma course in Gandhian Thought from Wardha, Maharashtra. Each of these experiences has helped her identify her interests and goals. She plans to work with underprivileged children in schools through NGOs.

Ms. Hetvi Gandhi has completed a B.Sc. in Human Development from Nirmala Niketan College of Home Science, University of Mumbai. She is currently enrolled in the master's programme in Human Development in Nirmala Niketan. On graduation she is interested in developing meaningful career guidance services for people in the corporate sector. She would like to address occupational stress, niche-placements, and job satisfaction. She believes that as each individual finds their right niche, there are gains for both the individual and the organisation.

**Title of Paper:**                    **The perceived relevance of career guidance services after career entry: A survey in Mumbai, India**

**Abstract:**

Scholars such as Glen Elder and Paul Baltes have indisputably brought to our attention that development is a lifelong process; this includes career development. Optimally, career guidance and counselling are also lifelong. However, it is unclear whether this is only theoretical or whether it is also characteristic of professional practice in urban India as represented by Mumbai.

The utility of any set of services such as professional career guidance services depends on the degree to which those particular services are integral to a culture. If professional career guidance services are an adopted feature, their success requires reflection on what alternative arrangements for the same are already deep-rooted in the culture and how can professional services adapt themselves into complementing rather than substituting available traditions.

Despite the changes in family structure in urban India, family and community support in Indian culture has continued to eclipse the utilisation of professional career guidance services. Based on preliminary observations, it appears that the balance swings in favour of family and community support even more so after career entry. Individuals in Mumbai are even less likely to utilise professional career guidance services after starting their careers. Moreover, the utilisation of such services is largely absent in the lives of the less-privileged. Instead, minor and major career-related decision-making is supported by informal guidance (e.g., experiences and advice of friends and family members) and by community services (e.g., availability of elders or experts in the community as consultants).

This survey includes 100 varied individuals from Mumbai: multiple religions, age ranging from 20 to 60+, both sexes, employed versus entrepreneurs, in transitory versus more-stable occupations, and more-privileged (e.g., businesspersons, bank officers) versus less-privileged (e.g., street food hawkers, domestic helpers).

Given the backdrop of a globalising world, economic instability, swiftly-changing occupational needs, and lack of coherence in values, career-related decision-making across adulthood is increasing both in complexity and number of decisions to be made. Professional career guidance in urban India does have a role to play. However, new directions have to be sought; suggestions include culture-specific adaptations as well as embracing new theory such as Glen Elder's principle of linked lives in life course theory.