



INDIAN INSTITUTE OF DALIT STUDIES

DEVOTED TO STUDIES ON SOCIAL EXCLUSION, MARGINALIZED SOCIAL GROUPS
AND INCLUSIVE POLICIES

IIDS

Five Year Journey

November 2003 - October 2007



INDIAN INSTITUTE OF DALIT STUDIES

Devoted to Studies on Social Exclusion, Marginalized Social Groups
and Inclusive Policies



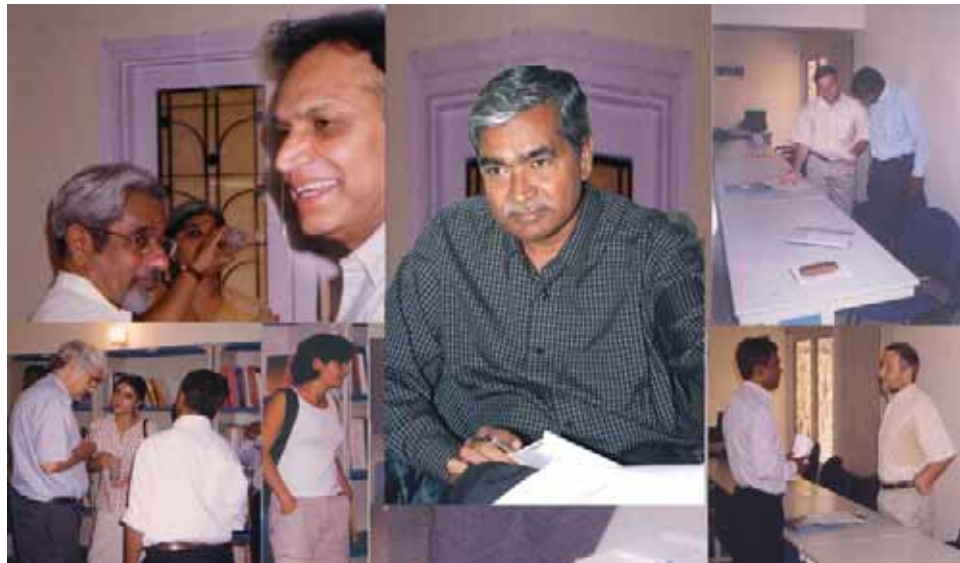
IIDS **Five Year Journey**

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Innaugural Meeting of IIDS, Seated L to R, Director IIDS, Prof. Sukhadeo Thorat, Chairperson IIDS, Martin Macwan and Members Board of Trustees, IIDS, Dr. Rohini Nayyar, Prof. Ghanshyam Shah, Prof. Ashok Mathur, Prof. Gail Omvedt and Ms. Palanimuthu Sivakami



The First Meeting of the Board of Trustees, IIDS, 10th January 2003

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Book Release 'Untouchability in Rural India' by Hon'ble Sh. Arjun Singh, Union Minister for Human Resource Development at India Habitat Centre. Also present L to R are Prof. T. K. Oommen, Prof. Sukhadeo Thorat, Mr. Shyam Benegal and Prof. Ghanshyam Shah



Presentation of the 'Scheduled Castes: A Profile 2004: Status of the Scheduled Castes in India' by the Indian Institute of Dalit Studies on 16th of January 2007 at Indian Social Institute. Seated L to R are Prof. Sukhadeo Thorat, Hon'ble Smt. Meira Kumar, Union Minister for Social Justice and Empowerment and Dr. (Smt.) Veena Chhotray, Secretary, Ministry of Social Justice Empowerment

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Mission

Inception

The Indian Institute of Dalit Studies came about as a result of the initiative of a network of Dalit NGOs and some academic activists with an initial grant of US \$ 300,000 from the Ford Foundation for a period of three years. The grant was approved on 1st April 2002. IIDS was registered on 20th January 2003 and began functioning since November 2003. The Ford Foundation kindly extended its funding to IIDS and approved a grant of US \$ 350,000 over a five-year period beginning from 1st June 2007 for support of a 'trust fund' and for research, dissemination and database on the nature and consequences of discrimination and exclusion of marginal groups.

Objectives

IIDS was set up with objectives of undertaking:

- a) Interdisciplinary and application-based research;
- b) To provide knowledge support to civil society organisations working for the marginalised sections;
- c) To enable and support the government and other organisations in developing appropriate policies for social inclusion; and
- d) To serve as a Resource Centre for academicians, researchers, activists and others alike.

Considerations that led to the Setting up of IIDS

Some important considerations that led to the setting up of IIDS are:

Firstly, is the recognition that Indian society is characterized by high degree of structural inequalities, stratification and hierarchy associated with caste, ethnicity, gender, religion, class, other group identities and institutions of social exclusion. It was recognized that the inherent structure and functioning of these institutions leads to exclusion and discrimination, which in turn leads to deprivation and poverty of a substantial section of Indian population in multiple spheres.

Secondly, it was also acknowledged that, notwithstanding the significance of the problem, serious gaps exist in our knowledge on crucial dimensions of social

exclusions, their forms and nature, consequences on growth, inequalities, poverty, inter-group conflict and policies towards the consequences of exclusion.

Thirdly, the guiding considerations also accepted that the lack of knowledge (both theoretical and empirical) on some aspects, if not all, on the dynamics of the institutions of caste, untouchability, ethnicity, religion, class and other group identities or institutions of exclusion, constrained the capacities of the government, civil society organisations and other agents of transformation to develop remedies, policies and strategies against exclusion and discrimination-linked deprivations, inequalities, poverty, economic backwardness and inter-group conflicts and induce social inclusion.

Finally, the experiential learning gained through both, working at the grass roots, as well as, the advocacy platform to address the issue of caste-based discrimination at regional, national and international levels strengthened the need for such an Institute.

These considerations led to the establishment of IIDS and shaped its research priorities.

The Knowledge Gap

IIDS acknowledged that there is a need to understand forms, mechanisms and nature of social exclusion and discrimination in multiple spheres linked with the institutions of caste, untouchability, ethnicity, religion, class, other group identities and their dynamics. It also recognized that there is a need to understand the consequences of social exclusion and to develop remedies against exclusion-linked deprivations, inequalities, poverty, human right violations, inter-group conflicts and economic backwardness. Further, IIDS also recognized that there is a need to understand the civil society's efforts towards addressing issues of social exclusion and discrimination.

Research, Policy and Advocacy Priorities

Given the significant gaps, both in theoretical and empirical knowledge on the nature of exclusion, its dynamics and consequences, remedies against exclusion and societal efforts for transformation; IIDS has accordingly placed its priorities and pursues multi-disciplinary research - both, theoretical and empirical, on the themes delineated below.

Research Focus

Our research focus, both theoretical and empirical, involves undertaking of interdisciplinary research on:

- The forms, nature and dynamics of discrimination and exclusions;
- The consequences of economic and social development;

- The consequences of exclusion in multiple spheres - on the social, cultural, economic, education, health and political conditions of excluded groups in economic development, inter-group inequalities and conflicts;
- On developing inclusive policies against discrimination and inequalities and policies to resolve inter-group conflicts for economic development; and
- For the economic, social, cultural and political empowerment of the marginalized and excluded social groups.

Policy Inputs

- Theoretical and empirical research on remedies and policies against exclusion-linked inequalities, deprivations, poverty, inter-group conflicts, policy promoting social inclusion and the denial of equal opportunities and human rights and economic development.

Civil Society Efforts

- Theoretical and empirical research on the societal efforts to address issues of social exclusion through civil society's voluntary initiatives, social movements, political party initiatives and through other initiatives in arts, culture and literature.

Knowledge Support to Civil Society Organisations, NGOs, Government and Others

- To disseminate knowledge generated through research, to build-up the capabilities of civil society and the government organisations to develop appropriate perspectives towards the marginalized sections of the society and to develop strategies and programs for socially inclusive development through publications, workshops, conferences, lectures, training, seminars and by establishing a close interlinkage with civil society organisations.

During the last five years, IIDS has facilitated various activities to achieve these goals. Though, five years of functional time is too small a period in the life of an institution to produce sizable research, however, IIDS has made a good beginning, which is incidentally of a benchmark nature. This report delineates the main achievements of IIDS since its functioning in November 2003 till October 2007.

Martin C. Macwan
Chairperson
October 2007

Overview of Activities - Five Years at a Glance

This is the executive summary of the activities undertaken by IIDS from November 2003 to October 2007.

Goals

The goals of IIDS as envisioned in its vision and objectives are to undertake research, provide knowledge support to civil society organisations, provide policy inputs, function as a Resource Centre for academicians, researchers and activists and to build-up literature and database on various aspects pertaining to marginalized groups in India.

Research - Theoretical and Empirical

IIDS has from November 2003 to October 2007:

- Published 05 books, 05 others are under publication and 06 are forthcoming;
- Published 02 booklets;
- Published 12 working papers and 04 others are under publication;
- Published 05 papers in a Research Series on Social Exclusion (IIDS and Princeton University, USA);
- Published over 150 articles;
- Completed 16 Research Projects and 15 others are ongoing; and
- 04 Research Programmes are ongoing.

Knowledge Support to Civil Society Organisations working for the Dalits and Marginalised Sector

IIDS provided knowledge-based support and assistance to a number of organisations and funding agencies.

IIDS also organized 01 National Conference, 03 National Seminars, 01 Digital Video Conference, 01 International Workshop, 01 International Seminar, 02 National Workshops and 04 International Consultation Workshops for the knowledge empowerment of the civil society organisations.

Policy inputs to Policymaking Bodies

IIDS provided policy inputs to the Ministry of Social Justice and Empowerment, Gol, Ministry of Rural Development, Gol, Planning Commission, Gol, the State

Governments of Gujarat and Maharashtra, Members of Parliament and contributed immensely towards the issue of reservation in the private sector in India.

Building up of a Database on Social Groups

IIDS developed a detailed database on the demographic profile, gender dimension, urbanization aspects, occupational structure, Members of Parliament, poverty, unemployment and employment, land, education and literacy, religious groups, civil amenities, atrocities and asset holdings of the marginalized communities in India etc.

Seminars, Workshops and Video Conference

IIDS disseminated its research and facilitated knowledge exchanges by organizing 01 International Seminar, 01 International Workshop, 01 International Video-Conference, 01 National Conference, 03 National Seminars and 02 National Workshops and 04 International consultation Workshops.

Research Staff

Presently, we have 14 researchers from diverse social science disciplines working in various capacities at IIDS.

Visiting Faculty

During the period November 2003-October 2007, a number of distinguished international and national academicians were associated as Visiting Faculty to IIDS.

Visitors to IIDS

A number of distinguished international visitors/researchers/faculty visited IIDS for consultation, research and referral with the IIDS faculty and from the IIDS Documentation Center.

Website

The IIDS website can be accessed at www.dalitstudies.org.in.

Sukhadeo Thorat
Managing Trustee
October 2007

IIDS - An Introduction

IIDS was registered on the 20th of January 2003 and began functioning since November 2003. Since then, IIDS has engaged in research, development of a database, development of a Documentation Centre, dissemination of its research findings, providing support to civil society organisations and the government and has conducted other related activities on its thrust areas.

Main Goals

The primary goals of IIDS among its many tertiary objectives are:

- a) To undertake interdisciplinary research on the forms, nature and dynamics of discrimination and exclusion of marginalized social groups; their social, economic and political consequences; to develop policies against discrimination and inequality; and for the empowerment of the marginalized social groups;
- b) To provide research inputs to policymaking and other related bodies;
- c) To provide knowledge support to civil society organisations working at local, regional, national and international levels; and
- d) To serve as a Resource Centre for academicians, researchers activists and others.

Research Focus

IIDS was established with a specific purpose of developing a systematic and scientific knowledge base - theoretical and empirical, on various dimensions of exclusion, discrimination and inequality in Indian society. The main thrust/core areas of IIDS are as follows:

- a) Structural contexts of exclusion and discrimination - focusing mainly on the theoretical dimensions of the same;
- b) Nature, forms, mechanisms and dynamics of exclusion and discrimination- focusing on both, theoretical and empirical research;
- c) Consequences of discrimination - social, economic, political, human rights, poverty, economic development etc. - again focusing on theoretical and empirical research;
- d) Policies for empowerment and social inclusion from both, theoretical and empirical research; and

- e) Conducting research on collective action, human rights movements and other forms of mobilizations against societal discrimination.

Policy Research and Feedback to Policymaking Bodies and Organisations

Another mandate of IIDS is to provide policy inputs for the formulation, assessment and evaluation of policies for marginalized social groups in India. IIDS consistently attempts to provide policy inputs to the government and other relevant bodies.

Knowledge Support to Civil Society Organisations

IIDS has a mandate to provide knowledge support to civil society organisations engaged at local, regional, national and international levels in ‘advocacy works’ and empowerment of marginalized communities.

IIDS undertakes research in collaboration with civil society organisations and disseminates written materials, organizes lectures, workshops, seminars and discussions for their empowerment. IIDS, in this regard provides knowledge support to them by both, formal and informal channels.

IIDS also assists Funding Agencies by providing them with academic feedbacks on issues related to exclusion, deprivation and discrimination, so as to orient their grant-making policies towards marginalized sections of Indian society.

Resource Centre for Researchers, Academicians and Activists

Another objective of IIDS is to serve as a Resource Centre to researchers, academicians, activists and others on issues pertaining to marginalized sections in the Indian society.

Documentation Centre

IIDS tries to function as a Resource Centre for researchers, academicians, activists and others through its Documentation Centre, which has a sizable number of books and reports on concerned subjects. IIDS also encourages consultations and facilitates discussions with its Research Staff and undertakes necessary steps to make available its research output to researchers, academic community, activists and others alike.

Database on Social Groups

Given the paucity of data by social groups, one of the primary goals of IIDS is to develop an extensive database on several aspects related to social groups in India.

Research, Publications and Dissemination

The research output of IIDS is broadly categorized into four thematic areas:

- Theoretical research on the concepts of social exclusion and discrimination in social, cultural, political and economic spheres, including, theoretical research on the consequences of social exclusion and remedies against various types of exclusions and developing methods for measuring social exclusion in multiple spheres;
- Empirical research on measuring forms, magnitude and nature of discrimination in social, cultural, political, economic and other spheres. Research on consequences of social exclusion on inter-group inequalities, poverty, human right violations, inter-group conflicts and economic development of marginalized communities in general;
- Empirical research on status of excluded and discriminated groups in Indian society with respect to their social, cultural, political and economic situations; and
- Empirical research for developing sustainable policies for social inclusion and empowerment of socially excluded groups in various spheres.

Overall Research Output

So far, IIDS has published 05 books, while 05 other books are under publication, and 06 are forthcoming. The Institute also published 02 booklets. Over 150 articles were published in various journals by IIDS Faculty during their association with IIDS, 12 Working Papers were published and 04 others are under publication. 05 Research Papers were published as a Research Series on Social Exclusion. IIDS has also undertaken 31 research projects, of which 16 have been completed and are ready for publication, while 15 others are in various stages of completion.

Sr. No.	Research and Publications	Total
1	Books	
	Published	05
	Under Publication	05
	Forthcoming	06
2	Booklets	02
3	Articles	Over 150
4	Working Papers	
	Published	12
	Under Publication	04
5	Research Series	
	Published	05
6	Research Projects	
	Completed	16
	Ongoing	15
7	Research Programmes	
	Ongoing	04

Books

Published

- Sukhadeo Thorat and Aryama (Eds.) (2007), 'Ambedkar in Retrospect: Essays on Economy, Politics and Society', IIDS and Rawat Publications, New Delhi and Jaipur.
- Martin C. Macwan (2006), 'Meri Katha: Dalit Yatna, Sangharsh Aur Bhavishya', Vani Prakashan, New Delhi.
- Narender Kumar and Manoj Rai (2006), 'Dalit Leadership in Panchayats: A Comparative Study of Four States', IIDS and Rawat Publications, New Delhi and Jaipur.
- Sukhadeo Thorat, Aryama and Prashant Negi (Eds.) (2005), 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', IIDS and Rawat Publications, New Delhi and Jaipur.
- Sukhadeo Thorat and Umakant (Eds.), (2004), 'Caste, Race and Discrimination: Discourses in International Context', IIDS and Rawat Publications, New Delhi and Jaipur.

Under Publication

- Martin C. Macwan (Translated and Edited by Prashant Negi), 'My Story: Dalit Atrocities, Struggles and Future', IIDS and Rawat Publications, New Delhi and Jaipur.
- Vimal Thorat and Suraj Badtiya (Eds.), 'Bhartiya Dalit Sahitya ka Swar: Volume I (in 12 languages)', IIDS and Rawat Publications, New Delhi and Jaipur.
- Sukhadeo Thorat, (assisted by Prashant Negi, Motilal Mahamallik and Chittaranjan Senapati), 'Quest for Common Destiny: Dalits in India', Sage Publications, New Delhi.
- Sukhadeo Thorat and Narender Kumar (Eds.), 'Ambedkar on Social Exclusion and Inclusive Policies', Oxford University Press.
- Sukhadeo Thorat and Narender Kumar (Eds.), 'In Search of Inclusive Policies: Addressing Graded Inequality', IIDS and Rawat Publications, New Delhi and Jaipur.

Forthcoming

- Sukhadeo Thorat, Gail Omvedt and Martin C. Macwan, 'Social Justice Philanthropy: A Study of Funding Agencies in India, Volume I'.
- Sukhadeo Thorat, Martin C. Macwan and Mukhtar Alam, 'Social Justice Philanthropy: A Study of Dalit NGOs, Volume II'.
- Sukhadeo Thorat, Mukhtar Alam and Prashant Negi, 'Caste-based Discrimination: A Training Manual'.
- Gary Tartkov (Eds.), 'A Volume on Dalit Art and Imagery'.
- Sukhadeo Thorat and Martin C. Macwan (Eds.), 'Dalit Human Development Report'.
- Sukhadeo Thorat, 'Caste System, Discrimination and Poverty: Essays in Economics and Society'.

Working Papers

Published

Volume I

- Sukhadeo Thorat, Prashant Negi and Aryama, 'Reservation in the Private Sector: Issues, Concerns and Prospects', Volume I Number 01, 2006.
- Sukhadeo Thorat and Chittaranjan Senapati, 'Reservation Policy in India: Dimensions and Issues', Volume I Number 02, 2006.

- Sukhadeo Thorat and Joel Lee, 'Dalits and the Right to Food: Discrimination and Exclusion in Food-related Government Programmes', Volume I Number 03, 2006.
- Vijay Kumar Baraik and P. M. Kulkarni, 'Health Status and Access to Health Care Services: Disparities among Social Groups in India', Volume I Number 04, 2006.
- Sukhadeo Thorat and Nidhi Saddana Sabharwal, 'Rural Non-farm Employment of the Scheduled Castes: A Comparative Study', Volume I Number 05, 2006.
- Sukhadeo Thorat and Motilal Mahamallik, 'Human Development and the Status of Social Groups in Gujarat', Volume I Number 06, 2006.

Volume II

- Gilbert Etienne, 'Observations on the Dalits in Indian Villages: 1963-2004', Volume II Number 01, 2007.
- Sukhadeo Thorat and Prashant Negi, 'Exclusion and Discrimination: Civil Rights Violations and Atrocities in Maharashtra', Volume II Number 02, 2007.
- Michael Kropac, 'Dalit Empowerment and Vocational Education: An Impact Study', Volume II Number 03, 2007.
- Prakash Louis, 'Caste Based Discrimination and Atrocities on Dalit Christians and the Need for Reservation', Volume II Number 04, 2007.
- Sukhadeo Thorat and Chittaranjan Senapati, 'Reservation in Employment, Education and Legislature: Status and Emerging Issues', Volume II Number 05, 2007.

Others

- Sukhadeo Thorat (assisted by Motilal Mahamallik and Sreelan Venkatesan), 'Human Poverty and Socially Disadvantaged Groups in India' Discussion Paper Series - 18, Human Development Resource Centre, UNDP, India, January 2007.

Under Publication

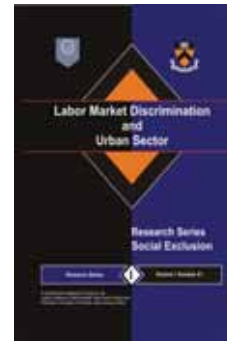
- Firdaus F. Rizvi, 'Housing Situation of Social Groups and Poor Households: A Study of Selected Districts of Maharashtra and Orissa with a focus on Indira Awas Yojna', Volume II Number 06, 2007.

- Ananth S. Panth and Motilal Mahamallik, 'Impact Assessment of Land Purchase Component under IKP Programme in Andhra Pradesh, Volume II Number 07, 2007.
- Sukhadeo Thorat, Motilal Mahamallik and Ananth S. Panth, 'A Case Study: Caste, Occupation, and Labour Market Discrimination'.
- Sukhadeo Thorat and Aryama, 'Affirmative Action Policies: International Experience of Selected Countries'.

Research Series on Social Exclusion

This research series is an outcome of a joint collaboration between IIDS and Princeton University, USA. The following papers have been published as a Research Series on Social Exclusion, Volume I, Number 01 by IIDS and also by the Economic and Political Weekly (October 13-19, 2007 Volume XLII, Number 41).

- Sukhadeo Thorat and Katherine S. Newman, 'Caste and Economic Discrimination: Causes, Consequences, and Remedies', Volume I, Number 01, IIDS and Princeton University, USA.
- Sukhadeo Thorat, Paul Attewell and Firdaus F. Rizvi, 'The Legacy of Social Exclusion: A Correspondence Study of Job Discrimination in India', Volume I, Number 01, IIDS and Princeton University, USA.
- S. S. Jodhka and Katherine S. Newman, 'In the name of Globalization: Meritocracy, Productivity and the Hidden Language of Caste', Volume I, Number 01, IIDS and Princeton University, USA.
- Ashwini Deshpande and Katherine S. Newman, 'Where the Path Leads: The Role of Caste in Post-University Employment Expectations', Volume I, Number 01, IIDS and Princeton University, USA.
- S. Madheswaran and Paul Attewell, 'Caste Discrimination in the Indian Urban Labor Market: Evidence from the National Sample Survey of India', Volume I, Number 01, IIDS and Princeton University, USA.



Abstracts - Books, Reports and Working Papers

Books

Sukhadeo Thorat and Aryama (Eds.), 'Ambedkar in Restrospect: Essays in Economics, Politics and Society', IIDS and Rawat Publications, New Delhi and Jaipur, 2007.

The canvas of Ambedkar's writings is vast and the issues discussed by contributors in this volume are a modest attempt to mirror the breadth and vision of the writings of Ambedkar. This volume, besides reflecting and representing the theoretical issues that are implicated in the writings of Ambedkar, also attempts to capture his position on issues such as economic development and planning, socialism and democracy, nationalism, representation and reorganisation of states, Panchayati Raj, caste discrimination and untouchability; whose relevance is acutely felt, even today.



Besides, Ambedkar's perspective on history, questions of Hindu women, education and his responses to social exclusion are also taken up by various contributors.

ISBN 81-316-0047-5

Indian Rupees 725

360 pages

Martin C. Macwan, 'Meri Katha - Dalit Yatna, Sangharsh Aur Bhavishya', Vani Prakashan, New Delhi, 2006.

This book, written in Hindi, comprises of 35 chapters and they are so written that after reading them, one really does not need any introduction to the issue of caste-based discrimination, exclusion and marginality of Dalits. Indubitably, the questions asked by the author on the conclusion of each chapter are the quintessence of the problem in itself. This book, besides adding a new dimension to the problems faced by Dalits, will be of immense value to civil society organizations, social activists and to society, in general. In particular, this book will categorically be useful

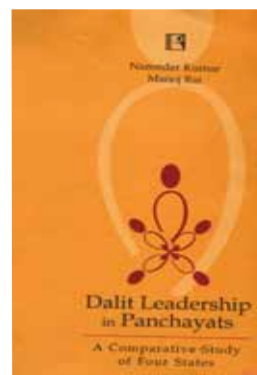


for Dalit and non-Dalit activists who work on issues pertaining to social justice as it advocates the ideals of Dr. Ambedkar and evocates in them the resilience of Ambedkarism.

ISBN 81-8143-567-2 Indian Rupees 175 151 pages

Narender Kumar and Manoj Rai, 'Dalit Leadership in Panchayats: A Comparative Study of Four States', IIDS and Rawat Publications, New Delhi and Jaipur, 2006.

This book is based on a field survey carried out in four states of India on emerging Dalit leadership in Panchayats after the 73rd Constitution Amendment Act. Though, situations in different states vary, but still there are certain common factors. While education, experience, family, community, economic independence and personal initiatives have been found to be enabling factors for the effectiveness of Dalit leadership; caste practices continue to be the most inhibiting factor in all states. But, like many other studies, this book has also recognized the potential of Dalit leadership in Panchayats. These local leaders have capacities to ring those irreversible positive changes in our social system, which could not be achieved by democratically elected state and union governments.

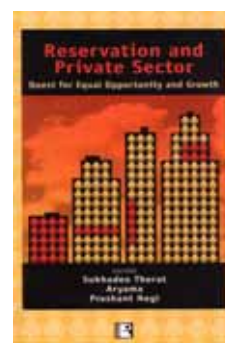


ISBN 81-316-0028-9 Indian Rupees 525 236 pages

Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', IIDS and Rawat Publications, New Delhi and Jaipur, 2005.

Policies of legal safeguards and reservation/affirmative action in favour of the discriminated groups have a tendency, globally, to generate acrimonious and heated debates. The idea of introducing reservation in private sector has received its fair share of opinions in India. This volume brings together the representative pieces of such opinions at one place.

The papers in this volume address some of the most critical issues that appeared in the current debate on reservation: Are the concerns regarding discrimination related only to equity or do they also involve economic and political costs? How sound are the arguments against anti-discriminatory



policies for private sector? Does reservation adversely affect economic efficiency and compromise merit? Does it ensure equality of opportunity for the discriminated groups or does it create an economic milieu for better economic performance? and so on. This book reflects contemporary thinking of the Indian society on a vital and contentious issue of private sector reservation.

ISBN 81-7033-955-3

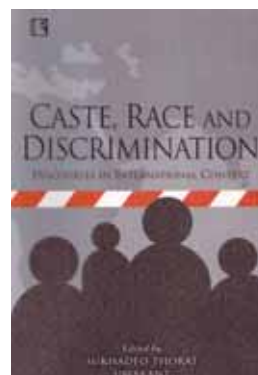
Indian Rupees 775

424 pages

Sukhadeo Thorat and Umakant (Eds.), 'Caste, Race and Discrimination: Discourses in International Context', IIDS and Rawat Publications, New Delhi and Jaipur, 2004.

The World Conference against Racism, Racial Discrimination, Xenophobia and related Intolerance (WCAR), held at Durban in South Africa in 2001, led to an intense discussion on the issue of caste and race. The debate was catapulted to the centre stage by the demand of Dalit groups for the inclusion of caste in the agenda of this conference and the different stands taken by the government and some sections of the civil society. The discussions with various strands in the media, academia, NGO sector and civil society generated voluminous literature.

This volume contains papers, which address issues related to caste, race and discrimination, internationalization of caste, present status of Dalits and similar groups from Nepal and Japan. The literature emanating from a variety of sources is immensely rich, insightful and reflective of the contemporary thinking of the Indian society on the question of caste and Dalits.



ISBN 81-7033-892-1

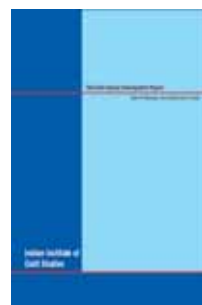
Indian Rupees 675

378 pages

Reports

Dalit Human Development Report

Dalit Human Development Report attempts to explore the status of socially marginalized groups in India. The report undertakes an all India and state level analysis of human development and other correlated indicators of marginalized social groups and is the first report of its kind in India. The central and the distinguishing features of this report are that





Release of Working Papers Volume I Numbers 01-06 by Dr. Bellinda Bennett, Director, South Asia, Christain Aid at the IIDS premises. Also persent are Martin C. Macwan, Chairperson, IIDS, Prof. Sukhadeo Thorat, Managing Trustee, IIDS and other Faculty of IIDS.



Book Release 'Dalit Leadership in Panchyats' by Dr. Bellinda Bennett, Director, South Asia, Christain Aid at the IIDS premises. Also persent are Martin C. Macwan, Chairperson, IIDS, Anand Kumar Bolemira, Director, Christain Aid, India, Fr. Prakash Louis, Executive Director, Bihar Social Institute and other Faculty of IIDS.

firstly, it locates itself within the framework of exclusion and discrimination and secondly, it exclusively deals with the status of socially marginalized and disadvantaged groups in India. Like the UNDP HDRs, the main focus of the DDR is also on aspects of human development, human poverty and gender development, but with an added emphasis on the marginalized social groups. This report also highlights, directly or indirectly, the variables of exclusion and is closely related with aspects of livelihood in general and human development in particular.

Scheduled Caste: A Profile 2004: A Documentation on the Status of Scheduled Castes in India

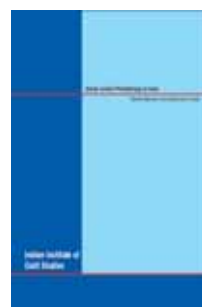
This is a voluminous work spanning three decadal periods from the 1980s to the present day and it comprehensively, outlines the present status of SCs in India. It incorporates the government policy towards SCs; their demographic profile; the gender dimension; employment and unemployment rates; level and pattern of urbanization; occupational patterns; rural labour; incidence of poverty; health status and access to health services; status of civil rights; changes in the ownership of agricultural land; employment under reservation in state and public sector; literacy and education level; housing status; civil amenities; level and pattern of government expenditure on the SCs and assessment of changing status and policy direction.



This report is based on datasets generated from the Census of India, the NSSO, RLE Reports, NFHS and Crime in India Reports etc.

Social Justice Philanthropy in India

This report consists of two volumes. The first volume is authored by Prof. Sukhadeo Thorat, Prof. Gail Omvedt and Martin C. Macwan and is titled 'Social Justice Philanthropy - Volume I: A Study of Funding Agencies in India'. It primarily studies the funding strategies and approaches used by funding agencies towards the marginalized sections of Indian society. The second volume is authored by Prof. Sukhadeo Thorat, Martin Macwan and Mukhtar Alam and is titled 'Social Justice Philanthropy-Volume II: A Study of Dalit NGOs'. This volume is based on a study of four grass-root level NGOs, one each from the states of Maharashtra, Gujarat, Andhra Pradesh and Rajasthan. The study focuses on the groups like former 'untouchables' and tribals who specifically suffer from caste and ethnicity-based discrimination.



Working Papers

Volume I

Reservation in the Private Sector: Issues, Concerns and Prospects

Volume I Number 01, 2006

This Working Paper, the first in the IIDS Working Paper series disseminates information on one of the most hotly debated issues confronting Indian society today- the debate on reservations in the private sector. This paper represents the panorama of views of Indian civil society on the issue, as a whole, and covers all shades of opinions that have emanated in the current debate on reservations in the private sector. The paper critically addresses the core thematic concerns that have been debated from the proponents and the opponents of the debate. It focuses on the concepts of social exclusion and discrimination, particularly, related to caste and untouchability; highlights the economic consequences of caste-based discrimination; examines the free market policies versus interventionist policies; and undertakes a critical examination of the current debate from the perspective of the equal opportunity arguments, efficiency, and merit. It further, delves into the possible remedies against discrimination and in that regard evaluates the Indian experience, the possible available remedies, nationally and internationally, and finally, proposes strategies of fair access and participation for the disadvantaged groups.



Reservation Policy in India: Dimensions and Issues

Volume I Number 02, 2006

This Working Paper examines the employment status of the marginalized social groups in India, notably, the SCs and the STs with regards to public sector employment. It delineates the public sector into four categories, i.e., Government Services; Public Sector Undertakings; Nationalized Banks; and Insurance Companies and thereby, traverses the trends in public sector employment and the impacts of the reservation policy on the relative employment coordinates of the SCs and the STs. It further, ascertains the levels, share, changes and growth rates in employment among social groups in India.



Despite, the provisions of reservation in public sector employment in the Constitution of India, the paper brings out disquieting inter-social group variations in the realm

of public sector employment. It specifically reviews the implications in employment after the initiation of the liberalization regime or the New Economic Policy. Importantly, the working paper aligns with empirical evidences and decadal changes to provide the policy implications of the emerging trends.

Dalits and the Right to Food: Discrimination and Exclusion in Food-related Government Programs

Volume I Number 03, 2006

This Working Paper elucidates the preponderance of the continuing practices of caste and untouchability-based discrimination and exclusion in the government-run food programmes, namely, the Mid-day Meal Scheme and the Public Distribution System in India. It brings out the latent and manifest forms of caste prejudices that operate in the functioning of these government programmes, and highlights the entrenched ways in which discrimination pervades the right to food and also, by implication the right to life.



Specifically, it analyzes the intersecting ways in which institutions and practices built upon caste system reproduce norms and beliefs regarding social inferiority (and consequent exclusion of the marginalized communities) and thus, explains how social and economic privileges are distributed within these programmes.

This Working Paper is based on the findings of an Indian Institute of Dalit Studies survey conducted in 531 villages within 30 districts across 5 states (Rajasthan, Uttar Pradesh, Bihar, Andhra Pradesh and Tamil Nadu) of India. Importantly, this Working Paper developed qualitative tools to ascertain the levels of physical access Dalits had to these two food security programmes; the degree to which they participated in their administration; and the nature of community-level access to each program. The Working Paper also accentuates on the actual location of these food security programmes, and brings to the fore, the intangible behavioral aspects of discrimination and social exclusion in their implementation. Finally, it suggests policy implications for the holistic, participatory and anthropocentric development of Dalits with specific regards to these food security programmes.

Health Status and Access to Health Care Services: Disparities among Social Groups in India

Volume I Number 04, 2006

This Working Paper illustrates the key aspects of health status with specific regards to 'access to' and 'utilization of' healthcare services among social groups in India. It undertakes a comparative analysis of the various social groups in India and

thereby, brings to the fore, startling disparities in terms of access and outcomes to healthcare.

The paper after examining a variety of empirical evidences critically reviews the health status in India by utilizing the core dimensions of healthcare - preventive, promotive and curative and also, delves into a comparative analysis by ascertaining the levels of mortality, morbidity and nutrition among social groups in India. Importantly, it collates empirical evidences on healthcare from a variety of sources to substantiate its theoretical and analytical abilities.



In particular, it addresses the asymmetries within social groups with regards to a multiplicity of indicators such as mortality; nutritional status; incidence of anemia; access to vaccination and vitamin A supplementation; treatment for diarrhoea and pneumonia; and maternal health care etc.

Rural Non-farm Employment of the Scheduled Castes: A Comparative Study

Volume I Number 05, 2006

This Working Paper examines the participation of SCs in the rural non-farm sector, given the inadequate access of SCs to agricultural land and capital assets. In addition, it also evaluates the trends in the magnitude of rural non-farm employment from the 1980s to the late 1990s. The participation rates are examined on the parameters of age; economic activity; employment and unemployment rates; wages; and poverty. The paper accentuates the relative situation of SCs by undertaking a comparative analysis with the other social groups in India and in that regards encapsulates the changes.



The paper also analyzes inter-linkages between economic activities and educational attainments of SCs.

Human Development and the Status of Social Groups in Gujarat

Volume I Number 06, 2006

This Working Paper firstly, studies the status of the social groups in Gujarat by analyzing the composite indices such as Human Development Index (HDI), Human Poverty Index (HPI) and Gender Development Index (GDI).

Secondly, it analyzes state level indicators such as poverty; access to healthcare services; civil amenities; employment; and occupational patterns, both for urban and rural areas.

Thirdly, it examines district level indicators such as access to capital assets, self-employed in non-agriculture; work participation rates; main and marginal workers; and magnitude of wage labourers.

Finally, it unearths patterns, form and magnitude of civil right violations and atrocities in Gujarat.

The paper is based on datasets generated from a multiplicity of sources. It also ascertains the extent of disparities and changes with regards to the above-mentioned variables.



Volume II

Observations on the Dalits in Indian Villages, 1963-2004

Volume II Number 01, 2007

This Working paper is based on surveys, which were conducted over 41 years (1963-2004). The sheer extent of time during which these surveys were conducted makes this Working Paper of immense academic value as it gauges the relative economic conditions of Dalits over time.

The author approaches the issues from three perspectives. Firstly, economic changes of Dalits; secondly, relations between Dalits and castes belonging to the four Varnas; and thirdly, with reference to inter-Dalit caste relations.

The Working Paper is based on extensive surveys conducted in the rural areas of India in 1963-1964, 1967, 1978-1979, 1986-1986, 1992-1993 and 2002. In addition to these full surveys, several villages and districts were also visited in between. The detailed surveys were conducted in areas representing three types of regions in India - advanced areas in the British days; potentially rich, but very poor areas; and areas affected by physical constraints in peninsular India.

The Paper traverses the economic conditions of Dalits and concludes that though, the economic condition of Dalits was diverse at the time of Independence; it remains heterogeneous with positive shadows and changes.



Exclusion and Discrimination: Civil Rights Violations and Atrocities in Maharashtra

Volume II Number 02, 2007

This Working paper delineates the nature, extent and pattern of civil rights violations and atrocities perpetrated on SCs and STs with particular reference to their assertion of basic human rights and equality in Maharashtra.

It also seeks to comprehend the dynamics and multitude of civil rights violations and atrocities committed whenever SCs and STs portray a social behaviour contrary to the customary rules of caste system.

The Paper further address whether civil rights violations and atrocities committed indicate a pattern, which hinders processes of social mobility and empowerment among marginalized social groups.

The paper is based on detailed datasets generated from official sources and primary surveys. In conclusion, it surmises that despite several Constitutional provisions, enactment of various legislations and presence of an elaborate executive, legislative and judicial machinery - untouchability and caste-based crimes and atrocities against marginalized social groups continues unabated in Maharashtra.



Dalit Empowerment and Vocational Education: An Impact Study

Volume II Number 03, 2007

This Working paper attempts to evaluate the social, economic and spatial impact of Navsarjan's Dalit Shakti Kendra programme on participating students. It aims at finding out whether such a vocational training programme can be a successful way to socially and economically empower a deprived minority. This Working Paper, therefore, is an independent ex-post impact study with a multi-method approach, which measures the success of a project by determining its impact on the target group.

The paper is based on a multi-method approach, which utilized a multitude of data material, data collection methods and analysis tools. The findings of the Paper have been collated from questionnaire method, besides numerous expert interviews and other official sources. Other tools of data collection such as formal and informal interviews and participant observation method were also utilized.

Though, the primary objective of the Working Paper was to ascertain the social, economic and spatial impact of the programme, but concurrently, it also gauged



the impact of the programme on the belief, attitudinal and behavioural patterns and personality development of the participants.

Interestingly, the Paper also took into account certain biases that inadvertently creep into any research and were given due credence while interpreting data.

This Working Paper is of particular relevance to various stakeholders as it reveals achieved results and hitherto unknown coherences. As the Paper documents the strengths and weaknesses of the vocational programme and makes concrete suggestions on the improvement of the training programme, it could be utilized, not only, by Navsarjan, but other NGOs, educational institutes, government, international agencies and the public involved in development issues, especially, for marginalized social groups.

Caste-based Discrimination and Atrocities on Dalit Christians and the Need for Reservations

Volume II No 4, 2007

This Working paper presents a unique perspective into the problems faced by Dalit Christians. It contextualizes the problem of Dalit Christians to SC origin of this social group and thereby, establishes that assertions for mobility are being circumvented due to their treatment as erstwhile untouchables at par with SC community in the wider Indian society.

It documents the dilemma of Dalit Christians, who on one side, are treated as Dalits by caste Christians and on the other, are denied their legitimate rights due to their embracing another religion.

Further, this Working Paper attempts to understand Dalit discourse in the contemporary times, the processes and outcomes of Christianization of Dalits, caste-based discrimination suffered by Dalit Christians and legitimacy of the demand for reservations for Dalit Christians and opposition to such demands.

In the backdrop of paucity of data on Dalit Christians, this Working Paper collates information from a wide variety of primary and secondary sources, which highlight the marginality, alienation, continued subjugation and depressed location of Dalit Christians.

It is relevant here to mention that the study is both, topical and interesting considering the nature of exclusion faced by Dalit Christians on account of their caste backgrounds.



Reservations in Employment, Education and Legislature: Status and Emerging Issues

Volume II Number 05, 2007

This Working paper studies the reservation policy of the government of India with regard to - employment in government services, admission in educational institutions, and representation in legislative bodies - as envisaged in the Constitution of India. This Working Paper systematically reviews the government's policies and administrative mechanisms for regulating, monitoring and implementing the reservation policy. It also addresses issues of private sector reservation.



The Paper brings out that in the last fifty years, the share of SC/STs in the government services has improved in all the categories of jobs. However, the SC/STs are heavily concentrated in Group 'C' and Group 'D' categories of jobs. It also highlighted that representation in educational institutions has also enabled improved access to SC/ST students to desired courses and representation in legislative bodies has also provided space to the SC/ST persons.

Description of Research and Publications by Thematic Categories

Theoretical Research on Economic and Social Discrimination

- 'Caste System, Discrimination and Poverty: Essays in Economics and Society', Sukhadeo Thorat. Forthcoming.
- 'Ambedkar on Social Exclusion and Inclusive Policies' Sukhadeo Thorat and Narender Kumar (Eds.), Oxford University Press, Forthcoming.
- 'In Search of Inclusive Policies: Addressing Graded Inequality', Sukhadeo Thorat and Narender Kumar (Eds.), IIDS and Rawat Publications, New Delhi and Jaipur. Forthcoming.
- 'Reservation in Employment, Education and Legislature: Status and Emerging Issues', Sukhadeo Thorat and Chittaranjan Senapati, IIDS Working Paper Series, Volume II Number 05, 2007.
- 'Human Poverty and Socially Disadvantaged Groups in India', Sukhadeo Thorat (assisted by Motilal Mahamallik and S. Venkatesan), Discussion Paper Series-18, Human Development Resource Centre, UNDP, January 2007.
- Sukhadeo Thorat, "Understanding Caste", *Times of India*, 13 Nov 2006.
- 'Reservation in the Private Sector: Issues, Concerns and Prospects', Sukhadeo Thorat, Prashant Negi and Aryama, IIDS Working Paper Series, Volume I Number 01, 2006.
- 'Reservation Policy in India: Dimensions and Issues', Sukhadeo Thorat and Chittaranjan Senapati, IIDS Working Paper Series, Volume I Number 02, 2006.
- 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publishers, New Delhi and Jaipur, 2005.
- 'Caste System and Economic Discrimination: Lessons from Economic Theories', Sukhadeo Thorat in 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publishers, New Delhi and Jaipur, 2005.

- 'Remedies against Discrimination: Lessons from Theories', Sukhadeo Thorat in 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publishers, New Delhi and Jaipur, 2005.
- 'Liberalization and the Dalits', Sukhadeo Thorat and Martin Macwan in 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publishers, New Delhi and Jaipur, 2005.
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- 'All Snakes No Ladders: Affirmative Action in the Private Sector', Prashant Negi in 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publications, New Delhi and Jaipur, 2005.
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- 'Reservation Policy for Private Sector: Why and How', Sukhadeo Thorat, Occasional Paper Series 1, Department of Sociology, UGC Special Assistance Programme, University of Mumbai, 2005.
- 'Reservation and Efficiency: Myth and Realities', Sukhadeo Thorat in 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publishers, New Delhi and Jaipur, 2005.
- 'Caste, Race and Discrimination: Discourses in International Context', Sukhadeo Thorat and Umakant (Eds.), IIDS and Rawat Publishers, New Delhi and Jaipur, 2004.
- 'Caste, Race and United Nations Perspective on Discrimination: Coping with Challenges from Asia and Africa' Sukhadeo Thorat in 'Caste, Race and Discrimination: Discourses in International Context', Sukhadeo Thorat and Umakant (Eds.), IIDS and Rawat Publishers, New Delhi and Jaipur, 2004.
- 'Caste, Economic and Market Discrimination: Reflections on Theory, Concept, and Consequences', Sukhadeo Thorat in Ambedkar Journal of

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- 'On Reservation Policy for Private Sector', Sukhadeo Thorat, Economic and Political Weekly, June 19th-25th, 2004.
- 'Remedies against Market Discrimination: International Experience of Reservation Policy in the Private Sector', Sukhadeo Thorat in 'The Dalit Question: Reforms and Social Justice', Bibek Debroy and D. Shyam Babu (Eds.), Globus, 2004.
- 'Including the Excluded: Why and How' Sukhadeo Thorat in empower.poor.org, Tata Crescent, Delhi, Volume I, Issue II, May 2004.

Empirical Research on Economic & Social Discrimination

- 'Quest for Common Destiny: Dalits in India', Sage Publications, Sukhadeo Thorat (assisted by Prashant Negi, Motilal Mahamallik and Chittaranjan Senapati), New Delhi. Forthcoming.
- 'Social Justice Philanthropy: A Study of Funding Agencies in India, Volume I', Sukhadeo Thorat, Gail Omvedt and Martin C. Macwan. Forthcoming.
- 'Social Justice Philanthropy: A Study of Dalit NGOs, Volume II', Sukhadeo Thorat, Martin C. Macwan and Mukhtar Alam. Forthcoming.
- 'A Case Study: Caste, Occupation, and Labour Market Discrimination', Sukhadeo Thorat, Motilal Mahamallik and Ananth S. Panth. Forthcoming.
- 'The Legacy of Social Exclusion: A Correspondence Study of Job Discrimination in India'. Sukhadeo Thorat, Paul Attewell and Firdaus F. Rizvi. Research Series on Social Exclusion, Volume I Number 01, 2007.
- 'Affirmative Action Policies: International Experience of Selected Countries', Sukhadeo Thorat and Aryama. Forthcoming.
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- 'Observations on the Dalits in Indian Villages: 1963-2004', Gilbert Etienne, Volume II Number 01, 2007.
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- 'Dalit Empowerment and Vocational Education: An Impact Study', Michael Kropac, Volume II Number 03, 2007.
- 'Caste Based Discrimination and Atrocities on Dalit Christians and the Need for Reservation', Prakash Louis, Volume II Number 04, 2007
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- 'Human Poverty among Socially Disadvantaged Groups', Sukhadeo Thorat, Motilal Mahamallik and Sreelan Venkatesan, IIDS Working Paper Series, Volume II Number 08, 2007.
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- 'Human Development and the Status of Social Groups in Gujarat', Sukhadeo Thorat and Motilal Mahamallik, IIDS Working Paper Series, Volume I Number 06, 2006.

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- Sukhadeo Thorat and Narender Kumar (Eds.), *In Search of Inclusive Policies: Addressing Graded Inequality*, IIDS and Rawat Publications, New Delhi and Jaipur. Forthcoming.
- ‘Persistent Poverty: Why do the Scheduled Castes and Tribes stay Chronically Poor?’, Sukhadeo Thorat and Motilal Mahamallik. Sponsored by Indian

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- 'Millennium Development Goals towards Human Development: Indicators for Dalits: Issues and Prospects', S. Venkatesan and Sukhadeo Thorat in a workshop on 'Dalit Empowerment, Liberalization, Human Development and Civil Society', New Delhi, March 29-31, 2005.
- 'Dalit Human Development Report', Sukhadeo Thorat and Martin C. Macwan. Sponsored by Swiss Development Agency, New Delhi. Forthcoming.
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- 'Situation of the Dalits since Independence: Some Reflections', Sukhadeo Thorat in 'The Dalit Question: Reforms and Social Justice', Bibek Debroy and Shyam Babu (Eds.), Globus, 2004.
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- 'Caste, Exclusion and Poverty: Dalit Deprivation in India', Sukhadeo Thorat, Sponsored by Department for International Development, New Delhi, 2003.
- 'Gujarat State Development Report: A Chapter on Human Development and Status of Social Groups in Gujarat', Motilal Mahamallik and Sreelan Venkatesan. Gujarat Institute of Development Research, Ahmedabad.
- 'Rural Housing Scenario: A Study of Scheduled Castes, Scheduled Tribes and the Poor with respect to the Gaps in Demand and Supply in the States of Orissa and Maharashtra', Firdaus F. Rizvi, Ministry of Rural Development, New Delhi.
- 'Social Justice Report: Two Chapters on (1) 'Livelihood Pattern of Social Groups' Sukhadeo Thorat, Motilal Mahamallik and Sreelan Venkatesan; and (2) 'Patterns and Magnitude of Caste Discrimination and Unsociability in Maharashtra' Sukhadeo Thorat and Prashant Negi, Sponsored by Yashwant Rao Institute of Development Administration, Pune.

- ‘Government Concessions, Subsidies, Tax Exemptions and Other Support to the Private Sector Industry by Central and State Governments’, Sarbeswara Sahoo, Ananth S. Panth and Sukhadeo Thorat. Ministry of Social Justice and Empowerment, New Delhi.
- ‘Employment and Unemployment Situation of Social Groups: Situation in the 1980s and the 1990s’, Research collaboration with Professor Amaresh Dubey, NCAER, New Delhi. IIDS Project.
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- ‘Quest for Common Destiny: Dalits in India’, Sage Publications, Sukhadeo Thorat (assisted by Prashant Negi, Motilal Mahamallik and Chittaranjan Senapati), New Delhi. Under Publication.
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- Gilbert Etienne, ‘Observations on the Dalits in Indian Villages: 1963-2004’, Volume II Number 01, 2007.
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- “Understanding Caste”, Sukhadeo Thorat, *Times of India*, 13 Nov. 2006.
- ‘Meri Katha: Dalit Yatna, Sangharsh Aur Bhavishya’, Martin C. Macwan, Vani Prakashan, New Delhi, 2006.

- Sukhadeo Thorat, Prashant Negi and Aryama, 'Reservation in the Private Sector: Issues, Concerns and Prospects', Volume I Number 01, 2006.
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- Sukhadeo Thorat and Joel Lee, 'Dalits and the Right to Food: Discrimination and Exclusion in Food-related Government Programmes', Volume I Number 03, 2006.
- Vijay Kumar Baraik and P. M. Kulkarni, 'Health Status and Access to Health Care Services: Disparities among Social Groups in India', Volume I Number 04, 2006.
- Sukhadeo Thorat and Nidhi Saddana Sabharwal, 'Rural Non-farm Employment of the Scheduled Castes: A Comparative Study', Volume I Number 05, 2006.
- Sukhadeo Thorat and Motilal Mahamallik, 'Human Development and the Status of Social Groups in Gujarat', Volume I Number 06, 2006.
- 'Dalit Leadership in Panchayats: A Comparative Study of Four States', Narender Kumar and Manoj Rai (2006), IIDS and Rawat Publications, New Delhi and Jaipur.
- 'Higher Education: Setting the Priorities Right', Sukhadeo Thorat in 'Debating Education', *Sahamat*, New Delhi, 2005.
- 'Nehru: Possibility, Agency and Predicaments', Aryama. <http://www.ipcs.org/newbooksreview.value81>, 2005.
- 'Common Minimum Programme and the Dalits', Sukhadeo Thorat, Social Scientist, New Delhi, 2004.
- 'Institutions and Policies for Pro-Poor Agricultural Growth', Andrew Dorward, Shenggen Fan, Jonathan Kydd, Hans Lofren, Jamie Morrison, Colin Poulton, Neetha Rao, Laurence Smith, Hardwick Tchale, Sukhadeo Thorat, Ian Urey and Peter Wobst, Development Policy Review, 2004.
- 'Small Hydro Power in Himachal Pradesh', Prashant Negi. <http://www.planningcommission.nic.in/reports/sereport/ser/seeds/seedwatr.pdf>, 2004.
- 'Affirmative Action Policy in India: Nature, Dimensions and Emerging Issues', Sukhadeo Thorat, Concept Paper, Overseas Development Institute, London.

Papers on Reservation Policy for the Private Sector

IIDS has completed a number of research papers/articles on the issue of reservation in India, so as to bring clarity and focus on the issue. These papers have been published in various national newspapers, books and as IIDS research/working papers. They are:

- 'Ambedkar on Social Exclusion and Inclusive Policy', Sukhadeo Thorat and Narender Kumar (Eds.), Oxford Publications. Under Publication.
- 'Affirmative Action Policies: International Experience of Selected Countries', Sukhadeo Thorat and Aryama. Forthcoming.
- 'Reservation in Employment, Education and Legislature: Status and Emerging Issues', Sukhadeo Thorat and Chittaranjan Senapati, IIDS Working Paper Series, Volume II Number 05, 2007.
- 'Reservation in the Private Sector Issues, Concerns and Prospects', Sukhadeo Thorat, Prashant Negi and Aryama, IIDS Working Paper Series, Volume I Number 01, 2006.
- 'Reservation Policy in India: Dimensions and Issues', Sukhadeo Thorat and Chittaranjan Senapati, IIDS Working Paper Series, Volume I Number 02, 2006.
- 'Why Reservation is Necessary?', Sukhadeo Thorat, *Seminar*, May 2005, No. 549.
- 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publishers, New Delhi and Jaipur, 2005.
- 'All Snakes No Ladders - Affirmative Action in the Private Sector', Prashant Negi in 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publications, New Delhi and Jaipur, 2005.
- 'Public-Private Divide and Affirmative Action in India', Aryama in 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publications, New Delhi and Jaipur, 2005.
- 'Is Reservation in the Private Sector Warranted?', Sukhadeo Thorat, *The Economic Times*, New Delhi, 7 September, 2005.

- ‘Reservation and Efficiency: Myth and Reality’ Sukhadeo Thorat, *The Economic and Political Weekly*, July, 2005.
- ‘Affirmative Action Needs Refocus’, Sukhadeo Thorat, *The Economic Times*, New Delhi, 15 June, 2005.
- ‘Job Reservation in the Private Sector’ Sukhadeo Thorat, *The Economic Times*, New Delhi, 6 March, 2005.
- ‘Reservation Policy for the Private Sector: Why and How?’ Sukhadeo Thorat, *Occasional Papers Series - I*, Department of Sociology, UGC Special Assistance Programme, University of Mumbai, 2005.
- ‘On Reservation Policy for Private Sector’, Sukhadeo Thorat, *Economic and Political Weekly*, 19-25 June, 2004.
- ‘The Varna of Efficiency’, Sukhadeo Thorat, 30 October, *The Economic Times*, New Delhi, 2004.
- “Remedies against Market Discrimination: International Experience of Reservation Policy in Private Sector” Sukhadeo Thorat, in Bibek Debroy and Shyam Babu (Eds.), *The Dalit Question - Reforms and Social Justice*, Globus: New Delhi, 2004.

Database on the Disadvantaged Groups

IIDS has developed a database on various aspects related to the marginalized communities in India. It must be mentioned here that Dalit studies in India suffer from a paucity of data and also a centralized database. Therefore, IIDS in its objectives stressed on the development of a detailed database on Dalits in India, which also forms one of its primary research objectives.

IIDS has since its inception developed an extensive database on various aspects of social groups at an all India and State level on vital indicators delineating the economic, political, social, educational and other related aspects of social groups.

The data sets include:

Economic Indicators

Ownership of capital assets like agricultural land and business etc, occupational patterns, employment and unemployment, wages, income and consumption expenditure, poverty and other related economic variables.

Social Needs Indicators

These include data on education, literacy, health, housing, water, electricity and other related aspects.

Political Variables

Data on the Members of Parliament from the 5th to the 14th Lok Sabha by social groups, which includes data on party, gender, educational qualifications, and occupational backgrounds etc.

The Status of Civil and Political rights

Data on the practice of untouchability, discrimination and atrocities.

List of Projects and Programmes - Completed and Ongoing

Projects - Completed

Following is the list of Projects that were carried out by IIDS since its inception in 2003:

- 1. Dalit Leadership in Panchayats**
Participatory Research in Action, New Delhi, India
- 2. Human Poverty among Socially Disadvantaged Groups**
UNDP, New Delhi, India
- 3. Caste, Occupation and Labour Market Discrimination in India**
International Labour Organization, New Delhi, India
- 4. Development of Marginalized Social Groups in Gujarat**
Gujarat Institute of Development Research, Ahmedabad, Gujarat, India
- 5. Livelihood Pattern of Social Groups**
Patterns and Magnitude of Caste Discrimination and Unsociability in Maharashtra
Yashwant Rao Chavan Academy of Development Administration, Pune, India
- 6. Dalit Development Report**
Swiss Development Agency, New Delhi, India
- 7. Social Justice Philanthropy in India**
Ford Foundation, New Delhi, India
- 8. Scheduled Castes: A Profile 2004: Status of the Scheduled Castes in India**
Ministry of Social Justice and Empowerment, Gol, New Delhi, India

9. Nature and Forms of Reservation & Affirmative Action Policy in Government and Private Sector in Selected Countries for Discriminated Groups

Ministry of Social Justice and Empowerment, New Delhi, India

10. Rural Housing Scenario and the Gap in Demand and Supply in the States of Orissa and Maharashtra with special reference to Scheduled Castes, Scheduled Tribes and Others

Ministry of Rural Development, Gol, New Delhi, India

11. Government Concessions, Subsidies and Other Supports to the Private Sector Industry by the Central and State Governments

Ministry of Social Justice and Empowerment, Gol, New Delhi, India

12. Assessment of IKP Land Purchase Scheme in Andhra Pradesh

Government of Andhra Pradesh, India

13. KCCI Summer Internship Programme

United Nations Children's Fund, New Delhi, India

14. Why do the Rural Scheduled Castes and Tribes Stay Chronically Poor? An Analysis of Magnitude, Disparity and Determinants

Indian Institute of Public Administration, New Delhi and Chronic Poverty Research Centre, London, United Kingdom

15. Affirmative Action Policies: International Experience of Selected Countries

Ministry of Social Justice and Empowerment, Gol, New Delhi, India

16. IIDS - Princeton University, Princeton, USA Collaborative Project: Labor Market Discrimination and Urban Sector

- Sukhadeo Thorat and Katherine S. Newman, 'Caste and Economic Discrimination: Causes, Consequences, and Remedies', Research Series on Social Exclusion, Volume I, Number 01, IIDS and Princeton University, USA, 2007.
- Sukhadeo Thorat, Paul Attewell and Firdaus F. Rizvi, 'The Legacy of Social Exclusion: A Correspondence Study of Job Discrimination in

India', Research Series on Social Exclusion, Volume I, Number 01, IIDS and Princeton University, USA, 2007.

- S. S. Jodhka and Katherine S. Newman, 'In the name of Globalization: Meritocracy, Productivity and the Hidden Language of Caste', Research Series on Social Exclusion, Volume I, Number 01, IIDS and Princeton University, USA, 2007.
- Ashwini Deshpande and Katherine S. Newman, 'Where the Path Leads: The Role of Caste in Post-University Employment Expectations', Research Series on Social Exclusion, Volume I, Number 01, IIDS and Princeton University, USA, 2007.
- S. Madheswaran and Paul Attewell, 'Caste Discrimination in the Indian Urban Labor Market: Evidence from the National Sample Survey of India', Research Series on Social Exclusion, Volume I, Number 01, IIDS and Princeton University, USA, 2007.

Projects - Ongoing

Following is the list of Ongoing Projects being carried out by IIDS:

1. **Socio-Economic Backgrounds of Members of Legislative Assemblies from 16 Major States**
International Food Policy Research Institute, Washington D.C., USA
2. **Regional Information and Research Project on Caste-based Discrimination - South Asia**
Royal Danish Ministry of Foreign Affairs, Denmark and International Dalit Solidarity Network
3. **Ethnicity, Religion and Culture-based Exclusion and Discrimination in East and South East Asia**
Action Aid, New Delhi, India
4. **The Dalits and Caste/Untouchability-based Discrimination - Poverty and Deprivation Linkage**
Development Alternatives, New Delhi, India
5. **Preparation of Training Manual on Social Exclusion and Discrimination**
Christian Aid, New Delhi, India

6. Dalit Communities and Land Rights

Dalit Research Programme, Justice et Pax, Netherlands

7. The Role of the Local Public Administration in Implementing Rural Development Programme - A Comparison of 03 Indian States

International Food Policy Research Institute, New Delhi, India

8. Effects of State Governance, Decentralization, Political, Social and Cultural Factors of State Growth and Power Reduction

International Food Policy Research Institute, Washington D.C., USA

9. Political Factors, Public Expenditure, Growth and Poverty Linkages

International Food Policy Research Institute, Washington D.C., USA

10. Social Ownership of Capital - A Comparative Study of Ownership of Private Enterprises of Dalit, Adiwasis, and High castes

IIDS Project

11. A Status Report of Dalit Women in India

IIDS Project

Programmes- Ongoing

1. Social Exclusion and the Dalits - Programme for Research, Publications and Dissemination

Christian Aid, New Delhi, India

2. Social Exclusion and the Dalits - Programme for Research, Knowledge Empowerment and Training, and Advocacy for Socially Inclusive Development

Cordaid, Netherlands

3. Children's Discrimination and Exclusion Programme for Social Inclusion in Multiple Spheres

UNICEF, New Delhi, India

4. Taking Faiths seriously: Understanding the relationships between Values and Beliefs, States and Development

University of Birmingham, UK

Abstract of Children's Discrimination and Exclusion Programme for Social Inclusion in Multiple Spheres Programme

In April 2005 IIDS entered into Programme Cooperation Agreement with UNICEF to work on issues of social exclusion, discrimination and deprivation of Dalit children, where exists considerable vacuum in both knowledge and intervention. The purpose of the project is to 'Develop and test policies and strategies relating to socially inclusive and non-discriminatory approaches and methodology to inform and influence development interventions in the state, civil society and development agencies'.

Project Objectives

- Generate evidence from voices of excluded and marginalized groups to fill existing knowledge gaps on social exclusion, non-access to service delivery and development interventions.
- Undertake focused qualitative and quantitative studies on education, healthcare, nutrition and water and sanitation to enhance knowledge base of social exclusion and discrimination and to advocate for better-disaggregated data.
- Develop platforms with civil society organizations in order to give voice to socially excluded groups at district/state and national levels and to influence policy.

Project Interventions

Orientation workshops with UNICEF Teams

- A critical task undertaken in the project is to enhance the understanding on caste based discrimination and its impact on Dalit children through orientation workshops with UNICEF senior team, state offices and NGOs working with UNICEF. Workshops were held with the Senior management team at Delhi, State offices of Bihar and Madhya Pradesh and further workshop with civil society organisations in Bihar.

Monitoring programmes with an inclusive lens

- The project has undertaken monitoring of the Village Planning Exercise, Vitamin A catch up rounds and Elementary education programmes from an inclusive lens identifying endemic caste blindness as well active discrimination leading to Dalit children unable to access the benefits of these programmes.

UNICEF Internship Programme

- The project hosted two teams of international interns who researched the issues of social exclusion and discrimination faced by Dalit children in education and areas of protection.

Filling Knowledge Gaps

- Two studies on understanding the 1. discrimination and exclusion of Dalit children in Education and 2. Dalit children and women in access to health care services are underway. In addition a background study on Status of Dalit children has been developed. Further 3 action researches includes one on 'Out of School Children in Bihar'; a second on 'Discrimination in Schooling' and the third on Dalit access to the NREGA in Bihar.

Documentaries

- As part of the project three documentaries have been made covering issues of experiences of Dalit children, discrimination of Dalit children in education, and barriers in accessing services.

Raising Dalit childrens' issues in civil society forums

- The project has registered Dalit childrens concerns and constraints of food security, health care, and education with larger civil society forums of Right to Food campaign, Jan Swasthya Abhiyan, National Alliance for Right to Education and Equity (NAFRE), the World Social Forum as well as the Millennium Development campaigns. The engagement of the project with National Campaign on Dalit Human Rights and Safai Karmachari Andolan working on Dalit rights issues have also helped to raise their focus on Dalit children.

Expanding spaces for Dalit stakeholders

- In Bihar and Madhya Pradesh, the project has initiated our interface with Dalit organisations and platforms (Dalit Samanway in Bihar and Garima Abhiyan and NCDHR in Madhya Pradesh). These opportunities will expand the engagement of UNICEF with Dalit stakeholders and also provide opportunities for programme collaboration to reach out to the excluded communities.

Building information on development agencies

- In the lack of information of development agencies with a special focus on Dalit human rights the project is involved in developing directories on

civil society organisations lead by Dalit leadership in the states of Bihar, Uttar Pradesh, Madhya Pradesh and Rajasthan.

UNICEF Regional Office, South Asia

- The project was engaged closely with the Social Policy division of the regional office, and participated in two workshops in developing social policies and reviewing the Maastricht research programme in Nepal.

Taking the inclusion Agenda into the UN and DFID

- The project has also been instrumental in organising a workshop on social inclusion in UNDP and contributed to the UNDAF process for the new country programmes from 2008 to 2012. The project also participated and made presentation in a workshop organised by DFID on social inclusion as well as for the Poor Areas Civil Society Programme supported by DFID.

National Seminar on Remedies against Discrimination and Reservation in the Private Sector in India



Hon'ble Cabinet Minister for Steel & Chemicals, Ram Vilas Paswan and Hon'ble D. Raja, General Secretary, CPI (M)



Professor B L Mungekar, Member, Planning Commission and Dr. Ashwini Deshpande



Professor T S Papola



Distinguished Audience



Clockwise: B N Yugandahar, Dr. (Ms.) Syeda Hameed, Members, Planning Commission, Gol, Dr. Amar Singh, Joint Secretary, Ministry of Rural Development, Dr. G K Chadda, Fomer VC JNU & Member, Economic Advisory Council of the Prime Minister of India

Seminars and Workshops

The Institute has conducted 01 international workshop, 01 international seminar, 01 international video- conference, 01 national conference, 03 national seminars, 02 national workshops and 04 international consultation workshops.

The details of the same in descending chronological order are as follows:

2007

- **Social Exclusion and Inclusive Policies**

A full day National Conference organized by IIDS and Princeton University (USA).

National Conference

Date: 26 October 2007

Venue: India Habitat Centre, New Delhi.

- **Caste Based Discrimination in South Asia**

Organised by IIDS and IDSN

Supported by the Danish Ministry of Foreign Affairs through IDSN

Pakistan

A full day national consultation workshop organized by IIDS and IDSN in collaboration with Pakistan Institute of Labour Education and Research (PILER) and the Thardeep Rural Development Programme (TRDP).

National Consultation Workshop

Date: 3 June 2007

Venue: Karachi, Pakistan

Sri Lanka

A full day national consultation workshop organized by IIDS and IDSN in collaboration with the University of Peradeniya and Human Development Organization, Kandy.

National Consultation Workshop

Date: 27 May 2007

Venue: Faculty of Arts Seminar Room, University of Peradeniya, Peradeniya, Sri Lanka

Bangladesh

A full day national consultation workshop organized by IIDS and IDSN.

National Consultation Workshop

Date: 22 May 2007

Venue: Chittagong at the Premier University, Bangladesh

Nepal

A full day national consultation workshop organized by IIDS and IDSN in collaboration with Dalit NGO Federation (DNF), Gyaneswor, Kathmandu, Nepal.

National Consultation Workshop

Date: 21 April 2007

Venue: Hotel Orchid Tripureswor, Kathmandu, Nepal

The Status of the Scheduled Castes in India

A half-day Workshop organized by IIDS in collaboration with the Ministry of Social Justice and Empowerment, Gol.

National Workshop

Date: 16 January 2007

Venue: Indian Social Institute, New Delhi

2005

▪ **Affirmative Action in United States and India**

The digital Video Conference was jointly organized by IIDS and the American Center. The speakers were Distinguished Professor William A. Darity Jr, Professor of Economics and adjunct faculty in Sociology, University of North Carolina (UNC) and Director, Institute of African American Research; and Professor Sukhadeo Thorat, Managing Trustee, IIDS.

International Video Conference

Date: 09 February 2005

Venue: American Centre, New Delhi

▪ **Dalit Empowerment - Liberalization, Human Development and Civil Society**

A two day Workshop organized by the IIDS.

National Workshop

Date: 29-31 March 2005

Venue: West End, Mahipalpur

2004

- **Common Minimum Program**

A Seminar organized in collaboration with Action Aid, India and Indian Social Institute.

National Seminar

Date: 11 June 2004

Venue: India Habitat Centre, New Delhi

- **Civil Society's Initiatives on Remedies against Discrimination and Reservation in the Private Sector in India**

A Seminar organized in collaboration with National Campaign on Dalit Human Rights, Action Aid, India and Indian Social Institute.

National Seminar

Date: 15 July 2004

Venue: Constitution Club, New Delhi

- **Civil Society Approaches to Dalit Empowerment**

A Seminar organized in collaboration with Bread for the World, Germany.

International Seminar

Date: 24-25 September 2004

Venue: Hill View, Surajkund

- **Research Methodology for Studying Discrimination in Urban Labour Markets in India**

A three day Workshop organized by IIDS in collaboration with Princeton University, USA.

International Workshop

Date: 20-23 December 2004

Venue: Imperial Hotel, New Delhi

Workshop on Dalit Empowerment: Liberalization, Human Development and Civil Society



From L to R: Professor Abhijit Sen, Dr. Vikas Rawal, Professor Viond Khadria, Dr. Praveen Kumar Jha



From L to R, Professor S K Thorat, Dr. Vimal Thorat, Sushma Raman, Martin Macwan, Amitabh, Vincent Manoharan & Paul Diwakar



Dr. Belinda Bennett, Director, Christian Aid



Dr. Clemens Spiess, Director, Heinrich Böll Foundation

Knowledge Support to Civil Society Organisations

One of the core mandates of IIDS is to help build the capacities and capabilities of civil society Organisations engaged at local, regional, national and international levels by empowering them with the knowledge base developed by IIDS. IIDS in this regards, provides regular knowledge support to civil society Organisations for empowering their grassroots level efforts and serves as a knowledge base, a consultative body and source of information to them on various issues related to Dalit development.

IIDS, in 2003-2007 organized a number of seminars, workshops and consultative discussion forums, to provide information to civil society Organisations and disseminated its research through formal and informal methods. A brief account of these activities is as follows:

Support to Civil Society Organisations

- IIDS organized a full day National Conference on Social Exclusion and Inclusive Policies in collaboration with Princeton University, USA on the 26th of October 2007. In this Conference, IIDS/Princeton University presented the findings of the project “Labor Market Discrimination and Urban Sector”. Five studies were presented. The Conference was attended by a large number of academicians, civil society organizations and students. The Conference was inaugurated by Hon’ble Arjun Singh, Union Minister of Human Resource Development and Prof. B.L. Mungekar, Member, Planning Commission was the Guest of Honour.
- IIDS organized a International Seminar on Caste Based Discrimination in South Asia. This Seminar was organized in collaboration with the Danish Ministry of Foreign Affairs through IDSN.
- IIDS and IDSN organized a full day National Consultation Workshop in collaboration with Pakistan Institute of Labour Education and Research (PILER) and the Thardeep Rural Development Programme (TRDP) on 3rd of June 2007 at Karachi, Pakistan.

- IIDS and IDSN organized a full day National Consultation Workshop in collaboration with the University of Peradeniya and Human Development Organization, Kandy on 27th of May 2007 at Peradeniya, Sri Lanka.
- IIDS and IDSN organized a full day National Consultation Workshop on 22nd of May 2007 at Chittagong at the Premier University, Bangladesh.
- IIDS and IDSN organized a full day National Consultation Workshop in collaboration with Dalit NGO Federation (DNF), Gyaneswor, Kathmandu, Nepal on 21st of April 2007, Kathmandu, Nepal.
- IIDS organized a National Workshop titled, 'The Status of the Scheduled Castes in India' in collaboration with the Ministry of Social Justice and Empowerment, Gol on the 16th of January 2007. The Report draws from official sources at the state level and presents a thematic categorization and qualitative analysis of all aspects related to Scheduled Castes. It serves as a holistic presentation of encyclopedic proportions on the status of the SCs in India all in one Report. The Workshop was attended by a large number of participants from civil society organizations, academicians and also, keen students from various disciplines. Discussion was carried out on the economic and social status of the Schedule Castes. Speakers reflected on the changes in their status since independence with respect to important indicators of human development.
- IIDS organized a Digital Video Conference on 'Affirmative Action in the United States and India', 09 February 2005. The speakers included Distinguished Professor William A Darity Jr., Professor of Economics and adjunct faculty in Sociology, University of North Carolina (UNC) and Director, Institute of African American Research and Prof. Sukhadeo Thorat, Director IIDS.
- The participants included government functionaries, academicians, researchers, Dalit activists and representatives of NGO Organisations. The Video Conference was organized with a view to develop an understanding of affirmative action in USA and India. It also led to a very insightful and detailed discussion on the issue of affirmative action in the private sector in India.
- IIDS organized a National Workshop titled, 'Dalit Empowerment: Liberalization, Human Development and Civil Society', 29-31 March, 2005.
- The Workshop was organized on the central themes of globalization, liberalization, their consequences on the Dalits, the present day status of

the Dalits in the context of the 'Millennium Development Goals', social justice philanthropy, and on the perspectives of the third sector on issues of discrimination and deprivation.

- IIDS provided the participants with handouts of the papers presented and also shared its findings regarding Dalit Human Development Report and Social Justice Philanthropy Report.
- IIDS organized a National Seminar titled, 'Civil Society Initiatives on Remedies against Discrimination and Reservation in the Private Sector in India', 15 July 2004.
- This Seminar was organized in collaboration with the National Campaign on Dalit Human Rights, Action Aid, India and the Indian Social institute. A number of NGOs and Organisations across the country participated in this seminar.
- IIDS organized an International Seminar titled, 'Civil Society Approaches to Dalit Empowerment', 24-25 September 2004.
- The participants included important government functionaries, international and national civil society representatives, academicians and Dalit activists. About 30 NGO Organisations participated in this Seminar. The Seminar also focused on the problems of the Dalits and the various approaches used by the NGO's for Dalit empowerment.
- IIDS shared its study 'Approaches to Dalit Empowerment' with the participants of this Seminar.
- IIDS also shared the content of its first book titled, 'Caste, Race and Discrimination: Discourses in International Context' in this Seminar.
- IIDS provided NGO's with research inputs in the Conference titled, 'Millennium Development Goals'. The Conference was jointly organized by Action Aid, India and National Campaign on Dalit Human Rights.
- IIDS prepared a research paper titled, 'Caste and Food Security' for the National Campaign on Dalit Human Rights and Combat Law to sensitize them on this important issue and distributed papers in the Conference on behalf of National Campaign on Dalit Human Rights.
- The paper titled, 'Caste and Food Security' was also put on a website for food security.
- The core findings of the paper 'Caste and Food Security' were also shared with the participants of the Conference titled, 'Right to Food Campaign'. This Conference was organized by the National Campaign on Dalit Human Rights.

- IIDS prepared a document for the World Social Forum. This document was used by National Campaign on Dalit Human Rights for their campaign at the Forum.
- IIDS provided the civil society organisations with regular updates on the current debate on reservation in the private sector and also disseminated its working papers on the issue for their knowledge empowerment.
- IIDS actively engages with International Dalit Solidarity Forums from Nepal, United Kingdom, Netherlands and Sweden.
- IIDS provided support to the Dalit Literary Association for organizing a seminar.

Support to Funding Organisations to shape their grantmaking policies

In addition to the support to the civil society Organisations, IIDS has also assisted Funding Organisations to shape their grantmaking policies towards the marginalized groups.

- IIDS prepared two concept papers titled, 'Caste and Poverty: Dalit Deprivation in India' and 'Marginalized Groups: The Scheduled Castes and Scheduled Tribes and Muslims' for DFID, New Delhi.
- The concept papers were presented in DFID on two occasions and regular consultation on issues regarding the marginalized social groups was spread over a period of one year. This led to incorporation of issue of 'Social Exclusion' in DFID's country report and also in their internal agenda.
- Participated in a consultation organized by Christian Aid, India and helped them to develop a perspective on the Dalits.
- IIDS was invited to give two lectures on the issue of marginalized groups in a Workshop held in Bhopal and Jaipur by Action Aid, India and helped them to develop a perspective on the Dalits.
- IIDS provided Development Alternatives, New Delhi, with inputs related to the marginalized communities in their 'Poorest Areas Civil Society' (PACS) Programme and Prof. Sukhadeo Thorat published an article titled, 'Including the Excluded: Why and How', in empower.poor.org, Tata Crescent Delhi, Volume I, Issue II, May 2004.
- Prof. Sukhadeo Thorat served as a member of Project Selection Committee of Pro-Poor Area Program of DFID, operated by Development Alternatives.

In his capacity as a nominated member he helped to bring a Dalit focus in their grantmaking and internal policies.

- IIDS, in partnership with Bread for the World, Germany, helped develop a focus towards the deprived and the marginalized in their work. IIDS and Bread for the World also jointly organized a Seminar titled, 'Civil Society and Approaches to Dalit Development', 24-25 September 2004.
- The core findings of the research project on Social Justice Philanthropy were shared in the Workshop organized by IIDS. In this workshop the Country Directors of Heinrich Böll Foundation, India, Christian Aid, India and functionaries of Ford Foundation, India participated along with a sizable number of NGOs and Dalit activists.
- Prof. Thorat presented a paper in a Conference organized by International Dalit Solidarity Forum on the issue of reservation in private sector in Katmandu, Nepal.
- Prof. Sukhadeo Thorat delivered a Lecture in the School of Oriental and African Studies, London on 'Remedies against Discrimination in the Private Sector: Ambedkar's Approach', organized by Dalit Solidarity Network, United Kingdom.



Hon'ble Smt. Meira Kumar, Union Minister for Social Justice and Empowerment inaugurating the National Workshop on 'Scheduled Castes: A Profile 2004: Status of the Scheduled Castes in India' by the Indian Institute of Dalit Studies on 16th of January 2007 at Indian Social Institute.



National Consultation Workshop organized by IIDS and IDSN at Premier University, Chittagong, Bangladesh on 22nd of May 2007. Seated L to R are Dr. Chittaranjan Senapati, Project Coordinator, IIDS and other distinguished participants

Policy Promoting Research and Consultation

One of the major objectives of IIDS is to provide research inputs to policymaking bodies and Organisations for the alleviation and empowerment of the marginalized sections in the Indian society.

Ministry of Social Justice and Empowerment, Gol

- IIDS has been consistently providing the Ministry with inputs regarding the current debate on reservation for the private sector in India. IIDS has completed/is undertaking 03 projects for the Ministry on policy issues. They are:
 - a) 'Scheduled Caste: A Profile 2004: A Documentation on the Status of Scheduled Castes'.
 - b) 'Nature and Forms of Reservation & Affirmative Actions Policy in Government and Private Sector in Selected Countries for Discriminated Groups: A Review & Draft Proposal for Private Sector Reservation in India'.
 - c) 'Government Concessions, Subsidies, Tax Exemptions and Other Support to the Private Sector by Central and State Governments'.
 - d) 'Affirmative Action Policies: International Experience of Selected Countries'.
- In a Conference organized by the Ministry of Social Justice and Empowerment, Gol on 'Reservation Policy for the Private Sector in India', Prof. Sukhadeo Thorat presented the Key Note Address titled, 'Reservation in the Private Sector: Why and How'.
- IIDS organized a National Workshop titled, 'The Status of the Scheduled Castes in India' in collaboration with the Ministry of Social Justice and Empowerment, Gol on the 16th of January 2007. The Report draws from official sources at the state level and presents a thematic categorization and qualitative analysis of all aspects related to Scheduled Castes. It serves as a holistic presentation of encyclopedic proportions on the status of the SCs in India all in one Report. The Workshop was attended by a large number of participants from civil society organizations, academicians and also, keen students from various disciplines. Discussion was carried out

on the economic and social status of the Schedule Castes. Speakers reflected on the changes in their status since independence with respect to important indicators of human development.

Ministry of Rural Development, Gol

- IIDS has undertaken a research project for the Ministry of Rural Development titled, 'Rural Housing Scenario and the Gaps in Demand and Supply in the States of Orissa and Maharashtra'.

Planning Commission, Gol

- IIDS gave suggestions and comments for inclusion in the Mid-term Review of the 10th Five Year Plan flowing from the provisions in the Common Minimum Programme with respect to Scheduled Castes and Scheduled Tribes to the Planning Commission, Gol. Martin C. Macwan, Chairperson IIDS and Prof. Sukhadeo Thorat, Director IIDS also contributed in their capacity as Members of the Advisory Committee in Social Justice Division, Planning Commission.
- IIDS also presented its studies on (a) Persistent Poverty; and (b) Human Poverty to the Social Justice Division of Planning Commission. These studies are being utilized by the Division for their poverty-related policy issues.
- IIDS made a preliminary presentation of its research project, 'Dalit Human Development Report' to the Planning Commission, Gol for their suggestions and comments and also for sensitizing them towards developing a Dalit focus in their policies.
- Prof. Sukhadeo Thorat worked as Member of Committee on Financing of Higher Education and provided inputs on financing of education for the marginalized social groups in India.
- Member, Planning Commission, Prof. Abhijit Sen gave a lecture on, 'Liberalization and Small Farmers' in a Workshop on 'Dalit Empowerment, Liberalization, Human Development and Civil Society', 29-31 March 2005.
- Member, Planning Commission, Dr. B. L. Mungekar chaired a session in a National Seminar on 'Civil Society and Approaches to Dalit Empowerment', 24-25 September, 2004.
- Dr. Rohini Nayyar and Dr. Sita Prabhu initiated a study on Human Poverty and Disadvantaged Groups, which is useful for policy formulation in the Planning Commission, Gol.

State Governments

- IIDS is providing research inputs to the State Development Reports of the States of Maharashtra and Gujarat respectively. IIDS is preparing two chapters on social groups for the Social Justice Report for Government of Maharashtra and one chapter on social groups for the Gujarat State Development Report.

Feedback to Members of Parliament

- IIDS provided feedback to the Members of Parliament on the issue of reservation in the private sector in India, on issues pertaining to the budgetary allocations for the marginalized communities and other related issues concerning the marginalized communities.
- IIDS and Indian Social Institute jointly organized two meetings with the Members of Parliament to apprise them on a number of issues related to the marginalized communities before the commencement of the Parliament session.

Contribution on the Issue on Reservation Policy for the Private Sector

- The Government is engaged in developing some sort of reservation policy for the private sector in India. IIDS has contributed positively by providing and sensitizing the government, the civil society organisations, Dalit NGOs, the activists and public in general with inputs regarding issue of reservation for private sector in India.
- IIDS also published a book titled, 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publications, New Delhi and Jaipur, 2005.
- In the conference organized by the Ministry of Social Justice and Empowerment, Gol on 'Reservation Policy for the Private Sector in India', Prof. Sukhadeo Thorat presented the Key Note Address titled, 'Reservation in the Private Sector: Why and How'.
- IIDS organized a Digital Video Conference on 'Affirmative Action in USA and India' with the American Center and the speakers included Prof. Sukhadeo Thorat, Director, IIDS and Distinguished Professor, William A Darity Jr., Professor of Economics and adjunct faculty in Sociology, University of North Carolina (UNC) and Director, Institute of African American Research. The Digital Video Conference was attended by important functionaries of the Ministry.

- IIDS organized a National Seminar titled, 'Civil Societies Initiatives on Remedies against Discrimination and Reservation in the Private Sector in India', 15 July 2004.

IIDS has completed a number of books/reports/research papers/articles on the issue of reservation in India and helped to bring clarity and focus on this issue. The papers have been published in national newspapers, books and as research papers of IIDS. They are:

- 'Ambedkar on Social Exclusion and Inclusive Policy', Sukhadeo Thorat and Narender Kumar (Eds.), Oxford Publications. Under Publication.
- 'Affirmative Action Policies: International Experience of Selected Countries', Sukhadeo Thorat and Aryama. Forthcoming.
- 'Reservation in Employment, Education and Legislature: Status and Emerging Issues', Sukhadeo Thorat and Chittaranjan Senapati, IIDS Working Paper Series, Volume II Number 05, 2007.
- 'Reservation in the Private Sector Issues, Concerns and Prospects', Sukhadeo Thorat, Prashant Negi and Aryama, IIDS Working Paper Series, Volume I Number 01, 2006.
- 'Reservation Policy in India: Dimensions and Issues', Sukhadeo Thorat and Chittaranjan Senapati, IIDS Working Paper Series, Volume I Number 02, 2006.
- 'Why Reservation is Necessary?', Sukhadeo Thorat, *Seminar*, May 2005, No. 549.
- 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publishers, New Delhi and Jaipur, 2005.
- 'All Snakes No Ladders: Affirmative Action in the Private Sector', Prashant Negi in 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publications, New Delhi and Jaipur, 2005.
- 'Public-Private Divide and Affirmative Action in India', Aryama in 'Reservation and Private Sector: Quest for Equal Opportunity and Growth', Sukhadeo Thorat, Aryama and Prashant Negi (Eds.), IIDS and Rawat Publications, New Delhi and Jaipur, 2005.
- 'Is Reservation in the Private Sector Warranted?', Sukhadeo Thorat, *The Economic Times*, New Delhi, 7 September, 2005.

- 'Reservation and Efficiency: Myth and Reality' Sukhadeo Thorat, *The Economic and Political Weekly*, July, 2005.
- 'Affirmative Action Needs Refocus', Sukhadeo Thorat, *The Economic Times*, New Delhi, 15 June, 2005.
- 'Job Reservation in the Private Sector' Sukhadeo Thorat, *The Economic Times*, New Delhi, 6 March, 2005.
- 'Reservation Policy for the Private Sector: Why and How?' Sukhadeo Thorat, *Occasional Papers Series - I*, Department of Sociology, UGC Special Assistance Programme, University of Mumbai, 2005.
- 'On Reservation Policy for Private Sector', Sukhadeo Thorat, *Economic and Political Weekly*, 19-25 June, 2004.
- 'The Varna of Efficiency', Sukhadeo Thorat, 30 October, *The Economic Times*, New Delhi, 2004.
- "Remedies against Market Discrimination: International Experience of Reservation Policy in Private Sector" Sukhadeo Thorat in Bibek Debroy and Shyam Babu (Eds.), *The Dalit Question: Reforms and Social Justice*, Globus: New Delhi, 2004.

Website for Dissemination

IIDS is aware that it can enable wide access to its output through its website and the same can also be utilized for developing collaborative research linkages.

IIDS has developed and launched a website, which coincides with its multi-dimensional objectives of research and dissemination. It also plans to use the same for collaborative research and dissemination purposes. Abstract of our books, working papers, related publications and database are all available on the website for access and dissemination. The website also serves as a nodal vehicle for Dalit and like-minded organisations.

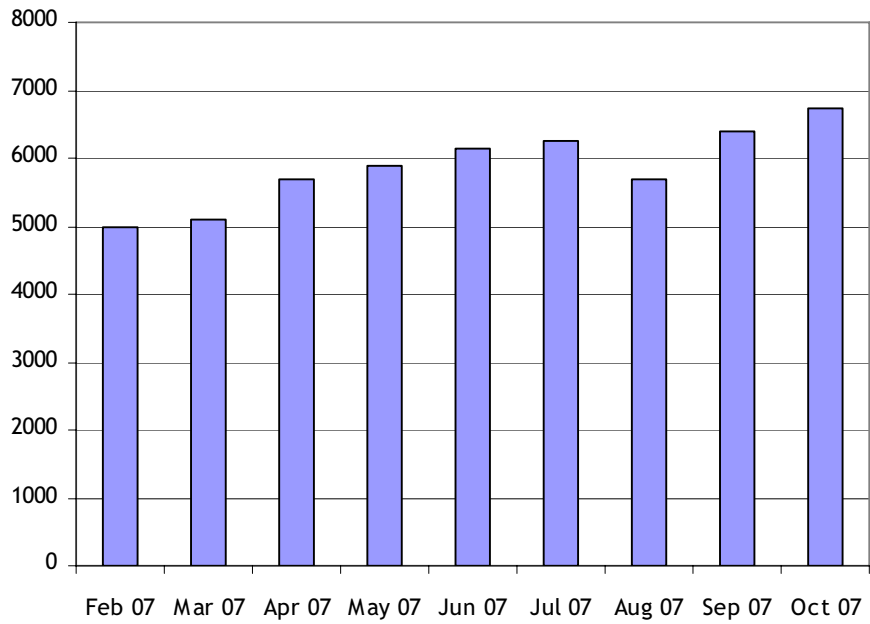
IIDS' website, not only showcases various shades of opinions and commentaries by faculty members, but also acts as a public face of the Institute.

Our website can be accessed at: <http://www.dalitstudies.org.in>

Following is a snapshot of the current IIDS website homepage:



Usage Statistics of the IIDS Website February-October 2007



Currently, we are in the process of revamping the website to replace it with a completely new design and dynamic pages and admin panel access etc. It is in final stages of completion.

Facilities

Documentation Centre

The IIDS Documentation Centre houses books, reports, periodicals, magazines and data CDs on a variety of issues related to Dalits in India.

The IIDS Documentation Centre presently houses over 3,000 books and 500 reports covering various issues and subjects.

Media Coverage

The activities of IIDS continue to be highlighted in the media and got coverage in several national news papers and television channels.

Dalits raise demand for quota in pvt sector

Former President Narayanan Releases Delhi Declaration

Left sees red on pvt quota

Industry backs p for SCs, STs

नैसर्गिक साधन संपत्तीत दलिताना लोकसंख्येनुसार वाटा मिळावा

दलितोंका कायमकरणी पुनर्वसन काय - डॉ. धोरेल

निजी क्षेत्र में आरक्षण क्यों नहीं: वीपी

Industry backs p for SCs, STs

नैसर्गिक साधन संपत्तीत दलिताना लोकसंख्येनुसार वाटा मिळावा

दलितोंका कायमकरणी पुनर्वसन काय - डॉ. धोरेल

निजी क्षेत्र में आरक्षण क्यों नहीं: वीपी

Research Associates and Affiliations - Building Partnerships

IIDS has over the last five years of operations, forged institutional and collaborative links and networks with several governments, international, national agencies and organisations, as well as with individuals. They not only enable us to emphasize on the overarching themes related to our work, but simultaneously, help in engaging on the crosscutting themes as envisaged by IIDS in its objectives.

Faced with a broad local, national, and global agenda, IIDS works by identifying the right research collaborators, consultants, policy communities, and other 'effective levers of change'.

Government

Ministry of Social Justice and Empowerment,
Government of India,
New Delhi, India

Ministry of Rural Development,
Government of India,
New Delhi, India

Academic Organisations

Gujarat Institute of Development Research,
Gota, Ahmedabad,
Gujarat, India

Yashwant Rao Chavan Academy of Development Administration,
Pune, Maharashtra, India

International Organizations

Ford Foundation,
New Delhi, India

United Nations Development Programme,
New Delhi, India

International Labour Organization,
New Delhi, India

United Nations Children's Fund,
New Delhi, India

Cordaid,
Netherlands

Justice et Pax,
Netherlands

Department of Sociology,
City University of New York,
New York, USA

Centre on Philanthropy and Civil Society,
City University of New York,
New York, USA

Department of Sociology,
Princeton University, USA

International Food Policy Research
Institute,
Washington D.C., USA

International Dalit Solidarity Network,
United Kingdom

Department for International
Development,
Government of United Kingdom,
New Delhi, India

Bread for the World,
Stuttgart, Germany

Department of Social Anthropology,
University of Stockholm,
Stockholm, Sweden

UNC Institute of African American
Research,
University of North Carolina,
Chapel Hill, USA

American Cultural Centre,
New Delhi, India

Action Aid, India,
New Delhi, India

Christian Aid, India,
New Delhi, India

University of Birmingham,
United Kingdom

Swiss Agency for Development
Cooperation,
Embassy of Switzerland,
New Delhi, India

National Organizations

Navsarjan Trust,
Ahmedabad,
Gujarat, India

National Campaign on Dalit Human
Rights,
New Delhi, India

Dalit Shakti Kendra,
Ahmedabad,
Gujarat, India

Indian Social Institute,
New Delhi, India

Indian Institute of Public
Administration,
New Delhi, India

National Institute of Rural
Development,
Hyderabad,
Andhra Pradesh, India

Development Alternatives,
New Delhi

Academic Links with Academicians in India

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New Delhi, India

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School of Social Sciences,
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New Delhi, India

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Jawaharlal Nehru University,
New Delhi, India

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Maharashtra, India

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Bihar Social Institute,
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University of Delhi

Mr. Aryama,
Lecturer in Political Science,
Sri Guru Tegh Bahadur Khalsa College,
University of Delhi

Ms. Debolina Kundu,
National Institute of Urban Affairs,
New Delhi, India

Visiting Faculty

IIDS was associated with the following academicians who have undertaken joint research work with IIDS as it's Visiting Faculty:

Prof. Gary Tarkatov,
Professor of Art History,
Iowa University, USA

Prof. Paul Attewell,
Department of Sociology,
City University of New York, USA

Prof. Emeritus Gilbert Etienne,
Professor Emeritus of
Development Economics,
Institute of International Studies and
Development Studies,
Geneva, Switzerland

Prof. Samuel L. Myers, Jr.,
Professor of African Studies,
Roy Wilkin Centre,
Humphrey Institute of Public Affairs,
University of Minnesota, USA

Mr. Shenggen Fan,
International Food Policy Research
Institute,
Washington, D.C., USA.

Prof. William Darity,
Professor of Economics,
University of North Carolina, Chapel
Hill (UNC) &
Director, African American Centre

Mr. Peter B. Hezell,
International Food Policy Research
Institute,
Washington, D.C., USA

Dr. M. Satish Kumar,
Department of Geography,
Queens University,
Belfast, Ireland

Prof. K. S. Chalam,
Member,
Union Public Service Commission,
Government of India

Dr. Kalaus Voll,
Freie University,
Berlin, Germany

Prof. Katherine S. Newman,
Department of Sociology,
Princeton University, USA

Mr. Michael Kropac,
Lecturer and Project Manager
Ecological Sanitation,
Seecon International

Dr. Devah Pager,
Department of Sociology,
Princeton University, USA

Mr. Joel Lee,
Post Graduate Scholar in Comparative
Religion,
Columbia University, USA

Dr. Narender Kumar,
Senior Lecturer in Political Science,
Moti Lal Nehru College,
University of Delhi

Mr. Aryama,
Lecturer in Political Science,
Sri Guru Tegh Bahadur Khalsa College,
University of Delhi

Mr. Prashant Negi,
Assistant Professor,
Dr. K.R. Narayanan Centre for Dalit
and Minorities Studies,
Jamia Millia Islamia

Visitors to IIDS for Research and Consultation

J. Downing,
University of California, Berkeley

Katherine Braddock Haffield,
Brisbane, Australia

Dr. Ramya Subramaniam,
Institute of Development Studies,
University of Sussex,
United Kingdom

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Max Planck Institute for Social
Anthropology,
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Kate Heinzelman,
Yale Station,
New Haven

Harsh Thirumurthy,
Yale University

Martha Ann Overland,
South Asia Correspondent,
The Chronicle of Higher Education,
New Delhi

Sarah Wilkenson,
Cambridge University

Amit Ahuja,
Department of Political Science,
University of Michigan

Sabine Mietzner,
University of Heidelberg,
South Asia Institute,
Department of Political Science

Dr. Angelika Koster Lo Back,
Director,
Regional Office South Asia,
Heinrich Böll Foundation,
Lahore, Pakistan

Prof. Gyan Pandey,
Department of Anthropology and
History,
John Hopkins University

Leith Mullings,
City University of New York,
New York, USA

Juan Battb,
City University of New York,
New York, USA

Sohini Guha,
McGill University, Canada

Prof. Barbara Hariss White,
Director,
Queen Elizabeth House,
University of Oxford, UK

Prof. Kimberle Crenshaw,
Professor of Law,
Columbia University and University of
California at Los Angeles and Director
Afro-American Policy Institute, USA

IIDS Research and Administrative Staff

IIDS began with 05 researchers in November 2003. Presently, apart from the Managing Trustees, IIDS employs 14 researchers in various capacities and from different social science disciplines.

As on date, we have a research staff comprising of 01 Managing Trustee, 02 Consultants, 01 Academic Coordinator, 02 Fellows, 04 Research Associates, 01 Research Fellow, 01 Research Assistants, 01 Project Coordinator, 01 Programme Officer and 01 Assistant Editor.

Research Staff and their Academic Backgrounds

Consultant

Mr. Rekhan Suresh Kamble
BCA, MCA

His areas of interest are computer science, software development and statistical analysis.

Academic Coordinator & Fellow

Dr. Ananth S. Panth
Ph D in Economics

He is currently working on 'Dalits and Land Rights: Case of Andhra Pradesh and Orissa'. It is funded by Justice et Pax, Netherlands. His research interests are discrimination and exclusion of marginalized groups in relation to poverty and rural development, food security and livelihood issues and other issues in social sector; other areas of specialization being NGO capacity building and organization development.

Fellows

Mr. Motilal Mahamallik
M Phil in Economics

He is a part of the IIDS-UNICEF Programme on Children & Social Exclusion. His interest areas are land, livelihood, development, environment, human development, discrimination, poverty and exclusion.

Dr. Firdaus Fatima Rizvi

Ph D in Economics

She is currently a part of two projects: Princeton University project on ‘Labor Market Discrimination and Urban Sector’ and the Development Alternatives project ‘The Dalits and Caste/Untouchability-based Discrimination’. Her areas of interest are rural development, agricultural development, environment, water resource management, discrimination and exclusion of marginalized groups.

Research Associates/Associate Fellows

Dr. Chittaranjan Senapati

Ph D in International Relations

He is the Project Coordinator for two international projects: South Asia, East & South East Asia; and Deputy Coordinator for Religion and Development. His interest areas are social exclusion, gender, marginal groups, political economy, religion and development.

Dr. Md. Mukhtar Alam (Discontinued)

Ph D in Geography

He was a part of the Christian Aid project titled ‘Caste-based Discrimination - A Training Manual’. His areas of interest are water, food security and institutions.

Mr. Sarbeshwara Sahoo (Discontinued)

MA in Economics

His areas of interest are new institutional economics, the theory of state, natural resources management and micro theoretic development studies.

Ms. Poonam Mehra

M Phil in Education

Her areas of interest are gender and educational issues pertaining to Dalits in India.

Dr. Suraj Badtiya

Ph D in Hindi

He is involved in the Christian Aid (India) project on compilation of a volume on comparative literature; it is being brought out in the form of a book titled ‘Bhartiya Dalit Sahitya ka Swar’ and is currently under publication. His areas of interest are documentation skills in Dalit rights, insights and advocacy for Dalit human rights issue and Dalit writing, particularly, Hindi Dalit writing.

Mr. Rigzin Sandup (Discontinued)

M Phil in Economics

He was part of the IFPRI project on 'Political Factors, Government Spending, Agricultural Growth and Poverty Linkages in India'. His areas of interest are socio-economic pattern of Ladakh with special emphasis on role of tourism and agriculture on development.

Mr. Debasis Giri (Discontinued)

M Phil in Sociology

He was part of the University of Birmingham - IIDS Programme on 'Taking Faith Seriously: Understanding the Relationships between Values and Beliefs, States and Development'. His areas of interest are multiculturalism, minority rights, religion and identity.

Research Fellow

Ms. Amrita Shilpi

M Phil in Political Science

She is working on the project titled 'Marginalized Groups and Rural Local Governance: A Comparative study of Karnataka, Kerala and Bihar', which is a part of IFPRI's Programme on 'Making Decentralization and Local Governance Work for the Rural Poor: Lessons from India'. Her areas of interest are decentralization, governance and marginalized groups.

Research Assistants

Ms. Aparimita Pramanik (Discontinued)

M Phil in Political Science & PGD in Journalism and Mass Communication

Her areas of interest are women studies.

Mr. Krishan Gopal Tyagi (Discontinued)

M Phil in History

He was a part of the Princeton University project on 'Labor Market Discrimination and Urban Sector'. His areas of interest are reservation, social exclusion and Dalit related problems.

Mr. Chunnu Prasad (Discontinued)

M Phil in Political Science

He was a part of the Action Aid Project on 'Ethnicity, Religion, and Culture Based Exclusion and Discrimination in East and South East Asia'. His areas of interest are migration, ethnicity, refugees, human rights and social movements in India.

Mr. Sanil Neelakandan

MA in Sociology

He is part of the Justice et Pax project 'Dalit Communities and Land Rights'. His areas of interest are Dalits, minorities, gender, development induced displacements, culture and identity politics.

IIDS - UNICEF Programme on Children & Social Exclusion

Project Coordinator

Ms. Annie Namala

MA in Social Work

She is the Project Coordinator for the IIDS-UNICEF Programme on Children & Social Exclusion. Her areas of interest are land, livelihood, development, environment, human development, caste, discrimination, poverty and social exclusion.

Consultant

Dr. Nidhi Sadana Sabharwal

Ph D in Economics

She is involved as Consultant with the IIDS-UNICEF Programme on Children & Social Exclusion.

Research Associate

Mr. Raj Kumar Khosla

Ph D in Political Science

He is involved as Research Associate with the IIDS-UNICEF Programme on Children & Social Exclusion. His areas of interest are Panchayati Raj, Environment, Rural Development and Social Exclusion.

Programme Officer

Mr. Sunil Gautam

He is working as Programme Officer with the IIDS-UNICEF Programme on Children & Social Exclusion.

Computer Operator

Mr. Bichitra Kumar Behra

PG Diploma in Computer Application

He is working as Computer Operator with the IIDS-UNICEF Programme on Children & Social Exclusion. His area of expertise involves data analysis.

Office for Publications & Dissemination

Editor

Mr. Prashant Negi (Discontinued)

M Phil in Sociology

As Associate Fellow, he was previously working on the project titled 'Scheduled Caste: A Profile 2004: Status of the Scheduled Castes in India' which was sponsored by the Ministry of Social Justice and Empowerment. He played a major role in the formation of the IIDS' Office for Publications and Dissemination as its Editor. His areas of interest are the political, economic, cultural and social aspects of development theory, the challenges of transformation and change within the expanding horizon of development options, and the emergence of contemporary environmental crisis as a global phenomenon.

Assistant Editors/Assistant Fellows

Ms. Tshering Chonzom Bhutia (Discontinued)

M Phil in International Relations

She was Assistant Editor & Assistant Fellow and was responsible for the overall coordination of the Office for Publications and Dissemination. She was also handling the website related work of the Institute. Her areas of interest involve working towards the generation of knowledge and human know-how on the political, economic, cultural and social aspects of international relations and IR theory; to understand the interconnected linkages of sovereignty and its impact on sub-nationalities and ethnic minorities; and to embolden the practice of negotiation theory by the development of application-based and pluralistically oriented research.

Mr. Samir Kumar Mohapatra

M Phil in Sociology

He is Assistant Editor & Assistant Fellow with the Office for Publications and Dissemination, IIDS. His areas of interest are social, educational, empowerment,

identity issues of Dalits in India, sociology of education, sociology of religion, women empowerment issues and tribal related issues.

Junior Copy Editor

Mr. Narendra Kumar

He is working as Junior Copy Editor in the Office for Publications and Dissemination of the Indian Institute of Dalit Studies. He has also been undertaking other computer related works of IIDS.

Administrative Staff

Mr. R.B. Saxena

Administrative Coordinator

Mr. Pramod Dabral

Accountant

Mr. Uma Shanker

Computer Operator

Mr. Sunil Kumar Kundiya

Driver

Mr. Deepak Kumar Roy

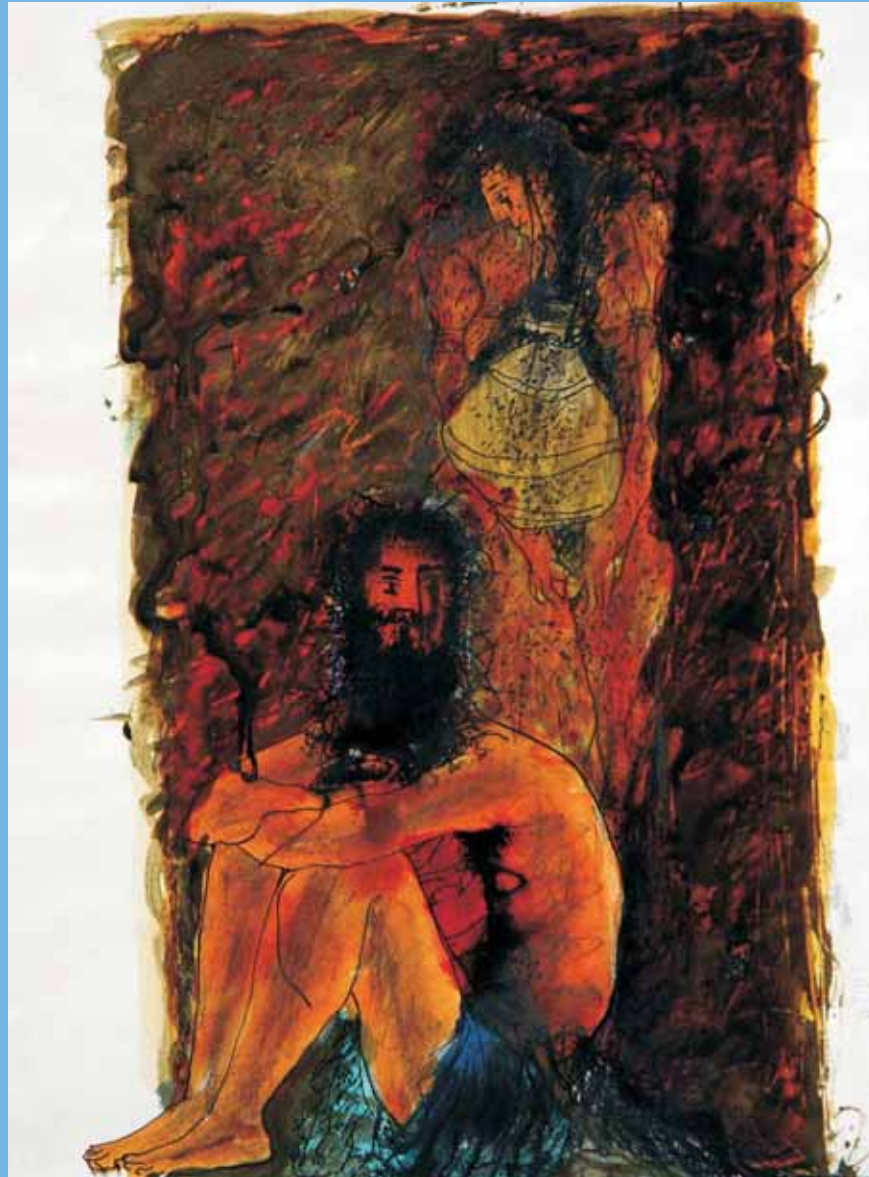
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Mr. Mohan Lal

Office Attendant

Mr. Mukut

Sweeper-cum-Farash



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**DEVOTED TO STUDIES ON SOCIAL EXCLUSION, MARGINALIZED SOCIAL GROUPS
AND INCLUSIVE POLICIES**

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