

Practical Strategies to Promote Social Integration



Lessons from India on CBD

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Annie Namala

Centre for Social Equity & Inclusion

New Delhi, India



Social Structure under Caste System

- ◆ Four fold division of people into social groups -castes
- ◆ Rights of social groups (not individuals) assigned by birth, are fixed and hereditary
- ◆ Rights are unequal and hierarchical with those at top enjoying most rights and least duties and those at bottom most duties and no rights
- ◆ Maintained by rigid enforcement of social ostracism, economic boycott, human rights violations and violent punishments



Social Disabilities of Untouchability

Religious Sanction

Purity – Pollution

Karma theory

Outcaste status

Indignity/humiliation

Extra legal punishments

Panchamas or Fifth Social Group



Constitution: Stark Divergence from Social Norms

- ◆ General provisions of equality, liberty, fraternity and justice
- ◆ Specific – prohibited untouchability, bonded labour, manual scavenging, devadasi system, child labour, legislations –PCRA, SC/ST POA
- ◆ Educational, employment reservation in government system
- ◆ Special component plan and economic schemes
- ◆ Political representation at local, state and union
- ◆ Oversight mechanisms



Continuing Social Disabilities from Untouchability

- ◆ Segregation in housing, eating, drinking, social relationships
- ◆ Denial/restrictions of access to public facilities –roads, wells,
- ◆ Denial/restrictions of access to public services – health, schools, washermen, barbers, restaurants,
- ◆ Atrocities on demands for equality and rights

Economic Disabilities of Untouchability



- ◆ Relegated to menial employment & poor wages – sweeping, cleaning, leather work
- ◆ Denial/restrictions to skill, learning and knowledge
- ◆ Denial/restrictions from assets, resources, capital and market
- ◆ Economic exploitation – cheap labor, free labor, bonded labor, ritual prostitution
- ◆ Social control, sanctions and back lash violence when norms are violated
- ◆ “The economic function that the caste system performs for favoured castes suggest that tests for discrimination is based consciously or unconsciously on economic interests, so making prejudice more difficult to eradicate” (Bannerjee and Knight 1991)

Agricultural Market Discrimination



Form/site of discrimination	% vilgs practiced	No. vilgs /total vilgs
Denied work as agricultural labour	35.5%	158/445
Not touched when paying wages	37.1%	174/469
Paid lower wages for same work	24.5%	119/486
Not employed in house construction	28.7%	12/529
Denied access to grazing land	20.9%	76/364



Rural Market discrimination

Form/Site	% villages where practiced	No. villages /total villages
Denied access to irrigation facilities	32.6%	152/466
Not allowed to sell to milk cooperative	46.7%	162/347
Prevented from selling in local markets	35.4%	165/466
Not allowed to buy milk from coops.	27.8%	100/360

Discrimination in Higher Employment

- ◆ Thorat, Attewal and Rizwi study 2007
- ◆ 4808 applications to 548 jobs over 6 weeks
- ◆ Dominant caste, Dalit and Muslim – identifiable by name and nothing else, same qualifications etc
- ◆ Dalits being called for interview was found to be two-thirds of Dominant caste
- ◆ Muslims being called –one-third Dominant caste
- ◆ Gender variations could not be studied
- ◆ Discrimination at higher ends of employment and at first level of hiring

Employers Perception on employability



- ◆ Jodhka S and Newman K study 2007 –25 Delhi companies with direct and contract workers of about 300,000 people
- ◆ Family background – location, schooling, parents educations, siblings employment positions, physical appearance, urbanisation, trainable, mindset
- ◆ Merit linked with cultural capital and excludes Dalits
- ◆ ‘Principled’ stand against reservation, concern on reverse discrimination
- ◆ Regional bias –both positive and negative
- ◆ Also bias against some from dominant classes for some types of work – lazy, pampered. Consequences differential not so devastating for them
- ◆ ‘Voluntary unemployment’ of dominant classes and ‘involuntary unemployment’ of marginalised – not optimum for economic growth



Civil Rights violations & Atrocities

◆ Crimes against Dalits registered at All India

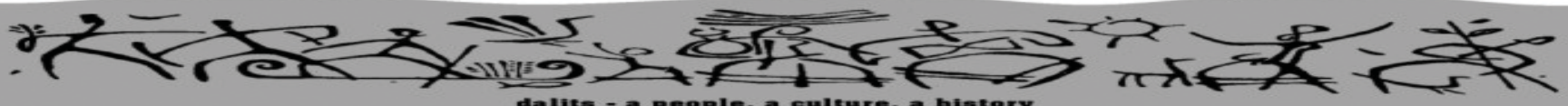
- 25,093 in 1999
- 25,455 in 2000
- 33,501 in 2001

-526 crimes were registered under PCRA in 2002

Registered crimes are only the tip of the ice-berg

SC/ST Commission has reported an increase in heinous crimes like rape and murder.

NHRC “..the nature of atrocities and their frequency is a matter of disquiet.





Current Inequalities

Development Indicators	% SC	% Others
Landless Agri Labour	45.61	26.55
Cultivators	31.65	40.42
Unemployment (CDS)	5.0	3.5
Weekly Earning – 99-00	Rs.174.50	Rs.197.50
Rural Poverty Level 04-05	36.80	28.30
HPI, UNDP	41.47	31.34



Lessons Learned and Way Forward

- ◆ Need for public education to change mindsets
- ◆ Need to create environment for change for excluded sections to represent/ participate
- ◆ Address Institutional discrimination- allocation, service provision, implementation, evaluation
- ◆ Address Impunity and access to justice



Lessons Learned and Way Forward

- ◆ Continue targeted provisions to address continuing discrimination
- ◆ Promote civil society organisations lead by excluded
- ◆ Put Anti discrimination mechanisms
- ◆ Set up Equal Opportunities commission
- ◆ International support - CERD, Guidelines and Principles on work and descent based discrimination



Additional Tools for Corporates

- ◆ Ambedkar Principles, IDSN (international Dalit Solidarity Network) to assist foreign investors to address CBED in Asia
- ◆ The Dalit Discrimination Check (DDC) is a practical caste discrimination tool, developed by the DIHR (Danish Institute for Human Rights) and the IDSN that will help companies which operate in India or source from India to avoid engaging in discriminatory and abusive acts against Dalits, directly or indirectly.



“A democratic government presupposes a democratic form of society, formal democracy is a misfit if there is no social democracy.

It unmistakably involves two things: an attitude of mind of respect and equality to fellow beings and social organisation free from rigid social barriers

Democracy is incompatible and inconsistent with isolation and exclusiveness resulting in the distinction between the privileged and the unprivileged”

Dr. BR Ambedkar