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Editorial

BEING AN ENLIGHTENED CITIZEN OF INDIA

In India, every year begins with the celebration of the Republic Day on 26th January as it commemorates the promulgation of the Constitution of India in 1950. It is a moment when the people of India became citizens of India enjoying fundamental rights. Citizenship confers a status of being a free and responsible person in a free society. The Preamble of the Constitution articulates the vision of India as a sovereign socialist secular democratic republic. The Constitution guarantees every citizen of the country *socio-economic and political justice; liberty of thought, expression, belief, faith and worship; equality of status and opportunity; and the promotion of fraternity assuring the dignity of the individual and the unity and integrity of the nation*. It is not only the duty of the State to guarantee the rights of its citizens, but it is also the duty of every enlightened citizen of the country to strive to ensure that values enshrined in the Preamble of the Constitution becomes a lived reality to every citizen of the country. India is a unique country in the world as it has been a confluence of many religions, races, castes, tribes, ethnic communities having different cultures, languages, scripts, customs, cuisine and living styles with very long historical traditions. Here Hindus, Muslims, Christians, Buddhists, Jains, tribals, Jews and men and women of every religious

tradition, language, and belief have to a large extent lived together in exemplary harmony and tolerance. The world looks with awe at India's wonderfully diverse and plural society. The composite culture of India owes its existence not only to one single community, race, tribe or religion but is an effective intricate and integral collage of varied influences. The way of life of its people has been crafted by an intermingling of cultures over the years. Modern India is a bouquet of variegated flowers; a mosaic of multiple colours. The unprecedented pluralism delicately nurtured and fostered by the constitutional ethos is the strength of the body politic and seven decades later we are still a vibrant democracy, biggest in the world, politically united, geographically integrated and administratively cohesive. Despite occasional hiccups and hurdles of riots, communal tensions and polarisation, the cross currents of a genuinely plural society have powered the creative energy, enterprise and egalitarianism which has taken Indian society far ahead of other nations. However, this Constitutional edifice on which the nation is built can crumble if narrow sectarian interests of certain sections of society prevail. Therefore, an enlightened citizen of India needs to be vigilant and fulfill the duties of a citizen articulated in 51A of

the Constitution, which stress on promoting harmony, preserving the rich heritage of our composite culture and following the noble ideals that inspired our freedom struggle. During the year 2019, the country will witness elections at the national level as well as in some states in the country. Therefore, it is also the duty of an enlightened citizen to participate in the electoral democratic process. Those who want to play an active part in politics may consider contesting the elections as a candidate, while others need to at least cast their vote to elect representatives in the National Parliament or State Assemblies who adhere to the values enshrined in the Preamble of the Constitution and fulfill their duties as citizens of the country. Every citizen needs to be aware of the current socio-economic and political situation in the country so that no one is carried away by false and unrealistic promises made and make an informed choice at the time of casting one's precious vote during elections. In 2019, it is my hope that we become enlightened citizens of our country imbued with the values of the Constitution and choose our representatives in the National and State Governments who are committed to making the Constitutional values a lived reality for every citizen of our great country.

-Denzil Fernandes

In the previous century, there were limited sources of information. For the latest news, we had All India Radio, BBC radio service and a couple of newspapers and magazines. In subsequent years, radio was replaced by Doordarshan television. However, this change is nothing more than a technical change where audio is replaced by video. In terms of content and quality, there is hardly any upgradation or degradation. But when in the last decade internet entered into our life, there was a tremendous change. We get an easy access to information and news of every moment across the world through the presence of 24*7 news channels. This is a drastic welcome change.

The negative side of quantitative news is the decline in its content and quality. This worsened during the tenure of the NDA government. Barring one or two channels, most news channels are converted to make propaganda machinery of the current government. The issue of beef and communal hatred is increasingly become breaking news and cover stories. There is hardly space left for unbiased intellectual debate. Those news channels and anchors who dared to speak with their inner conscience have been sacked from their jobs and human rights activists have been murdered.

The younger generation, on the other hand, is busy with the fruits of globalization in the forms of e-gazettes, apps and market economy. In the flood of easy access to information, there is no place left for wisdom. The propaganda by various news channels and cyber cells leaves no space for anyone to think on their own.

Citizens are continuously been used by a particular political ideology that has successfully translated dogmatic communalism as

nationalism. It is a strange situation where anyone who raises the issue of widespread violation of human rights is labelled as anti-national.

The era of capitalist globalization has directly led to jobless growth and the displacement of tribals and the poor. The opponents of such projects are labelled as anti-nationals. Even the killings of humans in the name of cow protection is declared as nationalistic acts. Despite the known historical and sociological fact that beef eating in general and meat eating in particular is an age old tradition of the Hindus. Scholars like Ambedkar, RL Mitra, Rahul Sankrityayan and DN Jha proved that once upon a time beef was a favourite food of vedic Brahmins.

It is strange that some years back a leader of Vishwa Hindu Parishad claimed that a life of a cow is more important than the life of dalits. In recent times, the Muslims are increasingly targeted for alleged beef eating. Now, even the life of police officials are declared secondary to cows.

The common man and woman who lost their wisdom due to continuous propaganda of pseudo-nationalism need to reopen their minds. But how one can open their minds is big question? For new ideas and vision ordinary men need guidance and support which is not available under present regime. All India Radio, which for past seventy years, has been serving the easiest information medium of news and views to common public and was known for its unbiased criticism of governmental programs and policies was saffronised by the present government. The news in this channel of radio which was at one time was the most authentic news also turned into the propaganda of the current Government's policies. The government even went step ahead and even disbanded the AIR.

Barring a few social media sites, which has limited reach owing to its technical limitations, there is no source of unbiased information available to us. In such a situation, the available past writings of modern and secular leaders available in the form of books could be an alternative for guidance but unfortunately very few of us are interested in reading. During the process of the making of India, Dr. Ambedkar once said, "Bhakti in religion may be a road to the salvation of the soul. But in politics, Bhakti or hero-worship is a sure road to degradation and to eventual dictatorship." Unfortunately, at present, our society is moving towards hero-worship. Under these circumstances, those who have not fallen prey to this hero-worship has a much bigger role to play. We have all read the glorious stories of our true nationalist leaders, who even sacrificed their lives for the nation. Now is our time to dedicate at least our time for the nation. No matter how strong is the propaganda of Hindu nationalism, the enlightened citizens can counter this false narrative. It is true that speaking the truth would lead to a loss of some comforts but to be remain silent is also not a worthy solution. This silence may spare our life and liberty to an extent but will be extremely harmful for our future generation. The lives of millions of religious minorities, dalits, tribals, women and other marginalized groups are already at stake. Therefore, it is time to come out of selfish comfort zones. All we need is a mobile phone or a computer which is the new avatar of the erstwhile pen. If the victims of pseudo nationalist tyranny start sharing the anti-communal and unbiased criticism of policies in the social media and other channels of communication, there is hope of saving our democracy. □

Pascal Tirkey

The struggle for independence led by Indian National Congress, its socialistic economic orientation, secularism and its non-aligned foreign policy had lasted in the minds of people for the first three decades after independence. Adivasis of central India voted blindly for the Congress. Neither the government nor the Adivasis bothered about improvement of basic needs such as food, cloth, shelter, health, education, road electricity and so on. Till late 1980s Adivasis of Chhotanagpur somewhat enjoyed an independent life and were self-sufficient. They were able to maintain themselves with the help of cultivation, livestock and forest products. They hardly felt the need of roads and electricity. For health needs they managed with traditional knowledge of indigenous medicines.

Representatives of Adivasis in the Congress party, when it was in power for long time, never looked back or did anything worthwhile for the development of Adivasis. Congress started to lose its appeal among the vast population in Adivasi areas. Besides, the litany of scandals and allegations of corruption also played a role in people's disenchantment with Congress. Some prominent activists who were concerned about Adivasi development like Mr. Siby Soren and others thought of an alternative. This gave rise to a new regional political party in 1973 – Jharkhand Mukti Morcha. JMM was popular in the 1980s and 1990s but it too could not do much for the betterment of Adivasis. In a way, Adivasi political leaders failed their people.

The conservative right-wing BJP came into being in 1980 with close ideological and organisational links to the Hindu nationalist Rashtriya Swayamsevak Sangh (RSS) and the Bajrang Dal. BJP has since used the

“Hindutva” (Hindu nationalism) ideal to capture the imagination of India's 80 percent Hindu population. Since the 1984 national election, BJP enlarged its vote share and also increased its number of seats in the Lok Sabha and made inroads at the state level. In 1998, it finally rode to power at the centre, riding piggyback on several regional parties. Being in power in the centre it rapidly expanded its roots far and wide. Its fringe organizations started focussing on Adivasi areas. They even opened shakhas, Vanwasi Kalyan Ashrams, Ekkal Vidya Mandirs, Saraswati Shisu Ashrams and so on. Bajrang Dal became very active in Adivasi areas.

The endless hard work of spreading rumours, false data and brainwashing the simple and innocent mind of Adivasis has started bearing fruits. This we see in an increased number of attacks on Christians in Adivasi areas, BJP coming to power in Chhattisgarh and Jharkhand, making laws of anti-conversion and so on. In some areas in Odisha, every Adivasi village has an RSS pracharak, who is not of the village. His task is to convince that every Adivasi is a Hindu and should vote for BJP. Though BJP came into power with a promise of employment for youth, end of corruption, policy change for farmers, getting back black money and transferring fifteen lakhs to every individual's account etc., but nothing has happened till date. Currently, Indian politics has become a big mess. Politicians are looking for political mileage instead of serving the nation. Indian politics have changed a lot since 2014. People voted for BJP to avenge the Congress. But the fate of the common people has not changed, as BJP even broke the common man, including the Adivasis, with their policies.

Adivasi communities have responded to their situation in several ways: many of them have succumbed to the forces of industrialization and displacement, losing their lands and migrating to urban centers or other states in search of employment. A significant number, however, have joined communist struggles, like the Telengana movement and become members of the various "Naxalite" parties, such as the Communist Party of India (Maoist), to demand land reform and access to resources. They have also been active in various struggles against displacement by large dams led by organizations like the Narmada Bachao Andolan or the Koel Karo Andolan, as well as in the struggle against insensitive and overly exploitative mining as in Kashipur, Orissa.

Another major plank of adivasi politics today is to claim the rights promised by PESA. Many non-governmental organizations and social movements have promoted the setting up of village assemblies (*gram sabhas*), on the grounds that they have a constitutionally recognized "competence" to manage their own resources. The government, however, does not recognize these assemblies. It is time that the Adivasis look back to their past, reflect on it and make right decisions for the future. For this they need to follow the Mool Mantra of Baba Saheb Ambedkar – Educate, Organise and Agitate. Adivasis have to be very analytical and careful in electing their representatives because the whole country is distracted with the ideology of Hindu Rashtra, Gau Mata and Mandir issues and the development and progress of nation are ignored. In this regard not only the Adivasis but whole nation has to be very careful in choosing their elected representatives. □

At present we are looking at an interesting political picture which is also surprising. In any democracy, the general practice is that the party in power answers the questions raised by the opposition. But, this practice has changed post 2014 general elections. The common people were not happy with the performance of the UPA-II and therefore voted in favour of NDA II, so that they can govern the nation. But, the present NDA Government very smartly tries to divert the attention of the people by blaming all their failures to the time of UPA rule.

The main aim is to divert the common people from the serious problems that prevail today in our country. Rather than answering the nation on the issues of price rise, less employment generation and farmers' protest, we are shown other irrelevant things. If we look at all these from the social perspective, the situation is not too good here either. Cases of atrocities against dalits, tribals and minorities appear in the news daily. Even from the political perspective, it is very clear that this government does not like any opposition. I would like to draw your attention towards the hostile conditions of the political parties sitting on the opposition side today. Even the Congress and other parties are left with no other option than either to swim along with the power or sink directly. In the name of "Hindutva", the ancient and rich religious traditions of Hinduism is defamed. Does any religion teach grabbing power and ruling on the basis of hate?

As a scholar of a public funded university, I am more

interested to know the state of affairs of educational institutes. Still Assistant professors, even in central universities and various other institutions of national importance are hired purely on contractual basis with a monthly remuneration of Rs. 25,000-40,000. Under these circumstances, how can we expect and demand quality education? What can be a better joke than this? As a youth, I ask about the jobs that NDA Government had promised just before the elections. As an Indian, I wonder that if the government healthcare mechanism is good, then why people have to visit expensive private hospitals. Why the government reduced the amount in the budget for education? What about people still dying in the septic tanks? What about the small kids who lost their lives due to scarcity of oxygen cylinders? Why still people from same castes are cleaning human excreta? What and which type of new India are we talking about?

To run away from these basic questions, the youth of this country are handed over issues like- gau raksha, Ram Mandir, religious hatred etc., so that we remain diverted from the original issues that are actually affecting our country's growth. I have done my masters from a Christian minority institute and can without any doubt say that the contributions of the minorities in the development of our nation cannot be ignored. But, a religion that contributes only 2.3% of the total population is also targeted and is accused of receiving funds from abroad for conversion? In fact, the Christian missionaries have contributed tremendously in

the field of education and healthcare. Ideally, if this government is in power, then they should take good care of the minorities to ensure inclusiveness, but here it is the other way round. Another important point is that the NDA Government is in a majority today and can also make amendments in the Constitution according to their own will. There is also discrimination against the tribals of our country. Who can deny the important declaration in one judgment given on January 05, 2011 by the Honorable Supreme Court of India where the court said that adivasis are the indigenous peoples of India? The court also reiterated that only 8.6% adivasis are the real owners of India and all others are either descendants of immigrants or invaders. Now, what is the condition of the adivasis today? We all know that 'Pathalgadi' is an integral part and practice of tribal life. Then, why is the government worried so much about 'Pathalgadi'?

I think when we will see all these various pictures in one collage, then we can clearly see that it is nothing but an effort to impose one ideology on the whole nation. And in this process, different strategies are being adopted to ensure that polarization of votes takes place. Since in a democratic election, voting often takes place on the basis of caste, religion, majority-minority, politicians use these unfair means to come to power again. While politicians are keen to get elected, the common people yearn for better governance. The demand of the people for better governance is growing throughout the country. □

Indian Social Institute (ISI) has been conducting seminars on Educational Rights of the Minorities every year. Accordingly a seminar on Educational Rights of the Minorities was conducted by the Training Unit of the Indian Social Institute from 17th to 20th October 2018. Fifty six participants from twelve states belonging to Christian, Jain and Muslim communities participated in this seminar. The participants who belonged to the religious minority communities were eager to know about their rights that are enshrined in the Constitution of our country. The focus of the seminar was to make the participants aware of their rights that are enshrined in part three of the Constitution and various other statutes of our country. Article 30 of the Constitution gives to the minorities the right “to establish and administer educational institutions of

their choice.” The Hon’ble Supreme Court of India has interpreted and elaborated these two rights in its various judgments. The resource persons have taken the participants through these various judgments and made them understand the deeper meanings of their fundamental rights as given in our Constitution. Besides the Constitutional provisions, the topics dealt with in this seminar were administrative procedures of the minority educational institutions; POCSO and its implications; Labour Laws and its implications; procedure to obtain minority status certificates; sexual harassment of women at workplace and the need of having



Internal Complaints Committee; criminal laws; an overview of the recent changes in the FCRA etc. Dr. M P Raju, Adv. Michael Dias, Adv. K M Joseph, Adv. Tresa Paul, Adv. Zeba Khair, Mr. Joselyn Martins and Adv. Joy Karayampuram were the main resource persons who enlightened the participants. The participants greatly benefitted from this seminar and they have requested the Training Unit of the Indian Social Institute to conduct such seminars for a longer period in the coming years. □



TWO DAY WORKSHOP ON “LEGAL COMPLIANCE FOR NGOS/EDUCATIONAL INSTITUTIONS”

A two-day Workshop on “Legal Compliance for NGOs/Educational Institutions” was held on 27-28 October, 2018, at Indian Social Institute, New Delhi. At the inaugural session Fr. Shiju Mathew, the Administrator and the Chief Finance Officer gave the introductory address and the participants were welcomed by Dr. Denzil Fernandes, the Executive Director of the Institute.

The workshop began with the topic on Tax Deducted at Source (TDS) by Mr. Rajeev Kapoor, the Chief Finance Manager of the Institute, having 33 years of experience on taxation matters. The second topic was on Employment Laws (PF, ESI)

etc. taken by Adv. Michael Dias, a very senior practicing advocate having experience of 43 years in the field of labour law. The third topic taken up by Mr. Joselyn Martins, a Chartered Accountant, was on the issues of assessment of NGO’s and Educational Institutions.

On the second day Foreign Contribution and Regulation Act (FCRA) and Goods and Service Tax (GST) topics were taken up by Mr. Rajeev Kapoor. The second topic on the constitution of trust/societies procedure and related matters were taken up by Adv. M.P. Raju, a Supreme Court advocate. The last session was

taken up by Mr. Biju Daniel, an expert investment advisor, who spoke on the investment portfolios for NGOs and Educational Institutions.

About 110 participants attended the workshop from all parts of India. It was strongly recommended to all the Organisations/Institutions that participated in the workshop that they must take the necessary steps to adhere to timely submissions of returns and put appropriate policies and procedures in place to prevent the infringement of the government laws and ensure compliances to avoid any adverse actions from the Tax Authorities. -Rajeev Kapoor

A WORKSHOP TO EMPOWER WOMEN TO LEAD CHANGE

Mahatma Gandhi has said “Be the change that you wish to see in the world.” Internalising this saying, the Indian Social Institute has been organising appropriate training programmes and workshops through Jesuit Research and Development Society (JRDS) for empowering women to lead change. Only when knowledge, especially legal knowledge, is given to the rural women, will they be able to develop their self-confidence and grow in a positive self-image. JRDS organised a training programme on “Empowering Women to Lead Change” at Indian Social Institute from 16th to 24th November 2018. The main focus of this training was to train rural women to acquire self-confidence and a positive self-image through acquiring of knowledge about their rights and duties. In this training, they have been given various exercises to build self-confidence and grow in positive

self-image. Knowledge of law gives them power to face the world. Therefore the training imparted the basic knowledge of law for them to build up confidence. It was for the first time they heard about

the Constitution of India. When we discussed the Preamble and the Fundamental Rights, they were spell bound and surprised to know that such favourable laws are present in our country. The training elaborated the Preamble, Fundamental Rights, Directive Principles of State Policy, Fundamental Duties etc. The basic understanding of the criminal laws and those parts which give the special protection to women were also explained to the participants. They came to know about their rights when they are arrested, when they are



sexually harassed at the workplace and various other provisions that give them special rights. 18 participants from six states participated in this training programme. Dr. M P Raju, Adv. Tresa Paul, Adv. Joy Karayampuram were the resource persons. The participants were very enthusiastic in learning and they have clarified their doubts during these seven days of residential training programme. They have requested to have more of such trainings in the future so that they could send others for this type of trainings. □



Seminar on Women in Household Economy: Issues and Challenges towards Gender Equality

Matsura, Gender Specialist, ILO, New Delhi delivered special lecture “Care Work and Care Jobs for the Future of Decent Work”. Dr. Aasha Kapur Mehta, Former Prof of Economics, IIPA, New

Human Development, New Delhi. Subhalakshmi Nandi, ICRW, New Delhi and Shalini Sinha WEIGO, New Delhi were the panelists for the discussion “Women in Informal World of Work”. Dr. Anushree Sinha, NCAER, New Delhi delivered the Valedictory Address “Work, Activity and Equality: Women in the Indian Household Economy”. The Seminar concluded with a formal Vote of Thanks by Dr. Archana Sinha. This National Seminar analyzed the conceptual issues in gender-based inequality within the domain of women in household economy; and reflected upon the loss in achievement due to inequality between men and women in terms of labour force participation. It expressed concern that the assumptions to capture this dimension of women’s work would remain inadequate and misleading, resulting in only the partial capture of gender inequalities. □

-Archana Sinha

A three-day National Seminar on “Women in Household Economy: Issues and Challenges towards Gender Equality” was organized by the Department of Women’s Studies, Indian Social Institute, New Delhi on 11th – 13th October, 2018 within its premises. This Seminar was inaugurated by Dr. Joye James, Secretary of JHEASA. Dr. Denzil Fernandes (Executive Director) welcomed all and Dr. Archana Sinha (the Convener, Seminar-in-Charge and HoD, Department of Women’s Studies) from Indian Social Institute, New Delhi introduced the Seminar and presented the dynamics of the Seminar. Ms. Aya

Delhi delivered Key Note Address. The seminar sessions were chaired by Dr. Ritu Dewan, Former Director, Centre for Development Research & Action, Mumbai; Dr. Sabiha Hussain (Director, SNCWS, Jamia Millia Islamia, New Delhi); Dr. Vincent Ekka, HoD, Dept of Tribal Studies and Sr. Tresa Paul, Training Unit of the Institute; Dr. Sanghmitra Acharya, CSMCH, JNU, New Delhi; Ms. Jessy Augustine, Advisor GAD, World Vision India, New Delhi; Dr. Shanta Kerketta, Lady Irwin College, New Delhi; Dr. Shashi Bala, Fellow, VVGNI, Noida; Dr. Shipra Maitra, Professor, Institute of

National Colloquium on Peace and Reconciliation

Over 30 delegates engaged in Peace building activities and programmes throughout India gathered together at PG Block,

Jnana Deepa Vidyapeeth, Pune, for a National Colloquium on Peace and Reconciliation on 7-8 October, 2018, jointly organised by Loyola Institute of

Peace & International Relations (LIPI), Kochi, and Indian Social Institute (ISI), New Delhi. Fr. Binoy Pichalakkattu SJ welcomed the gathering of Jesuits and lay collaborators for the programme that hoped to better coordinate the

peace efforts of Jesuits in South Asia. In his inaugural address, the Provincial of South Asia, Fr. George Pattery SJ, highlighted the need for intensifying efforts to promote peace in South Asia. During the first session, Dr. Irfan Engineer, the Director of the Centre for the Study of Society and Secularism (CSSS), stressed the need for promoting the syncretic and composite culture in India through academic and programmatic approaches. Ms. Deborah Grey and Ms. Suneetha, from Citizens for Justice and Peace (CJP), shared their peace building efforts through protecting the rights of minorities, dalits, tribals, women and children; monitoring hate content in speeches and other online social media platforms; promoting inclusive education in schools and helping the

people in Assam get their names in the National Register of Citizens (NRC). During the panel discussion on the feasibility of starting a Centre for Peace Studies and International Relations, Dr. M.P. Mathai highlighted the need for developing and promoting a pedagogy of Peace. Fr. Rudolf Heredia SJ presented the theoretical basis for building a culture of peace. Dr. Irfan Engineer gave several practical suggestions for a proposed Centre for Peace Studies. During the evening session, various delegates briefly presented the various programmes and activities they have been undertaking for peace building in different parts of India. The delegates undertook



the exercise of spiritual conversation and discernment to arrive at concrete suggestions for the proposed Centre for Peace Studies and International Relations, promoting peace efforts among different countries in South Asia and creating a culture of peace and reconciliation in different ministries and apostolates in all provinces in South Asia. □ *Denzil Fernandes, SJ*



CHRL: A New Venture of ISI in the field of Legal Assistance

Responding to the felt need of the society and increasing demands from various persons and institutions across the country for legal help, Indian Social Institute (ISI) has opened, “Centre for Human Rights & Law” (CHRL) from September 2018. The official inauguration of the Centre took place on 28th December 2018. While inaugurating the Centre, Dr. Denzil Fernandes, the Executive Director of

the Indian Social Institute, reminded the small gathering of the staff that the founder of the Institute has played his active role as the member of the Constituent Assembly to bring forth the Constitution of our country which gives equal rights to all irrespective of their caste, creed, place of birth or gender. Following his footsteps, it is our bounden duty to extend legal help to the needy, he said. The Centre seeks to intervene in different issues and problems faced by the minorities, women, children, Tribals, Dalits and other marginalized sections of society. Apart from litigation and legal awareness training programs, CHRL aims at settling disputes outside

the Courts. Three full time lawyers, namely; Advocates Joy Karayampuram, Ravi Sagar and Tresa Paul will be available at CHRL for any kind of legal assistance. The Centre will continue to spread legal literacy and awareness by ways of publications of the magazine “Legal News and Views” and other Legal Education Series booklets.

Joy Karayampuram, HoD of CHRL, thanked Fr. Shiju Mathew and his team including the contractors and workers for their hard work in making the new Centre a reality. He thanked Dr. Denzil Fernandes for his continued support and guidance and the entire ISI family for their active participation and support. □ *-Tresa Paul*

AWARENESS PROGRAMME ON “ERGONOMICS AT OFFICE”

The Staff Forum Committee organized staff development programme on 6th December 2018. Dr. Sachin Goyal had taken the session on “ERGONOMICS AT OFFICE”.

Ergonomics is one of the kind of science which deals with the atmosphere around an employee. Whether it is a workstation or employee’s physical health status, ergonomics provide an excellent solution in terms of providing wellness and wellbeing to the employee. In India, most of the employees take leave due to sickness which indirectly hampers the productivity and quality of an

organization. So ergonomics provide a win-win situation for the employee and organization both through maintaining the physical and mental wellbeing of the employees.

The improper practice of ergonomics has its consequences in ‘Repeated Stress Injury’, a condition where a person experiences health problems like, neck pain, back pain, shoulder pain, eye strain or even mental stress due to repetition of the activities. So taking breaks is mandatory in order to break the continuation of the repetition of the activity. Along with that, modification

on the workstation like adjusting the height of the chair, keeping the mouse on mouse pad, adjusting the height of the monitor screen make sense to release the pressure over the muscles and joints. Taking a well balanced diet and an optimum amount of water is an essential thing in order to keep the body hydrated and full of nutrition. Leaving the active healthy life style like using the stairs instead of lift and walking meetings are also helpful to maintain a regular physical activity during office hours. In case there is someone experiencing any repeated stress injury, he or she must consult the physiotherapist. □

-John Kullu

INSTITUTE BIDS FAREWELL TO MR. KAMALKANT PRASAD



On 18th December 2018, the Institute organized a farewell for **Mr. Kamalkant Prasad** who had decided to take early voluntary retirement from service in Indian Social Institute due to his deteriorating health condition. He served the Institute for the last 32 years. He worked for many years in the Programme for Scheduled Castes, Department of Dalit Studies and Department of Tribal Studies. In this capacity, he was involved in several programmes for Dalits, tribals, and other marginalised groups. He was also the joint editor of the Hindi monthly magazine *HUM DALIT*, now known as *HASHIYE KI AWAZ*.

During his long service in the Institute, he was member of the Staff Forum and also a member of the Governing Board. He worked with commitment and dedication in the field of Hindi literature, publications, research, training and workshops in different regions of

the country. He had also taken the initiative to publish the Hindi book “**Hashiye Ki Dastan**” edited by him and his colleagues. The book was released during the farewell ceremony. Initially, Fr. Vincent Ekka introduced the book and its contents. Fr. Ranjit Tigga, the Director of XIDAS, who worked with Mr. Kamalkant Prasad for the last four years, released the new book. We pray that God may give him good health and quick recovery from his present health condition.

The Staff Family Get-together was held on 22nd December 2018. All staff came with their family members



on this occasion. There were many games and activities for children, adults and staff members. It was a nice gathering of staff members' families. Christmas carols in English and Hindi were sung to ring in the Christmas season. All enjoyed the day as it concluded with a festive meal together. - *John Kullu*

BOOK POST

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