

**2020 - 2021**



**ANNUAL  
REPORT**

**INDIAN SOCIAL INSTITUTE**  
BENGALURU

## IDENTITY

Indian Social Institute, Bengaluru (ISI-B) is a 'Training and Resource Centre', enabled by research, facilitating advocacy engagements.

## VISION

To Build an Egalitarian and Inclusive Society by Promoting Socially Conscious Communities.'

## MISSION

Indian Social Institute Bengaluru, as a 'Training and Resource Centre' engages in 'Training of Trainers', of its primary Stakeholders with special focus in South India, through holistic and quality capacity-building trainings, enabled by research-based knowledge, networking and advocacy engagements, to claim their entitlements, rights and improved quality of life.

## PRIMARY STAKEHOLDERS

- Dalits, Adivasis, Minorities, Unorganized labourers Fisher folk, Distress migrants, and Dalit Christians, with special focus on women and youth
- Community leaders, CSOs People's Movements and Jesuit Social Centres

## THEMATIC AREAS

Social Inclusion and Democracy  
Labour Migration  
Peace and Reconciliation

**INDIAN SOCIAL INSTITUTE**  
**BENGALURU**

# **ANNUAL REPORT** **2020 - 2021**



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**PUBLISHED BY**

**INDIAN SOCIAL INSTITUTE**  
24, Benson Road, Benson Town  
Bengaluru – 560 046

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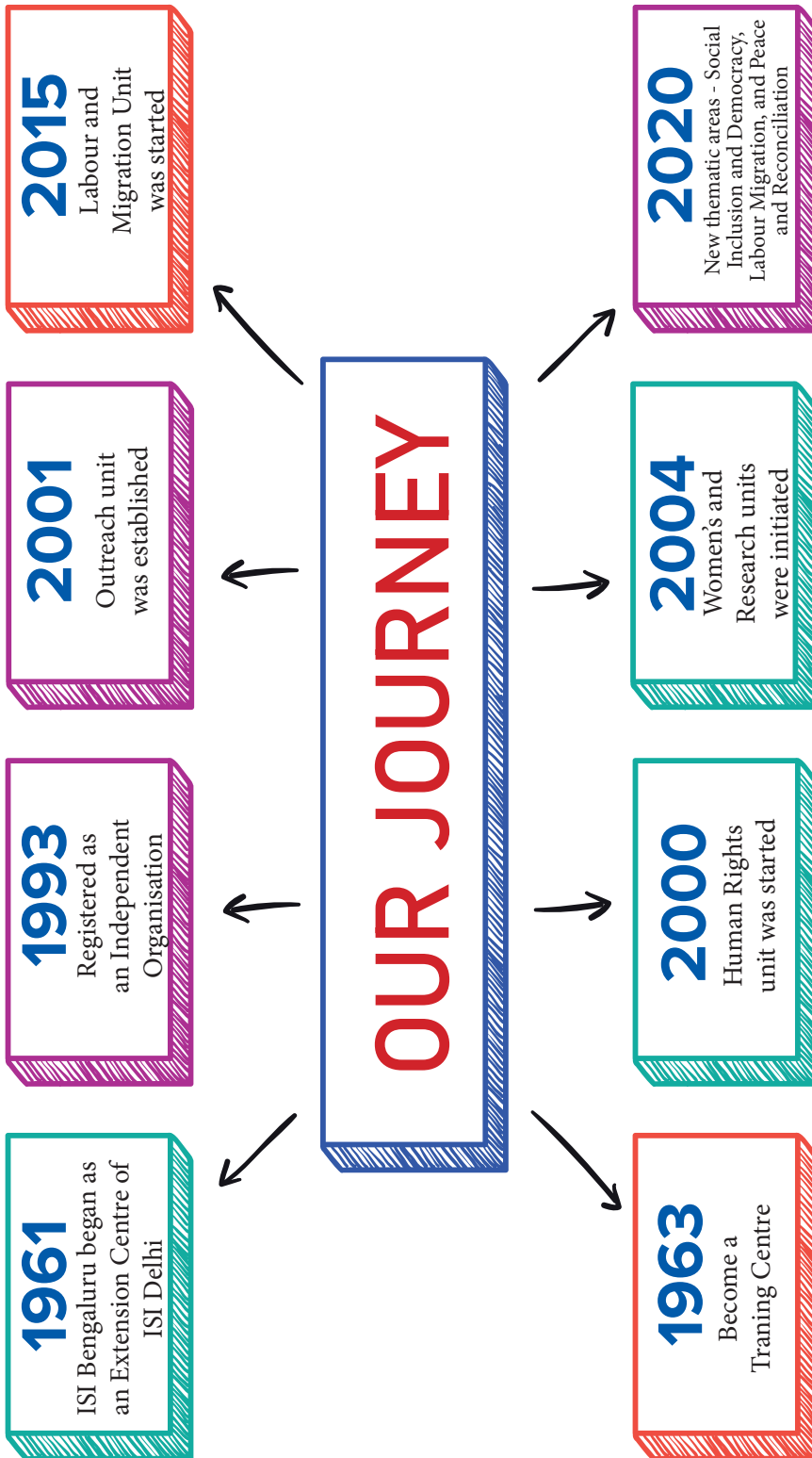
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## From the Director's Desk

Covid-19 pandemic and arrest and imprisonment of human rights defenders beckoned the institute to rediscover its mission amidst current challenges to be effective. In 2019, after an year-long discernment, the institute identified Social Inclusion and Democracy, Labour Migration and Peace and Reconciliation as core thematic areas for the following decade. The experiences of pandemic and democratic deficiency primarily generated a compassionate heart among the staff of the institute, to respond in meaningful ways to the broken humanity, especially through research, publications, training and direct interventions in the life of the institute.



### Research and publications

Research on 'Walking with the Migrants Beyond Covid-19 Pandemic', was a timely response, to bring out the voices of the plight of the migrant workers walking thousands of kilometres to their homes, carrying their children on the shoulders and their meagre possession on their back, braving heat and hunger, hitherto unnoticed, unidentified and unrecognised. The study was released virtually by His Eminence Cardinal Oswald Gracias on 30 July 2020. The unique feature of this study was the collaboration among Caritas India (CI), Indo Global Social Service Society (IGSSS) and the Institute.

'Development as Community-led Journey', a research report and 'Development Anchored in Community Intelligence', a handbook for social work practitioners were pathbreaking works, released virtually on 3 December 2020. The handbook, published in English, has been translated into 9 more Indian languages. Caritas India and the Institute have devised strategies to take forward this study by building linkages between academic institutions and social work practitioners. The study was sponsored by Caritas Germany and it was carried out in collaboration with Caritas India and their field partners.



Yet another study, ‘Corona Unlocks the Vulnerabilities of the Advocates’ was carried out in collaboration with Lawyers’ Fraternity Tamil Nadu and the report was released by Justice D. Hariparanthaman, former Judge of Madras High Court on 18 July 2020. The recommendations of this study led the Government of Tamil Nadu to engage in constructive dialogue with advocates fraternity leading to concrete actions. ‘Sustainable Development Goals: The Indian Story’, an edited book was published in March 2021. This publication provided space for young researchers to bring out their research and analytical skills in the form of scientific articles.

### **Social Inclusion and Democracy Unit**

The management and staff were deeply saddened by the arrest of 83-year-old Fr. Stan Swamy SJ, who served the institute for 16 years and as its Director for 11 years. However, his arrest provided new impetus to take forward his legacy in today’s context. Due to the raging pandemic, in-person planned training programmes in the field could not take place. Virtual training offered the opportunity to stay connected with field partners. However, Social Inclusion and Democracy state units reinvented their approach to be connected with the partners and expanded their scope to reach out to many individuals, institutions, colleges and new CSOs, virtually. A number of online sessions were organized on Preamble of the Constitution, Democracy, Dissent and Human Rights Defenders, atrocities on Dalits and Adivasis, and critique of policies and laws of the government, including farm laws and Environment Impact Assessment Notification. Some high-profile personalities, such as Former Supreme Court Judge Justice Kurian Joseph, Senior Advocate Prashant Bhushan, and Professor Ravi Varma Kumar accompanied us as resource persons. Parallely, social media products, cultural demonstration on Hathras case, campaigns, advocacy efforts, participation in rallies bridged academic engagement and practical praxis. Every staff member of the institute participated and contributed, which increased their social sensibilities and sense of fulfilling the mission of the institute. Along with these efforts, virtual week-long training on human rights, socio-cultural analysis, training on Panchayat Raj, Social Animation Skills, Environmental concern, Violence against Women were organized.



## Labour Migration Unit

The research on ‘Walking with Migrants Beyond Covid-19 pandemic’ led to meaningful follow up actions. Caritas India has developed a migration network among various dioceses and the Jesuits have initiated Migrant Assistance and Information Network (MAIN). The institute contributed enormously to the conceptualisation of MAIN, embraced by the Jesuit Conference of South Asia. The unit also organised two workshops on basic legal literacy, psychosocial care of the migrants for the staff of various NGOs working with migrants.

The pathos of the migrants evoked solidarity actions and humanitarian services. From the beginning of the pandemic, the unit staff were involved in reaching out to the most vulnerable migrants in providing dry ration and assisting them through helpdesk services. Distress calls were attended to and measures were taken in collaboration with religious and Civil society networks. Transit support, non-payment of wages, rescue works and attending to health emergencies and deaths were some of the concrete responses. A number of staff of the institute live in poor localities, amidst vulnerable communities. The institute also developed a scheme by which every staff member was asked to identify some of the most needy in their surroundings, purchase dry ration and distribute them. A staff member said, “In my 23 years of working in the institute, for the first time I was given an opportunity to reach out to the poor. I felt happy about my identity as staff of ISI and felt dignified when people thanked me”.

The institute staff have also been at the service of many NGOs, institutions, and religious congregations offering inputs on current issues, spreading human rights knowledge and providing consultancy services.

Founded in 1963, Indian Social Institute, Bengaluru (ISI-B) has completed 58 years of its journey of accompanying the marginalized communities in varied ways and with innovative approaches, primarily focusing on 5 South Indian States and Puducherry and with a few national and international collaborative engagements. The journey continues.

**Dr. Joseph Xavier SJ**

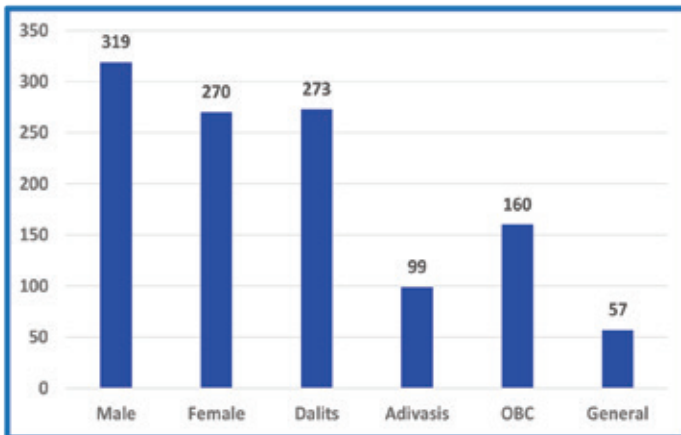
Director

## A. SOCIAL INCLUSION AND DEMOCRACY UNIT

### Capacity Building Workshops

In this year, 10 phased modules of Capacity building training were to be completed. Due to the pandemic, Andhra Pradesh and Tamil Nadu units organized the 9<sup>th</sup> and 10<sup>th</sup> phase modules – Panchayat Raj and Social Animation skills virtually. For the newly formed zones of Srikakulam and Kurnool, Andhra Pradesh offline workshops on Self and Society and Social Movements were conducted. The Kerala unit completed Ecological concerns in collaboration with Centre for Science and Society, CUSAT, Kochi and also organized a workshop on Panchayat Raj. Totally,





589 cadres benefited from these workshops. Among them, 319 were male and 270 were female. A majority of the cadres trained were from the Dalit community.

The central unit of Social Inclusion and Democracy

### **MOTIVATED TO PARTICIPATE IN GRAM SABHA MEETINGS**

*“Training on Panchayat Raj was my first online exposure. Through this training, I have learnt about the village panchayat system. I came to know that some panchayats are earmarked for women and in these panchayats, women can become Panchayat Presidents. I was shocked to hear that despite women being elected as Presidents, they were not able to function independently, due to gender inequality and social stigma. This training motivated me to become an independent female leader”, said Ms. Suganthi, Village Community Development Society (VCDS).*

### **VICTOR OR VICTIM, THE CHOICE IS MINE**

*“For a long time, I was thinking how can I be an agent of change? Participation in Socio-cultural analysis course opened by my vistas. The realization that the liberation of the oppressed is the goal of the Indian constitution filled my heart with an intense admiration towards the founding fathers for their profound vision. However, it was becoming clearer to me regarding the reality of the oppression by the existing social, economic, and political structures towards the Dalits, Women, and the Poor. We understood Marxian analysis of society and the cultural hegemony of Antonio Gramsci. We also realized the unholy alliance among the market forces, the upper social classes and the political parties”, Sr. Latha remarked.*

organized two five-day online workshops on Understanding Human Rights and Socio-cultural analysis in which about 63 religious women and men participated.

### Motivational Sessions

Effectively using the online mode of conversation, a number of motivational sessions were organized on the following issues.

1. Preamble to the Constitution of India
2. Livelihood and Social Security of migrants
3. Violence against women
4. Environment Impact Assessment Draft
5. Farm laws

These sessions were offered to ISI partners in the field and also to interested individuals and new NGOs. These sessions attracted many young people and helped ISI to expand its reach. On the first two themes, every state unit organized a session. Legal experts were the resource persons who emphasized the importance of protecting the Preamble to the Constitution at a time when dissenting voices

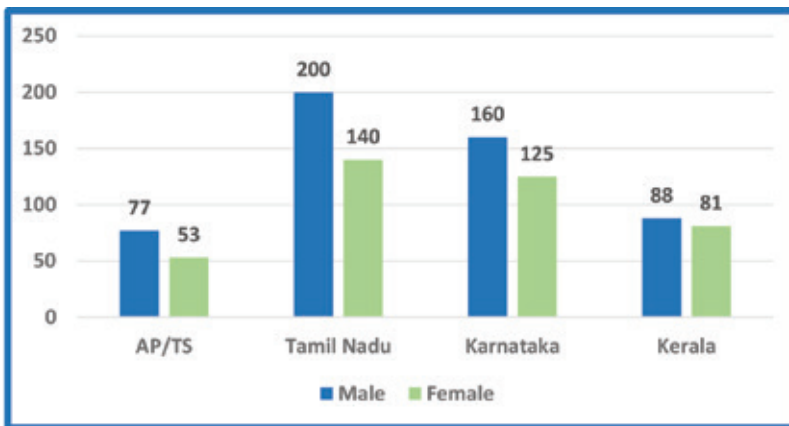




were scuttled. Fr. Stan Swamy’s life and mission were highlighted to explain how the State handles the elderly and dissenting voices.

Three state units also focused on violence against women. Environmental activist, Mr. Sundarraj motivated the cadres of Tamil Nadu and many cadres wrote letters to Ministry of Environment and Forest expressing their dissent against EIA

draft. Karnataka Unit espoused the concerns of the farmers and pitfalls of farm laws. Nearly 924 persons benefited by these sessions. Of those, 525 were male and 399 were female. Most of them were youth.



The institute staff demonstrated through enactment the Hathras incident, video graphed and uploaded on the website, which received much appreciation from the CSOs. Edited versions of many sessions were uploaded to YouTube for the benefit of many.



## Major events

As a culmination of State level programmes, National level lectures were also organized. About 400 persons participated in the lecture on Preamble to the Constitution of India, addressed by Justice Kurian Joseph; 827 participated in various lectures and hall meetings organized around Democracy, Dissent and Human Rights Defenders in collaboration with Archdiocese of Bengaluru, United Theological Seminary, Ashirvad, Catholic Religious of India – Bengaluru, and People’s Union for Civil Liberties, Karnataka (PUCL-K). Senior Advocate Prashant Bhushan, Former Advocate General Prof. Ravivarma Kumar and other eminent persons spoke on different occasions.

## Special sessions for partners

A session on FCRA was offered to equip the partners with the latest developments on the same. About 50 representatives from partner organisations benefited from South India. As part of developing collective responsibility to protect children, a session on the institute’s policy on Safeguarding of Children and Vulnerable Adults was organized in which 70 NGO partners participated.



## B. LABOUR MIGRATION UNIT

### Workshops

The Labour migration unit organized two week-long workshops on Basic Legal Literacy and Psychosocial Care, virtually, to equip the staff of NGOs and individuals working among migrants. After surveying the skill requirements of the staff to be able to effectively reach out to the migrants during pandemic, these courses were designed and implemented. Legal Action Advocacy Service (LAAS), Madurai was a partner in organizing Legal Literacy and Jesuit psychologists were the resource persons for the course on psychosocial care of the migrants. About 57 persons benefited from the workshop.

### Consultations and Motivational sessions

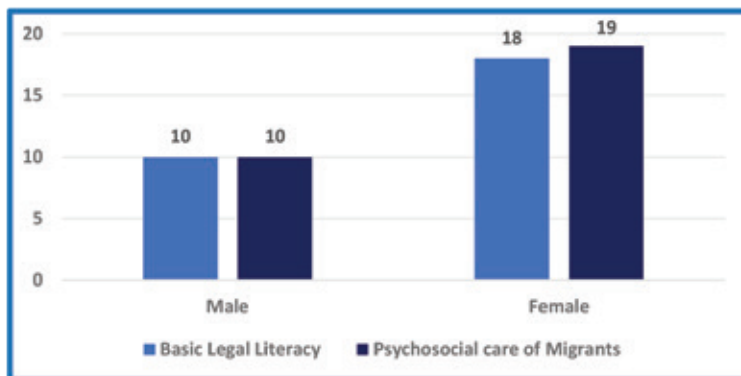
Half a dozen consultations were organized to conceptualize research on the Future of the Migrant workers in the informal sector in Bengaluru, to develop syllabus for online workshops and to support MAIN modelling. As part of International Working Women's day celebration, motivational sessions were organized in three different locations in which about 270 women participated.





*Sr. Alosiya, an NGO animator from Chennai expressed, “The knowledge on how to write a police complaint will greatly help me in reaching out to police to file complaint for migrant workers, who are held hostage or abused by their employers”.*

## Emergency Services

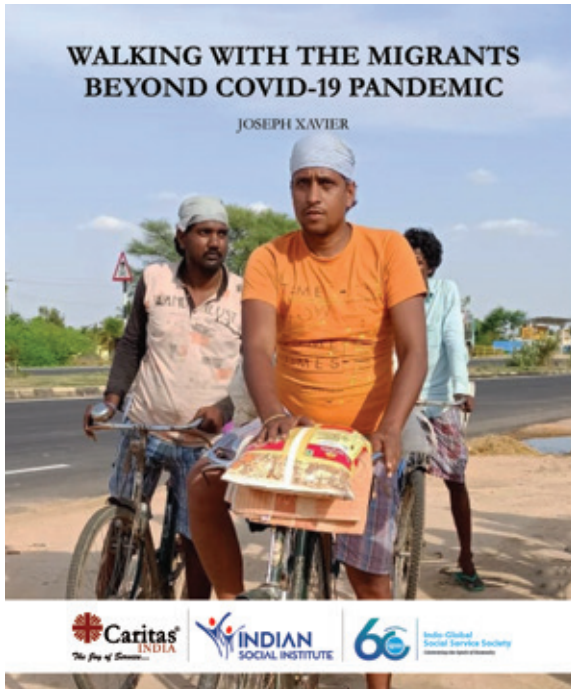


The institute, through the unit, supported migrants with dry ration. The unit staff collaborated with St. Joseph’s College in the distribution of dry ration to the poor, slum dwellers and migrants. About 600 migrants were supported.

40 migrants were assisted through helpdesk service, especially those who required hospitalization, emergency support and last rites. 6 construction workers received labour cards.



In collaboration with St. Philomena's hospital, three medical camps were organized in slums benefiting about 350 persons. It surprised many that the youth among



the migrants volunteered to donate blood for the needy. A migrant leader stated, “When one of our members was sick, some good souls donated blood. So, I felt it is time for us to show generosity. The community members agreed to the suggestion”. 22 migrants donated blood and offered to the blood bank of Philomena's hospital to help the needy. The institute has signed a Memorandum of Understanding with Philomena's hospital to conduct more medical camps for the migrants in the coming year.

*The institute also reached out to 66 standard migrants residing near Electronic city, Bengaluru who had arrived from Mayurbhanj district, Odisha just a week before lockdown. Ms. Monolisa Nayak, the district labour officer of Mayurbhanj called us over the phone and expressed her gratitude for this timely support.*

### **A PREGNANT MIGRANT FREED FROM A COFFEE ESTATE IN COORG**

*Five Adivasi migrants from Siliguri district, West Bengal, recruited by a middleman with tall promises, came to Coorg in Karnataka to work in a coffee estate in January 2020. On the very first day, the estate owner asked these poor and illiterate migrants to deposit the original voter identity card and Aadhaar card. Freedom of movement was restricted. They were not allowed to go out of the estate. The owner demanded extra hours of work. Resistance resulted in verbal and physical violence. A relative of the workers from Siliguri contacted the staff of Indian Social Institute, Bengaluru. A female migrant was found to be 6 months pregnant. After intense negotiations, the estate owner agreed to free three migrants. The three migrants were sent home safely. Later, the other two also were freed.*

## C. RESEARCH AND PUBLICATIONS

### Book Published (Print and E-versions)

1. Dr. Joseph Xavier (2020), Walking with the Migrants Beyond Covid-19 Pandemic, ISI Bengaluru, Caritas India and IGSSS.
2. Dr. Joseph Xavier (2020), Development as Community-led Journey, ISI Bengaluru and Caritas India.
3. Dr. Joseph Xavier (2020), Development Anchored in Community Intelligence, ISI Bengaluru and Caritas India.
4. Dr. Joseph Xavier (2021), Editor, Sustainable Development Goals: The Indian Story, ISI Bengaluru.

### E- Publication

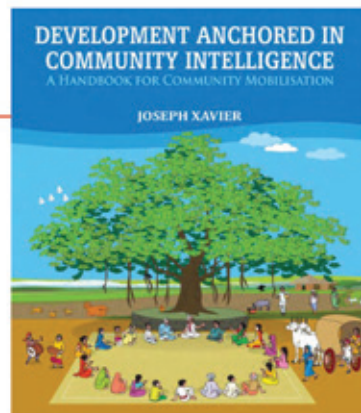
1. Dr. Siddharth K.J., Dr. Sylvia Karpagaram, Dr. Alwyn Prakash D'Souza, (2020). Working at the Margins: A Report on the Working Condition of Invisibilized Frontline Workers, Ashirvad, Bengaluru.
2. Dr. Joseph Xavier and Adv. Santhanam, (2020), Corona Unlocks the Vulnerabilities of the Advocates (English & Tamil), ISI Bengaluru and Lawyers' Fraternity Tamil Nadu.



# LAUNCH OF HANDBOOK AND REPORT



JOSEPH XAVIER SJ



## Articles Published

1. Joseph Xavier and Harshita, (2020). A Narrative of a Human Rights Defender, *Indian Currents*, pp.19 - 25 October 2020.
2. Joseph Xavier and Harshita, (2020). National Education Policy, 2020 - A mixed bag of glitzy rhetoric and uncertain future, *Religion and Society*, October 2020 pp.12-20.
3. Joseph Xavier, (2020). The Rights of Stateless Citizens, *JIVAN*, July 2020 pp. 16-17.
4. Martin Puthussery, (2020). Accompanying Distressed Migrant Workers in India, In *Future of Work: Labour Migrants in the 21st century*, ICMC, Geneva.
5. Martin Puthussery, (2020). Exclusion and vulnerability of migrant workers in Kerala, *Migration and Social Inclusion: Perspectives for Human rights and Social Work Practices*, pp. 126-130.



6. Martin Puthussery, (2020). Major findings, conclusions and recommendations of Kerala migration profile, *Social Glance*, 7 (1), 90-101.
7. Martin Puthussery, (2020). Migrants in India: Strategies for Justice, *Pax Lumina* 1(2) / 2020 / 41-45.
8. Martin Puthussery, (2020). Reaching out to distressed migrants, *JIVAN*, May-June 2020 pp. 14-15.
9. Rosey Mukherjee, (2020). Failure of Governance Systems during COVID-19, *Pax Lumina* 1(2) / 2020 / 50-53.
10. Shujayathulla, (2021), Peace and Justice in Indian Context, in ‘Sustainable Development Goals: The Indian Story’, Indian Social Institute.
11. Shujayathulla, (2021), Spirituality of Islam: Humanitarian Practices and Human Rights Principles in Action, in *Spirituality and Social Work – An Indigenous Perspective*, Booksclinic Publishing.



## Research Support

1. Dr. Joseph Xavier, (2020). Modelling Migrant Information and Assistance Network (MAIN).
2. Dr. Joseph Xavier and Rosey Mukherjee, (2021). Covid-19 Impact and Five-Year Strategic Plan, Udayani Social Action Forum, Kolkata.

## Ongoing Research

1. Domestic Violence before and during lockdown in Karnataka.
2. The Future of Migrant workers in the informal sector in Bengaluru.
3. A baseline survey on Establishment of Bachelor of Social Work in Shaheed Rabbani University

*University professors who participated in the virtual release of the research report on ‘Development as Community-led Journey’ and the Handbook on ‘Development Anchored in Community Intelligence’ said, “These books are going to play a ‘best friend’ for all the people involved in any role, in any part of the country, with community mobilization process, given the easy and lucid language, content and colourful illustrations provided abundantly in both the books”. All of them committed themselves to use the handbook in their colleges as mandatory readings, as these will be highly relevant for social work students and practitioners.*

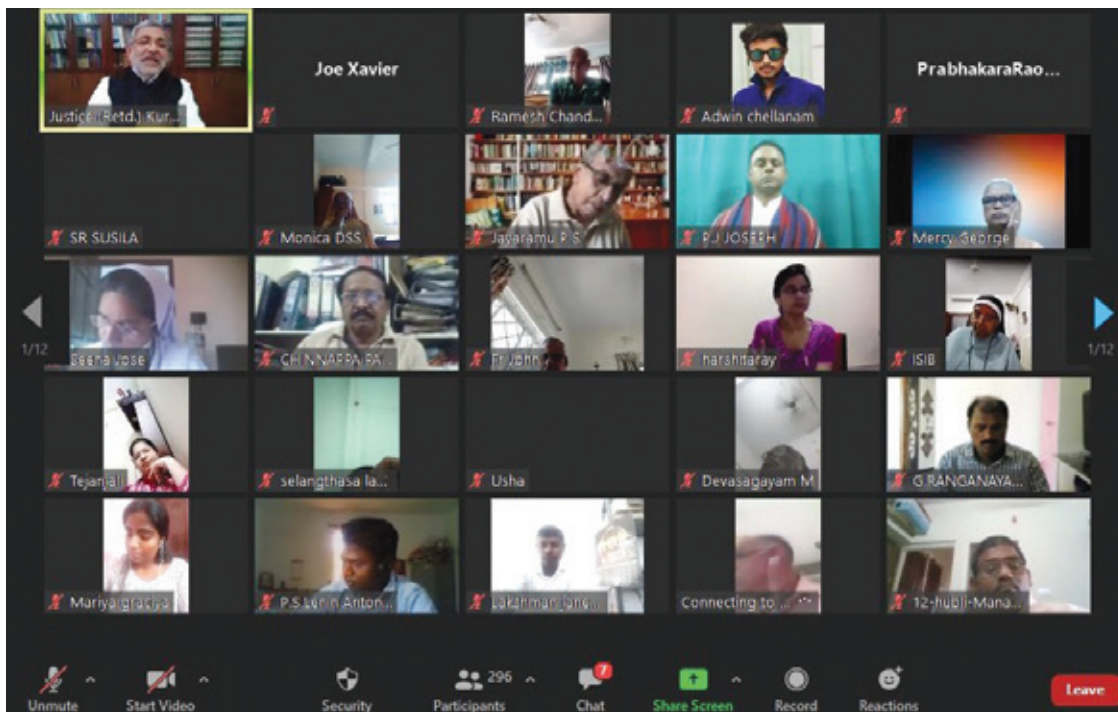
*Cardinal Oswald Gracias was pleased and highly appreciative of the collaborative efforts of the 3 organizations in taking up a study that is deemed as the need of the hour. He pressed on the need for a more pragmatic and systematic planning, to facilitate the migrants’ lives with their deserved dignity, if and when they return to metros and cities. Mr. Vijayanand, IAS, former Chief Secretary of Kerala, emphasized the need for disseminating the rich document with state and central government officials and translating the document in Hindi to reach out to masses at the ground level.*

## D. EVENTS AND CELEBRATIONS

- ‘Women leaders, Trend setters of Generations’ was the theme for Women’s Day celebration jointly organized by the Institute, St Joseph’s College for Women, Alleppey and Morning Star Home Science College Angamaly. Over 300 women participated in the event, virtually.
- On 12 November, a public meeting was organized by the institute in collaboration with Archdiocese of Bengaluru, CRI, PUCL-K, DSS and CSOs on Challenges for Human Rights Defenders at Freedom Park. Religious leaders, social activists, elected representatives and movement leaders were the speakers. Over 250 people participated.
- To commemorate the 26 November, the Constitution Day, Karnataka Unit organized a series of talks on human rights issues for 10 days. Another ten-day Human Rights Day celebrations from 1 Dec - 10 Dec in collaboration with St. Joseph’s College was commemorated with a variety of events, jointly organized by the Human Rights Unit of Institute and St. Joseph’s College, Bengaluru.
- On 1 January 2020, a resistance convention celebrating the Bhima Koregaon victory was organized at Freedom Park. Justice B.G. Kolse Patel (Retd) was the main speaker in which over 300 people participated.







## E. SERVICES

- Fr. Paul Moonjely, the Executive Director of Caritas India successfully completed his PhD, guided by Dr. Joseph Xavier.
- With the support of the institute, the staff members reached out to 250 poor families in their localities, especially the domestic workers, security personnel, migrants, single mothers, aged and other vulnerable families, with a dry ration kit.
- Mr. Shujayathulla, the facilitator of Karnataka unit, in collaboration with Agriculture Training and Development Society (ADATS) reached out to 2032 migrants, who were crossing Karnataka border on foot near Bagepalli, Chikballapur district.
- The facilitator of Karnataka unit, in collaboration with advocates and activists, intervened in the slum demolition, filed a case for compensation in the High Court and the court directed the State Government to compensate and rehabilitate the migrants living in the slum by paying Rs. 43,100 for each affected person. The state identified 131 as affected people, out of which,



the team submitted the documents of 107 people. 95 persons received a compensation of Rs. 40,85,000. The same team also prepared a status report on night shelters and submitted to the High Court.

- Ms. Harshita, studying MSW 2nd year in St. Claret College Bengaluru, served the institute, as an intern and as a long-term associate, participated and contributed in many of the engagements of the institute.
- The institute in collaboration with Mukti, worked extensively on demanding the State to form Ward level disaster management committees.
- On migrants and human rights issues, the institute staff were invited as resource persons by many colleges.
- Continues to serve the Archdiocese of Bengaluru and CBCI Labour Commission on migration issues; and supports Caritas India in their efforts to develop migration networks and reviewing Animation processes; facilitating and guides 7 FMA provinces in social ministry.





### Internship

Despite the pandemic and institutions were closed, 11 students (5 boys and 6 girls) doing MSW and Law, interned with ISI from St. Joseph's College, St. Joseph's College of Law, Christ University, St. Claret College and St. Aloysius College.

### Visit to the institute

101 MSW 1<sup>st</sup> year students from Bengaluru City College, St. Claret College and Bengaluru University visited the institute and appreciated the orientation to social work that they received.





### **PLEASE DO NOT BEAT US!**

*When migrants started walking along the highway towards Anantapur, Mr. Shujayathulla, a staff of ISI, in collaboration with Agriculture Development and Training Society (ADATS), reached out to them. “On 16 May 2020, when a few young migrants saw us, they ran to the bushes to hide themselves. We chased them and assured that we came to help them. The youth fell to their knees with folded hands and begged us, ‘Please don’t beat us!’. They told us that the police beat them up near Devanahalli airport toll. Some of our Staff suspending ‘physical distancing’ for a few minutes put their arms around their shoulders. The team distributed loaves of bread, bananas and water packet and also Rs. 500 to each migrant. All broke down with a rare mixture of relief and disbelief. One of them said, ‘It is because of people like you, humanity is alive. My prayers for you.’”*

## OUR HISTORY

Indian Social Institute, Bengaluru (ISI-B) celebrated its Golden Jubilee in December 2013, a celebration of a journey that began in 1963, with the mission of ‘accompanying the marginalized’ as an Extension centre of Indian Social Institute, New Delhi (ISI-D).

### The Beginnings

In 1961, Fr. Jim Berna SJ and Mr. Ryan had started the work of the **Extension Service** of ISI-Delhi, with a view to support the Diocesan Developmental activities which had just taken off, in a big way in most of the dioceses. Lack of trained personnel in the development sector persuaded them to initiate a Training Centre as well. It was in 1963, with the arrival of Fr. Henry Volken SJ, the training centre took off in its full swing. The Extension Service was shifted to Delhi in 1966. With this change, ISI-B began its journey as a Training centre responding to the massive changes/challenges in the developmental sector. Initial focus of the Training Centre was on ‘Community building among the poor, skill–courses on agriculture, kitchen gardens, poultry, nutrition and accountancy’. The Community Development approach of the Government of India added fervour to the efforts of ISI-B. Constant study of the changing environment and reflection on the changes made the team alert to creative ways of conceiving programmes and training activists. In the 70s, the Freirean philosophy and methodology dominated the training of ISI-B.

### The Early Focus

Soon after the Emergency, in 1975, and in the context of the Asian Seminar on ‘**Structure Analysis**’ organized by Houtart and others, there was a radical shift in understanding of development work. *The economic crisis and the political developments had brought home the fact that the massive poverty of the Indian people had deep roots in the politics of the country, and that the solution had to be of a political nature.*



Fr. Stan Lourdasamy SJ took charge of the Institute, as Fr. Volken moved out, and began an intense period of training social activists for political intervention through courses, ranging from three months to shorter periods. The participants were activists with grassroots contact, deeply conscious of the political dimension of poverty and the need for a structural change. Meanwhile, the Documentation Centre of Indian Social Institute also had started functioning from Bengaluru giving a massive intellectual input to the activists all over India. In 1993, ISI-B became an independent institute. Since then, it has geared its activities/programmes based on three interrelated objectives:

- i. To align with the marginalized people for facilitating their empowerment
- ii. To network with sectoral, secular and democratic movements, and
- iii. To collaborate with macro social forces.

### **In the post-liberal era**

The vision of empowering the powerless towards sustainable development in the context of the market-ushered economic order, premised on privatization, liberalization and globalization adversely impacting with dire consequences the working classes, the poor and weaker section, causing destruction to the ecosystems, became the dominant view of ISI-B in the 1990s. The emergence of ultra-right-wing fundamentalist forces with a communal agenda, operating covertly and overtly, co-opting the marginalized sections has been posing a great threat to the secular and inclusive social fabric of the nation.

ISI-B has been trying to develop critical awareness of these realities among the trainees and staff and thus enabling them to strengthen the Constitutional goals of Socialism, Secularism and Democracy.

### **At the dawn of the millennium**

In 2000, the Institute introduced the **Human Rights Unit** focusing on awareness on rights, campaign and advocacy at national and international levels. As the NGOs and activists preferred field-based training, especially in vernacular languages, in 2001, the **Outreach Unit** was initiated to strengthen peoples' organizations and movements of marginalized groups. Training and capacity building programmes organized in collaboration with field-based organizations and networks became the core activities of the Outreach unit. In 2004, **Women's Unit** came into being with

a desire to integrate gender sensitivity into all the engagements of the institute. In the same year, a **Research Unit** was introduced, focusing on knowledge generation through action-research and to feed the outcomes into training programmes to promote advocacy efforts.

In the post-neoliberal era, as South India became the destination point for the distress of labour migrants from the northern states, the institute in 2013, conducted a study on “The Status of Unorganized Labourers in Bangalore City”. The outcomes of the study led to the dawn of “**Labour and Migration Unit**” in 2015.

In 2015, an ‘external evaluation’ was conducted. Based on the recommendations of the evaluation, the institute revisited its vision and mission and thrust areas. It worked on Perspective Strategic Planning (PSP) which clearly gave an orientation towards the future. “Cadre Formation and Capacity Building” introduced in 2017, became a flagship programme for the outreach units. The institute brought together about 75 NGOs and peoples’ organizations under an umbrella of cadre formation, preparing Training of Trainers (ToT) at the grassroots who could be at the service of the village communities.

### **Universal and Conference Apostolic Preferences**

In 2019, mandated by the General Congregation of the Society of Jesus, a set of Universal and Conference Apostolic Preferences were developed globally and in South Asia with bottom-up discernment processes. Responding to this development, in March 2020, the erstwhile Research, Human Rights and Training, Labour and Migration, Women and Outreach units gave way to new thematic areas:

- a. Social Inclusion and Democracy
- b. Labour Migration and
- c. Peace and Reconciliation

Thus, ISI-B has been continuously engaged in search for relevance in its social engagement responding to the signs of the times. This process will go on as long as our priority communities are part and parcel of the mainstream society with rights, dignity and improved quality of life.



## GOVERNING BOARD MEMBERS

Dr. Stanislaus D'Souza SJ - President	Dr. Dionysius Vaz SJ - Member
Fr. James Joye SJ – Vice-President	Dr. Denzil Fernandes SJ - Member
Dr. Joseph Xavier SJ - Secretary	Prof. Babu Mathew - Member
Fr. Francis Balaraj SJ - Treasurer	Mr. Lukose Vallatharai - Member
Dr. Danis Ponniah SJ - Member	Ms. Brinda Adige - Member

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## STAFF OF THE INSTITUTE

Dr. Joseph Xavier SJ - Director
Fr. Francis Balaraj SJ - Administrator

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Fr. Martin Puthussery SJ  
 Mr. Arul Prakasam R  
 Mr. G Karuna Rao  
 Mr. Shujayathulla E  
 Ms. Rosey Mukherjee  
 Mr. Joseph Sunil Raj  
 Ms. Maria Roslyn Sheela  
 Ms. Roshni Peter  
 Ms. Christina Mary B  
 Ms. Mary Joyce  
 Mr. V U Varkey

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 Ms. K Selvi  
 Ms. Yashoda  
 Mr. Moses J  
 Mr. Francis Xavier  
 Ms. Faridha  
 Ms. Lakshmi  
 Mr. Anthony Raj  
 Ms. Sagaya Mary  
 Mr. Sandhyagu  
 Mr. Shiva Gowda

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## LEFT THE INSTITUTE

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