



THE INCLUSIVITY PROJECT

ANNUAL REPORT



About The Inclusivity Project

TIP is a research and analysis institute which plans to conduct research on the under developed, under reached and invisible communities in the world through providing ground level research data, evidence and information to the world. It also aims to map these communities and build capacities of these communities and individuals from the communities through trainings, study courses, conferences, discussion groups and exposure visits for understanding the conditions and magnitude of the concerns. The institution will be also working on the sustainable development goals (SDGs) especially on the monitoring and follow up/review as well as providing data and evidence for the nation state for effective and inclusive program implementation.

Globally there are many communities and groups which are underrepresented in the development paradigm. Lack of information or data (or disaggregate data) has proved catalytic in their social/human, economic and political under development of these communities. They have been socially excluded due to various socio-cultural determinants like race, class, caste, ethnicity, age, sexuality, location or linguistic representation. These communities have been invisible to many developmental programs and services, which made them unreachable to developmental dialogues and participation.

The scarcity of research and data has played a crucial role in their inability in inclusive and effective procurement of the basic services, thus making them vulnerable to any forms of positive and equitable action. This has also contributed to their low socio-cultural integration, thus inversely affecting their economic and political participation. The Sustainable development goals (SDG) has opened a new prism of data collection and sharing which would bring the various groups and communities to come together.

These communities are found all over the world, without an identity or common name, and more over unaware of the others existence. In lack of credible research and data, there is no platform for a unified identity for these communities within and among the countries. Thus, TIP tries to provide research, data and information resources for these groups and communities for ensuring integration and inclusion through systematic and sustainable mechanisms.

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The Inclusivity Project in 2021

In 2021, TIP's activities focused mainly on conducting quantitative and qualitative research and analysis on the underdeveloped, underreached and invisible communities by providing ground-level research data, evidence and information. TIP, along with its network, identified and mapped DWD communities and rights experts, capacitated them through training, study courses, conferences, and discussion groups to understand the conditions and magnitude of their concerns. TIP brought stakeholder networks and organizations together and facilitated dialogues and strategy sharing to overcome the hurdles of marginalization. TIP worked mainly on the sustainable development goals (SDGs), especially on the monitoring and follow-up/review and providing data and evidence for the nation-state for effective and inclusive program implementation.

Conferences and Events

WORLD SOCIAL FORUM

The World Social Forum (WSF) was held between 23 January 2021 - 31 January 2021. TIP organized two seminars for the WSF 2021:

1. Communities Discriminated on Work and Descent (CDWD) And the Pandemic, its impact and Mitigation Measures [26 January 2021, 12:00 PM GMT]
2. Access to Justice: Dalits and Communities Discriminated on Work and Descent [30 January 2021, 12:00 PM GMT]

The speakers in the first seminar were: Ms. Beena Pallical, General Secretary, NCDHR (**Moderator**); Ms. Aichettou Mouloud, President, Mauritanian Association of Women Lawyers; Ms. Givania Silva, Quilombola Leader, National Coordination of Articulation of Quilombola Rural Black Communities; Ms. Gabriela Hrabonova, Director, European Roma Grassroots Organisation; Ms. Durga Sob, Founding President, Feminist Dalit Organisation (FEDO); Ms. Lee Macqueen, Senior Program Manager, NCDHR; Ms. Tamanna Baraik, Bangladesh Dalit and Excluded Rights and Movement.



The speakers for the second seminar were: Mr. N. Paul Divakar, Global Forum of Communities Discriminated on Work and Descent. (**Moderator**); Dr. V.A.Ramesh Nathan, National Dalit Movement for Justice; Mr. Abdarrahmane Wone, Trust Africa; Ms. Givania Silva, National Coordination of Articulation of Quilombola Rural Black Communities; Ms. Isabela Mihalache, European Roma Grassroots Organisation; Ms. Abirami Jotheeswaram, All India Dalit Mahila Adhikar Manch; Ms. Radha Bheel, Dalit Sujag Tahreek; Mr. Bhakta Biswakarama, Dalit NGO Federation.

COVID-19 AND THE IMPACT ON CDWD – REPORT

On 19 March 2021, TIP, along with ADRF (Asia Dalit Rights forum) and national level members of ADRF, conducted a webinar for the release of 7 reports which were the result of studies conducted in 6 countries - Bangladesh, India, Malaysia, Nepal, Pakistan and Sri Lanka - on the impact of COVID-19 and the extent to which State responses included CDWD in COVID Mitigation Measures. The first hour of the session focussed on country presentations, with Lead Researchers/ Research Contributors from Bangladesh, India, Nepal, Pakistan and Sri Lanka presenting the situation within their country contexts.

The next hour of the session involved the insightful comments and opinions of three special speakers:

1. Michele Buteau, Adviser on Minority Rights, Indigenous and Minorities Section, Office of the United Nations High Commissioner for Human Rights.
2. Jerald Joseph, Commissioner, Human Rights Commission Malaysia
3. Prof. Chin Sung Chung, Member, UN Committee on the Elimination of Racial Discrimination

The reports can be found [here](#).

YOUTH RESILIENCE: PERSPECTIVES FROM AFRICA, ASIA, SOUTH AMERICA AND EUROPE



The Inclusivity Project and the Global Forum of Communities Discriminated on Work and Descent organised the *Youth resilience: Perspectives from Africa, Asia, South America and Europe* by youth activists from CDWD on 6 April 2021.

Youth activists from 4 continents gathered and shared their perspectives as activists and members of DWD communities on how the Pandemic has impacted them and how resilience can

be built and strengthened. For the first time, global youth DWD activists from Africa, Asia, Europe, Latin America, and the Caribbean unite in a global event and exchange their experience during the Pandemic. They shared the vision of achieving SDGs, especially SDG 3 (Good Health and Well-being), 8 (Decent Work and Economic Growth), 13 (Climate Action), 10 (Reduced Inequalities), 16 (Peaceful, Just and Inclusive Societies) and 17 (Partnership) to *Leave No One Behind*.

ROUND TABLE ON ACCESS TO SAFE DRINKING WATER AND SANITATION FOR ALL

On 4 June 2021, the Permanent Missions to the United Nations of Germany and Spain, The Inclusivity Project, and the Global Forum of Communities Discriminated on Work and Descent organised a virtual Round Table on *Access to Safe Drinking Water and Sanitation for All*. The event was organised against the runup to the biennial Resolution on the Human Rights to Safe Drinking Water and Sanitation put forward by Germany and Spain in the Third Committee of the United Nations. The event focussed on the importance of



ensuring access to water and sanitation for all with a particular focus on communities discriminated on work and descent and highlighted the relevance of the contribution of sanitation workers to Sustainable Development Goal 6, ensuring all persons have access to sanitation services.

His Excellency Ambassador Christoph Heusgen, Permanent Representative of Germany to the UN inaugurated the event. Professor Chin Sung Chung, Member of the Committee on the Elimination of Racial Discrimination given the keynote address. Mr. Paul Divakar Namala, Executive Director, TIP moderated the panel discussions. His Excellency Pedro Arrojo-Agudo, UN Special Rapporteur for Water and Sanitation, Ms. Mary James Gill, Executive Director, Centre

for Law and Justice, Pakistan, Mr. Brahim Rhamdane, founder of the Sahel Foundation and African Network against Discrimination based on Work and Descent, Mauritania, Dr. Givania Silva, Executive Director, Coordenação Nacional de Articulação das Comunidades Negras Rurais Quilombolas (CONAQ), Brazil shared experiences on discrimination in access to water and sanitation as well as in other areas across Asia, Africa and Latin America. Deputy Permanent Representative of Spain to the United Nations, Ambassador María Bassols had given the closing remarks.

Africa Network on Discrimination on Work and Descent (ANDS), Asia Dalit Rights Forum (ADRF), National Confederation of Quilombola Communities (CONAQ), Brazil, European Roma Grassroots Organisations Network (ERGO), TrustAfrica, Dalit Solidarity in Germany, International Dalit Solidarity Network (IDSN), and the Global Call to Action Against Poverty (GCAP) co-hosted the roundtable.

UN HIGH-LEVEL POLITICAL FORUM SIDE EVENT

**TOWARDS SUSTAINABLE DEVELOPMENT
FOR DWD COMMUNITIES: RESILIENT
RECOVERY IN THE FACE OF MODERN
SLAVERY AND A POST-PANDEMIC WORLD**

DATE: 13 JULY 2021
TIME: 07:30 AM - 09:00 AM [EASTERN TIME]
INTERPRETATION WILL BE AVAILABLE IN FRENCH,
SPANISH, PORTUGUESE, AND HINDI

REGISTRATION LINK:
<https://zoom.us/j/6116001871?pwd=Q0V1L1p6aHh5M0h3N4kxMj09>

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TIP organised a side event during the UN High-level Political Forum on 13 July 2021 on *DWD Communities: Modern Slavery and Resilient Recovery in the face of a post-Pandemic World*. The event was co-organised and supported by GFOD, Youth MG, Trust Africa, CONAQ, ERGO, ADRF, Nagorik Uddyog.

While SDGs indirectly influence the concerns of the excluded communities, it fails to recognize DWD or caste as an essential determinant of poverty and under-development. The absence of DWD from the SDG main document, goals and targets, and the global indicators are clear evidence that there is less to no recognition of DWD in the global agenda of development. While on one hand, the SDGs stand for transparency, accountability, and participation with the inclusion of all populations, on the other hand, it structurally excludes the traditionally marginalized and socially excluded people. Taking this into

account, TIP organised the event. The event focused on ensuring the rights of CDWD when the world begins to recover from the Pandemic.

YOUTH BEAT COVID

TIP organised a CDWD Youth Conclave: *Youth Beat COVID*, on 12 August 2021, along the side-lines of *International Youth Day*. Stakeholder Group of Communities Discriminated on Work and Descent, GFoD, ADRF, Child and Youth Major Group, National Coordination of Articulation of Rural Black Quilombola Communities, GCAP, Trust Africa, and ERGO were the joint organisers of this event.

The event provided an opportunity to recognise and highlight the voices, initiatives, actions, and engagement of young people across the world. The event also highlighted the importance of CDWD youth participation in political, economic and social life and processes and shared their perspectives.



CONVENINGS FOR FEMINIST MOVEMENT BUILDING AND (POST) COVID - 19 RECOVERY ALONG WITH OXFAM

Covid 19 crisis continues to devastate lives and cause untold sufferings. In just a year, the pandemic has infected at least 191,626,825 people, resulted in 4,122,004 reported deaths (as of 21 July 2021, JHU); and turned into the biggest human economic and social crisis of our times. For the poor, vulnerable and discriminated communities, the impact of these multiple crisis has been devastating. How are women, particularly those at the margins of intersecting vulnerabilities

in the global south - coping with the crisis? What has been their experience of life, disease and resilience?

These questions are critical. However, any crisis of this magnitude carries within themselves possibilities for beginnings, and the Covid 19 crisis is not without its lessons and silver linings. Indeed, the existential threat posed by the killer virus has compelled us to transform the way we live, see our world, economies, and governments.



NATIONAL CONFERENCE ON CDWD IN CONTEMPORARY FORMS OF SLAVERY

On the 20th and 21st of October, GFoD, in collaboration with Rosa Luxemburg Stiftung, TIP and ADRF, organised a two days National Conference on Communities Discriminated on Work and Descent in Contemporary Slavery at India Habitat Centre, New Delhi. The participants were individuals, journalists, CSOs, community leaders from across India. The conference was also live streamed with participants from across the world participating in the presentations and discussions. Two key research reports were released during the conference:

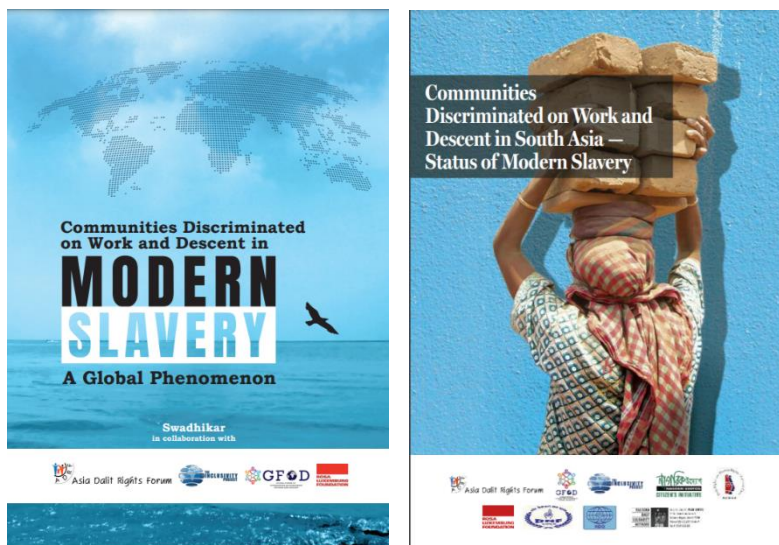
- 1) CDWD in South Asia: Status of Modern Slavery and
- 2) CDWD in Modern Slavery: A Global Phenomenon were released by the distinguished guests and participants.

The first day of the conference centred on setting the context of the meeting with specific reference to India through discussion on three major themes. a) Dalits in India: Status of Bondage with thematic presentations on bonded labour, human trafficking & abduction and migrant labour; b) Bondage in the Informal Sectors: India, under these themes corporate forced labour, intersectionality transgender and sexual exploitation perspectives, human trafficking and child rights, bonded labourers in informal sectors, Dalit women bondage were being presented and discussed; and c) Elimination of Modern Slavery: domestic violence, Devdasi system, policy gaps in the state machinery response implementation, civil society response: gains, gaps and challenges were discussed.

On the second day, the conference's focus broadened to the regional and global level, discussing three other major themes: a) Bondage and CDWD in South Asia, in which Ms Reena Tete presented the South Asia study, a brief but comprehensive presentation on Dalits and other CDWDs worldwide followed by video presentations from Pakistan, Sri Lanka, Nepal, Bangladesh on the issues and challenges faced by CDWD. Secondly, under b) Modern Slavery at Global Level, Dr Avinash Kumar presented the research report on Global CDWD in Slavery. In addition, a thorough presentation on the historical view of global response to the issues of CDWD and global networks responding to CDWD were presented, followed by video presentations from Africa, Latin America and Europe. Lastly, under c) Effective Elimination of Modern Slavery, panelists discussed structural understanding of slavery addressing CDWD in contemporary slavery, supply chain labour practices, corporate responsibility and decent work & employment.

Research Studies and Projects

GLOBAL AND SOUTH ASIA STUDIES ON MODERN SLAVERY



As of March 2021, the TIP team in partnership with Rosa Luxemburg Stiftung has started work on a research study on 'Modern Slavery and Communities Discriminated on Work and Descent'. The study has two components:

1. An in-depth research and study on the forms and manifestations of Modern Slavery within CDWD in the South Asian context. This study specifically looks at 5 South Asian countries - Bangladesh, India, Nepal, Pakistan and Sri Lanka
2. A global overview of modern slavery and its occurrence within CDWD in Far East Asia, Middle East & North Africa (MENA), Africa, South America, Europe and the Diaspora community in UK and USA.

The study was conducted between March – September 2021 and the findings of the study were released in October.

UN ADVOCACY PROJECT

Since April 2021, TIP has mapped, shortlisted and started working with CDWD Rights Experts (REs), who are academics, activists, human rights defenders, and CSO functionaries, through networking partners and civil society organizations. TIP has been working with 13 CDWD Rights Experts from Niger, Pakistan, Mauritania, Belgium, Mali, Mauritius, Nepal, Brazil, and India to reach out to the primary target beneficiary groups at each of these countries. Training sessions for the REs were conducted twice a month. They were trained through module-based sessions, enabling them to take forward the core of the TIP's efforts. The activity focused on capacitating the CDWD Rights Experts to act as ambassadors or change-makers who can network with CSOs in the countries, strengthening the work at the grassroots levels. They are also empowered to raise the community's concerns at the national and regional levels by ensuring participation in the regional and global forums. TIP and the Global Forum of Communities Discriminated on Work and Descent (GFoD), who anchors the Major Group and other Stakeholders (MGoS) mechanism in the UN-facilitated the Rights Experts and CDWD to participate in the regional and global forums. TIP facilitated CDWD Rights Experts' participation in the MGoS, High-Level Political Forums (HLPF) and HLPS reviews, and Voluntary National Report (VNR) monitoring mechanisms.

Achievements

MGoS STATUS AND UN ACTIVITIES

At the beginning of the year, the Stakeholder group of Communities Discriminated on Work and Descent (SG-CDWD) has been included in the Major Groups and other Stakeholders - Coordination Mechanism. As one of the 24 constituencies to be part of this Coordination Mechanism, SG-CDWD will be involved in facilitating multi-stakeholder inputs into the HLPF programme through DESA/DSD and at meetings with the President of ECOSOC. We have the right and obligation to actively participate in meetings/consultations and propose draft programmes for Expert Group Meetings and other related events that address themes relevant to our work in the context of the SDGs and facilitate the integration of DWD perspectives among other MGoS constituencies and at the HLPF. It will enable us to facilitate dialogue and mobilize actions and concrete outputs that will strengthen our influence in the HLPF.

REIMAGINING EQUALITY – ECOSOC SPECIAL MEETING INTERVENTION

On 18 February 2021, the ECOSOC convened a special meeting - Reimagining Equality: Eliminating racism, xenophobia and discrimination for all in the decade of action for the SDGs. The Council addressed the links between structural racism, inequalities and the SDGs. The Council also focused on policy responses to the COVID-19 pandemic and its impacts. Through advocacy efforts by Paul and the TIP team, we were able to secure one intervention during the meeting to voice the concerns of CDWD. Professor Penda Mbow, Senegal represented GFoD and CDWD at this meeting. The statement by Prof Mbow [can be found here](#).

INTERVENTIONS BY SG-CDWD AT THE HLPF

Representatives of the Stakeholder Group of Communities Discriminated on Work and Descent made pointed and significant interventions during the HLPF 2021 sessions. Along with the support of the TIP team, interventions by TIP and GFoD's partners were made at the following sessions:

- Leave No One Behind - Lead Discussant for the session Beena Pallical (India)
- Looking at the 2020 targets: implementation and review - Statement by Gabriela Hrabanova (Belgium)

- Restoring the conditions for SDG progress in African countries, Least Developed Countries and Landlocked Developing Countries - Statement by Dominique (Mauritius)
- Vision and priorities of civil society, the private sector and other major groups and stakeholders: realizing the SDGs during the COVID-19 recovery - Statement by Zakir Hossain (Bangladesh)
- Investing in the SDGs - Statement by Bhakta Bishwakarma (Nepal)

Directions ahead for TIP

While TIP has made many strides in this past year, there are still many avenues that remain to be explored and avenues that have been ventured into that need to be enhanced. Some of the plans that the team has for the coming year and beyond are as follows:

- **Increase UN Advocacy**

With MGoS status and the building of a group of CDWD Rights Experts across the world, UN Advocacy by the organization has made many strides in the right direction in 2021. Building on this momentum, TIP will explore pointed areas of intervention and collaboration with UN mechanisms, in the future to advocate for the rights of CDWD groups with the aim of having better representation and CDWD inclusive language in UN official documents.

- **Targeted Research on Climate Change and CDWD**

TIP is currently working with GFoD members towards building a body of research and data on the issue of climate change and its specific impact on CDWD. Engaging with academicians who are experts in the area of modern slavery and climate change, TIP will be looking at conducting a preliminary research study in the first half of the next year and explore the possibilities of conducting more in depth and extensive studies in this area.

- **UN Declaration on the Rights of CDWD**

As part of one of the core goals of TIP and GFoD, the team will be forming a core group of stakeholders and partners who will work on a Draft UN Declaration on the Rights of CDWD in the upcoming year.

- **Strengthening GFoD**

Due to the continued issues posed by the COVID-19 Pandemic, travel has been restricted and meeting of GFoD members has been difficult in 2021. We hope to be able to have in-person meetings with our members to further the mandate of GFoD. Moreover, in the following year, we will look at strengthening GFoD by creating networks into other countries and bringing more CDWD stakeholders within the umbrella of GFoD to collectively advocate for our rights.

- **Strengthening participation in MGoS**

Building on the successful interventions and events organized by the Stakeholder Group of CDWD, we intend to continue to find new areas of participation within the MGoS space. This will involve further collaborations with other groups within the space as well as encouraging more participation from CDWD stakeholders in the regular MGoS processes.

- **Strengthening CDWD Youth Group**

The CDWD Youth Group formed with much enthusiasm and conviction within 2021. There were several events over the course of the year where the voice of CDWD youth were

given the spotlight. In 2022, TIP intends to further enhance the work down by the group members when it comes to advocacy and research on CDWD issues.

- **Undoing DWD Workshops**

Building on the ideas that were initially pitched to Kellogg for the Racial Equity 2030 application, TIP intends to mobilise funds towards the creation and implementation of these workshops. We hope that in early 2022 a broad framework can be finalised for these workshops and also piloted in 3-4 select institutions.

- **Engagement with Human Rights Measurement Initiative**

HRMI is a unique platform that tracks the human rights performances of countries. The platform is continuously working on updating their data on the basis of various disaggregation. TIP intends to explore possible avenues of research collaboration with HRMI in order to better capture human rights data on CDWD.

- **Mobilizing funds towards research**

In 2022, TIP will continue to explore avenues of funding for specific areas of research on CDWD issues across the globe.
