

# Exploring Contemporary Challenges in Education, Occupation, And Consumption Associated with Caste Disparities in India, With Potential Solutions

Dr. Pranati Dash<sup>1\*</sup>, Dr. Rohin Gaddam<sup>2</sup>, Dr. Subhra Rajat Balabantaray<sup>3</sup>

<sup>1\*</sup>Assistant Professor, School of Business, Dr. Vishwanath Karad MIT World Peace University, Kothrud Pune  
[pranati.dash11@gmail.com](mailto:pranati.dash11@gmail.com)

<sup>2</sup>Assistant Professor, School of Business, Dr. Vishwanath Karad MIT World Peace University, Kothrud, Pune  
[g.rohin.roy@hotmail.com](mailto:g.rohin.roy@hotmail.com)

<sup>3</sup>Assistant Professor, School of Business, Dr. Vishwanath Karad MIT World Peace University, Kothrud, Pune  
[subhrrajarat@gmail.com](mailto:subhrrajarat@gmail.com)

**\*Corresponding Author: - Dr. Pranati Dash**

\*Assistant Professor, School of Business, Dr. Vishwanath Karad MIT World Peace University, Kothrud Pune  
[pranati.dash11@gmail.com](mailto:pranati.dash11@gmail.com)

## Abstract

Caste disparity, a deeply ingrained social phenomenon originating from India's historical context, persists as a significant force influencing the current dynamics and future aspirations of the nation. This research inquiry examines the existing manifestations, underlying origins, and socio-economic ramifications of caste-based disparity in present-day India, with a simultaneous exploration of potential strategies for cultivating a society that is fair and equitable. Utilizing a multidisciplinary framework, the present study illuminates various manifestations through which caste-based prejudice continues to endure in contemporary societal contexts. By conducting a thorough examination of the multifaceted issues surrounding educational inequalities, inequitable employment prospects, limited availability of basic healthcare & public resources, and disproportion of consumption pattern; this investigation reveals the intricate network of prejudiced practices that profoundly influence the experiences of individuals hailing from lower-caste backgrounds. It explores the intricate interplay between caste and other social identities, shedding light on the multifaceted strategies employed by individuals as they negotiate their sense of self amidst experiences of marginalization. The examination of caste disparity delves into its socio-economic ramifications, with a particular focus on the domains of education, employment, income distribution, and social mobility.

**Keywords: -** Caste System, Indian Household, Socio-Economic Challenges, Consumption Pattern

## 1. Introduction:

The caste system in India has a profound historical foundation, exerting significant influence on social structures, identities, and interpersonal dynamics over an extended period of time (Singh & Pattanaik, 2020). Despite the implementation of legal and societal reforms, it is evident that caste-based disparity continues to persist in diverse manifestations throughout the nation (Fonseca et al., 2019; Baliwal & Paul, 2021). India's intricate social structure is intricately intertwined with a historical heritage that has significantly influenced its societal norms, identities, and interpersonal connections (Singh & Pattanaik, 2020; Giri, 2022). The entrenched nature of this system has resulted in long-lasting consequences for social interactions, political frameworks, and the experiences of numerous individuals. Despite ongoing attempts to deconstruct and contest its hegemony, the perpetuation of caste-based disparity endures in diverse manifestations, thereby exerting a profound influence on contemporary India's pursuit of social justice and egalitarianism (Mosse, 2018; Baliwal & Paul, 2021; Mondal & Karmakar, 2021).

The origins of the caste system can be traced back to ancient Hindu texts, wherein it was conceptualized as a mechanism for societal organization predicated upon occupational roles (Bhagat, 2022). The caste system underwent a transformative process, gradually assuming a fixed and stratified arrangement. At its apex resided the Brahmins, succeeded by the Kshatriyas, Vaishyas, and Shudras, while the Dalits (previously referred to as untouchables) occupied a position beyond the confines of this hierarchical framework (Raghavendra, 2016; Hiwrale, 2020; Mittal., 2020; Parmar, 2020; Bhagat, 2022; Kumar et al., 2023). The intricate tapestry of privileges and disadvantages within this system can be traced back to its historical origins, exerting a lasting impact on the present-day socio-economic, political, and cultural spheres (Dubey, 2016).

India, following its attainment of independence, has indeed witnessed notable advancements in the realms of modernization and democratization. However, it is crucial to acknowledge that the enduring presence of the caste system has had a lasting impact, frequently materializing as systemic disparity and inequality within the society (Hasan, 2010; Raghavendra, 2016; Singh & Pattanaik, 2020). The contemporary expressions of caste-based disparity exhibit a complex nature, permeating diverse dimensions of societal existence (Fonseca et al., 2019; Giri, 2022; Kumar & Deepalatha, 2022).

The persistence of disparity against Dalits is evident across various domains, including but not limited to education, employment, healthcare, consumption pattern, access to public spaces, and places of worship (Rathod, 2017; Maity, 2017; Mondal & Karmakar, 2021). The persistent perpetuation of untouchability within specific geographical areas serves to highlight the profound and entrenched character of this societal concern.

The profound impact of caste-based disparity on socio-economic inequalities becomes apparent when examining the stark disparities in educational achievements, income distributions, and resource accessibility across various caste categories (Rathod, 2017; Khubchandani et al., 2018; Singh & Pattanaik, 2020; Mondal & Karmakar, 2021). The prevailing circumstances have given rise to a recurring pattern of societal disadvantage, wherein successive cohorts are born into predestined positions and limited prospects, frequently perpetuating established social stratifications (Dubey, 2016). The perpetuation of these disparities is exacerbated by the interplay of various intersecting elements, including but not limited to gender, geographical location, and socioeconomic standing (Mosse, 2018). This intricate interweaving of factors contributes to a multifaceted framework of systemic marginalization.

Caste disparity presents multifaceted challenges that extend beyond the realm of social dynamics and permeate into the political sphere as well (Mosse, 2018; Mondal & Karmakar, 2021; Giri, 2022). The systemic nature of political representation has frequently resulted in disparities, whereby marginalized communities experience a lack of proportional presence within legislative institutions and the decision-making apparatus. Caste-based politics, although possessing the capacity to empower historically marginalized groups, has encountered criticism due to its perpetuation of divisions and its failure to effectively address the overarching challenges of socio-economic inequality (Dubey, 2016; Singh & Pattanaik, 2020).

In the context of India's ongoing modernization and globalization, it is noteworthy to observe that the pervasive influence of the caste system has transcended traditional boundaries and permeated into novel domains, such as the digital sphere. The phenomenon of caste-based prejudice has permeated the digital realm, giving rise to apprehensions regarding the proliferation of cyberbullying, harassment, and the dissemination of discriminatory content that specifically targets distinct caste communities (Baliwal & Paul, 2021; Kumar & Deepalatha, 2022). The aforementioned observation highlights the remarkable capacity of caste-based prejudice to conform to changing circumstances, all the while the nation endeavours to achieve advancement.

The complex task of confronting the deeply ingrained problem of caste disparity poses a multifaceted challenge (Fonseca et al., 2019; Kumar & Deepalatha, 2022). The complete realization of these legal measures has been impeded by the presence of implementation challenges, inadequate awareness, and limited access to justice. Efforts to contest discriminatory practices have been undertaken through public awareness campaigns, social movements, and grassroots activism (Khubchandani et al., 2018). However, the persistent challenge lies in the endeavour to deconstruct deeply entrenched societal norms. The present research undertaking aims to explore the current manifestations of caste-based prejudice within the context of contemporary India.

### **1.1 Background of the Study**

Caste-based prejudice in India possesses a profound historical foundation, intricately interwoven with longstanding traditions, religious ideologies, and societal conventions (Parmar, 2020; Baliwal & Paul, 2021). The caste system, initially formulated as a mechanism for societal organization predicated on occupational functions, underwent a transformative process whereby it evolved into an inflexible hierarchical framework that ascribed individuals to distinct social strata solely on the basis of their birth (Ranganathan, 2022). The establishment of this system, in conjunction with the concepts of purity and pollution (Mittal, 2020; Kikon, 2022; Kumar & Deepalatha, 2022; Kumar et al., 2023), resulted in the formation of a social hierarchy that frequently marginalized and stigmatized specific groups (Kumar, 2021).

Throughout history, the caste system has been reinforced by various means such as religious scriptures, literary works, and societal customs that have served to legitimize and institutionalize the stratification of society into discrete social groups. In the social structure under consideration, distinct castes were allocated specific obligations and roles, frequently transmitted across generations. The societal stratification that emerged, however, was not without consequences, as it resulted in the systematic oppression and marginalization of individuals belonging to lower castes, commonly known as Dalits or Scheduled Castes (Ranganathan, 2022). These collectives encountered not solely the phenomenon of social exclusion, but also experienced economic deprivation, constrained access to educational resources (Rathod, 2017), and limited prospects for upward social mobility.

The advent of the colonial era brought forth a novel dimension to the intricate dynamics of caste within society (Kumar et al., 2023). The process of British colonial administration involved the establishment of formalized systems that codified caste identities. This was achieved through the utilization of census classifications, which played a significant role in reinforcing and strengthening the existing boundaries between different castes. The aforementioned classifications have served as the fundamental basis for the implementation of affirmative action policies subsequent to the attainment of independence (Khubchandani et al., 2018). These policies have been designed to address historical inequities and to afford marginalized groups enhanced prospects for advancement.

Following India's attainment of independence in 1947, the Constitution of India was formulated with the explicit objective of addressing and eliminating the pervasive issue of caste-based discrimination and inequality within the nation (Hasan, 2010; Raghavendra, 2016; Hiwrale, 2020; Parmar, 2020; Kumar & Deepalatha, 2022). The framers of the Constitution demonstrated a keen awareness of the significance of acknowledging historical inequities, thereby incorporating

fundamental tenets of egalitarianism, societal fairness, and proactive measures such as affirmative action (Bhagat, 2022). In response to prevailing social inequalities, the Indian government implemented reservation policies with the objective of enhancing educational opportunities, facilitating employment prospects within the public sector, and fostering political inclusivity for individuals belonging to lower castes (Bhagat, 2022; Kumar et al., 2023).

Notwithstanding the aforementioned legislative endeavours, the enduring presence of caste-based disparity remains prevalent within contemporary Indian society (Fonseca et al., 2019; Mittal, 2020; Kumar & Deepalatha, 2022). The enduring impact of historical hierarchies, in conjunction with deeply ingrained social norms and attitudes, presents significant obstacles in the complete eradication of caste-based prejudice. Discrimination manifests itself across various facets of existence, encompassing the availability of fundamental necessities, interpersonal engagements, and economic prospects (Mosse, 2018; Baliwal & Paul, 2021).

Education, a fundamental facilitator of social advancement, continues to be a domain characterized by the presence of caste-based prejudice and bias. Marginalized communities frequently encounter barriers when attempting to access education of high quality, resulting in the perpetuation of intergenerational inequalities (Hasan, 2010; Rathod, 2017; Parmar, 2020). In a parallel vein, the composition of the labor force mirrors discernible discrepancies in both income distribution and employment prospects, wherein individuals belonging to lower castes are frequently confined to occupations of a less prestigious nature and encounter instances of remuneration bias (Kumar et al., 2023).

Caste-based disparity exhibits a pervasive presence within not only rural areas or specific regions, but also extends its influence into urban spaces and various institutional settings (Mosse, 2018; Fonseca et al., 2019). Discriminatory practices permeate various facets of societal dynamics, encompassing social interactions, the selection of marriage partners, and even the accessibility to sacred spaces for worship. The enduring prevalence of untouchability, a social phenomenon characterized by the stigmatization and avoidance of specific castes due to perceived ritual impurity, serves as a poignant testament to the profound and entrenched nature of this discriminatory practice (Parmar, 2020; Sinha, 2020; Kikon, 2022). The enduring and ingrained social norms that sustain discriminatory practices exhibit a notable resistance to transformation, while the involvement of caste-based politics has the potential to intensify divisions rather than promote a sense of inclusiveness (Mosse, 2018).

### **1.2 Research Problem and Purpose Statement**

The research problem at the heart of this study is to comprehensively examine the contemporary manifestations of caste disparity in modern India, elucidating the multifaceted challenges it presents, and proposing viable strategies to address this deeply entrenched societal issue (Mosse, 2018; Giri, 2022). Despite India's progress as a democratic nation, caste-based discrimination persists, affecting individuals' access to education (Rathod, 2017), employment, healthcare, and overall quality of life (Maity, 2017). This research problem seeks to dissect the various dimensions of caste disparity, analyze its impact on socio-economic disparities, and explore the potential pathways towards dismantling this age-old system of prejudice (Kumar et al., 2023). The key questions which are addressed in this research includes as how does caste disparity manifest in various domains of life, such as education, employment, social interactions, and access to public resources? Moreover, it is also tested as if at all there are regional variations in the ways caste disparity is practiced and experienced across different parts of India?

### **1.3 Research Questions**

- How does caste-based prejudice contribute to unequal access to education and employment opportunities among different caste groups?
- In what ways does caste disparity contribute to income inequality and unequal wealth distribution?
- What are the ramifications of these inequalities arising out of caste disparity on their consumption pattern?
- How can education, legal reforms, policy changes, and community engagement contribute to reducing the prevalence of caste disparity?

### **1.4 Research Objectives**

- To identify and analyze contemporary indicators of caste disparity.
- To assess the socio-economic impact of caste difference.
- To explore potential solutions and strategies for combating caste disparity.

### **1.5 Significance of the Study**

The study's significance lies in its exploration of the historical ramifications of caste disparity, establishing a link between past occurrences and contemporary realities. The emphasis of the study on current manifestations underscores its relevance in the present context. In the context of an ever-evolving global landscape, it is evident that caste-based discrimination has undergone a process of adaptation, manifesting itself in novel and distinct modes of expression. Gaining a comprehensive understanding of the manner in which it materializes within contemporary Caste-based prejudice manifests in a manner that significantly impacts the socio-economic disparities within a given society (Prasad & Bibhar, 2020; Giri, 2022). The examination of these disparities within the study serves to enrich conversations

surrounding social justice, economic progress, and the fair distribution of opportunities. It provides valuable perspectives on the potential means of narrowing the divides that exist among various caste communities.

Through a thorough examination of the challenges and discrepancies in the execution process, the study contributes to the development of policy formulation that is grounded in empirical evidence. Social movements and grassroots activism are integral components in the process of contesting and challenging the deeply entrenched system of caste disparity (Mosse, 2018). The study's findings regarding effective strategies and initiatives possess the potential to empower both activists and organizations, providing them with valuable insights and knowledge. These insights can serve as a guide, offering lessons learned and best practices for effectively advocating for social change.

The research presented in this study makes a valuable contribution to the academic discourse by providing a comprehensive and thorough examination of a multifaceted sociological matter. The resource in question serves as a comprehensive tool for scholars, researchers, and students seeking to gain a nuanced understanding of the multifaceted aspects of caste disparity, encompassing its historical, cultural, and contemporary dimensions. The findings of this study possess the potential to function as pedagogical instruments in fostering consciousness regarding the issue of caste-based prejudice (Fonseca et al., 2019; Prasad & Bibhar, 2020). Through the strategic dissemination of research findings via educational institutions, media platforms, and awareness campaigns, this study serves to foster societal sensitization towards the pressing imperative of addressing the identified issue. Through an examination of the interplay between caste and gender, this study provides a nuanced understanding of the distinct obstacles encountered by women belonging to lower castes (Paik, 2018; Khubchandani et al., 2018). The comprehension of this matter can provide valuable insights for the development of gender-sensitive policies and initiatives aimed at addressing the distinct vulnerabilities experienced by these women (Kumar, 2021).

## **2. Literature Review:**

Caste disparity, an enduring social issue, has been a subject of extensive research and analysis, offering insights into its complex manifestations, historical roots, and contemporary challenges. Dumont (1980) laid the foundation for understanding the hierarchical nature of the caste system. Srinivas (1996) introduced the concept of "Sanskritization" to elucidate how lower-caste groups aspire to emulate the practices of higher castes for upward mobility. Guru (2011) critically examined the limitations of affirmative action policies and calls for a more nuanced understanding of caste-based prejudice. Rao (2013) examined anti-caste movements as well as the role that Dalit intellectuals have played in overthrowing oppressive structures. The writers have conducted research on the tactics utilized by young Dalit people in urban settings to assert their agency and fight against oppression. Chakravarti (2014) explores the intersection of caste and gender, shedding light on the unique challenges faced by lower-caste women. Jungari & Chauhan (2017) emphasized the fact that the caste system has existed in Indian civilization for as far as history itself can be traced back. It has deeply developed roots in human minds, which contributes to the inequality of income that exists in the country. In this day and age of globalization and privatization, inequality has grown to a significant degree, which in turn has negative repercussions for the health of women and children.

The literature on caste disparity in modern India reflects the complexity and persistence of this social issue. These studies collectively underscore the historical roots, contemporary manifestations, legal responses, resistance movements, and new dimensions of caste-based discrimination. While legal measures and policy efforts have made strides, further research is crucial to devise comprehensive strategies that dismantle this deeply rooted system of prejudice and foster a more inclusive and equitable society.

## **3. Methodology**

The current research on has utilized a methodology centered around the analysis of secondary sources. This approach involved reviewing existing literature, academic papers, reports, and other scholarly works to gain insights into the various dimensions of caste disparity in contemporary India. Here's a breakdown of the methodology: A comprehensive literature review was done to gather existing research, theories, and perspectives on caste disparity in modern India. This step involved identifying seminal works, key scholars, and relevant studies that provide insights into the historical roots, contemporary manifestations, socio-economic implications, and potential solutions related to caste-based prejudice. Secondary sources, such as academic journals, books, reports from NGOs and international organizations, government documents, and media articles, will be collected and organized. These sources will provide a diverse range of perspectives on caste disparity, including its impact on education, employment, healthcare, social interactions, and legal frameworks (Maity, 2017).

### **3.1 Data Analysis:**

The collected secondary sources were critically analyzed to identify common themes, patterns, and trends related to caste disparity. This analysis involved categorizing information based on factors such as socio-economic disparities, intersectionality, gender dynamics, legal responses, activism, and potential solutions. Comparisons across different sources were made to gain a holistic understanding of the issue. The findings from the data analysis were synthesized to construct a comprehensive overview of caste disparity in modern India. This synthesis helped in identifying the contemporary manifestations of discrimination, the challenges faced by marginalized communities, and potential strategies that have been proposed or implemented to address the issue. By drawing from a variety of scholarly works,

reports, and other sources, the research aims to provide a well-rounded understanding of the complex dimensions of the issue and contribute to the ongoing discourse on addressing caste-based difference.

#### **4. Findings of the Study:**

##### **4.1 Prevalence of Caste Prejudice:**

According to the findings, caste prejudice can be found in many different aspects of contemporary Indian society. Lower-caste individuals frequently experience biased treatment, exclusion, and limited opportunities based on their caste identification. This occurs in a variety of settings, including educational institutions, workplaces, public spaces, and digital platforms. The research sheds light on the profoundly ingrained socioeconomic inequities that are maintained by caste disparity (Prasad & Bibhar, 2020; Sinha, 2020).

##### **4.2 Inequality in terms of education and income:**

The study also puts light on the fact that people who are born into lower castes have a disproportionately higher risk of experiencing disadvantages such as a lack of access to high-quality education, limited career possibilities, and unequal distribution of resources (Dubey, 2016). Because of this discrepancy, their ability to advance socially and economically is hampered.

##### **4.3 Caste & Gender paradox:**

The findings provides input on the intersectional nature of caste prejudice, particularly with regard to the effects it has on women of lower castes (Khubchandani et al., 2018; Kumar, 2021). Lower-caste women undergo compounded disparity due to their caste and gender identities (Paik, 2018; Datta & Satija, 2020; Thapa et al., 2021). They encounter challenges to education, employment, and healthcare (Jungari & Chauhan, 2017) that are distinct from those faced by lower-caste men or higher-caste women. This disparity is reinforced by the fact that lower-caste women are more likely to have children (Prasad & Bibhar, 2020).

##### **4.4 Manifestation of caste disparity in consumption pattern:**

Another crucial manifestation of the caste-based difference and the inequalities of education & income arising out of it is; a prominent disparity in consumption pattern of Indian Households. Even in Kerala, a generally egalitarian state of India, remains a noticeable intercaste discrepancy in the mean rural food spending (measured in rupees per month per household), and this gap persists in underlying overall imbalance (Deshpande, 2000). Similarly (Borooah et al., 2014) in their research implied that caste and religion had a significant impact on a household's results in terms of where they were on the distributional ladder or how likely they were to be impoverished and hence as compared to high-caste households, lower-caste households were more likely to fall into the lowest quintile of consumption. There are forty-seven consumption categories in the IHDS, 2015 (India Human Development Survey). Consumer engagement is a multi-dimensional construct (Dash et al., 2019) and has varied influence of individuals, the social ratification of caste is believed to pre-empt their spent on consumption choices. Taking reference from IHDS data, (Khamis et al., 2010) investigated the baseline specification and concluded that, relative to High Caste households, the low-caste households spend significantly less on visible consumption when the study was conducted without permanent income and demographic control. Ironically this difference of consumption between castes is not only limited to food and basic commodities, but also their access to fuel, electricity and LPG (Census of India, 2011).

Broadly the findings of this study highlight the significance of legislative frameworks in the fight against caste prejudice, specifically the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities Act). The data, however, also reveal that there are issues in the application and enforcement of these laws, which results in a significant number of instances of lawbreaking going unreported and unpunished. The relevance of grassroots movements and activity in the fight against caste prejudice is highlighted by the findings of the study. The findings shed light on the resiliency of marginalized communities and the efforts those people have made to raise awareness, demand justice, and initiate change. These initiatives demonstrate the power of community action in tackling systemic problems that are deeply ingrained in society. When it comes to eliminating prejudice based on caste, the dawn of the digital era provides both opportunities and obstacles. Digital platforms, despite the fact that they can be utilized to raise awareness and advocate for change, also serve as spaces where caste-based preconceptions and discrimination are allowed to continue to be perpetuated (Sinha, 2020; Thapa et al., 2021).

The outcomes of this research offer some suggestions for possible approaches and remedies to the problem of caste prejudice. These include expanded awareness campaigns, targeted economic empowerment projects for populations that have been disenfranchised, comprehensive education changes that promote inclusivity, and improvements in the implementation of legal regulations. The findings of this study highlight the importance of taking a holistic approach to the problem of caste prejudice. The findings highlight that legislative reforms alone are insufficient to achieve enduring change; rather, a multi-pronged strategy that include policy changes, community participation, and societal awareness is required. The findings offer light on the continuation of this deeply ingrained issue, its multidimensional impact, and the various pathways for change that could be taken. The research makes a contribution to the current efforts being made to address and, ultimately, remove caste-based prejudice in contemporary India by bringing attention to the difficulties

experienced by marginalized people, gaining a knowledge of the complexities of caste dynamics, and suggesting potential solutions.

## 5. Discussion and Analysis

The research demonstrates a comprehensive awareness of the ongoing social problem, its complex dynamics, and the varied ways that are necessary to solve it. Disparity based on social stratification has not disappeared over the course of history; rather, it has changed to fit contemporary circumstances (Prasad & Bibhar, 2020). Lower-caste students continue to suffer discriminatory treatment in educational institutions, which has a negative impact on both their sense of self-worth and their academic performance (Mosse, 2020; Sinha, 2020). They frequently run into limited prospects for career advancement in their areas of employment, which hinders their ability to advance in their fields. Because the presentation of difference is not overt but rather subtle and ingrained in everyday encounters and routines, it is difficult to combat (Sinha, 2020; Thapa et al., 2021). There is a significant inequality in individuals' access to high-quality education as well as possibilities for employment, which results in a continuation of lower-caste people's economic disadvantage (Hasan, 2010; Dubey, 2016). They are unable to advance in society because of the structural obstacles that they must overcome, which help perpetuate a cycle of poverty that can be passed down through generations.

Lower-caste women have to handle the complexity of both their caste and gender identities, which makes it more difficult for them to escape harassment (Paik, 2018; Kumar, 2021). This junction exacerbates problems such as restricted mobility, limited agency, and susceptibility to violence (Kumar, 2021). This demonstrates how important it is to acknowledge the distinct challenges that are encountered by this sector of the population. The research sheds attention on the significant role that activism and grassroots efforts play as important tools in the fight against caste discrimination (Thapa et al., 2021). Communities that are considered to be of a lower social status are becoming increasingly organized in an effort to demand justice, create awareness, and oppose discriminatory behaviors (Mosse, 2020). These efforts demonstrate the power of collective action and community agency in the fight against biases that are deeply embedded in society.

The resolution of a problem with deep roots cannot be achieved with piecemeal efforts. Comprehensive educational reforms that place an emphasis on inclusiveness, legislation changes that support fair access, awareness campaigns that challenge biases, and collaborations that bring together many stakeholders are necessary for effective solutions to be implemented. A society that is changing and willing to rectify historical injustices can be inferred from the continuation of grassroots movement, improved awareness, and growing conversation on caste prejudice. The way forward requires consistent effort, creative strategies, and a dedication to change on the individual, societal, and institutional levels. This research makes a contribution to the continuing conversation about eliminating caste-based prejudice by understanding the fluid nature of discernment, recognising the overlapping identities that intensify obstacles, and suggesting comprehensive solutions (Prasad & Bibhar, 2020; Sinha, 2020). It highlights the necessity of making efforts in all dimensions to develop a society that values equality, inclusivity, and justice for everyone, regardless of the caste background they come from.

## 6. Summary and Conclusion:

The investigation into caste disparity in present-day India, with a specific emphasis on its current expressions, obstacles, and possible remedies, reveals a multifaceted network of historical inheritances, cultural conventions, and socio-economic inequalities that persistently influence the country's socio-cultural tapestry (Hiwrale, 2020; Ranganathan, 2022). This exhaustive exploration of the complexities surrounding caste-based prejudice highlights the pressing need to confront this deeply ingrained problem in order to achieve the aspirations of equality, fairness, and societal integration in a nation striving for advancement and cohesion.

Caste disparity, an enduring challenge, continues to persist in contemporary society (Mosse, 2020). The empirical investigation shed light on the enduring and unwavering presence of caste-based discrimination across various spheres of human existence. The multifaceted phenomenon of disparity permeates various domains of society, including but not limited to education, employment, healthcare (Junagri & Chauhan, 2017; Maity, 2017), and social interactions. Its omnipresence poses a significant obstacle to the realization of equal opportunities for all individuals. The caste system, originating from historical foundations, has undergone a process of evolution over time, resulting in the establishment of discriminatory practices that exhibit a notable resistance towards facile eradication (Thapa et al., 2021). The enduring phenomenon of untouchability persists, serving as a poignant reminder of the formidable obstacles that must be overcome in the arduous task of dismantling deeply entrenched biases.

The intricate interplay between socio-economic disparities and identity dynamics is a subject of great significance within the field of sociology. This multifaceted relationship encompasses the examination of how various social and economic factors contribute to the formation and perpetuation of identity constructs within different societal contexts

Caste disparity engenders profound and far-reaching socio-economic implications. Individuals belonging to lower castes experience disparities in their ability to access high-quality education and sustainable employment opportunities, thereby contributing to the perpetuation of a cycle of intergenerational disadvantage. The intricate interplay between caste and other intersecting identities, notably gender, introduces intricate dimensions of intricacy to the multifaceted nature of disparity encountered by various segments of society (Thapa et al., 2021). The intricate interplay between various social factors necessitates the implementation of sophisticated approaches that effectively tackle the distinct obstacles

encountered by women belonging to lower castes (Paik, 2018; Datta & Satija, 2020)). These individuals must navigate the complex juncture where caste-based discrimination intersects with gender-based discrimination (Mosse, 2020).

The examination of legal frameworks and the role of policy is a crucial aspect within the field of sociology. By analyzing the various legal structures and policies that shape societal norms and behaviors, sociologists aim to understand the intricate relationship between law, governance, and social order. Legal frameworks encompass a range of formal rules, regulations, and statutes that are established.

The extant legal frameworks, exemplified by the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, exhibit potential in addressing the issue of caste-based prejudice. The efficacy of these measures, however, is mitigated by the inherent difficulties associated with their implementation, enforcement, and the level of awareness surrounding them. The examination of policy responses and legal mechanisms unveils a nuanced understanding of the achievements and constraints in addressing this pervasive social problem. Legal measures play a pivotal role in addressing societal issues, but it is imperative to recognize that they must be complemented by comprehensive policy interventions that tackle the underlying structural factors that contribute to the persistence of disparity.

The examination of collective activism and its impact on countering caste discrimination serves as a testament to the potency of collective endeavours in confronting oppressive systems (Mosse, 2020). The emergence of anti-caste movements and grassroots initiatives serves as a testament to the enduring strength and proactive nature of marginalized communities. These endeavours illuminate their unwavering resolve to challenge prevailing societal discourses and actively participate in the reconfiguration of social narratives. These endeavours exemplify the intricate nature of societal transformation, wherein the path towards progress is riddled with various challenges. However, it is discernible that by fostering a sense of unity, fostering consciousness, and persistently advocating for change, one can successfully navigate this arduous journey.

The emergence of the digital age has brought forth novel dimensions in the realm of caste disparity. Online platforms play a dual role in the perpetuation and contestation of caste-based stereotypes, thereby emphasizing the imperative for conscientious participation in the digital realm. The utilization of digital technology for the purpose of increasing awareness, advocating for causes, and disseminating knowledge presents itself as a promising trajectory for societal transformation in the contemporary epoch. The research findings also shed light on potential solutions and strategies that have the potential to facilitate the progression towards a society that is inclusive and characterized by social justice (Raghavendra, 2016). The proposed solutions encompass a range of domains, namely education reforms that prioritize the principle of equity, legal reforms that aim to guarantee the effective implementation of these changes, community engagement strategies that seek to foster awareness and empathy, and initiatives designed to empower marginalized communities by providing them with economic opportunities and avenues for social mobility.

In summary, the examination of caste-based discrimination within contemporary India elucidates a multifaceted terrain characterized by a multitude of obstacles and potentialities (Mosse, 2020). The aforementioned statement highlights the imperative for collaborative endeavours among individuals, communities, civil society, and policy-makers in order to confront entrenched systems of social stratification, deconstruct prejudiced behaviors, and cultivate a societal framework that upholds the principles of human worth and egalitarianism. Through the recognition of the intricate and multifaceted dimensions of caste disparity, as well as the acknowledgment of the agency possessed by those who experience its effects, we initiate a transformative process aimed at fostering a more equitable, inclusive, and just society in India. This process aspires to create an environment wherein individuals are able to fully realize their inherent capabilities and potentials, irrespective of their caste affiliations. The trajectory ahead presents a formidable set of obstacles, yet through the implementation of well-informed strategies and the unwavering dedication of individuals, a future characterized by the absence of caste-based discrimination becomes attainable.

## 7. Policy recommendations

***Implementation of a Comprehensive Anti-Discrimination Education Policy*** One of the first things that should be done is to put into place a comprehensive anti-discrimination education policy that emphasizes the early instillation of awareness, empathy, and knowledge of caste-based disparity. Included in this policy might be the implementation of inclusive curricular content in schools, with the goal of educating pupils about the historical roots, contemporary expressions, and societal ramifications of caste disparity. In addition, educators can be made more aware of the need to confront biases and encourage polite interactions among students by participating in workshops and training sessions designed specifically for that purpose. The implementation of such an education policy has the potential to significantly contribute to the combating of stereotypes, the lowering of obstacles, and the development of a generation that is more knowledgeable and welcoming.

### ***Enhancing the Implementation of the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act:***

Increase the effectiveness of redressing caste-based discernment by strengthening the implementation of the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act. For this purpose, specialist high-speed tribunals might be established to deal with cases of discrimination based on caste as quickly as possible. It is possible to aid victims from marginalized populations in navigating the judicial system and in their pursuit of justice by providing them with legal aid and support. The training of law enforcement agents and judicial officers on the complexities of caste prejudice and the manifestations of that discrimination can also lead to a more sensitive handling of cases. A safer environment can be

created for marginalized people by increasing the effectiveness of the act's enforcement procedures, which can also serve as a deterrent for potential offenders.

**Affirmative Action in Private Sector Employment:** In order to overcome the economic inequities that are maintained by caste disparity, it is important to implement laws that support affirmative action in private sector employment. To encourage the implementation of diversity and inclusion efforts by private firms, such as the establishment of hiring quotas for members of underrepresented castes, financial incentives should be provided. It may be possible to encourage businesses to engage in inclusive recruitment practices by offering financial incentives or other benefits to those businesses that actively promote diversity. This policy has the potential to contribute to a fairer distribution of economic opportunities and to address systemic difference in the job market if it is successful in closing the employment gap that exists between the various caste groups.

These recommendations for public policy intend to combat caste differences from a variety of perspectives, including education, legislative reforms, and economic empowerment, among others. These policies have the potential to jointly contribute to the breakdown of the barriers that perpetuate caste-based discrimination in contemporary India. These barriers include the promotion of awareness, the permitting of legal remedy, and the promotion of inclusive employment practices.

**Declaration of Conflicting Interests:** The authors declared no potential conflicts of interest with respect to the research, authorship and/or publication of this article.

**Funding:** The authors received no financial support for the research, authorship and/or publication of this article.

## References

1. Bailwal, N., & Paul, S. (2021). Caste discrimination in provision of public schools in rural India. *The Journal of Development Studies*, 57(11), 1830-1851.
2. Bhagat, M. R. (2022). Caste Discrimination and Social Change in India. *Journal of Social Responsibility, Tourism and Hospitality (JSRTH)* ISSN 2799-1016, 2(01), 1-6.
3. Borooah, V. K., Diwakar, D., Mishra, V. K., Naik, A. K., & Sabharwal, N. S. (2014). Caste, inequality, and poverty in India: A re-assessment. *Development Studies Research*, 1(1), 279-294. <https://doi.org/10.1080/21665095.2014.967877>
4. Chakravarti, U. (2014). *Rewriting history: The life and times of Pandita Ramabai*. Zubaan.
5. Dash, P., Panda, T. K., & Mishra, B. B. (2019). Developing Online Consumer Engagement Construct-a contextual approach. *Journal of Management Outlook*, 9(1), 46-59.
6. Datta, A., & Satija, S. (2020). Women, development, caste, and violence in rural Bihar, India. *Asian Journal of Women's Studies*, 26(2), 223-244.
7. Deshpande, A. (2000). Does caste still define disparity? A look at inequality in Kerala, India. *American Economic Review*, 90(2), 322-325. <https://doi.org/10.1257/aer.90.2.322>
8. Dubey, S. Y. (2016). Women at the bottom in India: Women workers in the informal economy. *Contemporary Voice of Dalit*, 8(1), 30-40.
9. Dumont, L. (1980). *Homo hierarchicus: The caste system and its implications*. University of Chicago Press. Srinivas, M.N. (1966). "The Remembered Village."
10. Fonseca, A. F., Bandyopadhyay, S., Louçã, J., & Manjaly, J. A. (2019). Caste in the news: A computational analysis of Indian newspapers. *Social Media+ Society*, 5(4), 2056305119896057.
11. Galanter, M. (1984). *Competing Equalities: Law and the Backward Classes in India*.
12. Giri, Y. N. (2022). Relationship between livelihood capitals and livelihood strategies of Dalit. *Contemporary Voice of Dalit*, 2455328X211060587.
13. Guru, G. (2011). *Humiliation: Claims and context*.
14. Hasan, Z. (2010). Gender, religion and democratic politics in India. *Third World Quarterly*, 31(6), 939-954.
15. Hiwrale, A. (2020). Caste: Understanding the nuances from Ambedkar's expositions. *Journal of Social Inclusion Studies*, 6(1), 78-96.
16. Jungari, S., & Chauhan, B. G. (2017). Caste, wealth and regional inequalities in health status of women and children in India. *Contemporary Voice of Dalit*, 9(1), 87-100.
17. Khamis, M., Prakash, N., & Siddique, Z. (2010). *Consumption and Social Identity: Evidence from India*
18. Khubchandani, J., Soni, A., Fahey, N., Raithatha, N., Prabhakaran, A., Byatt, N., ... & Allison, J. J. (2018). Caste matters: perceived discrimination among women in rural India. *Archives of women's mental health*, 21, 163-170.
19. Kikon, D. (2022). Dirty food: racism and casteism in India. *Ethnic and Racial Studies*, 45(2), 278-297.
20. Kumar, A. (2021). Sexual violence against Dalit women: An analytical study of intersectionality of gender, caste, and class in India. *Journal of International Women's Studies*, 22(10), 123-134.



21. Kumar, B., Geelani, S. Z. A., Bhat, G. J., & Shah, R. A. (2023). A Review on Interlinking Poverty, Social Inequity and Exclusion as a Social Discrimination among Scheduled Castes. *Contemporary Voice of Dalit*, 24553 28X 23 11 69197.
22. Kumar, K., & Deepalatha, R. (2022). Indian inclusion efforts relevance to scavenger community: A cross-sectional study in Haryana. *Contemporary Voice of Dalit*, 14(1), 36-52.
23. Maity, B. (2017). Comparing health outcomes across Scheduled Tribes and Castes in India. *World Development*, 96, 163-181.
24. Mittal, D. (2020). Engaging with 'caste': Curriculum, pedagogy and reception. *Space and Culture, India*, 8(1), 101-110.
25. Mondal, S., & Karmakar, R. (2021). Caste in the time of the COVID-19 pandemic. *Contemporary Voice of Dalit*, 2455328X211036338.
26. Mosse, D. (2018). Caste and development: Contemporary perspectives on a structure of discrimination and advantage. *World development*, 110, 422-436.
27. Mosse, D. (2020). Outside caste? The enclosure of caste and claims to castelessness in India and the United Kingdom. *Comparative Studies in Society and History*, 62(1), 4-34.
28. Paik, S. (2018). The rise of new Dalit women in Indian historiography. *History Compass*, 16(10), e12491.
29. Parmar, R. (2020). Transacting caste in modern times: Changing social identity through surnames in urban Gujarat. *Contemporary Voice of Dalit*, 12(2), 220-233.
30. Prasad, D., & Bibhar, S. S. (2020). Locating the atrocities against Dalits: An analytical approach. *Contemporary voice of dalit*, 12(1), 8-18.
31. Raghavendra, R. H. (2020). Literacy and health status of scheduled castes in India. *Contemporary Voice of Dalit*, 12(1), 97-110.
32. Ranganathan, M. (2022). Caste, racialization, and the making of environmental unfreedoms in urban India. *Ethnic and Racial Studies*, 45(2), 257-277.
33. Rao, A. (2009). *The caste question: Dalits and the politics of modern India*. Univ of California Press.
34. Rathod, B. (2017). Caste-based discrimination in higher education: An application of microaggression theory in Indian context.
35. Singh, P., & Pattanaik, F. (2020). Unequal reward for equal work? Understanding women's work and wage discrimination in India through the meniscus of social hierarchy. *Contemporary Voice of Dalit*, 12(1), 19-36.
36. Sinha, C. (2020). Dalit leadership, collective pride and struggle for social change among educated Dalits: Contesting the legitimacy of social class mobility approach. *Contemporary Voice of Dalit*, 12(1), 52-70.
37. Thapa, R., van Teijlingen, E., Regmi, P. R., & Heaslip, V. (2021). Caste exclusion and health discrimination in South Asia: A systematic review. *Asia Pacific Journal of Public Health*, 33(8), 828-838.
38. Thorat, S. (2004). *Caste, race and discrimination: Discourses in international context*. (No Title).
39. Waghmore, S. (2013). *Civility against caste: Dalit politics and citizenship in western India*. SAGE Publications India.