

Skill Development: Organisational Exposure

Objective: Through this paper on Skill Development, we would like to observe Organisations in the field. ‘Exploring Social Organisations’ Paper would introduce students’ to the functioning of organizations in practice. In the course of the theoretical framework, we would like to initiate students to the various aspects, functions, features, role, forms and other multiple dimensions of the organizations through case studies.

Fieldwork in this paper would focus on the theme of Urban Homelessness, Shelters for the Homeless and the Civil and Government organizations working in the field (Uday Foundation/ Goonj, etc.) and other related issues. From the Policy perspective, we would be comparing the Homeless shelters (funding, functions, functionaries and facilities) being run by MCD, Delhi government and Central government around Delhi.

1. Theory:

- 1) Features of an Organisation
- 2) Organisational Sociology
- 3) Formal and Informal Organisations
- 4) Role of Individual in Organisation
- 5) Studies on Industrial Organisations:

Weber’s Bureaucracy Model

Parson’s Model of Organisations

Theory of Organisation by Philip Selznick

Gypsum Plant study by Gouldner

Peter Blau’s theory of Differentiation in Organisation

C W Mill’s White Collar Worker in a Bureaucratic Organisation

2. Organisation in Practice: Social Issue to be studied in the field: Homelessness

- i) Public Policy Objectives and Initiatives (Reports/Studies)
- ii) Issues and Interventions: Delhi based Organisations working for Homeless at the ground level
 - a) Government : Central / State/ Local (MCD)
 - b) Non Government/ Civil Society (NGOs: Uday Foundation/Goonj)

3. Report Writing on the basis of fieldwork / field visits’ research.

Select Readings

Bell, Daniel, 1976, Welcome to post Industrial society, Physics Today, (Feb issue).

Blau, Peter (1968) Theories of Organizations, Encyclopedia of Social Sciences.

Blau, Peter & Scott Richard (1962) Formal Organizations: A Comparative Approach, Chandler Publishing, San Francisco.

Dahrendorf, Ralf (1959) Class and Class Conflict in Industrial Society. Stanford, CA: Stanford University Press.

Etzioni, Amitai (1958) Industrial Sociology, The study of Economic Organisations, From Research (Autumn).

Ritzer George , 2004, The McDonaldization Thesis: Explorations and Extensions, Sage, New Delhi.

Robert Blauner, (1964), Alienation and Freedom: The Factory Worker and his Industry, Chicago.

Schieur, Philippe (2008) Sociology of Organizations, Armand Colin Publisher, New Delhi

Selznick, Philip (1948) Foundations of the Theory of Organizations, American Sociological Review, Vol 13, issue1, Feb, pg 35-45. (https://www2.bc.edu/~jonescq/mb851/Mar19/Selznick_ASR_1948.pdf)

IDEA OF CITIZENSHIP: DEBATES AND DISCONTENT

UNIT I: HISTORICAL ORIGINS AND TRAJECTORIES

- Classical Greek-Roman period
- Late Medieval and Early Modern Period (French and American Revolutions)
- Development in the 19th Century with Emergence of Liberalism and Capitalism
- Citizenship and Nation-State

UNIT II: THEORIES OF CITIZENSHIP

- Republican Citizenship and Civic Virtue-Aristotle, Machiavelli and Rousseau
- T. H. Marshall and Three Forms of Citizenship Rights
- End of Welfare State and Neo-liberal Citizenship

UNIT III: TOWARDS MORE INCLUSION: CHALLENGES TO CITIZENSHIP

- Differentiated Citizenship
- Multiculturalism and Citizenship
- Gender and Citizenship
- Insurgent Citizenship
- Cosmopolitan Citizenship

Suggested Reading

Unit I

Isin, Engin F, Peter Nyers, and Bryan S. Turner, eds. 2008. Citizenship between past and future. London: Routledge

Bendix, Reinhard. 1977. Nation-building and Citizenship: Studies of our Changing Social Order Enlarged ed. Berkeley: Univ. of California Press

Pocock, J. G. A. 1992. The Ideal of Citizenship since Classical Times. Queens Quarterly 99:35–55.

Tilly, Charles, ed. 1996. Citizenship, Identity and Social History. Cambridge, UK: Cambridge Univ. Press

Weber, Max. 1961. General Economic History . Translated by Frank H. Knight. New York: Collier, Chapter 28.

Mann, Michael. 1987. Ruling Class Strategies and Citizenship. Sociology 21:339–354.

Heater, Derek. 1999. What is Citizenship? Cambridge: Polity Press

Kymlicka, Will. 2002. Contemporary Political Philosophy, 2nd edition, chapter 7: Citizenship Theory: 284-326.

Brubaker, Rogers. 1992. Citizenship and nationhood in France and Germany . Cambridge, MA: Harvard Univ. Press

Oommen, T. K., (ed.) 1997. Citizenship and National Identity: From Colonialism to Globalism. New Delhi: Sage

Carens, Joseph H. 1987. Aliens and citizens: The case for open borders. Review of Politics 49:251–273

Torpey, John. 2000. The invention of the passport: Surveillance, citizenship and the state. Cambridge, UK: Cambridge Univ. Press.

Unit II

For comprehensive coverage of debates and theories of citizenship see Special Issue on citizenship studies in the *Citizenship Studies* (Journal). 2007 Vol.11, No 1

Isin, Engin F. and Bryan S. Turner 2002. Handbook of Citizenship Studies. London: Sage Publications

Barbalet, Jack M. 1988. Citizenship: Rights, struggle and class inequality. Milton Keynes, UK: Open Univ. Press

Marshall, T.H. 1950/1987. Citizenship and Social Class. London: Pluto Press

Turner, Bryan S, and Peter Hamilton. (eds.) 1994. Citizenship: Critical Concepts. 2nd Vols. London: Routledge

Shafir, Gershon, ed. 1998. The Citizenship Debates: A Reader. Minneapolis: University of Minnesota Press.

Kivisto, Peter, and Thomas Faist. 2007. Citizenship: Discourse, Theory, and Transnational Prospects. Malden, MA: Blackwell.

Barry, Brian (2001) Culture and Equality, Polity Press, chapter 2: The Strategy of Privatization, pp. 19-62.

Unit III

Young, Iris Marion. 2000. Inclusion and Democracy, Oxford University Press.

Kukathas, Chandran. 1997. Cultural Toleration, in Will Kymlicka and Ian Shapiro (eds.) Ethnicity and Group Rights, Nomos XXXIX, Yearbook of the American Society for Political and Legal Philosophy, New York University Press, New York and London, pp. 69-104

- Bosniak, Linda. 2000. "Universal Citizenship and the Problem of Alienage". *Northwestern University Law Review*, vol. 94, no. 3, pp. 963-982.
- Thompson, Lisa and Chris Tapscott (2010) *Citizenship and Social Movements: Perspectives from the Global South*. London: Zed Books.
- Pandey, Gyanendra. (ed.), 2010. *Subaltern Citizens and their Histories: Investigations from India and the USA*. Routledge: Indian Reprint, 2011. (Part Three: The State and the People)
- Rao, Anupama. 2009. *The Caste Question: Dalits and the Politics of Modern India*. Delhi: Permanent Black
- Kymlicka, Will. 1995. *Multicultural Citizenship*. Oxford: Clarendon Press.
- Kymlicka, Will and Wayne Norman. (eds.) 2000. *Citizenship in Diverse Societies*. Oxford: Oxford University Press
- Holston, James (2008) *Insurgent Citizenship: Disjunctions of Democracy and Modernity in Brazil*. Princeton: Princeton University Press.
- Joppke, Christian. 2010. *Citizenship and immigration*. Cambridge: Polity
- Habermas, Jürgen. 1992. *Citizenship and national identity: Some reflections of the future of Europe*. *Praxis International* 12, pp. 1–19
- Lister, Ruth. 1997. *Citizenship: Feminist Perspectives*. London: Macmillan
- Yuval-Davis, Nira. 1997. *Women, Citizenship and Difference*. *Feminist Review* 57:4–27
- Pateman, Carole. 1988. *The Patriarchal Welfare State*. In Amy Gutman (ed) *Democracy and the welfare state*. Princeton, NJ: Princeton Univ. Press. pp. 194-223
- Nagel, Thomas 2005. 'The Problem of Global Justice', *Philosophy and Public Affairs*, vol. 33 No.2, pp. 113-147
- Benhabib, Seyla. 2004. "On Hospitality: Re-reading Kant's Cosmopolitan Right", in: *The Rights of Others*, Cambridge University Press, Cambridge, UK: 25-48.

Doing Ethnography

This course is intended to introduce students to ethnography both as a method and product of research. The course will acquaint students to the different facets of ethnography combining a theoretical and practical approach.

Students will carry out a small ethnographic research project in or near Jamia Millia Islamia in which they will develop a research question, employing the various ethnographic and participant observation methods learnt during this course, and write an ethnographic piece about them. This practical dimension will feed back into the classroom discussions wherein they will reflect on their ethnographic research practices and reflect critically about their own role in the research. The students will be required to present their writings in class.

The tutorials will involve reading an ethnographic monograph.

Unit 1

The first part of the course will contain an introduction to ethnography particularly understanding how ethnography is both a method and product of research through reading and classroom activities. Students will also be introduced to the concept of reflexivity and how that in turn impacts our research and writing.

1. Ethnography: An Introduction and What does it mean to do ethnography
2. How to Begin
3. Reading an Ethnographic Monograph
4. Reflexivity

Unit II

The second unit focuses on ethnographic research methods. The emphasis will be on developing ethnographic skills and understanding how to apply these skills for example how to employ the various ethnographic and participant observation methods learnt during this course.

5. Ethnographic Research Methods
6. Participation and Observation
7. Ethics in Ethnography
8. Reflecting on researcher in the field : Applying Reflexivity

Unit III

The third unit focuses on how to make sense of one's fieldwork, analyse findings and synthesize it into ethnographic writing. It will facilitate students to think about areas of research interest, arrive at a specific research question, employ participant observation methods learnt during this course, and execute a small research in and around the Jamia Millia Islamia. Write an ethnographic piece.

9. Making meaning and Analysis

10. Doing Ethnography:

- Ethnographic Writing,
- Visuals
- Films

Short (10 minute) ethnographic film: 'Amar': <https://vimeo.com/19890458>

Basic Readings

Angrosino, M.V. (2007) *Doing Ethnographic and Observational Research (Book 3 of the Sage Qualitative Research Kit)*. 2nd ed. London: Sage.

Bryman, A. (2012) *Social Research Methods*, Oxford University Press, Fifth Edition.

Bernard, H Russell (2008) *Research Methods in Anthropology: Qualitative and Quantitative Approaches*, Rawat Publications.

Atkinson, P. (2015) *For Ethnography*. Sage Publications .

O'Reilly, K. (2012) *Ethnographic methods*. 2nd ed. London: Routledge.

Oakley, J. (2012) *Anthropological Practice: Fieldwork and the Ethnographic Method*. London: Berg Publishers

Topic Wise Additional Readings:

Social Exclusion and Ethnography in Indian Context

Annuaire Roumain d'Anthropologie, 2009 Issue on *Social Exclusion in India: Critical Ethnographic Discourse from the Margins*

Sadana, R. On the Delhi Metro: An Ethnographic View. *Economic and Political Weekly* (2010): 77-83.

Singh, R (2018) *Spotted Goddess: Dalit Woman's Agency Narratives on Caste and Violence*. New Delhi: Zubaan Books

Katherine Boo (2012) *Behind the Beautiful Forevers: Life, Death, and Hope in a Mumbai Undercity*. New York: Random House.

Ethnographic Research Methods

O'Reilly, K. (2012) *Ethnographic methods*. 2nd ed. London: Routledge.

Interviews

Jonathan S. (2012) A Four Part introduction to the interview in *The Interview: An ethnographic Approach*, Berg Publishers, pp 1-50

Life stories

Jeffrey, C. & J. Dyson. (2008). *Telling Young Lives: Portraits of Global Youth*. Philadelphia: Temple University Press. Read introduction and a selection of chapters.

Vignettes

Banerjee, M. (2008). *Muslim portraits: everyday lives in India*. New Delhi, Yoda Press: Distributed by Foundation Books.

Participation and Observation

DeWalt, K. and B. DeWalt. 2002. Chapter 4. "Doing Participant Observation: Becoming an Observer" in their *Participant Observation: A guide for fieldworkers*, pp. 79-97.

Bernard, H Russell (2011) *Research Methods in Anthropology Qualitative and Quantitative Approaches*, AltaMira Press. Especially Chapter 13 Participant Observation (342-386).

Emerson, R.M., Fretz, R.I. and Shaw, L.L. (2001) Participant Observation and Fieldnotes. In *Handbook of Ethnography*, eds. P. Atkinson and et al., Sage Publications, pp. 352-368.

Making meaning and Analysis

Bernard, H Russell (2011) *Research Methods in Anthropology Qualitative and Quantitative Approaches*, Rawat Publications. Chapter 16, (451-462)

Atkinson, P. (2015) Analytic perspectives in Paul Atkinson *For Ethnography*. Sage Publications. 55-72

Writing

Emerson, R.M., Fretz, R.I. and Shaw, L.L. (1995) *Writing Ethnographic Fieldnotes*. Chicago: University of Chicago Press.

Atkinson, P. (2015) Representations in Paul Atkinson *For Ethnography*. Sage Publications . 153-71