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Supplementary File

Affirmative Action and the Dynamics of Inclusion and Exclusion: Dalit Representation in Public Employment and Higher Education in Madhya Pradesh, India

Table A. Socio-demographic profile and survey allocation of selected districts in Madhya Pradesh.

District	Total Population	Population Growth (%)	Sex Ratio	Literacy Rate (%)	Density (per km²)	SC Population (%)	Surveys conducted
Indore	3,276,697	32.88	928	80.87	841	16.64	70
Jabalpur	2,463,289	14.51	929	81.07	473	14.13	56
Bhopal	2,371,061	28.62	918	80.37	855	13.46	61
Rewa	2,365,106	19.86	931	71.62	375	16.20	55
Gwalior	2,032,036	24.50	864	76.65	446	19.34	52
Ujjain	1,986,864	16.12	955	72.34	326	26.40	62
Morena	1,965,970	23.44	840	71.03	394	16.00	57
Betul	1,575,362	12.91	971	68.90	157	10.1	51
Chhatarpur	1,762,375	19.51	883	63.74	203	20.30	61
MP (total)	72,626,809	20.35%	931	69.32%	236	15.62%	525

Source: Census of India (2011) for district-level demographic characteristics; authors' field survey for district-wise sample allocation.

Table B. Structured survey questionnaire.

Section / Construct	Code	Survey Item	Response Scale
A. Inclusive Growth (IG)	IG1	Reservation contributes to inclusive socio-economic development.	1-5
	IG2	Reservation provides equitable opportunities for Scheduled Castes.	1-5
	IG3	Reservation promotes participation of Scheduled Castes in development.	1-5
B. Human Dignity (HD)	HD1	Reservation policy has improved the dignity and self-respect of Scheduled Castes.	1-5
	HD2	Reservation has increased social respect for Scheduled Castes.	1-5
	HD3	Representation in public institutions promotes equal treatment of Scheduled Castes.	1-5
	HD4	Reservation strengthens the social recognition of Scheduled Castes.	1-5
C. Representation of SC through Reservation Policy (R)	R1	Reservation has improved the representation of Scheduled Castes in public employment.	1-5
	R2	Reservation has improved the representation of Scheduled Castes in higher education.	1-5
	R3	The present reservation policy provides adequate institutional representation for Scheduled Castes.	1-5
D. Accessibility (A)	A1	Reservation has improved access to higher education for Scheduled Castes.	1-5
	A2	Reservation has improved access to government employment.	1-5
	A3	Reservation has increased access to institutional opportunities and public resources.	1-5

E. Reduction of Caste Discrimination (RCD)	RCD1	Reservation has reduced caste discrimination in educational institutions.	1-5
	RCD2	Reservation has reduced caste discrimination in government employment.	1-5
	RCD3	Reservation has contributed to reducing social discrimination against Scheduled Castes.	1-5

Note: All items were measured using a five-point Likert scale ranging from 1 = Strongly Disagree to 5 = Strongly Agree. Source: Developed by the authors based on the cited literature.

Table C. Collinearity statistics (VIF).

Measurement Model Indicators	**VIF**	**Structural Model Relationships**	**VIF**
A1	2.479	HD → R	1.100
A2	1.833	IG → R	1.100
A3	1.898	R → A	1.000
HD1	2.420	R → RCD	1.000
HD2	2.062		
HD3	2.074		
HD4	1.915		
IG1	1.913		
IG2	1.574		
IG3	1.914		
R1	2.085		
R2	1.993		
R3	1.585		
RCD1	3.112		
RCD2	3.577		
RCD3	3.601		

Note: HD = Human Dignity; IG = Inclusive Growth; R = Representation of SC; RCD = Reduction of Caste Discrimination; A = Accessibility. Source: Authors' calculations using SmartPLS 4.0.

Table D. Fornell-Larcker criterion.

Construct	**A**	**HD**	**IG**	**RCD**	**R**
Accessibility (A)	0.865				
Human Dignity (HD)	0.337	0.835			
Inclusive Growth (IG)	0.188	0.301	0.847		
Reduction of Caste Discrimination (RCD)	0.038	0.016	0.022	0.920	
Representation of Scheduled Castes through Reservation Policy (R)	0.128	0.162	0.279	0.057	0.843

Note**:** Bold diagonal values represent the square root of AVE; off-diagonal values represent inter-construct correlations. A = Accessibility; HD = Human Dignity; IG = Inclusive Growth; RCD = Reduction of Caste Discrimination; R = Representation of Scheduled Castes through Reservation Policy. Source: Authors' calculations using SmartPLS 4.0.

Table E. Socio-demographic control effects in the robustness model.

Control	**Endogenous construct**	**β**	**t**	**p**
Age	A	0.009	0.101	.919
Age	R	0.090	1.073	.283
Age	RCD	-0.034	0.307	.759
Education	A	0.021	0.352	.725
Education	R	-0.032	0.553	.581
Education	RCD	0.032	0.539	.590
Gender	A	0.077	0.711	.477
Gender	R	-0.125	1.293	.196
Gender	RCD	0.175	1.601	.109
Income	A	0.050	0.722	.470
Income	R	0.105	1.607	.108

Income	RCD	0.086	1.201	.230
Residence	A	0.229	1.193	.233
Residence	R	0.317	2.068	.039
Residence	RCD	0.088	0.423	.673

Note: A = Accessibility; RCD = Reduction of Caste Discrimination; R = Representation of Scheduled Castes through Reservation Policy. Source: Authors' calculations using SmartPLS 4.0.

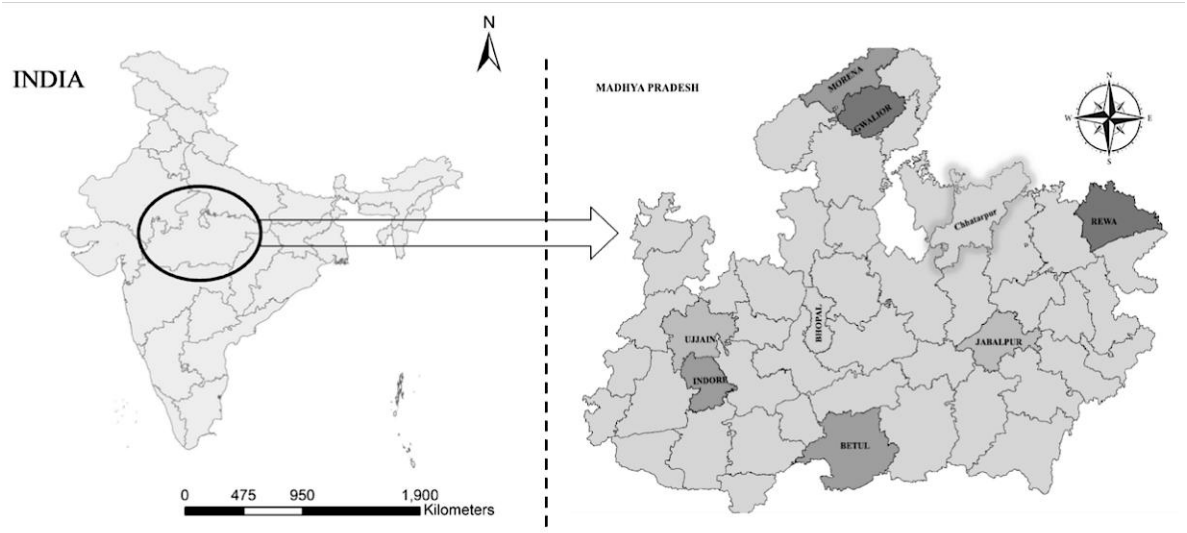


Figure A. Study area and selected survey districts in Madhya Pradesh, India. Note: The household survey covered nine selected districts of Madhya Pradesh: Bhopal, Indore, Ujjain, Gwalior, Morena, Rewa, Jabalpur, Betul, and Chhatarpur. Source: Prepared by the authors based on field survey locations, 2025.

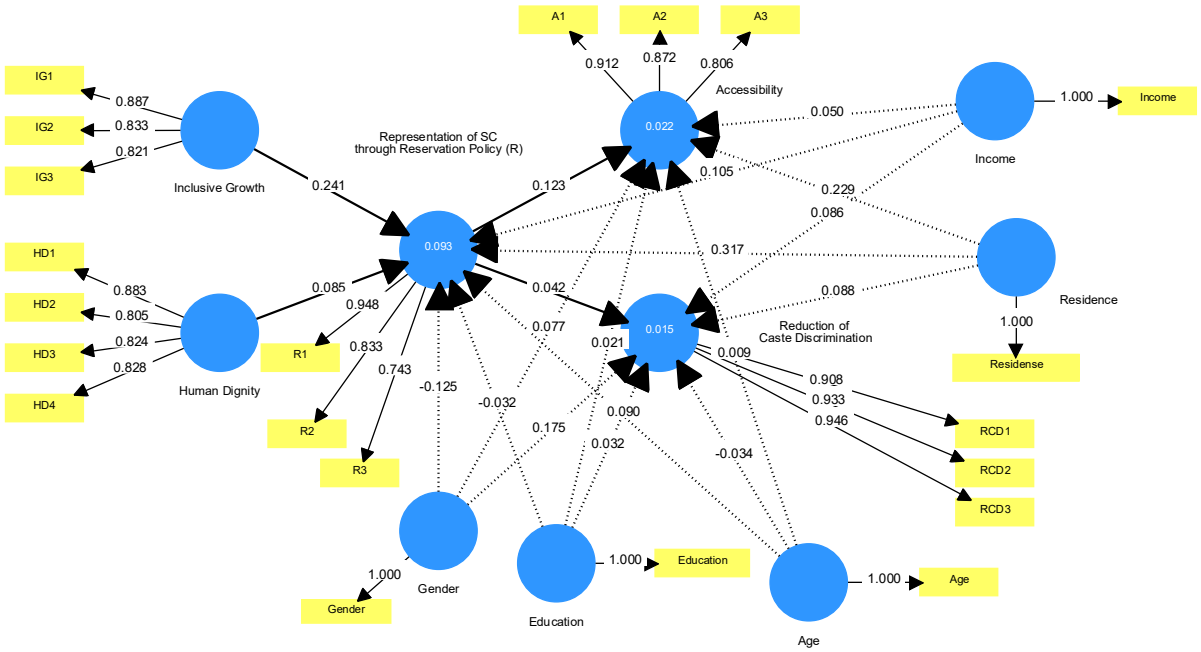


Figure B. PLS-SEM robustness model with socio-demographic controls. Note: Solid lines represent the theoretical structural paths and dotted lines the socio-demographic control paths. Values on structural paths are standardised coefficients (β), values beside indicators are outer loadings, and values within endogenous constructs are R^2. IG = Inclusive Growth; HD = Human Dignity; R = Representation of Scheduled Castes through Reservation Policy; A = Accessibility; RCD = Reduction of Caste Discrimination. Source: Authors' calculations using SmartPLS 4.0.