

IMPACT OF RESERVATION POLICY ON EMPLOYMENT

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Reservation terms refers to safeguard the seats in government jobs, politics and education for the people who comes in the category of reservation In India jobs are reserved in the public sector for the socially and educationally backward communities and the Scheduled Castes and Tribes. The policy is also enjoyed by the Scheduled Castes and Scheduled Tribes Dr. Baba Ambedkar started this policy because of the caste system, and to upbringing oppressed and give equal opportunity to the lower strata of the society

This policy was meant to be continued for ten years only. But still the policy continues due to various reasons The duty of the government is to provide equal status to everyone therefore we can assume that the socially deprived class will be aligned to the main stream due to this policy Reservation was started for social upliftment of the downtrodden.

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There are many advantages of reservation such as every one will get social justice, Equal rights, development, equity and national development All will get equal opportunities and jobs and be competent to live their life fully without stigma There are always two sides of a coin, which gives a deeper insight about many drawbacks as well This reservation policy is assigned India and largely governed by vote bankers This policy has limitations as some people feel that they are deprived of education, jobs even after obtaining higher percentage then the people coming in categories There are no revisions in this policy which leads to debates on reservation policy Often a high amount of percentage is reserved for the people who enjoys the policy of reservation.

In many places this policy is often challenged by a group of people who do not get the benefits of this policy But we must keep in mind that reservation policy was started for bringing the backward to the main stream and inculcate social justice in India which will automatically help in economic development and social development of the country.

The reservation system in India is primitive and age old. The policy reservation was created to uplift the lower class, as the lower caste people have suffered The people who don't come in the reservation category are the ones who feel deprived because they cannot Avail the facilities Therefore reservation policy should be modified and given to the people who deserve it The quota-based reservation system is not great, but we have not built clear alternatives either.

In an ideal India, we would all be judged by our intrinsic merit and we would not have a disadvantage or advantage for being from a specific caste. In that same ideal country, the government would do its job in giving people of all communities enough opportunities.

But we don't have that. Successive governments have not done much to bring the fruits of education and economic reforms to people at the bottom level, at a sufficient pace. Of course, they are also being improved, but not at the level/pace required. Thus, an end to caste-based quota system means the path of India's lower castes to modern economy will be blocked. That unfairness will stoke disenchantment and chaos.

Thus, the advantage of the quota system is that it ensures India's backward castes to have a shot at opportunities and their inclusion would in theory make it easy for further people in their community to come through regular means by having role models and by having financial support. Again, unlike a reservation based on purely economic status that some in upper castes argue for it will help redress the genuine disadvantages some castes are put through.

The disadvantage is that it also is a political tool. Forget about the Brahmins and General Castes, the real worry of reservation should be in the race to the bottom that castes fight on.

Reservation based on caste is a blunt instrument, but it is needed in the absence of alternatives built by the government. Our government should ideally build policies to include people from all castes of society that is what affirmative action in developed world looks like in jobs and education. However, the governments are too lazy to do that and resort to the quota system. This blunt instrument has also given to a whole gamut of quota politics with caste leaders focusing a lot of energy on how "backward" of a certificate their caste can get.

In short, it is a necessary evil. It is evil because of the additional violence it creates around the country by caste leaders trying to get a special category for their castes, but necessary because without that the economic rise of India's abject poor will be severely hampered.

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