



# Impact Of Job Reservation On Scheduled Castes And Participation In Government Jobs

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**Abstract:** In India, affirmative action policies are in effect in three main areas: appointment and promotion in government services, admissions to public education institutions, and seats in the legislature. Reservation for scheduled castes is permitted in government jobs in proportion to their population share. In all government-run educational institutions, government reserves a certain number of places for students from scheduled castes. The government assigns reserved constituencies exclusively for scheduled castes in politics. In recent years, the number of scheduled castes employed in the government has steadily increased. Nevertheless, disparities persist between the SCs and the non-SCs in human development attainment, even today, due to the slow rate of improvement. Scheduled caste participation in lower categories of jobs is roughly in line with their population percentages, but is considerably lower than their participation in higher grade jobs. The expansion and spread of reservation policy to several government sectors have also been delayed by indirect resistance. A discussion on the participation of scheduled castes in government jobs is made in this paper, along with the effect of affirmative action on them. In this study, we present data about scheduled caste representation in government services and also discuss the reasons for their lack of participation in government jobs.

**Index Terms -** *scheduled castes, reservation, promotion, representation, government jobs.*

## INTRODUCTION

SCs were historically excluded and discriminated against from the caste system, resulting in their poor economic condition. It has been a common occurrence to see inequalities over a long period of time. In India, inequality continues to flourish after we enacted new draconian policies to open up the market for capitalists. The poor economic condition of socially marginalized groups namely SC has its historical root in the social exclusion where SC was excluded and discriminated from the caste system.

The Indian Constitution stipulates in Article 16 (4) that reserved areas will be provided to backward classes of Indian citizens underrepresented in the states. Article 16 (4) of the Indian Constitution provides for the provision of reservation to the backward classes of Indian citizens who are not adequately represented in the states. Among the SCs entitled to reservation in government institutions are those listed in articles 341 and 342 of the Indian constitution. There are executive orders issued from time to time giving these classes reservations in jobs that are the law of the federal government or of the state government. In the eyes of the disadvantaged classes, government jobs reservations are seen as an important public concession and, therefore, as one stimulating the most intense passions. A person's job directly influences their welfare since he or she improves their condition compared to those who are jobless. In addition to facilitating social and economic uplift, reservation helps to generate a multiplier effect.

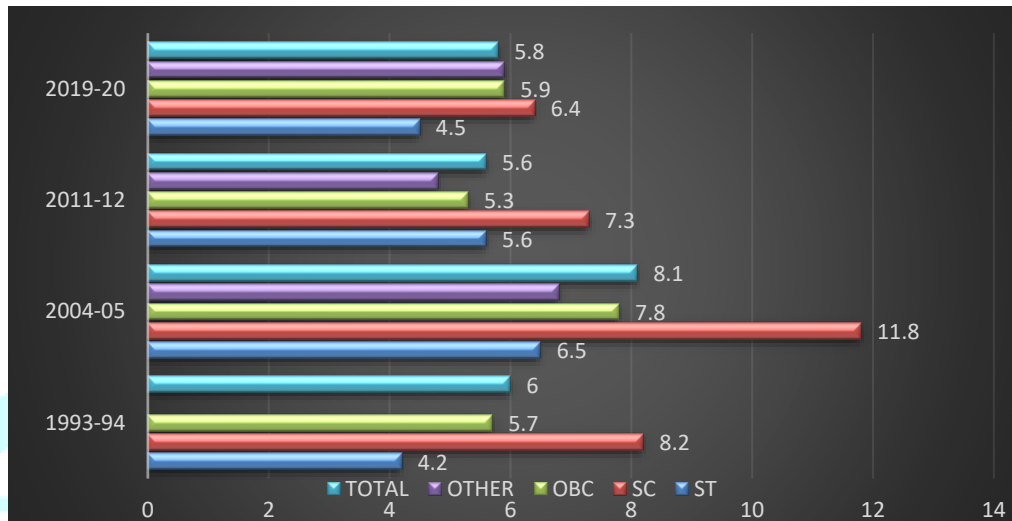
In terms of employment and education in the public sector, reservation has had a positive impact on bringing scheduled castes into the workforce. Although scheduled castes have largely been included in Group D and Group C, they have not been included in Group B and Group A. A growing number of scheduled castes has made a positive impact on society. All India Service has a large number of scheduled castes among its ranks. Since there are multiple sub castes within a caste, reservation has not been able to be

a policy that provides equal opportunities within each group, resulting in a situation where all beneficiaries have not been benefited. The question of whether scheduled castes people have developed economically and socially despite policies such as reservation must be examined.

### Unemployment among Scheduled Castes

A survey released by the National Sample Survey Office (NSSO) shows that unemployment rate among scheduled castes, scheduled tribes and minorities have gone up between July, 2018 and June, 2019. According to the data released by the Ministry of Statistics and Program Implementation, unemployment rate in India declined to 5.8 percent from 6.1 percent during this period. Unemployment rate among scheduled castes rose marginally to 6.4 percent in 2018-19 from 6.3 percent in 2017-18.

**Social Group-wise Unemployment Rates in India over time (in %)**



Source: NSSO & [www.indiatoday.in](http://www.indiatoday.in)

### Presence of Scheduled Castes People in Government Jobs

Central government shows data on representation of scheduled castes in central government to justify reservation in promotion. The Center government placed data of 19 ministries on Supreme Court that SCs comprise 15.34 percent of a workforce of 1, 23,155. In the 19 ministries surveyed, 18,898 are from scheduled castes, and their representation differ in different classes of employment with a higher percentage in Class- III and class-IV, but very low in Class-I. Low representation in Class-I jobs is very unfortunate that we have not been able to bring Scheduled Castes to the same level of merit in the past 75 years and that representation is low as there is no reservation in promotion in that category.

### Representation of Scheduled Castes in Public Services

Reservation in job or education based on caste, a topic that often stirs a discussion, is a unique phenomenon that applies only to India principally. For centuries, the Dalits were oppressed and treated like slaves by the Brahmins and other upper caste communities. To eradicate this social discrimination, and to improve the economic status of the oppressed communities, reservations were brought in while enacting the Constitution of India. According to the Department of Personnel and Training report, the representation of scheduled castes in public sector jobs was one percentage in 1935, while they cumulatively represented more than 60 percent of the population. Special provisions were made in the constitution for the scheduled castes under article 16 (4), 16 (4A), 16 (4B) and 335 to ensure their representation in the public sector. The core objectives of these provisions was not just to improve the social status of the oppressed communities, but also to make sure that they are also a part of the decision making process of the state. Therefore, in beginning 12.5 percent of was given for scheduled castes in the public sector jobs.

The representation of scheduled castes in the public sector is categorized by the nature of job as Group A, B, C and D. while group A include officials employed in managerial positions, group B could be gazetted or non-gazetted officers. Group B and C are non-supervisory rules such as clerk, stenographers, operators, sweepers, cleanliness workers in a department.

The government has taken several steps for the upliftment and welfare of the scheduled caste. On such welfare measure as per Constitutional provisions, is to give them reservation in services. In consonance with the powers given by the Constitutions, the government has issued various instructions, from time to time, providing for reservation in services for the members of the scheduled castes. When direct recruitment is made on all India basis by open competition, reservation for scheduled castes, scheduled tribes

and OBCs is 15 percent, 7.5 percent and 27 percent respectively, and when direct recruitment is made on all India basis otherwise than by open competition, it is 16.66 percent and 7.5 percent and irrespective of the fact that whether the promotion whether the promotion is made by selection method or non-selection method. However, the office memorandum 1997 providing reservation in promotion and the office memorandum, 2010 relating to promotion of scheduled castes and scheduled tribes on own merit are under challenge and presently subjudice before the Hon'ble Supreme Court.

Provision of reservation has over the period helped in increasing the representation of scheduled castes and scheduled tribes in services of the central government. As per available information, there were only 13.17 % scheduled castes and 2.25 % scheduled tribes in services as on 1<sup>st</sup> January, 1965, which has increased to 17.39% and 7.64%, respectively, as on 1<sup>st</sup> January, 2019, as per information received from 55 Ministries/Departments. Representation of scheduled castes in Group A service has increased from 1.64% in 1965 to about 14.41 % as on 1<sup>st</sup> January, 2019.

#### Representation of Scheduled Castes in Central Government Jobs

Group	Total No. of Employees	SC		ST		OBC	
		Numbers	%	Numbers	%	Numbers	%
A	49638	7151	14.41	3052	6.15	7980	16.08
B	148365	24707	16.65	10787	7.27	20234	13.64
C (Excluding Safai Karamchari)	1698290	288577	16.99	131074	7.72	360403	21.22
C (Safai Karamchari)	40803	16492	40.42	3040	7.45	7095	17.39
<b>Total</b>	<b>1937096</b>	<b>336927</b>	<b>17.39</b>	<b>147953</b>	<b>7.64</b>	<b>395712</b>	<b>20.43</b>

Source: Annual Report 2020-21. Ministry of Personnel, Public Grievances and Pensions, Government of India.

Quantum of reservation for the scheduled is determined on the basis of number of posts in the grade and cadre. However, in small cadres having less than 14 posts, where it is not possible to give reservation to all the three categories on the basis of this principle, reservation is provided by rotation by way of L-Shaped 14-Points rosters prescribed by Department of Personnel and Training Office Memorandum No. 360 12/2/96-Estt. (Res.), dated July, 1997, issued by Department of Personnel and Training.

#### Low Representation of Scheduled Castes in Central Services

As we see in the above table the representation of scheduled castes officers in Class-A service is very low and similarly in class-D is very high. It shows that scheduled castes people are considered for low level jobs and in higher posts they are lopsided. They are targeted to not to allowed to reach the top.

According to the data compiled by the Ministry of Personnel, Public Grievances and Pensions, only **one** of the **89 secretaries** posted at the Centre belongs to the scheduled castes (SC), while three belongs to the scheduled tribes. The representation of SC/ST/OBC officers in central government ministries/departments is lopsided even at the additional secretary, joint secretary and director levels. For instance, of the **93 additional secretaries** in central government ministries, just **six** are SCs and **five** are STs, while there are no OBCs of this rank either. Among the **275** joint secretaries, **13 (4.73 %)** are SCs, **9 (3.27%)** are STs and **19** belongs to the OBC categories.

#### Reasons of low Representation of Scheduled Castes in Central Services

Replying to an unstarred question posed by Trinamool Congress leader Dibyendu Adhikari in the Lok Sabha on July, 2019, Jitendra Singh, the Minister of State for Personnel, said many officers belonging to the reserved categories often enter the service at higher ages so a number of such officers retire from service by the time their batches are considered for empanelment to the post of additional secretary and secretary. As a result, their proportionate representation in higher positions in the government of India is comparatively lower.

However, Udit Raj, a former BJP MP belonging to the scheduled castes who once served as an Indian Revenue Service officer, alleged that more often than not, officers belonging to Scheduled Castes category are targeted and not to allowed to reach the top.

A former IRS officer who is a Dalit, experienced that frivolous complaints are levelled against officers belonging to the SC/ST category and there have been instances when their confidential reports have been spoiled by their bosses. There is another reason of lopsided representation is mainly on account the fact that reservation does not apply while selecting officers for central deputation. Selection of secretary, additional secretary and joint secretary level officers is made from the pool of officers who are empanelled for that particular post. If there is not an adequate number of officers belonging to the SC/ST/OBC categories in the pool, their number is obviously going to be smaller.

At times, senior IAS officers do not want to come to the Centre on deputation or the state government does not relieve them, resulting in a lesser number of SC/ST category officers in the upper echelons of government.

### **Supreme Court Order on Quota in Job Promotion to Scheduled Castes**

The Supreme Court is scheduled on January, 2022, to pronounce on its judgment on the issue of the grant of reservation in promotion to the scheduled castes in government jobs. The Centre government had earlier told the bench that it is a fact of life that even after around 75 years those belonging to SCs have not been brought to the same level of merit as the forward classes. SC had submitted that it is more difficult for those belonging to the SCs to get a higher post in group- A category of jobs and time has come when the court should give some concrete basis to fill up vacancies.

### **In 21<sup>st</sup> Century India, Caste Still Decide what you do**

In class IV jobs (safai Karamchhari), only scheduled castes people are considered for jobs while other castes member are not there in this jobs. Peon of higher caste in a government office can serve tea or food for the officers but could not a lower caste peon, this is reported in research. Caste continue to be one of the biggest factors that determine a person's occupation going by the latest census data on nonfarm workers. Occupations traditionally considered as lowly like sweeping and leather work, continue to be dominated by scheduled castes in general, more so by the specific castes associated with such work. And the jobs at the top are almost entirely in the grip of those who are not from scheduled castes. Among coveted jobs at the top, those entirely in the private sector corporate managers and business professionals have the worst representation of SC. About 93 % of corporate manager jobs are held by non-scheduled castes people. Despite several reports of mid-day-meal cooks belonging to scheduled castes facing discrimination. There are only two professions, leather work and sweeping, where the scheduled castes are in a majority. For instance, of the 46,000 leather workers in Uttar Pradesh, 41,000 are from castes traditionally associated with leather work e.i., Chamars, Dhusia, Jatava, etc. similarly, in Rajasthan, of 76,000 sweepers, almost 52,000 belongs to castes such as Bhangi, Mehtar and Chura, associated traditionally with this jobs.

In Uttar Pradesh, of the total number of SC persons in the age 35-59 age group working as sweepers, 63.4% are Balmikis. Even in the 15-34 age group, 62% of SC sweepers are Balmikis. Similarly, of SCs engaged in leather work in the 35-59 age group, Chamars, Dhusias, Jatava account for 88.2%. in the 15-35 age group, too that proportion is 88.2%. A similar pattern holds in Madhya Pradesh and Rajasthan as well.

### **Conclusion**

The union government has asked all departments to collect data on the inadequacy of representation of scheduled castes and scheduled tribes before implementing the policy of reservation in promotions for employees. It also asked the departments to carefully assess the suitability of officers being considered for promotions. All ministries and departments should to ensure that the above conditions are complied with before implementing the policy of reservation in promotion and carrying out promotions based thereon. In order to ensure that the efficiency of administration is maintained the Department of Promotion Committee shall carefully assess the suitability of the officers being considered for promotion. Government should immediately resume long-stalled promotions of scheduled castes members.

The concept of reservation is essentially connected with the concept of social justice which is of paramount important and the constitutional goal to be achieved. Reservation is an effective tool in bringing the social justice and making the deprive class of the society as par with the other class of the society. It is very unfortunate that after a 75 years of independence scheduled castes people's participation is very few in higher jobs and policy formation stages. If scheduled castes proportion in higher jobs is low, therefore there involvement in policy making and decision making is also very low. It has been concluded by saying that participation of scheduled castes is very low at Class-I while in class-IV it is considerably very high. Scheduled castes officers

discriminated at higher posts and keep them outside of the decision-making and policy-making process. On the basis of government data related to representation of scheduled castes in government service we can say that there is not very much improvement of scheduled castes in government jobs. SCs are still keep outside from the policy making jobs.

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