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Reservation In India

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ABSTRACT

This paper estimates the impact of education reservation policy implemented in 2008 in India for Other Backward Castes (OBCs) on their employment. Using a Difference in Difference framework, we find that reservation for OBCs in education increased their likelihood of getting a regular job in government sector and private sector by 0.6% and 0.3% respectively. More importantly, it had small but significant impact on their employment in some of the higher status jobs in both the private and government sector. However, in terms of regional variations, we find higher intensity of quota is unable to break the caste- hierarchy in occupations. Longer history of reservation seems to have some positive impact in this regard. Our results give support to the argument that reservation related policies did have a positive impact on likelihood of getting a job and have also been slightly successful in transgressing the caste-based hierarchy in occupational categories in both the private and government sector.

KEYWORDS

INTRODUCTION

Caste structure plays a deep and entrenching role in Indian society. Even today, it defines how people live their lives – what they eat, where they live, whom they marry; and how they make their living – what jobs they get into and what wages they get for those jobs (Deshpande, 2011, Thorat and Newman 2010, Bharathi et al, 2020, Roy et al, 2020, Deshpande and Ramachandran,2020 among others). Caste system in India owes its origins to the Hindu religious script called Manusmriti written 3000 years ago. Based on the occupation, it divides people at birth

into four broad categories1. The system bestows privileges on certain sub-section and marginalises a large sub-section of people belonging to different social groups. Indian society has still not completely moved away from the associations of caste and occupation which brings significant inefficiencies in Indian labour market (Cassan et al., 2019). The biases based on caste are not existent only in traditional rural areas, but find ways to persist in cosmopolitan urban areas too2.

Several studies have explored caste-based hierarchy in Indian job market and find that even after being equally qualified, dominated castes have lower likelihood of getting certain jobs. They also receive lower wages compared to dominant castes in these jobs (Banerjee and Knight 1985, Thorat and Newman 2009, Singhari and Madeshwaran, 2016, Deshpande and Ramachandran 2019). Apart from discrimination in labour market, discrimination in access to resources and opportunities to dominated castes has resulted in a skewed representation of different castes in education and higher status employment. To compensate for historical injustice and skewed representation, India has adopted quota-based reservations for dominated castes in government jobs and education. This policy mandates reservation of certain percentage of seats in Government jobs and higher educational institutions funded by Central Governments to those belonging to dominated castes – scheduled castes (SCs), scheduled tribes (STs), and other backward classes (OBCs). Reservation for SCs and STs in government jobs and higher education has been implemented since independence. The same for OBCs were introduced much later- job reservation policy was introduced in 1994 and education reservation in 2008.

Against this background, our paper estimates the impact of education reservation policy on government and private regular job outcomes for OBCs in India. Although private sector is not mandated to reserve jobs for candidates from OBC social group, we expect education reservation policy to have an impact since it has increased the pool of higher educated OBCs in the country (Basant and Sen, 2020 and Bhattacharjee, 2018). We also look at the impact of the policy across different occupation categories defined on the basis of skills and status. Studies like Lee (2019), Khanna (2020) and Deshpande and Ramachandran (2020) have estimated the impact of reservation in jobs on job market outcomes.

To the best of our knowledge, our paper is the first to estimate the impact of reservation in education on job market outcomes. Affirmative action or reservation policies like that in India are believed to provide compensatory justice to the dominated and marginalized castes with a history of persistent

discrimination and exclusion in the Indian job and education market. These policies are highly contended and discussed in the academic circles. Many consider reservation policies to be truly providing equal opportunities to all applicants and an important policy lever in reducing economic and social inequality (Mohanty, 2006).

Reservation policies also bring benefits not just to the direct beneficiaries but also to other members of caste groups of the beneficiaries by peer effects, providing role models, and increasing their aspirations (Beaman et al., 2012). Given the levels of persistent discrimination and shrinking government sector, there have been calls for reservation in private sector as well (Thorat, 2004; Madheswaran and Singhari, 2016). There have also been calls for extending reservation in jobs based on religion (Hasan, 2011).

Counter arguments are related to scarce job market opportunities being taken away from the unreserved categories, increasing inter-caste tensions, policy objectives being for "vote-bank" politics and no real benefits to the beneficiary3. Reservation could also lead to elite capture among a certain population within the dominated castes which could create a "creamy layer" that extracts all the benefits from these policies leaving many still marginalised and excluded (Kaletski and Prakash, 2012). Another criticism on reservation policies has been that reservation acts as a charity and does not work towards parity of the groups benefitting from reservation (Gudavarthy, 2011). There have also been criticisms related to loss of "merit" which ignores the cumulative advantages received by certain groups across the economic, social, cultural, and linguistic capital4. Against this background of argument and counterarguments, it is imperative to empirically analyse the benefits of reservation policy in India.

In this paper, we test whether education reservation increased the likelihood of getting a regular job for OBCs in India. We also test the impact of the policy on various occupational categories defined on the basis of relative status. We use a Difference in Difference (DID) method for our analysis and use the data from Periodic Labour Force Survey (PLFS) conducted in 2017-18. In the analysis using a DID approach, we consider OBCs as a treatment group. Among OBCs, those who were born after 1990 were eligible for reservations in education, which we consider as the treatment. We consider non-OBCs as a control group who were not eligible for treatment. The difference in difference estimates the change in differences in outcomes between the treatment and control group among those born before 1991 and those born on or after 1991.

Our paper finds the following. Reservations in education increased likelihood of regular jobs in government and private sector for OBCs born after 1990 by 0.6% and 0.3% respectively. Across occupational categories in regular government jobs, we find that benefits have accrued across jobs in various status. The impact has been positive in high status administrative and managerial jobs both in the private and public sector. The results are less encouraging for the analysis of sub-sample comprising of those who have completed at least a graduation degree in higher education. This indicates that the main channel through which the likelihood of getting a regular job increases is through increased chances of getting a graduate education and not through improvements in quality of university/college attended for obtaining the graduate degree or through reduced negative stereotype during this period. States with higher intensity or quota do not seem to be able to break the hierarchical order of castes in jobs. However, states with older history of reservation policy perform better in this regard.

Our paper is organised as follows. The next section lays down the context and background of reservation policies in India. Section 3 presents the data and methodology. Section 4 presents the descriptive statistics and results of the econometric methodology. Robustness and falsification tests are presented in Section 5 and Section 6 concludes.

CASTE BASED RESERVATION POLICY IN INDIA

The history of affirmative action policies in India goes back a long time when in 1902, the first caste based reservation in jobs was passed by the Maharaja of Kolhapur state for the depressed classes (as scheduled castes were referred at that time (Lum, 2019). A similar instance was recorded in 1921 in Mysore, where 50% of Government jobs were reserved for non-Brahmins. In Independent India, reservations in higher education and jobs in Government institutions for SCs and STs have been implemented since 1950. Reservations of 15% and 7.5% of government jobs and government funded education institutes for the SCs and STs respectively are protected by the Indian constitution

The reservations for OBCs in jobs and education sector are a more recent development. The origin of this reservation lies in the report by Mandal Commission or Socially and Educationally Backward Commission that was tabled in the year 1980. The report articulated that there are various castes in India which are socially, educationally, and economically backward apart from SCs and STs and these groups-OBCs need reservations in jobs and educations. Based on various indicators to identify social backwardness (dependence on manual labour, marital age,

women's participation if labour force, among others), educational backwardness (based on school attendance of children, drop-out rate of children, and proportion educated till matriculation, among others), and economic backwardness (based on indicators like value of family assets, housing status, access to drinking water, proportion of household with consumption loans, among others), the report identified 3,743 castes and communities across the country as 'backward' classes. The report also suggested that these communities and castes make 52% of the Indian population. On the basis of an Indian Supreme Court verdict which limited the proportion of total reservation (SC+ST+OBC) to 50%, the commission recommended a 27% reservation for the other backward classes (OBCs). The recommendations of the report were implemented much later in 1994 with reservations in public sector jobs and the same in higher education institutions funded by Central Government in 2008.

The implementation of these policies generated a lot of uproar in India. The unreserved category perceived that they were losing out the scarce jobs and educations due to these quotas. Second, there was also a perception that reservation could bring down efficiency despite evidence against such claims.5 In spite of this opposition, 27% reservation for OBCs in jobs and education has been implemented across the country. However, wholehearted implementation of these across all educational institutions and for all jobs has not been not without obstacles. There have been instances of public outcry over poor implementation of these reservations6,7 and instances of institutions avoiding implementation of reservation in their recruitment citing various reasons.8,9 Though many institutions have not openly denied implementing reservations, there is no evidence of effective implementation. It is plausible that certain categories of occupations require candidate to have completed higher educational qualifications to be considered for the job. It is possible that there may not be required OBC candidates with those qualifications to fill the reserved seats.

It is in this context that the reservation in higher education institutions funded by central government is likely to increase OBC representation in jobs. Quotas in education is likely to increase the overall pool of educated OBCs and hence availability of people with qualifications required for certain occupational categories. This will further increase the likelihood of OBC representation in occupational categories of jobs which require higher education as qualification criteria. Whether reservation for OBCs has increased their likelihood of getting jobs is an empirical question and our paper is an attempt in this direction. We address the question of whether and if yes, by how much has 27% reservation in education increased the likelihood of getting

different types of jobs among the OBCs. We also analyse the impact across various occupational categories in some of these jobs.

There has been some recent literature that has analysed the impact of reservations in jobs and education for the OBCs. Lee (2019) evaluates the impact of 1994 job reservations to OBCs on education and hiring in Government sector jobs and finds a positive impact of these reservations across all income classes. Deshpande and Ramachandran (2019) evaluate the impact of 1993 job reservation for OBCs on the probability of holding government jobs and find a positive impact on the same and on secondary school completion. Khanna (2020) estimate the impact of 1993 jobs on education and find that affirmative action incentivizes about 0.8 additional years and 1.2 more years of education from an average minority group student and marginal minority subgroup respectively.

Bhatacharjee (2019) evaluates the impact of 2008 education reservations for OBCs on enrolment in secondary school and completion of high school. They find that the education reservations increased college enrolments by 2.9 percentage points and high school completion by 5.1 percentage points. They also find the effect was higher among the younger population and also among those who lived in urban areas. Basant and Sen (2020) identify the impact of 2008 education reservation on probability of obtaining higher education and estimate that the positive impact on enrolment in higher education was significant in eastern region of India only.

1. What is the impact of education reservation policy on regular jobs in private and public sector?

2. Is there any difference in impact across different categories of occupation?

3. Is there any state level variations in the impact of reservation policy?

Estimating the impact on government and private regular jobs make an interesting case since government jobs are also treated with job reservation policies already in place since 1994 while the private sector is not mandated by any such policy.

HYPOTHESIS

The primary hypothesis behind reservation in India is that by setting aside a specific number of seats in education and employment for historically marginalized groups like Scheduled

Castes (SC), Scheduled Tribes (ST), and Other Backward Classes (OBC), it can help rectify past injustices, promote social mobility, and ensure adequate representation of these communities in society, thereby achieving greater equality of opportunity for all citizens.

LITERATURE REVIEW

- ***Mrs. Omprakash Yadav, Ryan Fernandes, Rohit Tiwari, Sheenam Kaul (2021) "Online Reservation System Using QR Code based Android Application System:***

There is no such system that presently in Indian railway gives accommodation to waiting list passengers during their journey and reducing the burden of carrying tickets. This paper proposes the new Seat Allocation system considering the advantage of QR code image that contains information about ticket and passenger info in form of 2D. Moreover, authentication seat allocation checking by TC is done using another android app for TC which verifies QR-Code information with the database and reduces the burden of TC. Through this research paper our approach is to make journey of waiting list passengers more convenient in Indian Railway.

- ***Dr. Keshetti Sreekala, R. Sai Kiran Reddy (2020). "An Online Ticketing System using QR Code for Public Transport:***

Today we have different tickets/passes for Bus, Metro and any other modes of public transport. It's been a problem to everyone every time to stand in queue for tickets/passes. Would it not be of great convenience to have single unified approach to ticketing from the place where you can book it comfortably? It will definitely save time and energy of human by just utilizing the technology properly. Now, we are developing an application which provides an interface between public transport users (PTU) and transport users (TU), where the PTU will register themselves with appropriate details about them and journey and get their validated ticket through QR code and on the other side by scanning the code, the admin can get details of journey and collect the fair respectively.

- ***Ragini Wasnik, Prachi Supare, Nikharika Gawande, Harsha Chopkar, Rakshanta Ukeybondre (2020). "QR-code Based Ticket Booking System***

With the advancement of technology, new software and devices are being developed to ease man's work. Waiting for train tickets in long queues is a time-consuming process.

Diagnosing record of real-time data of each who are all using train tickets or metro tickets, metro ticket booking system automation would be beneficial for government to implement proper and better rates for tickets and also it would be useful for people as they don't need to wait in long ques. This system is useful for passengers to get their ticket online instead of standing in long queues to obtain their ticket. This system is helpful to reduce the paper work; time consumption and passengers get the metro ticket in simple and faster way. In this paper, we are proposing QR-code generator and reader for metro ticket system. The QR-code (Quick Response code) becomes popular outside the automotive industry due to its fast readability and greater storage capacity compared to standard UPC barcodes and we also propose facility to take metro ticket using android mobile application. This system provides a facility for ticket checker to check daily passengers ticket by just scanning the QR-code. The app is also providing live tracking so that passengers can view upcoming stations on map and time to reach at particular station. This project provides an effective solution for managing metro tickets using a database. Our system has two logins; one for passengers, and another for ticket checker.

- ***S. Swathi, R. Elakya, R. Renjith, T. Aravinth (2020). "IRCTC-Railway Ticket Generation Using Qr Code In Android:***

The Railway Ticket generation using android is basically derived from computer reservation system and upgrade to android-based ticket generation using QR Code. Railway Ticket generation System. contains the details about train schedules and its fare tariffs, passenger reservations and ticket records. A Railway inventory contains all train details with QR Code Information. The online QR Based ticket generation system has its database centrally located which is accessed through an Application Programming Interface (API). with the invent of Railway management system the traveler and the train got the freedom to get a ticket without standing in a queue. For travelling in unreserved section, the passengers have to stand in a queue to get the ticket. In our system, the passenger can generate the unreserved ticket through their android phone itself. The passenger can get the train details by scanning the QR code of a train to get the ticket. The passenger can get a ticket by entering number of seats and payment details. It has also become a hassle-free transaction for both the train and the traveler. The Railway reservation system involves three main actors the database, online operator and a database scheduler. The database scheduler 4 updates the database, one of the core functions of the inventory management of

railway reservation system is the inventory control. Inventory control steers how many seats are available for the booking in unreserved section.

- ***Ms. Apeksha Waghmare, Ms. Suvarna Pansambal, Ms. Aruna Pavate, Ms. Divya Kumawat (2019). "QR code-based Railway e-Ticket-***

We propose to build a unique and easy to use local train ticketing system. The system allows users to enroll and as soon as they register themselves with unique id is created in the system. User may book tickets for western central and harbor lines of Indian railway and fare is calculated according to distance between stations. This fare balance is later deducted from user account. User may later recharge his account through an admin. Here we use the server on a station. Android devices coming in Wi-Fi range of the server may book tickets. Our system allows users to thus book tickets through their android device. This system not only allows booking train tickets for western, central or harbor lines individually but also can get train or bus pass for BEST, NMMT, KDMT, MBMT, via this system. The user needs to enter his required details along with the source and destination station online. After filling the required details, the user receives a unique id. The user just needs to show this id to the ticket checker. The Ticket Checker enters this ID in his android applicati thus can retrieve the user details like the e photo of the person, source and destination of pass etc.

- ***Prof. Ravindra Jogekar, Ragini Wasnik, Prachi Supare, Nikharika Gawande, Harsha Rakshanta Ukeybondre (2020). "A Review on QR-code Based Ticket Booking System:***

Advancement of technology, new software and devices are being developed to ease man's work. Waiting tickets in long queues is a time-consuming process. Diagnosing record of real-time data of each who are all train tickets or metro tickets, metro ticket booking system automation would be beneficial for government to implement proper and better rates for tickets and also it would be useful for people as they don't need to wait in long ques. This system is useni obtain their ticket. This system is stead of standing in long quenex to sumption and passengers get the metro ticket in simple and faster way. In this paper, we are proposing QR-Code generator and reader for metro ticket system. The QR-code (Quick Response code) becomes popular outside the automotive industry due to its fast readability and greater storage capacity compared to standard UPC barcodes and we also propose facility to take

metro ticket using android mobile application. This system provides a facility for ticket checker to check daily passenger's ticket by just scanning the QR-code. The app is also providing live tracking so that passengers can view upcoming stations 5 on map and time to reach at particular station. This project provides an effective solution for managing metro tickets using a database. Our system has two logins; one for passengers, and another for ticket checker.

- ***Phaisarn Sutheebanjard, Wichian Premchaiswadi (2010). "QR-Code Generator***

 Quick Response (QR) codes seem to appear everywhere these days. We can see them on posters, magazine ads, websites, product packaging and so on. Using the QR codes is one of the most intriguing ways of digitally connecting consumers to the internet via mobile phones since the mobile phones have become a basic necessity thing of everyone. In this paper, we present a methodology for creating QR codes by which the users enter text into a web browser and get the QR code generated. Drupal module was used in conjunction with the popular libqrencode C library to develop user interface on the web browser and encode data in a QR Code symbol. The experiment was conducted using single and multiple lines of text in both English and Thai languages. The result shows that all QR encoding outputs were successfully and correctly generated.

- ***Wang Zongjiang (2012). "Railway Online Booking System Design and Implementation-***

In this paper, we define rule usefulness and introduce one approach to evaluate the rule usefulness in rough sets. And comparing with the method to get most interesting rules, ours is direct and objective. Rule interestingness must consider the predefined knowledge on what kind of information is interesting. Our method greatly reduces the rule numbers generated and provides a measure of rule usefulness at the same time.

- ***Vinay Maheshwar, Kalpesh Patil, Azim Maredia, Apeksha Waghmare (2018). "Android Application on E-Ticketing Railway System Using QR-Code***

 India's population increase day by day; mostly common peoples are depending on the railway locals for traveling to their destinations. One of the biggest challenges in the current ticketing facility is "QUEUE" while buying our suburban railway tickets. In this fast-growing world of technology and

population, we still stand in the queue for tickets at ticket-counter. It is frustrating at times to stand in the queue or when we forget our cards and the balance in the smart card is less. E-Ticketing is mainly to buy long way distance tickets whereas the local train tickets are bought at ticket-counter and no mobile applications for the same are used on daily basis. Thus, we introduce M-ticket application where Mobile tickets are generated conveniently for users using an application. E-Ticket can be bought with a mobile application, where you 6 can carry your local E-Tickets in a pdf form which can be used during traveling. To use this application first, you must install this application on the android device. After installing this mobile application on your mobile device, next phase is registration process, in this phase, you are creating your account with a user id and a password for Authentication. Using this user-id & password you sign-in to the application. You recharge your account with a certain amount through manually. One can also check his/her E-Balance after a transaction done. To book your ticket using this application you have to enter source location/station out of the available routes and other details. The server present on that source location will identify and verify your credentials. After that ticket is generated with unique ticket-id & this ticket store into your device in the pdf form. This ticket contains unique ticket-id, name, gender, DOB, time of transaction & name of source and destination. The ticket checker application is also provided to search for the user's ticket with the unique ticket-id from the main server for validating the ticket. Ticket checker put traveler ticket-id into their mobile application to check user ticket is valid or invalid on the given time domain. The user application uses the station "WIFI" facility to book your railway tickets. It allows the user to book their tickets only in ticket-counter areas.

- ***Dhruvesh Papade, Abhishek Gabhale, Prathamesh Phadtare, Deepali Gawali (2017). "Android Application for Ticket Booking using QR-Code***

India's population increase day by day; mostly common peoples are depending on the railway locals for travelling to their destinations. Due to increase in travelling passengers by local trains, it is time consuming and frustrated process to buy tickets in a standing queue. To encounter this, the railway has introduced the concept of ATVM cards but losing or theft cards proved to be uneconomical. Our project deals with implementation of a smart-phone application to buy a local railway ticket which is simple and easy to use. The customer application consists of Registration and buying ticket through QR- code. Payment can be done through user's account i.e., if user is agreeing to buy ticket, then the equivalent amount of

the ticket will be deducted from the user's account. After payment, ticket is generated on server side, saved in the database and also sent back to the user mobile and saved in the application's memory which serves as a ticket for the user. The ticket checker application is used to validate the ticket by entering the serial number obtained by the user and searching in the railway database to check whether the user's ticket is valid or invalid.

RESEARCH PROBLEM

Reservation policies in India, designed to promote social justice and equality, face multifaceted challenges that question their effectiveness in achieving intended outcomes. The lack of comprehensive data makes it difficult to determine who genuinely benefits from these policies, raising concerns about equitable distribution of opportunities. Additionally, the ambiguity surrounding the definition of "backward classes" leaves states with the responsibility to interpret and implement these policies, often leading to inconsistencies and disputes.

While intended to reduce caste-based disparities, critics argue that caste-based reservations may inadvertently perpetuate the caste system rather than dismantle it, further polarizing society. Corruption and manipulation, such as the falsification of caste certificates, undermine the credibility of the reservation system, reducing its efficacy. This, coupled with the phenomenon of brain drain—where talented individuals from unreserved categories seek opportunities abroad—indicates a potential loss of skilled human capital critical for national progress.

Reservation policies often fail to address broader economic inequalities, focusing instead on social stratifications. As a result, economically disadvantaged individuals outside the reserved categories may be excluded from the benefits, perpetuating financial disparities. Additionally, merit-based considerations in critical administrative and professional roles are sometimes overshadowed, potentially compromising institutional efficiency and excellence.

Finally, reservation policies may inadvertently foster social exclusion rather than inclusion, as individuals from non-reserved categories feel alienated from the system. This dynamic challenges the broader objectives of societal integration and inclusive development.

This research aims to critically examine the inherent challenges and unintended consequences of reservation policies in India, exploring their impact on social cohesion, economic

development, administrative efficiency, and national progress. By identifying these gaps, the study seeks to propose policy reforms that strike a balance between equity, meritocracy, and societal harmony.

RESEARCH METHODOLOGY

The research methodology adopted for this paper is doctrinal in nature, relying extensively on a comprehensive review of secondary sources, including published articles, academic books, legislative texts, judicial decisions, and peer-reviewed academic papers. This approach involves a critical analysis of existing legal frameworks, policies, and scholarly interpretations to examine the multifaceted challenges and implications of reservation policies in India. By synthesizing insights from authoritative and credible sources, the study aims to construct a robust understanding of the subject while addressing the research problem through theoretical perspectives and practical implications. The doctrinal methodology ensures a structured and detailed analysis, enabling the identification of gaps in existing frameworks and suggesting potential reforms.

ADVANTAGES AND DISADVANTAGES OF RESERVATION SYSTEM IN INDIA

- *Advantages of Reservation System in India*

Reservation initially was proposed by Indian government to uplift the Social and economic position of Hindu minority communities namely Scheduled Tribe (ST), Scheduled Caste (SC) and Other Backward Caste (OBC). According to the Reservation Policy people falling under above categories are subjected to reservation and will be given some fixed percentage of seats in government institutions, lowered cut-off marks in entrance exams, lesser price to fill forms for education and job. This was supposed to upraise the status of minorities in our country and to a certain level it has achieved its desired goal.

- **Uplifting Minorities:** Minorities have suffered for a very long time. Discrimination on the basis of caste was at its peak that is when government decided to imply Reservation Policy. There's been increase in number of people working in government offices under Class A,B,C,D. more number of ST,SC students are enrolled for studying in government institution. Today, minorities are no more minorities in true sense.

- **Sense of Belonging:** These communities were deprived of the social rights and never were considered while making a sound decision. Now they are equally important and gets representation in varied events and decision making that makes them look the part of one large country.
- **Meritocracy- Not Possible?:** Reservation tend to contradict Meritocracy which can be taken as a Disadvantage of Reservation in India. If seats are reserved for certain group of people to a certain post how can it validate Meritocracy? It cannot. For meritocracy to happen first there should be equality. If two groups are not on the same platform or level how can they compete? That's not possible and so does Meritocracy. Because firstly we should bring them in equal level to compete with them and then only selection on the basis of merit only and no Reservation would make true sense.
- **Bridging Gaps:** This definitely has bridged the gap between forward and backward castes. Its lowed down the growth of forwards getting richer and richer and backward going poorer. It kind of helped maintaining balance in the country.
- **Inspired people to take stand:** Implication of Reservation policy in India has helped learning Backward castes and others too that they can fight for the justice, for their rights. Violation of Human Rights can't be compromised and one should take stand for their own good and for the betterment of country. People are even opting for open competition other than the reserved quota that shows they are not afraid to take up a fair meritorious competition. This reservation policy was proposed for ten years to improve the social and economic condition of Backward Communities in India. And the right step taken for their betterment has improved their condition quite nicely.

DISADVANTAGES OF RESERVATION SYSTEM IN INDIA

Disadvantages that are causing many kind of problems in society. As it is helping many backward classes, it is also affecting forward class people because of the quota system. At the present scenario, not every backward class people is financially weak or uninfluential and not every forward is rich. So, I find the concept of Caste based Reservation very dissolution. This way one rightful candidate is not given the opportunity he/she deserves.

- **Only Reserved are Deserved:** As per a national Survey only 0.7% of entire population gets scholarship through merit rest are reserved. Students studying hard and from

General category don't have a bright chance to grab the opportunity even if he/ she is from financially unstable background. Time has come to amend the laws and change rules for the good.

- **Not Reaching Needy:** People don't realize how this has not been reaching masses where it should. Rich and influential backward caste candidates are getting opportunities and benefited from it while poor backward class people, Harijans are still deprived of the facilities they rightfully possess. The reservation system is so corrupt and is used in negative way for meeting electoral requirements that it fails to meet its actual propaganda of helping and upraising Dalits and those who are socially and economically backward.

- **Contradicting Secularism:** India is a country comprising people from every religion, every caste and discrimination on the basis of caste, creed, color etc. is offense. The point of Reservation actually go against the idea of Secularism. General people affected by the reservation Quota hates people who are getting benefited even if they don't need reservation. Actually deprived people are not getting their rights. This leads to a world which is not peaceful. You can't expect a country free of Caste-ism if it itself offers Reservation on the basis of Caste.

- **Migration of Talent:** The real talented people of India, the one who truly deserve to be here are not getting enough job opportunities, better career options making them migrate to foreign countries where they are offered handsome amount for their skills.

- **Lack of Transparency:** Number of OBC citizens in our country is still not listed by Indian government. There are people from ST/SC/OBC quota which protest for their rights under current reservation system as they are not receiving benefits. This shows lack of a transparent media. What is happening under cover of Reservation system is unknown to all.

IMPACT OF RESERVATION ON EDUCATION SYSTEM

The biggest contributing factor to the dismal condition of the Indian Education System today is the 50% reservations to students from the SC/ST/OBC community in educational institutions. It has threatened the progress and prosperity of the nation as the education system forms the backbone of any country. Reservation in Education is a violation of the Basic Right

of a person which is 'Freedom of Choice'. It forces a deserving student to opt for an option which is not his prior choice, only due to the Reservations in Educational Institutions for backward communities.

- ### *SC, ST AND OBC Reservation In Education*

Indian education system it seems is all set to get degraded, thanks to the reservation system. Reservation of seats in educational institutes of India is a law by which a given group of students are allowed concessions. This system is generally applied in government-aided educational institutes. The quota is given based on castes or region. In state level institutes, some seats are reserved for the regional students (of the same state). Again the reservation of seats for SC, ST, physically handicapped and sports person is compulsory in government aided educational institution whether it is a state or a national institute. The percentage of reservation in any govt. aided educational institute is generally 15% for SCs and 7.5% for STs. 3% seats are reserved for Persons with Disability (PWD) as per PWD Act 1995. A 27% quota for Other Backward Classes has been recently proposed which is under consideration by the Parliament of India.

Reservation quota was introduced with the aim of helping out students hailing from the backward class's example of Maharashtra state as shown in fig. 2. Traditionally, these backward classes had been denied basic rights in the past. So, introducing reservation quota for them in educational institutes made perfect sense back then. But the situation has changed now. More and more people are misusing this caste based reservation system and toying around with it for their own advantage. The more eligible candidates are denied seats for professional courses.

CURRENT RESERVATION SYSTEM IN VARIOUS INSTITUTES:

Central government-funded higher education institutions: 22.5% for scheduled caste (dalit) and scheduled tribe (adivasi) students. HRD Minister Arjun Singh has proposed raising this to 49.5%, by including reservation for OBCs.

Engineering:

- **IITs:** A quota of 22.5 % is reserved for the SC/ST students (15% for SC and 7.5% for ST candidates). 27% proposed quota for Other Backward Category is under consideration. But actually, a lot of seats in the reserved category remain vacant & actual figure of students are nearly 7% SC & 3.5%

ST. The unfilled reserve seats are not filled by general category students.

- **PEC-Chandigarh:** Currently 50% seats are reserved for Chandigarh domiciles, earlier it was 80%.

- **IIMs:** A quota of 22.5 % is reserved for the SC/ST students (15% for SC and 7.5% for ST candidates). 27% proposed quota for Other Backward Classes is under consideration. 3% seats are reserved for Persons with Disability (PWD) as per PWD Act 1995.

Medical Institutes:

- **AIIMS:** 14 % reserved for SC, 8% for ST.In addition SC/ST students with only 50% scores are eligible.

- **PG seats in Medical Colleges:** Some seats are reserved for graduates of the corresponding college. The same reservation policy is applicable to SCs and STs in Medical colleges of the country.

CONCLUSION

Caste based hierarchy has been persistent in India for a long time and has far reaching impact on every aspect of human lives (Deshpande (2011), Thorat and Newman (2010), Bharathi et al. (2020), Roy et al. (2020), Deshpande and Ramachandran (2020)). Caste based discrimination has not just had impact on efficiency of labour market but also have marginalised a large number of people. There have been attempts to correct some of this injustice through quota based reservation policy in India. There is a long history of such policies with some states having some form of reservation policy even during the colonial times. In independent India, SC and STs were provided affirmative action since 1950. The Reservations to OBCs is relatively new - reservation in jobs since 1994 and in education since 2008. Some recent studies have investigated the impact of such policy on education and jobs (Basant and Sen, 2020 and Bhattacharjee, 2018, Lee, 2018, Khanna, 2020 and Deshpande and Ramachandran, 2020). To the best of our knowledge, this is the first study which analyses the impact of reservations in education on job and occupational categories. Since reservations in education increased the pool of higher educated and skilled professionals who could have applied to any kind of job, we analyse the impact of education reservation on government and private regular jobs.

We use Difference in Difference framework to estimate the impact of reservation in education on job outcomes and we use

the unit-level data from PLFS-2017-18 for the analysis. In the DID framework, OBCs are considered as the treatment group and reservation as the treatment which was provided to OBCs born after 1990. Our results give evidence to reservation creating a positive impact on getting a government and private job. We find that there is a positive impact on high status jobs too indicating that the higher education reservations has had a positive impact on employment in these jobs.

Results also indicate that increasing intensity increases the impact but once this association is also limited to only low status jobs. We find negative association between intensity and likelihood of getting a high status occupation. While interpreting the results, it must be noted that government jobs are generally preferred in India because of an inherent status associated with it in comparison to private regular jobs. Even within government jobs, there are high status and low status jobs. What drives impact of reservation across different occupations is also dependent on the type of occupation. For instance, a positive impact on a higher status job can be because of a combination of increase in pool of available skilled candidates and some kind of positive stereotype from employers. While a negative impact for a high-status job can be because of combination of factors like low availability of skilled candidates or negative stereotype from the employers. For low status jobs, in addition to these factors, negative impact can also by driven by lower interest by candidates in those jobs. Studies like Basant and Sen (2020) and Bhattacharjee (2018) find that there has been an increase in higher education among OBCs because of reservation policy. This nullifies the argument of lower availability of skilled resources belonging to OBC category. Therefore, a positive impact can be because of increasing pool of skilled and more educated beneficiaries or a positive stereotype while a negative impact can be because of lower job market participation (low status occupations) or negative stereotype (high status occupations).

There are few limitations to our analysis. We do not have data on whether eligible beneficiaries did actually receive benefits from the reservation policy. OBCs as a group have evolved over time and its constitution has changed and therefore their exposure to the policy might have changed. Our results depend on the response provided by the respondent on his social category and does not control for changes in OBC definition. Nevertheless, our results are robust across several specifications and are to our best of knowledge the first estimates of impact of education reservation on job outcomes. We find that although there has been an increase in overall government job outcomes post reservation policy, its impact is rather limited to low status jobs. Also, there has been no impact of reservations on private sector jobs.