

Essay on Reservation in Private Sector

"It is a bitter truth that reservation has resulted in mediocrity and repudiation of quality. With the help of legislative support of reservation, the ineligible have been promoted to the high posts and the better qualified with high marks have just been looking the injustice being done to them for no fault of theirs."

The basic concept of providing reservation to a downtrodden society called Schedule Caste and Schedule Tribe, initially through our Constitution has altogether changed now. Reservation might have provided some relief to the people from poor and downtrodden sections who had scarce opportunities but the same could have been provided through subsidized better education and other support services. Once a concession or any kind of privilege is extended to a particular class no government can withdraw it in a democracy where voting decides the fate of any party.

Indian democracy is called by some thinkers mobocracy, where the illiterate mob, decides the fate of the political parties. The privilege of reservation once given was extended every time as to withdrawing of this privilege means definite removal of the ruling party from the power in the next election. The opposition party or other regional parties can assure to grant the privilege if voted for power. This issue of reservation has become a political concession to garner vote banks.

Reservation in government jobs was opposed many times by other classes and not justifiable after 56 years of independence. Reservation means jobs to inefficient and incompetents at the cost of other competent and more efficient intellectuals.

In the present scenario, things have altogether changed. Both government and private sector are strengthening education and training facilities and the government is subsidizing education even at HMS so there is no ground for continuing the reservation policy.

Now the point of extending reservation to the private sector is also being raised from the political platform, little realizing the disastrous consequences for the country. It is argued by protagonists of extending reservation in the private sector also, that with the globalization and due to rapid narrowing of the state sector on account of privatization and the withdrawal of State from many spheres under the liberalization regime the little room is left for the reserved class to get jobs. If the prevalence of economic discrimination is the justification for reservation in the public sector why can not be the reason for reservation in the private sector. In countries like U.S., Northern Ireland. In Malaysia and others in Latin America, affirmative action was developed from the very beginning both in public and the private sector. As such the demand for ing reservations in the private sector is being raised to set off the long injustice to the reserved category or so-called untouchables. It is further demanded that India must enact an Equal Employment Opportunity Act (as in the United States) to provide safeguards against discrimination. This could be supplemented by affirmative action in terms of reservation in some categories of jobs and other markets.

So far private sector is a concern, it is purely a commercial concern, set up to earn profits or invertible surplus to earn more profits. The objective of the private sector to earn profit can't be achieved if it is forced to run by less competent people. This is an age of globalization, liberalization where no business can be successful if it has incompetent, inefficient manpower. Success in the competition requires a highly-skilled, most competent, most

dedicated, and result-oriented working class, not the people who have been supported with the stick of reservation. Everyone knows that any private enterprise grows with the support and hard work of the specialized and technically trained, well-educated highly motivated manpower. How can a company be expected to carry on with the staff employed under the reservation quota? Not only from the point of efficiency, competence is important, it must also be kept in mind, that for the last 56 years, but the general class candidates have also been suffering a lot because of the reservation provided to their counterparts.

During the short regime of Mr. V.P. Singh, the then P.M., several youths lost their lives against the recommendations of the Mandal Commission. It is a bitter truth, that reservation has resulted in mediocrity and repudiation of quality. With the help of legislative support of reservation, the ineligible have climbed to the high posts and the better qualified with a high mark, have just been looking at the injustice being done to them for no fault of theirs.

"Reservation is against the fundamental principles of humanity, it is against the dictates of reason that a man should by reason of birth be denied or given extra privileges."

—Mahatma Gandhi

This is the demand of time that the present policy of reservation even in the public sector should be reviewed honestly without considering its political repercussion for the real good of the general public. So far reservation in the private sector is a concern, it is neither justified nor have any propriety keeping in view the objectives of the private concern.

Providing any kind of facilities, subsidies and financial aid can be justified, but reservation in the private sector shall ruin the business competence, efficiency and jeopardize the growth of the economy totally.