

Being “Reserved” In A “Reserved” Nation: Navigating The Role Of Affirmative Actions In Attaining Inter-Generational Mobility Among The Scheduled Caste Communities In India.

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Abstract

This paper explores the impact of affirmative action policies on inter-generational mobility within Scheduled Caste (SC) communities in India, a nation often characterized by reserved attitudes towards the lower Castes, their social hierarchy and mobility.

After the constitutional guarantee, the marginalized, Scheduled Castes communities have been benefiting from affirmative actions aimed at fostering equality and opportunities. This study examines how these policies influence socio-economic mobility across generations, addressing both successes and challenges faced by individuals navigating social structures deeply entrenched in a hierarchical framework. Through qualitative analysis and empirical evidence, the research highlights the nuanced intersections of policy implementation, societal attitudes, and individual aspirations, shedding light on the complexities of achieving upward mobility within a reserved nation.

The universe for the undertaken study is the Employees of Northern Indian Railways serving at different grades and portfolios. Key findings underscore the transformative potential of affirmative actions while acknowledging persistent barriers that hinder full realization of mobility and equality. The study contributes to broader discussions on social justice, policy effectiveness, and the dynamics of social change in diverse, stratified societies.

The study also proposed a social work intervention model named CHROME to further expand the collage of the theme for the further studied to be formulated and executed in the coming future.

Keywords: Caste, Affirmative Actions, Intergenerational Mobility, Scheduled Castes, Occupation.