Abstract

**Social Justice through Affirmative Action Policy in BRICS Countries and Its Challenges:**

**A Global Perspective**

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The BRICS stands for Brazil, Russia, India and China and later joined by South Africa in 2011. BRICS have the bilateral relationship which focuses on the mutual benefit, equality and non interference basis.

Affirmative action means special consideration for disadvantaged groups in publicly funded opportunities. The purpose is to level the playing field as the groups preferred are often those that have discriminated against in the past. Many governments around the world have affirmative action policies in public service composition, in publicly provided education and in government contracting decisions. The public service is a vital ground for governments to demonstrate their commitment to affirmative action.

Through increasing social diversity, affirmative action also promotes functional diversity, so the performance of organizations implementing affirmative action should improve over time. On the other hand, merit-based selection is considered an essential feature of a good public service. If officials are selected according to the social attributes instead of merit, then performance of organizations that implement affirmative action should deteriorate over time. If career development is based on considerations other than merit, it could lower the morale of general employees. Affirmative action’s implementation experience can provide insight on how staff incentives can challenge project implementation.

The words, affirmative action does not appear in the 1948 Universal Declaration of Human Rights, the foundation document for contemporary human rights discourse. The declaration does, however, contain two intellectual anchors for affirmative action. First, the declaration repeatedly endorses the principle of human equality. Second, it declares that everyone has the right to work, to an adequate standard of living, and to education. The declaration does not command that all will share equally, but it does suggest strongly that there are minimum levels of employment, education, and subsistence that all should share. If a nation finds that citizens of one race or sex or religion endure a markedly inadequate standard of living, then, the declaration suggests, it has an obligation to uncover the cause of, and respond to, that endurance.

The democracies all over the world responded to the inequalities in the society by enacting legislations and incorporating equality clauses in their constitutions. The group preferences, quota, reservation or positive discrimination exists in different names and in different countries, but it has different histories and traditions. We will discuss further the affirmative action policy of BRICS countries to reduce the inequalities and affirmed the social justice to their deprived citizens.