

Coded Allotment Formula (CAF) for India for Allotment of Reserved Quotas MOST APPROPRIATELY to the Corresponding Reserved Category Candidates: Existing Allotment Procedure is WRONG

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Abstract

Recent caste-based reservation issues in India (2025–2026) focus on legal challenges to sub-categorization, the inclusion/exclusion of the "creamy layer" within SC/ST groups, and surging caste-based discrimination complaints in educational institutions. This research work is regarding a very important National Issue, and in fact about absolutely Wrong practices being done by the Government and organizations since 1947. It has been happening in a hidden and un-noticed way across the country, but **violating the “exact philosophy and objective”** of reservation; none is responsible for it. It is absolutely because of Non-Availability of any excellent method for appropriate allotment policy of reserved quotas, so far. This work is a correction method, as so far the Tribals in our country were deprived because of existing wrong method of appropriate selection, whereas the Tribals since 1945 have been showing huge contribution in the country in pursuance of the country’s excellence.

Keywords: CAF, STC, DC, FPC, BNC, TC, OC, CC, SS

1. Introduction

This work is done exclusively for the world’s most populous country India, but can be well followed and implemented by most of the countries around the world where reservation facilities exist. It has been observed that, SC/ST/OBC... quotas are being filled up by the sons/daughters of renowned rich doctors of SC/ST/OBC categories, by the sons/daughters of IAS/IFS Officers of reserved categories, or by the sons/daughters of Professors or of very rich businessman of reserved category, but not being always filled up by the sons/daughters of rickshaw-walas of reserved categories, by the sons/daughters of the owners of road-side tea stalls, of sweepers of reserved categories,...etc. This work is not to stop anybody’s reserved seats, but to unearth the most correct and most appropriate method for implementation of reservation policy in our country which is missing since 1947. This work will hence do justice with the **“exact philosophy and objective”** of our reservation policy.

It has been happening owing to several un-noticed reason, several hidden reasons, and **mainly due to “non-availability” of an excellent ALLOTMENT method.** with the Government of India and/or constit-

ution of India. It violates the true philosophy and beauty of reservation. Consequently, the reservation system does not meet the exact philosophy of reservation.

The works [1,3,4,5] says indirectly that: Do the country needs “reservation” for further more years next? So question arises : Have our country really implemented the “reservation” policy so far, since 1947, as per the Aims, Objectives, Mission & Vision, and the beautiful Philosophy of reservation ? The present work will justify that the answer is “NO”.

Because, it is true that the reservation policy is implemented since 1947, but the benefits did not go appropriately to the correct destinations because of non-availability of an excellent “ALLOTMENT PROCEDURE”, which must be proper and most appropriate, correctly fulfilling the great Philosophy of “reservation”. It should not be just a “Show” !!

2. An hypothetical Example

Consider the following hypothetical Example.

Suppose that, almost at the eleventh hour of admission, one B.Tech.(CSE) seat has been found vacant in NIT, Agartala which is a reserved seat for ST. As per the policy, admission of a candidate in B.Tech. programmes in NIT Agartala is done merit-basis on the basis of **percentage of marks** only, subject to the condition that the candidate must have passed in Mathematics and Physics both.

But there are only two ST candidates (applicants) for this single vacant seat. One candidate is Ankit and another candidate is Narsungg.

The ST category boy Ankit is born and brought up in Delhi, stays in a big beautiful house and his father is a very rich industrialist in Delhi. He studied in DAV School in Delhi. Ankit has a car and driver of his own for going to school, and for visiting Market, India Gate,etc. Whenever Ankit falls ill, excellent doctor was consulted and gets cured on the same day or in two days in general. Whenever he needs a book or a notebook or pencil box, pencil, geometry box, he got it within one hour. It is because of the well Availability of any items in the shop/market of close proximity.

On the other side, the ST category boy Narsungg is born and brought up in a District in Arunachal Pradesh. He stays in a bamboo-made house having straw roof, but he was happy. His father is a farmer of only 2 acre land, mother is house-wife. He studied in a remote village school, where hardly good teachers are available !. Whenever Narsungg falls ill, excellent domestic made medicines were made by his mother, but he gets cured in a span of one week in general. Whenever Narsungg needs a book or a notebook or pencil box, pencil, geometry box, he can not get it within one month. It is because of the Non-availability of any such items in the shop/market of the village or in the nearby 2-3 villages. His request goes to Itanagar first, and then it goes to Guwahati or Calcutta. Besides that, his own village, the city Itanagar, the state Arunachal Pradesh has very poor transportation facility, very in-deterministic and unpredictable transportation facility.

In the applications of Ankit and Narsungg, it is observed that both passed their Class-XII examination from CBSE Board with Mathematics and Physics passed. The percentage of marks obtained by Ankit is **62.8%** and the percentage of marks obtained by Narsungg is **62.7%**.

The question now arises is : who will be selected for admission now?

Existing Reservation Policy will answer : Ankit.

The next question arises : How? Does this selection (in favour of Ankit) not violate the Aims, Objectives, Mission & Vision, and the beautiful Philosophy of reservation ?

But the Existing Reservation Policy of Government of India will surely answer as below :

Why? The vacant quota is under ST category, and we have given admission to the ST candidate only !!, merit-wise ! Where is the doubt ?

Conclusion of the above Example:-

Let us just see in the above example about the total failure of the existing reservation policy methods, the in-appropriate ALLOTMENT of quota, allotment to wrong candidate !!!!!

Needless to mention the conclusion now. The above example is a very simple type of hypothetical example, but there are many complex situations too, and is very common in the country, and very frequent in the country !!. There are many such situations in other directions too, like in recruitment, in providing scholarship, award, etc. Consequently, this problem needs to be fixed up without delay.

3. Coded Allotment Formula (CAF)

The **Coded Allotment Formula (CAF)** is a new improved model on: “How to appropriately select the “Most Suitable Candidate(s)” to fill-up the „reserved quota“ for admission, for recruitment, for selection for giving award, scholarships etc. This CAF is a highly logical and mathematically or statistically correct method for selection :

- (i) without disturbing the existing „percentage of reservation“ of any reserved category
- (i) and with allotment of “reserved quotas” **most appropriately** to the corresponding reserved category candidates only, not to other reserved candidates of other reserved category. .

The CAF Method can be well coded in the form of a simple software called **CAF-Software**.

During implementation of my proposed CAF formula, all the reserved quota of SC will surely and exclusively be considered for the SC reserved candidates only (will not go to any other reserved or unreserved candidates), and the same is true for ST, for OBC,, etc. The idea CAF can not reduce the number of existing quota for SC/ST/OBC etc. in jobs, admission, scholarships, or in selection procedure wherever reservation system is applicable. It is important to always keep in mind that the **CAF** is a fully dynamic method, depends on the year concerned while being on the application mode for a candidate.

4. CONSTRUCTION of CAF

For any kind of selection (for admission, for scholarship, for job, for an award,etc.), surely there will be a “Selection Committee” or “Selection Board”. The members of the Selection Board will be provided by the Administrative Authority. There are several types of selection, but the following two types of Selection happens in most of the cases in our country :Type-1 : Selection by the simple way, without Written Test and/or Interview etc. Type-1 : Selection with Written Test and/or PPT presentation and/or Interview.

Selection is done using 7 number of beautiful and highly significant Codes. The **Coded Allotment Formula (CAF)** is thus based on a number of important and highly significant attributes. Corresponding to a given candidate, some of the 7 codes gets automatically updated every year, and hence the **CAF** also depends on the year concerned while being on the application mode.

One important criteria is the objective of doing the selection i.e Is it for admission purpose in some medical/engineering college?, or Is it for recruitment for a job?, or is it for awarding any merit/means scholarship?, etc. .

Govt. of India (in particular, our Statistics Department, Finance Department, Income Tax department, HRD, IT, ICT, etc.) have databases containing details of every citizens, viz.

1. literacy percentage of each State of India.
2. literacy percentage of each district in a State in India.
3. ITR-V Form details of every earning citizen.
4. UIDAI Aadhaar databases, etc.

With these rich databases, we now introduce the following seven (7) significant codes which are meant for each of the reserved category candidates :-

STC, DC, FPC, BNC, TC, OC, and CC.

These 7 codes are introduced in details below.

Today we will propose the theory of CAF here with the help of these seven codes only, but it does not mean that the CAF is absolutely constructed. With time, and on having decade-long feedback from experts as well as stakeholders, say on a period every 20 or 30 years, more number of significant codes (more than these proposed 7 codes) could be incorporated later, to renovate the today's construction of the formula for CAF. Thus it means that the CAF can be further improved after 20-30 years or so, by incorporating more and more new codes of high relevance, if happen to come to our country's mind.

These seven codes are to be computed by the Statistics Department, Govt. of India on 1st January every year, and then fixed for that year only, and published in the website of the Ministry of Minorities as well as in the UGC website. Since the values of these 7 codes will change every year on 1st January, the automatic updation of websites about these data is to be done too.

4.1 STC (State Code)

It is a two-digit integer code of a State, gets updated every year. Let us arrange all the States of India in descending order of "literacy Rate in percentage" as recorded by the Statistics Department of the Government of India, in the year concerned. And make a table in which the State having highest literacy rate will carry its two-digit STC = 01. Obviously, the data (literacy rate) changes year to year and hence this code is dependent upon the year concerned.

A hypothetical example of STC is shown below :-

Sr. No.	State	Literacy Rate in Percentage of the state	STC
1	Kerala	99.3	01
2	Delhi	99.1	02
3	Chandigarh	99.0	03
4	-----	-----	04
-----	-----	-----	05
-----	-----	-----

4.2 DC (District Code)

This is a three-digit integer code. Consider a State in our country. Arrange all the Districts of this State in descending order of "literacy rate in percentage" as recorded by the Statistics Department of the Government of India in the year concerned, and make a table in such a way that the Districts having highest literacy rate will carry its three-digit DC = 001. Obviously, the data (literacy rate) changes year to year and hence this code too is dependent upon the year concerned.

A hypothetical example of DC is shown below :-

Consider the Tripura state which has three districts which are : North Tripura, South Tripura and West Tripura. All the three Districts of Tripura can be arranged in descending order of literacy rate as below :

Sr. No.	State	District	Literacy Rate in Percentage	DC
1	Tripura	West Tripura	65.7	001
2	Tripura	North Tripura	43.2	002
3	Tripura	South Tripura	40.5	003

4.3 FPC (Father/Parent Code)

It is a three-digit integer code. It is constructed from the information about father (or mother) of a reserved category citizen as mentioned below :-

Sr. No.	If Condition	then FPC =
1	If father of a reserved citizen is a Class-I officer or higher ranked officer or equivalent, or a rich businessman (as per ITR Form data)	001
2	If father of a reserved citizen is a Class-II officer or of equivalent ranked officer or a good businessman (as per ITR Form data)	002
3	If father of a reserved citizen is a Class-III employee or of equivalent ranked employee or a medium businessman (as per ITR Form data)	003
4	If father of a reserved citizen is a Class-IV employee or of equivalent ranked employee	004
5	If father of a reserved citizen is an employee of fixed pay	005
6	If father of a reserved citizen is a rich farmer or rich businessman	001
7	If father of a reserved citizen is an ordinary farmer or businessman	005
8	If father of a reserved citizen is a poor farmer or a poor businessman (hawker) or a daily rated worker/labour	009

4.4 BNC (Bonus Code)

If a reserve candidate is more qualified than his father on the date of consideration (while for selection for a job/seat/admission), his bonus code is 2, else it is 0. This code is introduced in order to encourage the reserved category boys/girls to study more and more.

4.5 TC (Test Code)

Suppose that the selection will be through a competitive examination comprising of one or more number of tests $T_1, T_2, T_3, \dots, T_n$, which may include Viva-voce, Group-discussion, Seminar/Presentation, etc. in addition to written test (if any). Then the TC of the candidate will be the sum of two numbers: percentage of marks (rounded off) obtained in this test and the percentage of marks obtained in the qualifying examination. In case of grading system, it may be converted to equivalent percentage of marks. Thus TC will be a three-digit number in the range of 000 to 100. In case there is no Test conducted then

only the percentage of marks obtained in the qualifying examination could be considered, or any other type of score as decided by the concerned Selection Board (or deciding authority).

4.6 OC (Other Code)

A Selection Board (or deciding authority) may consider some other parameters which are not included above depending upon the area of interest under consideration, and accordingly the Board may incorporate one or more codes. Otherwise, value of OC is zero.

4.7 CC (Candidate Code)

This code is the final code on the basis of which a ranking (merit list) of the eligible candidates can be made, and selection may be recommended accordingly. The formula for computing CC of a candidate is given below :-

$$CC = (W_1 * STC + W_2 * DC + W_3 * FPC + W_4 * BNC + W_5 * TC + W_6 * OC)$$

where W_i (for $i = 1, 2, 3, 4, 5, 6$) are six weights, whose values will be non-negative real numbers of two decimal places in the closed interval $[0,1]$, subject to the constraint that $\sum W_i = 1$, to be proposed by the concerned authority considering the nature of selection.

By default, it will be Nothing Wrong if any non-negative integer number or even if any non-negative real number be pre-adopted by the concerned authority considering the nature of selection. However, the pre-fixed values of weights will be same across all the reserved candidates, which is obvious.

Note :

The values of these six weights W_i (for $i = 1, 2, 3, 4, 5, 6$) are decided and fixed by the Selection Board (or deciding authority) on the basis of the individual significance of the criteria/parameters used for the purpose. It means, these weights are decided and then pre-fixed on the basis of the issue : which codes are more important and which are less, for that particular selection.

But all these weights must be justified, pre-concluded and prior-approved weights by the concerned authority.

5. Selection Procedure in CAF

Quotas for admission or jobs or scholarships etc. are filled up for reserved candidates which is a very frequent activities in various organizations. The Government of India needs to have an excellent selection procedure which will meet the beautiful philosophy of reservation policy in a much more appropriate manner, in a corrective way.

5.1 For Admission of Reserved Candidates

The values of CC are most significant in CAF in the sense that the selection is made on the basis of CC values of the candidates in case of admission quota or scholarship quota. The final merit list is to be prepared with the candidate with highest value of CC as the top-most candidate, and the list of names will be in the descending order of magnitude of the values of CC. For the sake of transparency, the value of all the 7 codes may be uploaded by the concerned authority in its organization website.

5.2 For Recruitment of Reserved Candidates

In case of selection for job, the **Selection Score (SS)** will help to make the ranking of the reserved Candidates.

Selection Score (SS) of a Candidate

A talent can never be completely or fairly judged by experts by a 30 minutes interview only. This is an important truth being ignored occasionally in India. But at the same time a well constituted „Selection Board” is no doubt an excellent platform for doing an overall judgment of the candidates for selection.

Consider a candidate appearing before an interview board. The final selection will be made based upon a key score known as **Selection Score (SS)** of each candidate.

Selection Score (SS) of a Candidate is defined by

$$SS = e + x + y + z$$

where the parameters x, y, z, e are introduced as below in the following table called by “SS-Score Computation Table”.

The SS-Score Computation Table is always to be filled up by the Experts of the Selection Committee (or Selection Board) in real instant of time of the interview period.

“SS Score” Computation Table

Sr. No.	Name of the Candidate	Performance Score out of 100 marks in the „quality & quantity“ of appropriate experience (in case, experience requirement was not mentioned in the advertisement, then $e = 10$ for all the candidates even if the candidate has experience, but some consideration may be given in the „Z Score“ by the Board Members, if they desire)	Performance Score out of 100 marks, in the Lecture Presentation (if any) = x (in case there is no need of Lecture presentation, then $x = 30$ marks for all the candidates)	Performance Score out of 100 marks in the Interview = y (in case there is no Interview, then $y = 50$ marks for all the candidates)	Marks obtained (percentage) = z (in case of Graded System, the conversion to be done into marks of 100)	SS score
1	----	e	$x =$ the marks awarded by the Selection Board out of 100 in Lecture Presentation.	$y =$ the marks awarded by the Selection Board out of 100 in Interview	z (as stated above)	SS
2						SS
3						SS
4						SS

5						SS
6						SS

6. Negative Issues : Summarily Rejection

By the term “**Negative Issues**”, we mean : unacceptable body language during interview, unacceptable comment or statement made by the candidate during interview, poor feedback from authorized source if any, Police case, CBI/IB case, etc.), joining unauthorized political rally or procession, joining unauthorized any rally or procession, etc etc.

Before taking any decision about selection/rejection of a candidate after the completion of his interview, the Board members will first of all consider the “Negative Issues” if any irrespective of whatever be the score in other parameters. If the Board is not satisfied on this item “Negative Issues”, the board will summarily cancel his candidature and will automatically reject his selection. If the candidate is OK, only then the Board will consider the CAF output result for his selection/rejection.

7. Maulana Azad Foundation Fund : Selection for Allotment of “financial help”

The architecture of **Coded Allotment Formula (CAF)** is based philosophically as well as logically on all such important and real issues in order to make an excellent distribution of existing quota more appropriately to the SC/ST/OBC wherever quota system exists. For example, Maulana Azad Foundation Fund helps many children of **minorities** to grow up academically and in many other aspects, with a proper distribution of huge amount of funds every year. There are many other such Trust/Foundation which function for the growth of the future generation boys and girls of our country. In such cases we must apply **Coded Allotment Formula (CAF)**.

8. Philosophy Behind the construction of “Coded Allotment Formula” (CAF)

This is a study about “Reservation Policy” of India for the reserved candidates of SC/ST/OBC etc. mainly in the method of selection procedure for recruitment (in jobs), for admissions in medical/engineering course, for allotment of scholarships, etc. The **Coded Allotment Formula (CAF)** is based on the real statistical data/information about the reserved candidates.

It must be very clear first of all to any reader that this article on **CAF** is not proposed to reduce the number of existing quota for SC/ST/OBC etc. in jobs, admission, scholarships, or in selection procedure wherever reservation system is applicable. It is fact that in many of the areas quota do not exist for religious-minorities, but our proposed **CAF** is applicable wherever a question of reservation arises, otherwise it is not applicable. Even the percentages of reservation, wherever exist, vary from state to state in India. In India a number of scholarships or student-aid is available for OBC, SC, ST, BC, Women, and Minorities. Some reservations are also made for:-

- Terrorist victims from Kashmir, (e.g. in Punjab state)
- Single girl child (in Punjab state)
- Migrants from the state of Jammu and Kashmir
- Sons/daughters/grandsons/granddaughters of Freedom Fighters
- Physically handicapped
- Sports personalities
- Non-Resident Indians (NRIs) have a small percentage of reserved seats in educational institutions. (Note : NRI reservations were removed from IIT in 2003)

- Candidates sponsored by various organizations
- Those who have served in the armed forces ('ex-serviceman' quota—because the age of superannuation in the Military Service is much shorter than that in the Civil posts; more so, certain intakes are tenure-based, e.g. the contract for Short-Service Commission is merely 8 years)
- Dependents of armed forces personnel killed-in-action
- Repatriates
- Reservation in special schools of Government Undertakings/ PSUs, for the children of their own employees (e.g. Army schools, PSU schools, etc.)
- Paid pathway reservations in places of worship (e.g., Tirumala Venkateswara Temple, Tiruthani Murugan (Balaji) temple)
- Seat reservation for Senior citizens and Physically handicapped in public (bus) transport.

In our proposed CAF formula, all the reserved quota of SC will surely remain exclusively for the SC reserved candidates only, and the same philosophy is true for ST or OBC, which is ofcourse being followed in the existing policy too, be it in a state or in the centre. Our new theory of CAF will in fact assist our country to make proper use of „Reservation Policy”, and will provide more justice to this beautiful policy for further benefit of every reserved community.

Although seats or jobs or scholarships are kept reserved for reserved candidates as per prescribed numerical percentage but still there are long queues, and hence the Government of India needs to have an excellent selection procedure which will justify the beautiful philosophy of reservation policy in a more appropriate manner. In our CAF formula proposed here the gross quota is not getting disturbed numerically for any of SC/ST/OBC, but only the allotment will be more justified, more fair, more logical and hence surely more accurate.

Many of the important real parameters/ points are not considered in the existing method of implementing the reservation policy [1, 3, 4, 5]. There are major hidden error in the existing method of implementation. In this proposal we carefully revisit the actual objective and philosophy of „reservation policy” being practiced in India since 1947, and then we think on how to achieve this objective in a better way without affecting the numerical quota for any reserved category. The CAF proposal is a huge improved version of the existing method both logically and scientifically.

9. Few “Improper cases” for application of CAF

While selecting a teacher for IIT, IIM, AIIMS, IISC, the committee Chairman may not like to follow any such formula. Because for them the top Priority-1 is surely not the question of reservation or the question of allotment of reserved seats, the Priority-1 for them is the NATION for EXCELLENCE only. However, in case Excellent candidates are available to the Chairman more in number than the reserved percentage of quota, they will not hesitate to recruit all of them irrespective of which reservation (SC or ST or ...) he is from. Anyway, it is fact only for few above cases out of a very large number (beyond these institutes) in India. For most of the Indians it is a very wrong conception in mind that : whenever a Heart Operation is being done by a reserved category Surgeon inside OT, then they remains in doubt of quality for a better future life of the patient. Indians have to become free from such mindset.

10. Non-linear CAF Model in future (after 20-30 years) if required.

We have considered here a weighted-linear formula for CC, and then for SS too. If all W_i are chosen to be equal, then CC becomes a simple linear function. However, in future, say after 20-30 years from now

, if we feel to explore whether a non-linear function of several variables model $CC = f(\text{STC}, \text{DC}, \text{FPC}, \text{BNC}, \text{TC}, \text{OC})$ can produce further appropriate results, then we could do. But surely today it is too early to consider. The Non-linear CAF Model in future (after 20-30 years) if required, can also be well coded in the form of a simple software called **CAF-Software**.

11. CONCLUSION

The **Coded Allotment Formula (CAF)** is a new formula for proper allocation of reserved jobs or reserved seats (for admission) to the reserved candidates with appropriate distribution and allotment. The CAF can give a better justice to the philosophy of reservation policy (selection of reserved candidates in recruitments for jobs or for admissions in medical/engineering seats or for allocation of scholarships, etc) in India. The formula does not effect the total reserved quota, but allocates the reserved seats/jobs to the right candidates in a much fair and transparent way. A link with the UIDAI Aadhaar database of the Govt. of India may improve this new formula as an additional asset in its implementation for the national interest. The CAF introduced below is assumed to be a linear formula here, but in case of requirement (applying least square method) it could be made a non-linear too, provided the non-linear model performs better. The CAF Method can be well coded in the form of a simple software called **CAF-Software**. The CAF-software will automatically fetch the relevant data from the databases available in the website of the Government of India. Only inputs in it at real instant of time of application will be : the pre-fixed weights, data of each reserve candidate at the time of considering for selection. One of the beautiful features in our country's constitution is that in most of the cases there are seats (for jobs, for promotions, for admissions, etc.) kept reserved for Minority/SC/ST/OBC etc. i.e. for the reserved category candidates. There is a strong Philosophy behind such strategy/policy adopted in our constitution. The existing method of implementation of reservation policy followed in India is good, but surely an obsolete. To make a better justice to this philosophy, we have made an attempt here to make allocation of all the reserved admission-seats or jobs to the reserved category candidates most appropriately and to the very right candidates. It must be very clear to any reader that this article is not proposed to reduce or to disturb the number of existing quota for Minority/SC/ST/OBC etc. in jobs, admission, scholarships, or in selection procedure wherever reservation system is applicable. Besides that, in our proposed formula all the reserved quota of SC will surely remain exclusively for the SC reserved candidates only, and the same philosophy is true for ST or OBC or minority communities, which is ofcourse followed in the existing policy too. The **Coded Allotment Formula (CAF)** proposed here does not disturb the quota figure (i.e. the number of vacancies reserved for any individual reserved community) under any circumstances. There is no confusion in it. But CAF makes a better kind of selection among the reserved category candidates for an appropriate distribution of reserved seats or reserved jobs or any reserved items to the right candidates. It is better in the sense that it justifies at a very deep extent the beautiful philosophy and logic of our reservation policy, which were missing presently in the existing implementation style. By applying CAF, the quota will go to the right candidates among the reserved category candidates. The existing policy of allotment of seats to the reserved candidates is a very straightforward policy, but our proposed CAF is designed considering a number of important real parameters as input in order to locate and identify the most appropriate candidates of respective reserved categories. A link with UIDAI Aadhaar Card database maintained by the Government of India will be surely helpful as an additional asset to compute CC on real time basis.

Although CC is computed here using a linear equation, it can be generalized further and can be made non-linear too if necessary for a possible further better result (but it needs a rigorous amount of research and field work before making any comment), but surely not required today. It is expected that the Government of India would implement this proposal, for a much higher national interest and for successful implementation of the beautiful philosophy behind the reservation policy. The CAF Method can be well coded in the form of a simple software called **CAF-Software**.

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