Polity & Governance · GS - II

Discuss how public recruitment reforms can improve employment outcomes while strengthening administrative capacity and social equity. (150 words)

EXAM YEAR	PAPER	SUBJECT
Daily Practice 06/10/2026	GS - II	Polity & Governance

MARKS	WORD LIMIT
10	~150 words

Answer Hint

- **Vacancies; merit; transparency; exam reform; recruitment calendars; local representation; skill needs; digitisation; grievance redressal.**
- **Use recruitment news as context; distinguish filling posts from creating jobs; mention capacity and equity.**

Model Answer

Public recruitment is not merely an employment mechanism; it is also a means of building state capacity. Persistent vacancies can weaken policing, education, health and administrative delivery, while irregular recruitment cycles impose uncertainty on young aspirants.

Reforms should begin with annual workforce planning based on departmental workload and demographic needs. Recruitment calendars, time-bound examinations and transparent vacancy disclosure can reduce uncertainty. Technology can support secure applications, examination management and merit-based selection, but digital systems must remain accessible to candidates with limited connectivity. Recruitment processes should provide effective grievance redressal and reasonable accommodations for disadvantaged groups.

Equally important is the distinction between filling vacancies and generating employment. Governments should complement public recruitment with private-sector job creation, apprenticeships, skilling and entrepreneurship.

Recruitment should also focus on emerging capabilities such as cybersecurity, data analysis and climate governance.

Thus, timely public recruitment can simultaneously reduce youth frustration, improve administrative efficiency and strengthen citizen services. A predictable, transparent and competency-oriented recruitment architecture is essential for both social equity and effective governance.