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“Although meritocracy was embraced as

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the handmaiden of equality, and did open up the elite in its early years, it now more nearly stifles rather than fosters social mobility,” he writes. “The avenues that once carried people from modest circumstances into the American elite are narrowing dramatically.

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individual merit. This idea is most familiar from the allocation of jobs, with respect to which most would agree that the applicant who would do best in the job should be appointed.

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Absent serious scrutiny of the elitist foundations of meritocratic ideals and meritocratic policy practice, the pursuit of meritocracy in Britain pulls ever more people into a rat race; it inevitably entails blaming the victims of structural inequalities; and it will further erode social solidarity as equality and need are

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abandoned in the search to reward 'merit' in all realms of life.

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The appeal of meritocracy is plain to see, because it appears to promote equality of opportunity. However, in this paper we

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argue that meritocracy is also a deeply elitist project. Firstly, we place Michael Young in context to show how his critique of meritocracy should be understood as a socialist vision to ameliorate class divides.

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the past, equality of opportunity

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(theoretically provided in a perfect meritocracy) was satisfactory because in an industrial society, hard work and effort was what allowed social mobility. The resulting inequalities were deemed acceptable. However, in today's post-industrial society, talent has replaced simple effort. This new mode of access to

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unconsciously filtered out in the process.

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