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# Haryana's new job quota rule worries India Inc.

## 'It will hurt the interests of the State'

TUCHLA BHARGAVA  
New Delhi

Warning that its move to reserve private sector jobs for locals "spells disaster" for industrial development and private investment in Haryana, India Inc. has asked the State government to "relook" the legislation, highlighting the lack of adequate availability of skilled manpower.

Industry sources said this may force a rework of their expansion plans in the State, adding that it could also provide a shield to some firms indulging in unethical practices to renege the existing workforce.

### Bill approved

The Governor, earlier this week, approved a Bill that reserves 75% of jobs in the private sector that pay less than ₹50,000 per month for candidates from the State.

Business and entrepreneurs need to source the best human resources available in the country to be competitive and suc-

cessful. To force them into such a regressive straight-jacket will force them to look beyond Haryana and this will ultimately hurt the interests of the State," Uday Shankar, president, Federation of Indian Chambers of Commerce & Industry, said.

Mr. Shankar added that the industry body believes the move was against the spirit of the Constitution, which gives citizens of India the freedom to work anywhere in the country.

### 'Reconsider it'

Other industry bodies, including the Automotive Component Manufacturers Association of India (ACMA), the Confederation of Indian Industry (CII) and the National Association of Software and Service Companies (NASSCOM), have requested the BJP-led government to reconsider the legislation while pitching for a consultation with the industry.

# Chary about new rule of 4% in master, says India Inc.

Chary Jain, president of the...  
"Our industry requires skilled workers...  
High quality professionals...  
Hiring in our sector is done on the basis of merit and ability rather than the domicile of the candidates. The reason for the industry to employ candidates from outside the State is due to the shortage of adequately skilled and trained manpower available in the State."

Chary Jain also highlighted the automotive industry with investments of over Rs 40,000 crore, and which has more than 25% of the State's GDP and creates employment for over 10 lakh people.

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of the law on the State's economy and employment.

Noting that Haryana is facing tough competition from other States in terms of attracting investment, the CI said all major industries housed in the State were going to affect their businesses in a big way and they were now looking to rework their expansion plans in Haryana.

CI has recommended that the State may, after discussions, come out with a percentage and also the associated incentives be offered to industry for employing local people.

Job quota for locals could not be made mandatory for existing units as they could not lay off a trained employee from other States to give those jobs to locals, it said.

According to Anupama Varma, partner at the law firm J Sagar Associates, the legality of the Act is pretty much suspect and it may not be able to withstand judicial scrutiny for the violation of article 19(1)(g) and 14(1) of the Constitution of India. "The Act hinges upon the sacrosanct fundamental rights of freedom to practice any occupation or business. The implementation of the Act just when industrial and business activities are resuming after the COVID pandemic might result in an undue burden on them. The State is in a bind."