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/ ವಿಷಯ : DEPARTMENT / SUBJECT: Social welfareಹೆಸರು : NAME OF THE NEWS PAPER: Deccan Herald ದಿನಾಂಕ : DATE 18/7/2021Job quota,
retrograde step

Haryana's law for reservation of jobs in the private sector for local residents is a retrograde measure which will hurt the interests both the state and the country. The Employment of Local Candidates Bill 2020, passed by the state assembly in November last year and notified by the government last week, requires companies to reserve 75% of jobs with a gross monthly salary of less than Rs 50,000 for people born in the state or those who have lived there for at least five years. It is part of a populist politics which seeks to appeal to the narrow parochial sentiments of the people without really helping them. The Jannayak Janta Party (JJP) led by Dushyant Chautala, which is a partner of the BJP government in the state, had promised job reservation for locals in the



Dushyant Chautala
Leader of the
JJP is in con-
sultation

last election, and the government is now trying to implement it as it is dependent on the JJP's support.

Last year, the government had promulgated an ordinance providing for local job quota but the state governor refused assent for it. It was later passed by the assembly and is sought to be implemented now. It is surprising that the BJP, which claims to shun narrow sentiments and considerations and to have a national view, accepted such a proposal and is now implementing it as a policy in a state ruled by it.

The consequences are predictable. Industry leaders have from the beginning opposed the policy. They rightly feel that when they invest money in a company, they should have the right to recruit the staff they need. When that freedom is denied, they may decide not to invest in the state. That prospect becomes very real in view of the fact that industry has had to seek skilled labour from outside as there has been a shortage of many skills within the state. Haryana's advantage of proximity to the national capital and having an industrialised city like Gurgaon will be lost because of the unwise measure.

The constitutionality of the law is in serious doubt. The Andhra Pradesh assembly has also passed a similar legislation but it has been challenged in the high court. The verdict is yet to be pronounced but the court has said that "it may be unconstitutional." The law seems to violate the constitutional rights to equality, equality of opportunity in employment and to freedom of movement. Every citizen should have the right to live and work in any part of the country. The Supreme Court has, in a 2014 ruling, said that "restrictions based on residence for the purposes of employment (are) unconstitutional". What Haryana should do is to improve its human resources and the skills of its people.