Wrongheaded policy: On the Karnataka jobs-for-locals bill

The Karnataka **Bill** on reserving jobs for locals **is** self-defeating

Despite the fact that **attempts** to provide reservation in jobs for local workers **have** been proven **unconstitutional** and **have** been rejected by courts, the **temptation** to **pander** to **nativist sentiments remains** among State governments. **A case in point** is the draft Karnataka State Employment of Local Candidates in the Industries, Factories and Other Establishments Bill, 2024, cleared by the Congress government's cabinet but later "temporarily **withheld**" **following** an **uproar** from industry heads and trade bodies in Karnataka. The Bill **envisaged** that industries and other establishments would appoint local candidates in 50% of management positions and 70% of non-management positions, and set **stringent** criteria for defining local candidates. Similar Bills were passed in Andhra Pradesh in 2019, Haryana in 2020, and Jharkhand in 2023. While the Karnataka Bill added **proficiency** in Kannada as one of the criteria to define eligibility of a local candidate, the Haryana and Andhra Pradesh laws were largely based on residency **criterion**. The Punjab and Haryana High Court **quashed** the Haryana Act in 2023 holding it **violative** of equality guaranteed under Article 14 and freedom under Article 19 of the Constitution. It added that the Act **went against** the rights of citizens from the rest of the country and that States **enacting** such laws could **set up** "**artificial** walls" **throughout** India. The Andhra Pradesh Act is still being heard in court, while the Jharkhand Bill has not been implemented. Apart from the **aforementioned** reasons, the Karnataka Bill is also violative of Article 16(3) that allows for reservation based on residence, but **limits** it to public employment and to be **enforced** only by a law made in Parliament and not by a State Legislature.

The **temptation** for the Karnataka government to come up with Bills that provide for reservation for locals and labour **protectionism** despite their proven **unconstitutionality is** perhaps motivated by the fact that there is **resentment** among resident workers in **better-off** States that their jobs are being taken over by **migrant** workers. This is especially so among those aspiring for jobs in the private sector, where some employers have **sought** to **exploit** migrant workers to work for longer hours and at lower pay without benefits or social protections and without political support that is otherwise available to local workers. If Karnataka is concerned about this **segmentation** of the labour market that **pits** the migrant worker **against** the locals, it should **enforce** labour rights for **the former** as well; and by **curbing exploitative** practices, it could create a **level playing field** for all workers. **Protectionism** for the local worker and **parochialism is** not the answer.   **[Practice Exercise]**

- Red/blue coloring of words in the sentence indicates subject verb relationship; where 'red' denotes 'subject' and 'blue' denotes 'verb'.

Vocabulary

1. **Wrongheaded** (adjective) – Misguided, erroneous, ill-advised, mistaken, flawed गलत विचारधारा वाला

2. **Self-defeating** (adjective) – Counterproductive, futile, ineffective, unsuccessful, self-destructive आत्म-विरोधाभासी

3. **Unconstitutional** (adjective) – Illegal, unlawful, illegitimate, against the constitution, forbidden असंवैधानिक

4. **Temptation** (noun) – Allurement, lure, enticement, appeal, attraction प्रलोभन

5. **Pander** (to) (verb) – Cater to, indulge, gratify, appease, satisfy तुष्टि करना/ को बढ़ावा देना

6. **Nativist** (adjective) – Nationalistic, patriotic, anti-immigrant, protectionist, xenophobic देशवादी

7. **Sentiment** (noun) – Feeling, opinion, view, attitude, emotion भावना

8. **A case in point** (phrase) – Example, instance, illustration, case, example in context एक उदाहरण

9. **Withhold** (verb) – Refuse, deny, suppress, reserve, hold back, keep back, refuse to give रोकना

10. **Following** (preposition) – After, subsequent to, in the wake of, ensuing, succeeding के बाद

11. **Uproar** (noun) – Outcry, commotion, protest, disturbance, tumult हंगामा

12. **Envisage** (verb) – Imagine, foresee, envision, anticipate, contemplate परिकल्पना करना

13. **Stringent** (adjective) – Strict, severe, rigorous, demanding, tough कठोर

14. **Proficiency** (noun) – Skill, competence, expertise, mastery, ability कुशलता

15. **Criterion** (noun) – Standard, benchmark, measure, guideline, yardstick मापदंड

16. **Quash** (verb) – Nullify, overturn, cancel, invalidate, annul रद्द करना

17. **Violative** (adjective) – Breaching, infringing, contravening, violating, breaking उल्लंघन करने वाला

18. **Go against** (phrase) – Oppose, contradict, defy, conflict with, counter के खिलाफ जाना

19. **Enact** (verb) – Pass, implement, establish, legislate, decree लागू करना

20. **Set up** (phrasal verb) – Establish, create, initiate, organize, arrange स्थापित करना

21. **Artificial** (adjective) – Fake, synthetic, unnatural, man-made, contrived कृत्रिम

22. **Throughout** (adverb) – All over, across, during, in every part, throughout the whole पूरे में

23. **Aforementioned** (adjective) – Previously mentioned, earlier cited, above-stated, previously referred to उपर्युक्त

24. **Limit** (verb) – Restrict, confine, cap, constrain, control सीमित करना

25. **Enforce** (verb) – Implement, apply, execute, uphold, administer लागू करना

26. **Temptation** (noun) – Attraction, lure, appeal, enticement, allurement प्रलोभन

27. **Protectionism** (noun) – Economic policy of restricting imports to protect domestic industries, trade barriers संरक्षणवाद

28. **Unconstitutionality** (noun) – Illegality, unlawfulness, breach of constitution, contravention of constitutional principles असंवैधानिकता

29. **Resentment** (noun) – Bitterness, indignation, anger, dissatisfaction, displeasure नाराजगी

30. **Better-off** (adjective) – Wealthier, more prosperous, more affluent, in a better position, more fortunate बेहतर स्थिति में

31. **Migrant** (adjective) – Moving, traveling, immigrant, transitory, relocating प्रवासी

32. **Seek** (verb) – Try to obtain, search for, pursue, look for, strive for तलाश करना

33. **Exploit** (verb) – Take advantage of, misuse, abuse, capitalize on, manipulate शोषण करना

34. **Segmentation** (noun) – Division, partition, subdivision, separation, fragmentation विभाजन

35. **Pit against** (phrase) – Set in opposition to, compete with, confront, oppose, match against के खिलाफ खड़ा करना

36. **Enforce** (verb) – Implement, impose, uphold, carry out, apply लागू करना

37. **The former** (noun) – Here it refers to 'the migrant worker'.

38. **Curb** (verb) – Restrain, limit, control, suppress, check रोक लगाना

39. **Exploitative** (adjective) – Abusive, manipulative, unfair, taking advantage, oppressive शोषणकारी

40. **Level playing field** (phrase) – A situation in which everyone has the same opportunities and fair competition. समान अवसर देना

41. **Parochialism** (noun) – Narrow-mindedness, provincialism, insularity, localism, narrow outlook संकीर्णता

Summary of the Editorial

1. The Karnataka Bill aimed at reserving jobs for locals is deemed self-defeating and unconstitutional.
2. Similar attempts in other states have been rejected by courts due to their unconstitutionality.
3. The draft Karnataka State Employment of Local Candidates Bill, 2024, was initially cleared by the Congress government's cabinet.
4. Following industry uproar, the Bill was temporarily withheld.
5. The Bill proposed reserving 50% of management positions and 70% of non-management positions for local candidates.
6. It set strict criteria for defining local candidates, including proficiency in Kannada.
7. Similar bills in Andhra Pradesh (2019), Haryana (2020), and Jharkhand (2023) have faced legal challenges.
8. The Punjab and Haryana High Court quashed the Haryana Act in 2023, citing violations of equality and freedom under Articles 14 and 19 of the Constitution.
9. The Andhra Pradesh Act is still under judicial review, and the Jharkhand Bill has not been implemented.
10. The Karnataka Bill also violates Article 16(3), which limits residence-based reservation to public employment and requires a law made by Parliament, not state legislatures.
11. The motivation for such Bills stems from local resentment towards migrant workers in better-off states.
12. Migrant workers are often exploited for longer hours, lower pay, and lack benefits, leading to resentment among local workers.
13. To address labor market segmentation, Karnataka should enforce labor rights and curb exploitative practices.
14. Ensuring fair treatment for all workers can create a level playing field without resorting to labor protectionism.
15. Protectionism and parochialism are not viable solutions to labor market issues.

Practice Exercise: SSC Pattern Based

1. **What can be inferred about the possible impact of the Karnataka Bill on the national job market?**   **[Editorial Page]**
   A. The bill would likely enhance job opportunities for non-locals in Karnataka.
   B. The bill could create a fragmented job market with increased regional barriers.
   C. The bill would encourage other states to remove residency-based job criteria.
   D. The bill would ensure uniformity in job reservation policies across India.

2. **According to the passage, which Article of the Indian Constitution does the Karnataka Bill violate by enforcing reservation based on residence?**
   A. Article 16(3)
   B. Article 15
   C. Article 19
   D. Article 14

3. **The Karnataka Bill on reserving jobs for locals is described as _____ due to its potential to create legal and constitutional conflicts.**
   A. beneficial
   B. innovative
   C. self-defeating
   D. universally accepted

4. **Why does the passage suggest that Karnataka's proposed bills for reservation for locals might be unconstitutional?**
   A. They disregard the economic benefits migrant workers bring to the state.
   B. They do not comply with the principles of federalism and equality under the Constitution.
   C. They fail to address the issue of unemployment among migrant workers.
   D. They are opposed by most employers in the private sector.

5. **What is the tone of the passage?**
   A. Optimistic
   B. Neutral
   C. Humorous
   D. Critical

6. **Select the most appropriate option to fill in the blank.**
   The streets are empty today as _____ a holiday.
   A. it's
   B. its
   C. was
   D. is

7. **Select the option that expresses the given sentence in active voice.**
   Paddy is grown by the farmers of this village.
   A. The farmers of this village grew paddy.
   B. The farmers of this village have grown paddy.
   C. The farmers of this village grow paddy.

D. The farmers of this village had grown paddy

8. **Select the most appropriate ANTONYM to replace the italicised word.**
    There is a/an **abundance** of fertile soil and magnificent grazing land.
    A. dearth
    B. plenitude
    C. adequacy
    D. plethora

9. **Choose the correct spelling of the underlined word in the given sentence.**
    The world is governed by several **elemenyts**.
    A. elyments
    B. elements
    C. aliments
    D. eliments

10. **Identify the sentence that contains no spelling errors.**
    A. An Ethical Hacker identifies software vulanerabilities so that business owners may adress them before a baleful hacker uncovers them.
    B. An Ethickal Hacker identifies software vulnerabilities so that bussiness owners may address them before a baleful hacker uncovers them.
    C. An Ethical Hacker identifies software vulnerabilities so that business owners may address them before a baleful hacker uncovers them.
    D. An Ethickal Hacker identifies software vulanerabilities so that business owners may adress them before a baleful hacker uncovers them.

11. **Choose the option which means the same as the underlined segment.**
    His deep study of the case **uncovered more problems.**
    A. opened a Pandora's box
    B. opened the fire on
    C. opened conversation
    D. opened a season on

12. **Select the option that can be used as a one-word substitute for the underlined group of words in the given sentence.**
    He was **severe in his manner**, due to his rigidly puritanical outlook.
    A. austere
    B. faithful
    C. precise
    D. authentic

13. **Identify the INCORRECTLY spelt word from the options given.**
    A. Bangel
    B. Angle
    C. Angel
    D. Bagel

14. **Select the most appropriate ANTONYM of the word 'Unworthy' from the given sentence.**
    Unethical behaviour like saying mean or nasty things is intolerable to a noble person

A. Intolerable

B. Noble

C. Nasty

D. Unethical

15. **Select the most appropriate option to fill in the blank.**

Although the jury system is fundamentally _____, no one has ever come up with a better one.

A. sorted

B. flawed

C. appealing

D. flawless

16. **Identify the idiom that best expresses the meaning of the underlined group of words.**

He is **in a very bad situation** after being caught with drugs at school.

A. Last resort

B. In dire straits

C. Square an account

D. At cross purposes

17. **Select the option that can be used as a one-word substitute for the given group of words.**

A floating container anchored to the sea bottom, so used for directing ships and warning them of possible danger

A. Buoy

B. Deck

C. Cabin

D. Channel

18. **Select the most appropriate meaning of the underlined idiom/phrase in the given sentence.**

Henry said he would help with the rent, but he **left me in the lurch.**

A. To comfort someone

B. To desert someone

C. To impersonate someone

D. To blame someone

19. **gives the most appropriate meaning of the underlined phrase in the following sentence.**

My neighbour **has decided** to join the air force.

A. Made up his mind

B. Made a clean sweep

C. Made a fuss

D. Made his own way

20. **Select the correct direct narration of the given sentence.**

Prem said that he had been listening to music for an hour.

A. Prem said, "I have been listening to music for an hour."

B. Prem said, "He has listening to music for an hour."

C. Prem said, "He has be listened to music for an hour."

D. Prem said, "I had listened to music for an hour."

Comprehension:

In the following passage, some words have been deleted. Read the passage carefully and select the most appropriate option to fill in each blank.

All drivers are affected by road rage, whether they are directly or indirectly (1)_____. Individual coping qualities (2)_____ the behaviour of stressful drivers. Instead of being enraged over circumstances beyond their control, drivers (3)_____ learn to be patient. On the road, we must be (4)_____ to control our own emotions. Road raged drivers are also more likely to (5)_____ more traffic offences.

21. **Select the most appropriate option to fill in blank number 1.**
    A. involves
    B. involving
    C. involve
    D. involved

22. **Select the most appropriate option to fill in blank number 2.**
    A. influence
    B. increase
    C. apply
    D. multiply

23. **Select the most appropriate option to fill in blank number 3.**
    A. must
    B. ought
    C. can
    D. to

24. **Select the most appropriate option to fill in blank number 4.**
    A. able
    B. consistent
    C. oblige
    D. brave

25. **Select the most appropriate option to fill in blank number 5.**
    A. incur
    B. proceed
    C. reflect
    D. drag

Answers

1. B	2. A	3.C	4.B	5.D	6. A	7. C	8. A	9. B	10. C	11. A	12.A
13. A	14. B	15.B	16.B	17. A	18.B	19.A	20. A	21.D	22. A	23.A	24. A
25. A									**[Practice Exercise]**		

Explanations

1. **B) The passage suggests that such laws can set up "artificial walls" throughout India, indicating increased regional barriers.**
    A. The bill aims to prioritize locals, which could limit opportunities for non-locals.
    C. The bill follows the trend of other states implementing residency-based criteria, not removing them.
    D. The bill does not ensure uniformity; rather, it shows a trend of individual states enacting their own criteria.

2. **A) The passage specifically mentions Article 16(3) which allows for reservation based on residence but limits it to public employment and to be enforced only by a law made in Parliament.**
    B. Article 15 deals with prohibition of discrimination on grounds of religion, race, caste, sex, or place of birth.
    C. Article 19 deals with freedom of speech and expression, and freedom to move freely throughout the territory of India.
    D. While Article 14 guarantees equality before the law, the specific context in the passage is about Article 16(3).

3. **C) The passage describes the bill as self-defeating due to its potential legal and constitutional conflicts.**
    A. The passage does not describe the bill as beneficial; rather, it highlights its flaws.
    B. The bill is not termed innovative in a positive sense in the passage.
    D. The bill is not described as universally accepted; it faced opposition and was withheld temporarily.

4. **B) They do not comply with the principles of federalism and equality under the Constitution.**
    A. The passage does not mention the economic benefits of migrant workers as a reason for unconstitutionality.
    B. The passage suggests that such bills are proven unconstitutional, implying they violate federal principles and equality.
    C. The focus is on local workers, not the unemployment of migrant workers.
    D. The opposition from employers is not cited as a reason for unconstitutionality.

5. D) **Critical**
    A. Optimistic. The passage does not express hopefulness or positive expectations about the bill or the policies discussed.
    D. Critical. The passage criticizes the Karnataka Bill and similar policies for being unconstitutional and ineffective.
    B. Neutral. The passage takes a clear stance against the bill, showing disapproval rather than remaining neutral.

C. Humorous. The passage addresses serious issues and does not use humor.

6. A) 'It's' का प्रयोग होगा क्योंकि "it's" "it is" का संक्षिप्त रूप होता है। दिए गए वाक्य में, हम "it is" का प्रयोग करना चाहते हैं जिससे वाक्य अर्थपूर्ण हो, अतः "it's" सही option है।

   - 'It's' should be used because "it's" is a contraction of "it is." In the given sentence, we want to use "it is" to make the sentence meaningful, hence "it's" is the correct option.

7. C) The farmers of this village grow paddy

8. A) 'Dearth' का प्रयोग होगा क्योंकि "dearth" का अर्थ होता है 'कमी' या 'अभाव', जो "abundance" का विपरीत है। दिए गए वाक्य में, जिस शब्द का अर्थ 'प्रचुरता' या 'अधिक मात्रा' हो, उसका विपरीत 'dearth' होगा।

   - 'Dearth' should be used because "dearth" means 'lack' or 'shortage', which is opposite to "abundance". In the given sentence, the word that signifies 'ample amount' or 'plenty', its antonym would be 'dearth'.

9. B) 'Elements' सही spelling है। वाक्य में mentioned शब्द 'elements' है जिसका अर्थ होता है तत्व।

   - B) 'Elements' is the correct spelling. The word referenced in the sentence is 'elements' which means components or parts. The spellings in the other options are incorrect.

10. C) An Ethical Hacker identifies software vulnerabilities so that business owners may address them before a baleful hacker uncovers them

11. A) 'opened a Pandora's box' का प्रयोग होगा क्योंकि "opened a Pandora's box" का अर्थ होता है कि किसी चीज की गहरी जांच करने पर अधिक समस्याएं उजागर होती हैं। दिए गए वाक्य में, "deep study of the case" ने और अधिक समस्याओं को उजागर किया, इसलिए हम इस संदर्भ में 'opened a Pandora's box' विकल्प का चयन करेंगे।

    - 'opened a Pandora's box' should be chosen because it means that delving deeply into something reveals more issues. In the given sentence, the "deep study of the case" brought to light more problems, hence we choose the option 'opened a Pandora's box' in this context.

12. A) **Austere** (adjective) – severe or strict in manner or attitude कठोर

13. A) The correct spelling of 'Bangel' is Bangle which means 'a rigid ornamental band worn round the arm or occasionally the ankle.' चूड़ी

14. B) **Unworthy** (adjective) – Shameful, degrading, dishonourable, disgraceful, disreputable, नालायक

    - Noble (adjective) – Honourable, decent, gallant, polite, महान

15. B) 'Flawed' का प्रयोग होगा क्योंकि इस sentence में, यह बताया जा रहा है कि jury system में कुछ दोष है, लेकिन फिर भी किसी ने इससे बेहतर कुछ सोचा नहीं है। 'Flawed' शब्द इस अर्थ को सही तरीके से प्रकट करता है।

- 'Flawed' should be used because in the sentence, it's indicating that there is some imperfection in the jury system, yet no one has thought of a better one. The word 'flawed' accurately conveys this meaning.

16. B) **In dire straits** (phrase) – in a very bad situation बहुत बुरी स्थिति में

   - **Last resort** (phrase) – a final course of action, used only when all else has failed. अंतिम उपाय

   - **Square an account** (phrase) – To settle one's debt; to pay what one owes to someone. खाता चुकता करना

   - **At cross purpose** (phrase) – Misunderstanding or having different aims from one another.

17. A) **Buoy** – A floating container anchored to the sea bottom, so used for directing ships and warning them of possible danger खतरनाक स्थानों के बारे में नावों को चेतावनी देने वाली तैरती हुई वस्तु जो समुद्र या नदी के तल पर बँधी होती है

   - Deck (noun) – a floor of a ship, especially the upper, open level extending for the full length of the vessel. जहाज़ की छत

18. B) **left me in the lurch** (phrase) – To desert someone बिच मझधार में छोड़ देना

19. A) **Made up one's mind** (phrase) – make a decision; decide. मन बना लेना

   - **Make a clean sweep** (phrase) – the winning of all of a group of similar or related competitions, events, or matches. जीत

   - **Make a fuss** (phrase) – become angry and complain. हंगामा मचाना

   - **Make one's own way** (phrase) – To advance or progress, especially through life, according to one's own efforts, inclinations, or designs अपना रास्ता खुद बनाना

20. A) Prem said, "I have been listening to music for an hour."

21. D) **Involved**

   'Involved' का use होगा क्योंकि यह sentence में drivers के लिए एक passive form में है, जिसमें drivers को directly या indirectly affected बताया जा रहा है। दिए गए sentence में "drivers" को रोड रेज से प्रभावित किया जा रहा है, इसलिए हम "involved" शब्द का उपयोग करेंगे।

   - 'Involved' should be used because it is in a passive form in the sentence where the drivers are being directly or indirectly affected. In the given sentence, "drivers" are being affected by road rage, so we use the word "involved".

22. A) **Influence**

   'Influence' का use होगा क्योंकि यहां पर "Individual coping qualities" से "stressful drivers" के व्यवहार पर प्रभाव पड़ रहा है। दिए गए context में, "increase," "apply," और "multiply" का अर्थ समझ में नहीं आता है, इसलिए "influence" सबसे correct option है।

- 'Influence' should be used because here "Individual coping qualities" are affecting the behaviour of "stressful drivers". In the given context, the meanings of "increase," "apply," and "multiply" don't make sense, hence "influence" is the most appropriate option.

23. A) **Must**

'Must' का प्रयोग होगा क्योंकि "must" व्यक्ति को एक चीज को करने के लिए अनिवार्य रूप से प्रेरित करता है। दिए गए वाक्य में,drivers को सड़क पर सब्र सीखना चाहिए, इसलिए "must" यहाँ पर सबसे उपयुक्त है।

- 'Must' should be used because "must" indicates an obligation or a strong recommendation. In the given sentence, drivers are being emphasized to learn patience on the road, thus "must" is the most appropriate choice here.

24. A) **able**

'Able' का use होगा क्योंकि "able" उस समय का प्रयोग किया जाता है जब किसी क्षमता या सामर्थ्य की बात की जाती है। दिए गए वाक्य में, अपनी भावनाओं को नियंत्रित करने की क्षमता का उल्लेख किया गया है, इसलिए हम इस रिक्त स्थान के लिए "able" चुनेंगे।

- 'Able' should be used because "able" is used when referring to capability or ability. In the given sentence, there's a mention of the capability to control emotions, so we choose "able" for this blank.
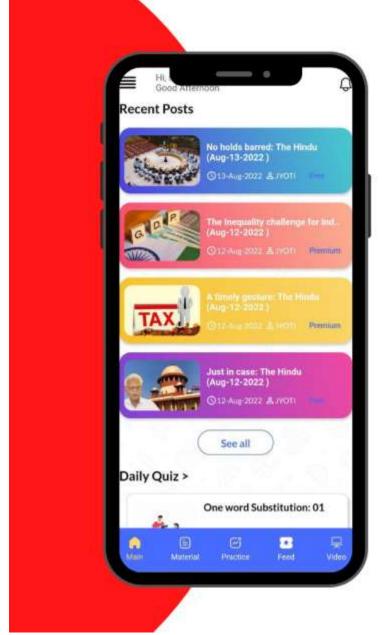
25. A) **Incur**

'incur' का use होगा क्योंकि "incur" का मतलब है किसी प्रकार का नुकसान या जिम्मेदारी उठाना। दिए गए वाक्य में, road raged drivers ज्यादा traffic offences को उठा सकते हैं, इसलिए हम इस जगह "incur" का उपयोग करेंगे।

- 'Incur' should be used because "incur" means to become liable or subject to. In the given sentence, road raged drivers are more likely to face or get more traffic offences, so we use "incur" in this context.