

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO. 204
TO BE ANSWERED ON 21.12.2023**

MASS LAYOFFS IN VARIOUS SECTORS

204. SHRI K.R.N. RAJESHKUMAR:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether Government has taken cognizance of the mass layoffs in various multi-national and Indian companies in the IT, social media, EdTech firms and related sectors;**
- (b) if so, the number of workers who have lost their jobs in mass layoffs in these sectors, sector-wise;**
- (c) whether Government has taken any steps to address the issues of those employees and to ensure their welfare;**
- (d) if so, the details thereof;**
- (e) whether Government proposes to intervene in the matter to prevent such mass layoffs in future; and**
- (f) if so, the details thereof?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(SHRI BHUPENDER YADAV)**

(a) to (f): A Statement is laid on the Table of the House.

*

STATEMENT REFERRED TO IN REPLY TO PART (a) TO (f) OF THE RAJYA SABHA STARRED QUESTION NO. 204 TO BE ANSWERED ON 21.12.2023 RAISED BY SHRI K.R.N. RAJESHKUMAR REGARDING MASS LAYOFFS IN VARIOUS SECTORS

(a) to (f): Employment and retrenchment including lay-offs are a regular phenomenon in industrial establishments. Matters relating to lay-off and retrenchment in industrial establishments are governed by the provisions of the Industrial Disputes Act, 1947 (ID Act). As per the ID Act, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government before effecting, retrenchment or lay-off. Further, any retrenchment and lay-off not carried out as per the provisions of ID Act are deemed to be illegal. ID Act also provides for right of workmen laid off and retrenched for compensation and it also contains provision for re-employment of retrenched workmen. Based on their respective jurisdictions, Central and State Governments take actions to address the issues of the workmen and protect their interests as per the provision of the Act. In the establishments that lie in the jurisdiction of Central Government, the Central Industrial Relations Machinery (CIRM) is entrusted with the task of maintaining harmonious Industrial relations and protecting the interests of workers including on the matters relating to lay off and retrenchment and their prevention. The jurisdiction in the matters with regard to multi-national and Indian companies in IT, social media, Edu Tech firms and related sectors lies with the respective State Governments which also maintain related details.
