

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 4209
TO BE ANSWERED ON 27.03.2023**

LARGE-SCALE TECH LAY-OFFS

**4209. SHRI SANGAM LAL GUPTA:
SHRI PRATAP CHANDRA SARANGI:
SHRI ANURAG SHARMA:
SHRI BRIJBHUSHAN SHARAN SINGH:
DR. RAMAPATI RAM TRIPATHI:
SHRI P.P. CHAUDHARY:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government is aware of the large-scale tech lay-offs taking place around the world, including India;**
- (b) if so, the number of Indian citizens have been affected by this phenomenon as compared to other countries; and**
- (c) whether the Government has plans to introduce some measures to protect the interests of the labourers, if so, the details thereof and if not, the reasons therefor?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) to (c): Employment and retrenchment including lay-offs are regular phenomenon in industrial establishments. Matters relating to lay-offs in industrial establishments in the country are governed by the provisions of the Industrial Disputes Act, 1947 (ID Act) which also regulates various aspects of lay-off and conditions precedent to retrenchment of workmen. As per the ID Act, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government before effecting closure, retrenchment or lay-off. Further, any retrenchment and lay-off are deemed to be illegal which is not carried out as per the provisions of ID Act. ID Act also provides for right of workmen laid off and retrenched for

Contd..2/-

compensation and it also contains provision for re-employment of retrenched workmen. Based on their respective jurisdictions as demarcated in the ID Act, 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 good Industrial relations and protects the interest of workers including on the matters relating to lay off and its prevention. The jurisdiction in the matters with regard to companies in the Tech and related sectors lie with the respective State Governments. No data is maintained at the Central level on laying off of workers with reference to these sectors.
