

**GOVERNMENT OF INDIA  
COMMUNICATIONS AND INFORMATION TECHNOLOGY  
LOK SABHA**

UNSTARRED QUESTION NO:4771

ANSWERED ON:22.04.2015

REGULATION OF SERVICE CONDITION OF IT EMPLOYEES

Senguttuvan Shri Balasubramaniam;Sundaram Shri P.R.;Udhayakumar Shri M.

**Will the Minister of COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state:**

- (a) whether the Union Government has received any complaints/grievances from IT professionals, employees regarding exploitations, unhealthy working conditions and denial of their rights by their employers;
- (b) if so, the details thereof and the action taken by the Government thereon;
- (c) whether the IT companies are retrenching a large number of employees;
- (d) if so, the details and the reaction of the Government thereto;
- (e) whether the Government proposes to step in and regulate the terms and conditions of employment in the IT sector in which the employers appear to follow a policy of hire-and-fire at will; and
- (f) if so, the details thereof and if not, the corrective measures taken by the Government in this regard?

**Answer**

MINISTER FOR COMMUNICATIONS AND INFORMATION TECHNOLOGY (SHRI RAVI SHANKAR PRASAD)

(a)to(d): No such complaint/representation is available in the Department of Electronics & Information Technology(DeitY). According to the National Association of Software and Services Companies (NASSCOM), the Indian IT-ITES industry continues to be a net hirer of personnel. During the FY 2014-15, the employment by Indian IT-ITES industry is estimated at 3.5 Million with a net addition of about 2,30,000 employees over the previous year. The information relating to retrenchment of employees by the IT companies is not maintained.

(e)and(f): The DeitY has no proposal envisaging regulation of the terms and condition of employment in the IT sector where the employers inter-alia, adopt hire-and-fire policy. However, the employers in the IT-ITES sector, like other sectors are required to comply with applicable laws related to labour/employee welfare. According to the Ministry of Labour & Employment, IT companies falls in State sphere, and are not covered in Central sphere under the Office of Chief Commissioner of Labour (Central).