

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
STARRED QUESTION NO. 16  
TO BE ANSWERED ON 08.12.2022**

**LOSS OF JOBS DUE TO MASS LAYOFFS IN VARIOUS SECTORS**

**16. SHRI A. A. RAHIM:**

**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, Edu Tech firms and related sectors, if so, the number of workers who have lost their jobs in mass layoff in these sectors, company-wise;**
- (b) whether Government has taken any steps to address the issues of those employees and to ensure the welfare of these workers, if so, the details thereof; and**
- (c) whether Government propose to intervene to prevent such mass layoffs in future, if so, the details thereof?**

**ANSWER**

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

**(a) to (c): A statement is laid on the Table of the House.**

\*

\*\*\*\*\*

**STATEMENT REFERRED TO IN REPLY TO PART (a) TO (c) OF THE RAJYA SABHA STARRED QUESTION NO.16 TO BE ANSWERED ON 08.12.2022 RAISED BY SHRI A. A. RAHIM REGARDING LOSS OF JOBS DUE TO MASS LAYOFFS IN VARIOUS SECTORS**

**(a) to (c): 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) 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 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 protect the interest 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 the IT, social media, Edu Tech firms and related sectors lie with the respective State Governments. No data is maintained at the Central level on laying off and retrenchment with reference to these sectors.**

**\*\*\*\*\***