

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1853
TO BE ANSWERED ON 22.12.2022**

LAYOFFS IN TECHNOLOGY AND STARTUP SECTOR

1853. SHRI MALLIKARJUN KHARGE:

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

- (a) whether it is a fact that there have been large-scale layoffs in the technology and startup sector in the last few months;**
- (b) if so, the details thereof;**
- (c) whether Government has any data on the layoffs in the technology and startup sector;**
- (d) if so, the details thereof;**
- (e) if not, the reasons therefor; and**
- (f) the details of measures taken by Government to prevent and mitigate the effects of such large-scale layoffs?**

ANSWER

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

(a) to (f): Employment and lay-offs are regular phenomenon in industrial establishments. Matters relating to lay-off in industrial establishments are governed by the provisions of the Industrial Disputes Act, 1947 (ID Act) which also regulate various aspects of lay-off. As per the ID Act, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government before effecting lay-off. Further, lay-off is 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 for compensation. 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 their prevention. The jurisdictions in the matters with regard to technology and startup sectors lie with the respective State Governments.
