

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 3108
TO BE ANSWERED ON 27.03.2025**

DATA ON LAYOFFS AND WORKFORCE TRANSITION

3108. SHRI MOHAMMED NADIMUL HAQUE:

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

- (a) the sector-wise and year-wise data on layoffs in the country from 2020-2024, particularly in the technology, retail and finance sectors, along with the key reasons identified for these layoffs;**
- (b) the details of Government's initiatives to support workers affected by mass layoffs, along with data on their utilization and effectiveness; and**
- (c) whether Government has conducted any studies on the impact of AI-driven automation and digital transformation on job displacement, if so, the details of findings and policy measures proposed to mitigate its effects?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (c): Employment and retrenchment including lay-offs are a regular phenomenon in industrial establishment which are governed by the provisions of Industrial Disputes Act, 1947 (ID Act). According to the Act, lay-off is defined as the inability of an employer to provide employment to a worker due to reasons such as shortage of raw materials, breakdown of machinery, or natural calamities to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched. The Act has provision for lay-off compensation.

The Labour Bureau of the Ministry has been entrusted with the task of conducting surveys and studies to understand the impact of emerging technologies on employment and labour markets. One such initiative is the "Employer Perception Survey on Future of Work," which aims to gather insights from employers on the future of work and the skills required for emerging technologies.

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The Government considers Artificial Intelligence (AI) to be kinetic enabler for the growth of our digital economy, investments and jobs. To address the challenges posed by emerging technologies, the Government has launched initiatives such as "Future Skills PRIME," which aims to reskill and upskill IT manpower for employability in 10 new/emerging technologies. These include Artificial Intelligence (AI), Blockchain, Robotics, Big Data & Analytics, IoT, Virtual Reality, Cyber security, Cloud Computing, 3D Printing and Web 3.0.

The Central Government and State Governments are responsible for enforcing the provisions of the ID Act in their respective jurisdictions. Year-wise data on lay-off cases handled and workers affected in the central sphere is as follows:

Year	Lay-off	No. of workers affected
2020	40	6376
2021	28	4978
2022	20	2761
2023	1	513

The State Governments/UTs are entrusted with the task under the ID Act and maintain their own data/information.
