

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1375
TO BE ANSWERED ON 30.07.2026**

LAYOFF IN IT SECTOR

1375. SHRI SANDOSH KUMAR P:

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

- (a) the number of employees laid off by Information Technology (IT) companies during each of the last three years, company-wise and State/UT-wise;**
- (b) whether Government has assessed the reasons for increase in layoffs in IT sector and if so, the details thereof;**
- (c) the measures taken by Government to protect the interests of affected employees, including support for re-skilling and re-employment; and**
- (d) whether Government proposes any policy or regulatory measures to prevent arbitrary layoffs and promote employment stability in the IT sector and if so, the details thereof?**

ANSWER

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

(a) to (d): “Labour” as a subject falls in the Concurrent List. Based on their respective jurisdiction as demarcated in the Industrial Relations Code, 2020, Central and State Governments take actions to address the issues of the workers and protect their interests. 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 protecting the interest of workers including in matters relating to termination, retrenchment or lay-off and its prevention. The data pertaining to the private sector are maintained by the respective State Governments.

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The Industrial Relations Code, 2020 contains various provisions to safeguard workers' rights and job security, including statutory safeguards in the form of mandatory notice period, retrenchment compensation and provision for retrenched workers to be given preference in re-employment are applicable for all retrenched workers. The Code also introduces Workers Re-skilling fund for training of retrenched workers for the first time with a view to providing financial support to retrenched workers to utilize that amount for his re-skilling. The Negotiating Unions/Negotiating Councils have been brought under the statutory provisions to strengthen collective bargaining.

The Ministry of Electronics and Information Technology (MeitY), in collaboration with NASSCOM, is implementing the FutureSkills PRIME programme for re-skilling and up-skilling in emerging technologies. Further, the National Institute of Electronics and Information Technology (NIELIT) offers long-term and short-term skill development courses in IT/ITeS and emerging technology domains and has launched the NIELIT Digital University platform to provide online and blended courses in areas such as Artificial Intelligence, Cybersecurity and Cloud Computing.

Further, the industrial establishments having 300 or more workers are required to seek prior permission of the appropriate government for lay-off, retrenchment and closure.
