

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 649
TO BE ANSWERED ON 24.07.2023**

MASS LAYOFFS BY CORPORATE COMPANIES

649. SHRIMATI KANIMOZHI KARUNANIDHI:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government is aware of the recent mass layoffs done by many corporate companies during the last two years;**
- (b) if so, the details regarding the companies and the number of labours laid off;**
- (c) whether the Government has formulated any policies to safeguard the employees in case of such sudden mass layoffs, if so, the details thereof;**
- (d) whether the laid off employees were given proper benefits like their Provident fund dues through the EPFO; and**
- (e) if so, the details thereof?**

ANSWER

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

(a) to (e): The matters relating to lay-offs in industrial establishments are governed by the provisions of the Industrial Disputes Act, 1947 (ID Act). As per the ID Act, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government before effective closure or retrenchment or lay-off. ID Act also provides for right of workmen laid-off and retrenched for compensation and contains the provision for re-employment of retrenched workmen.

“Labour” as a subject falls in the Concurrent List. Based on their respective jurisdiction as demarcated in the ID Act, Central and State Governments take actions to address the issue of the workmen 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 matters relating to lay-off and its prevention.

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Similarly, different State Governments and UTs are entrusted with the task under the ID Act and maintain their own information.

So far as establishments under the Central Sphere are concerned, as per information received, no workmen were reported to be laid off in 2021-22. In 2022-23, 4,810 workmen were laid-off in M/s. Singareni Collieries Company Ltd., due to a fire incident. The laid-off workmen were paid a compensation of Rs. 44,69,210.49 (Rs. Forty Four Lakh Sixty Nine Thousand Two Hundred and Ten and Forty Nine Paise). Further, all the laid-off workmen were retained and engaged on their regular and normal duties with effect from 06.03.2023 by M/s. Singareni Collieries Co. Ltd.
