

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT**

**LOK SABHA**

**UNSTARRED QUESTION NO. 1207  
TO BE ANSWERED ON 19.09.2020**

**RETRENCHMENT OF EMPLOYEES**

**†1207. MS. PRATIMA BHOUMIK:**

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

- (a) whether the Government has received complaints regarding retrenchment of employees by companies due to global pandemic, if so, the details thereof, State-wise;**
- (b) whether the Government has taken any action against such companies, if so, the details thereof; if not, the reasons therefor;**
- (c) whether the Government is contemplating to prepare any work plan to provide new opportunity of employment for the people who became jobless due to global pandemic; and**
- (d) if so, the details thereof?**

**ANSWER**

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT  
(SHRI SANTOSH KUMAR GANGWAR)**

**(a) & (b): Employment conditions including retrenchment of the workmen are dealt by the appropriate Government i.e. Central & State Governments in their respective jurisdictions. For those establishments wherein the appropriate Government is the Central Government, the matters pertaining to employment conditions including retrenchment is dealt by the Central Industrial Relations Machinery (CIRM) under this Ministry.**

**Contd..2/-**

**Since the breakout of COVID-19 global pandemic, twenty control rooms were set up by this Ministry across the country to receive and address the complaints of workers including the complaints of wages and retrenchment during the national lock-down.**

**The details of the complaints received at control rooms regarding retrenchment due to corona pandemic and the action taken by the CIRM in respect of the establishments under the Central sphere is annexed.**

**(c) & (d): Section 25H of the Industrial Disputes Act, 1947 provides for re-employment of retrenched workmen, wherein if any workmen are retrenched, and the employer proposes to take into his employ any persons, he shall, in such manner as may be prescribed, give an opportunity (to the retrenched workmen who are citizens of India to offer themselves for re-employment, and such retrenched workmen) who offer themselves for re-employment shall have preference over other persons.**

**This Ministry is also implementing the National Career Service (NCS) Project as a Mission Mode Project to provide a variety of employment related services like job matching, career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. through a digital platform ([www.ncs.gov.in](http://www.ncs.gov.in)). In order to enhance the employability of the jobseekers during COVID-19 pandemic an online training programme in collaboration with TCS-iON on “Career Skills” has been started on NCS portal. NCS portal also launched an online Job Fair module where the complete cycle of job posting to selection of candidate can be completed on the portal.**

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Annexure referred to in reply to part (a) & (b) of Lok Sabha Unstarred Question no. 1207 for 19.09.2020

State wise details of the number of workers terminated in the Central Sphere and the action taken in the matter

Name of the State	No. of workers/ employees retrenched	Action taken
Ajmer (Rajasthan)	19	(A) 5 workers reinstated after intervention. (B) 9 workers did not turn up (C) 5 cases are pending
Chandigarh (Punjab, Haryana, HP)	51	(A) 35 complaints have been resolved after intervention (B) 1 complaint has not been seized in conciliation (C) 15 complaints related to either resignation or not covered under the definition of workman as per the ID Act, 1947
Chennai (Tamil Nadu)	250	All 250 workers were reinstated after intervention.
Cochin (Kerala)	798	Out of 798, 127 workers have been reinstated. For remaining 671 workers the conciliation proceedings is under progress.
Dehradun (Uttarakhand)	173	(A) No. of employees reinstated —19 (B) No. of Conciliation proceedings pending- 154
Dhanbad (Jharkhand)	10	All 10 workers were reinstated by the intervention of conciliation officer.
Hyderabad (AndhraPradesh)	251	(A) No. of employees reinstated —222 (B) No. of Conciliation proceedings pending- 29
Jabalpur (Madhya Pradesh)	1526	(A) No. of employees reinstated —1421 (B) No. of Conciliation proceedings pending- 104 (C) Not settled- 1
Kolkata (West Bengal)	330	All 330 workers were reinstated after intervention.
Mumbai (Maharashtra )	1087	Out of 1087, 995 workers have been reinstated, permission for retrenchment have been submitted for 66 workers and for remaining 26 workers the conciliation proceedings is under progress.
New Delhi	1117	All 1117 workers have been re-employed after intervention.
Patna (Bihar)	24	3 workers have been reinstated and remaining 21 workers the conciliation proceedings is under progress.
Raipur (Chhattisgarh)	23	All 23 workers have been reinstated.