

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 2073  
TO BE ANSWERED ON 09.12.2024**

**TERMINATION OF EMPLOYEES BY IT COMPANIES**

**2073. PROF. SOUGATA RAY:**

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

- (a) whether the Government is aware that a large number of employees of various IT Companies have been served termination notices without following existing Labour Laws of the country, if so, the details thereof;**
- (b) whether the Government has given any exception to IT Companies in the existing Labour Laws of the country, if so, the details thereof;**
- (c) whether the Government has any proposal to enact separate law/rules for IT companies for its employees; and**
- (d) if so, the details thereof?**

**ANSWER**

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

**(a) to (d): 'Labour' being a subject under the Concurrent List, both the Central and the State Governments are responsible to enforce labour laws in their respective jurisdictions.**

**Key legislations such as the Industrial Employment (Standing Orders) Act, 1946, the Industrial Disputes Act, 1947, the Factories Act, 1948, and the Shops and Establishments Acts of the respective State Governments address crucial aspects such as working conditions, terms of employment, and termination of services, etc. No exceptions are made for IT Companies under the existing Labour Laws. Most private sector establishments, including IT Companies, fall under the purview of State Governments, making them the appropriate authorities for enforcement of labour laws in these establishments.**

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