

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 241
TO BE ANSWERED ON 05.02.2024**

LARGE SCALE LAYOFFS

**241. MS. RAMYA HARIDAS:
SHRIMATI POONAM MAHAJAN:**

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

- (a) whether there have been large-scale layoffs in the technology and start up sector in the last few months;**
- (b) if so, the details thereof;**
- (c) whether Government has any data on the layoffs in the technology and start up sector;**
- (d) if so, the details thereof and if not, the reasons therefor; and**
- (e) the details of measures taken/proposed to be taken by the Government to prevent and mitigate the effects of such large-scale layoffs?**

ANSWER

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

(a) to (e): Employment and retrenchment including lay-offs are a regular phenomenon in industrial establishments. Matters relating to lay-off and retrenchment 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 effecting, retrenchment or lay-off. Further, any retrenchment and lay-off not carried out as per the provisions of ID Act are deemed to be illegal. ID Act also provides for right of workmen laid off and retrenched for compensation and it also contains provision for re-employment of retrenched workmen. Based on their respective jurisdictions, Central and State Governments take action to address the issues of the workmen and protect their interests as per the provision of the Act. 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 interests of workers including on the matters relating to lay off and retrenchment and their prevention. The jurisdiction in the matters with regard to technology start-up and related sectors lies with the respective State Governments. State Governments/UTs are entrusted with the task under the Industrial Disputes Act, 1947 and maintain their own data/information.
