

HR Law Hotline

March 10, 2009

EMPLOYMENT LAW: INCREASING LAY OFFS AUGMENT WORK AT LABOUR COURTS

Downsizing and termination of employment is inevitable, especially in the current global economy scenario. India has not escaped this stark reality. As per the survey conducted by the Labour Bureau for the period October 2008 - December 2008, the total employment in all the sectors covered by the survey, went down from 16.2 million during September 2008 to 15.7 million during December 2008, resulting in job loss of about half a million persons¹. This analysis however covers only the organized sector, which is likely to be less than 10% of the total workforce of the country. Job losses in the unorganized sector are likely to be far higher. The first two months of 2009 have continued with this trend. Lay-offs and retrenchments are fertile ground for employment lawsuits and should be carefully planned and analyzed prior to implementation in order to avoid expensive and time consuming litigation.

Recent news reports suggest that India's labour courts are bustling with lawsuits as several large scale redundancies and lay-offs have been reported in the recent times. Employees are dragging their employers to court over various issues including non-payment of dues, gratuity payments, wrongful termination, etc. While India is yet to see class action suits such as those prevalent in the United States, recently, close to 70 employees have filed a case against the Indian branch of a foreign bank for non-payment of salary.

THE LEGAL PERSPECTIVE

While Indian employment laws may not be as draconian as perceived internationally, when it comes to lay-offs and retrenchments, Indian employers have to be particularly careful. Federal and state-specific labour laws cast a whole set of obligations upon the employer. Unlike US and certain other countries, India does not follow an at-will employment system and the labour laws allow termination of employment either for cause or for misconduct.

A lay off under the Industrial Disputes Act, 1947 ("IDA") inter alia means failure, refusal or inability of employer on account of shortage of power or raw materials or accumulation of stock or break down of machinery or natural calamity, to give employment to a workman on muster roll. In such a case, the employer can either lay-off the employees by paying the prescribed compensation or offer him alternate employment, if such alternate employment does not call for any special skill or previous experience. Retrenchment means discharge of surplus labour or staff by employer for reasons other than by way of punishment.

Termination of employment as envisaged under the IDA is by way of a 'last in first out' method, in the absence of any agreement to the contrary. Accordingly, the employer is expected to terminate employment of the last person to be employed in each category. Further, the employer needs to comply with the notification and severance payment requirements as prescribed under the IDA, the state-specific shops and establishments Acts, as may be applicable, and the company's standing orders / company policies. The IDA also requires the employer to notify the labour authorities of termination of employment. For 'industrial establishments' where at least 100 workmen are employed, the procedure for lay-off and retrenchment is specifically unwieldy as it also inter alia involves a prior government approval. Invariably, such permission is discretionary and is given on the merits of each case. As per the Payment of Wages Act, 1965, the outstanding dues of the employees need to be settled before the expiry of the second working day from the day on which his employment is terminated.

Non-compliance of the labour laws may potentially expose the employer with litigation risks may include employee's reinstatement order (with continuous service and back wages) along with potential penalties and/or imprisonment of the employer.

Vyapak Desai, head of the Litigation & Dispute Resolution Practice at NDA says that "non-compliances under labour laws albeit of small magnitude may result in litigation dragged on for years which could be avoided if employer is mindful of the compliances under applicable labour laws."

An alternative approach certain employers have been considering include changing the service conditions by withdrawing/reducing certain benefits given to the employees. It is important to note that such changes also need to be in compliance with applicable labour laws.

CONCLUSION

In view of the specific nuances under Indian labour laws relating to terminations, employers need to ensure that they comply with the applicable federal and state-specific labour laws in the event of downsizing. Employers may also consider executing separation and release agreements to potentially mitigate the risks. Certain companies also implement voluntary retirement schemes in order to incentivize the employees to resign from services.

While workforce reductions and lay-offs may be unavoidable for some employers in our current economic crisis, carefully navigating the downsizing waters continues to be critical to avoiding unnecessary and costly litigation.

Research Papers

Compendium of Research Papers

January 11, 2025

FAQs on Setting Up of Offices in India

December 13, 2024

FAQs on Downstream Investment

December 13, 2024

Research Articles

INDIA 2025: The Emerging Powerhouse for Private Equity and M&A Deals

January 15, 2025

Key changes to Model Concession Agreements in the Road Sector

January 03, 2025

The Revolution Realized: Bitcoin's Triumph

December 05, 2024

Audio

Securities Market Regulator's Continued Quest Against "Unfiltered" Financial Advice

December 18, 2024

Digital Lending - Part 1 - What's New with NBFC P2Ps

November 19, 2024

Renewable Roadmap: Budget 2024 and Beyond - Part I

August 26, 2024

NDA Connect

Connect with us at events, conferences and seminars.

NDA Hotline

Click here to view Hotline archives.

Video

"Investment return is not enough" Nishith Desai with Nikunj Dalmia (ET Now) at FI18 event in Riyadh

October 31, 2024

Analysing SEBI's Consultation Paper

1. <http://labour.nic.in/lc/42ilc.html>

DISCLAIMER

The contents of this hotline should not be construed as legal opinion. View detailed disclaimer.

This Hotline provides general information existing at the time of preparation. The Hotline is intended as a news update and Nishith Desai Associates neither assumes nor accepts any responsibility for any loss arising to any person acting or refraining from acting as a result of any material contained in this Hotline. It is recommended that professional advice be taken based on the specific facts and circumstances. This Hotline does not substitute the need to refer to the original pronouncements.

This is not a Spam mail. You have received this mail because you have either requested for it or someone must have suggested your name. Since India has no anti-spamming law, we refer to the US directive, which states that a mail cannot be considered Spam if it contains the sender's contact information, which this mail does. In case this mail doesn't concern you, please unsubscribe from mailing list.

September 26, 2024

Scope of judicial interference and inquiry in an application for appointment of arbitrator under the (Indian) Arbitration and Conciliation Act, 1996

September 22, 2024
