



NASCENT INFORMATION TECHNOLOGY EMPLOYEES SENATE

Organization working extensively for the welfare, rights & benefits of IT & related sector employees.

Date - 08/02/2025

To,
Shri Mansukh Mandaviya Ji,
Hon'ble Minister - Labour & Employment,
Ministry of Labour & Employment, Govt. of India,
Shram Shakti Bhawan, Rafi Marg, New Delhi – 110001

Subject: Complaint Against Infosys Ltd. for Illegal Mass Terminations and Violation of Labour Laws.

Respected Sir,

We are writing to bring to your attention the grave injustice being perpetrated against young IT graduates selected by Infosys Ltd. A complaint regarding this was submitted to you on 20th August 2024, acting on which the office of Chief Labour Commissioner (C) had sent a notice date 03 September 2024 bearing File No. 7(121)/2024-IR to the Karnataka state Labour Department asking to take suitable action under intimation to the NITES and the CLC office. **Nascent Information Technology Employees Senate (NITES)**, a registered association working for the rights and welfare of IT and ITES employees, hereby lodges this formal complaint against **Infosys Ltd.** for its illegal and unethical mass termination of approximately **700 campus recruits** at its **Mysore campus**. The company has acted in blatant disregard of established labour laws, failing to follow due process before terminating employees and engaging in coercive tactics that violate their fundamental rights.

It has come to our attention, through numerous complaints received from affected employees, that Infosys Ltd. has resorted to forcibly terminating recently onboarded campus recruits who had **already suffered a delay of two years** in their joining after being issued offer letters. The onboarding of these employees was secured only after persistent efforts from NITES and representations made to the concerned authorities. However, in a completely unlawful and arbitrary manner, the company is now compelling these employees to sign "**mutual separation**" agreements under duress without their free will or informed consent. The affected employees have been confined to meeting rooms at the Mysore campus, where they are being subjected to **intimidation tactics**, including the presence of **bouncers and security personnel**, to ensure compliance with the company's unilateral decision. Further, Infosys Ltd. has prohibited employees from carrying **mobile phones** or any electronic devices, thereby preventing them from documenting the incident or seeking legal recourse. Employees who have raised objections have been met with an **utterly insensitive response** from the HR officials, who have stated that the company never asked them to wait for two years, thereby demonstrating a complete disregard for the struggles endured by these individuals.

It is imperative to note that Infosys Ltd. has neither provided **any prior notice** to the affected employees nor extended any **severance package** to mitigate the impact of their sudden unemployment. The affected individuals have been **given an ultimatum to vacate the premises immediately**, placing them under immense distress and financial hardship. Such an action, apart from being illegal, is also **highly unethical and exploitative**, especially given the fact that these employees had placed their trust in the organization and waited for two years to commence their professional careers.

In view of the foregoing, **NITES demands immediate intervention from the Ministry of Labour & Employment** to prevent further unlawful terminations and hold Infosys Ltd. accountable for its actions. Specifically, we request the following:

1. **Immediate investigation** into the illegal terminations being carried out at Infosys Ltd.'s Mysore campus.
2. **Issuance of a restraining order** against Infosys Ltd. to halt further terminations until due legal process is followed.
3. **Reinstatement of all terminated employees** along with appropriate compensation for the wrongful termination.
4. **Strict penal action** against Infosys Ltd. for violating provisions of the Industrial Disputes Act, 1947, and other applicable labour laws.



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5. **Direction to Infosys Ltd.** to ensure compliance with all statutory obligations, including the payment of severance compensation and notice period salary to affected employees.

Infosys Ltd.'s actions set a **dangerous precedent** for the IT industry and, if left unaddressed, will embolden other corporations to engage in similar **exploitative and unlawful practices**. The **Ministry of Labour & Employment has an urgent duty to intervene** and safeguard the rights of IT employees who form a crucial part of the nation's workforce.

We urge you to take immediate and stringent action against Infosys Ltd. and ensure that justice is served in accordance with the provisions of the law.

We are enclosing copies of complaints received from affected employees along with this representation for your reference. We trust that the Ministry will act swiftly to uphold the rule of law and protect the interests of Indian IT employees.

Yours sincerely,



Harpreet Singh Saluja,
President,
Nascent Information Technology Employees Senate NITES