

Hexaware - Receives Notice from Labor Commissioner over Termination of 800+ Employees - Pune and Mumbai, Maharashtra (India)

- Hexaware has received a legal notice by the Labor Commissioner over termination of 800+ employees in Pune and Mumbai, Maharashtra (India) to maintain the profitability of business under COVID-19 pandemic
- The Labor Commissioner has issued the notice based on a complaint filed by the National Information Technology Employees Senate (NITES), which is a nonprofit dedicated to the welfare of IT employees
- NITES received complaints from Hexaware employees stating that the company has fired 200+ employees in Pune office and 600+ in Mumbai office
- Also, employees reported that the company has not allowed them to serve notice period and they haven't been paid salaries since last three months
- Based on the complaint filed by NITES, Labor Commissioner office has issued a notice to Hexaware asking company to reverse their decision and pay full salaries to the employees

Source(s)

<https://trak.in/tags/business/2020/05/16/govt-issues-notice-to-hexaware-for-firing-800-employees-stopping-their-3-months-salaries/>
<http://www.punekarnews.in/hexaware-technologies-fires-800-employees-labour-office-issues-notice/>

Targets Affected:

Hexaware

Guidance

Actions to consider:

- Consider implementing suggested actions related to '[Layoffs/Pay Cuts/Freezing of Hiring, Promotions, Appraisals, and Bonuses](#)' under the '[COVID-19: Actions to Consider](#)' section below / next page

Impact level Definitions

Impact Level	Definitions
Immediate	Certain - Supply Wisdom recommends considering prompt action. Examples of Immediate level alert events may include bankruptcy filings, data breaches, unexpected curfews, strikes, power black-outs, major geo-political events etc.
High	Highly likely to occur in the near term (within 3 months) - Supply Wisdom recommends being in a state of readiness to take quick action. Examples of High level alert events may include withdrawal of rating by ratings agencies, hostile takeover, multiple cyber-attacks, new business policies causing significant hardship etc.
Medium	Likely to occur in the mid-term (within 3 to 6 months) - Supply Wisdom recommends reviewing current mitigation steps and being ready to take proactive actions if and when situation deteriorates further. Examples of Medium level alert events may include unplanned C-level exits, suppliers caught in bribery cases, economy slipping into recession.
Low	Possible in the long-term (after 6 months) - Supply Wisdom recommends taking proactive action if situation does not resolve. Examples of Low level alert events may include lawsuits filed against suppliers, client losses, air pollution alerts issued by country's local authorities, unexpected holidays announced for the location etc.
Informational	The event is pertinent information but does not have a risk element associated with it. Examples of Info level alert events may include launch of new solutions, partnerships signed, industry outlook, positive changes in government policies, announcements regarding launch of software parks/ free trade zones/special economic zones etc.