

Layoff / Retrenchment Compliance Guide

HR & WorkTech

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Outlines retrenchment/layoff compliance under the Industrial Disputes Act / Industrial Relations Code — notice, retrenchment compensation, last-in-first-out and government-permission thresholds. Use it before a layoff (legally sensitive — engage a lawyer). For the exit paperwork, use the Separation Agreement Template.

Purpose of this tool & output

Follow due process for layoffs in India

How the output is used

Use it to follow due process for layoffs in India — the notice, compensation and Industrial Disputes Act steps a retrenchment requires.

Important cautions

AI-generated guide; retrenchment is legally sensitive; engage a labour lawyer.

Companion documents

- Separation Agreement Template
- Full-and-Final Settlement Calculator
- Relieving / Experience Letter
- Exit Interview Question Set
- Knowledge-Transfer Plan

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.