

Knowledge Professionals Forum Tamil Nadu

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L&T Infotech Recruitment Scam

History:

L&T Infotech has recruited 5800+ people through campus interviews in various colleges all over india , between September to November of 2014, by issuing them "Offer of Intent".Till November 2015, 60% of the candidates were issued Joining dates and they have eventually joined L&T as employees.Remaining candidates were asked to wait for their turn.Nearly 18 months later,the recruits were asked to appear for an online test on March 2016, with one week prior notice. A week after the online test, 1000+recruits have received "Rejection" E-mail, which stated that their offer of intent is cancelled because of their poor performance in the online test.

Issues:

- * Without having any kind of assurance or guarantee that "Offer of Intent" will transform to actual employment, placement cells of colleges are preventing students from attending other company job interviews.
- * Preventing students from attending other interviews is a strategy to achieve their targetted placement counts, which colleges use as a justification for capitation fees.
- * MNCs use the large count of recruitments as a criteria for wining new businesses. But when they fail to win, they use safe words like "Offer of Intent" and many opaque methods to reject promised jobs to the recruits for it's profit maximization.
- * Nexus between placement cells of colleges and HR departments of MNCs is the sole responsible for this unethical culture in times with increased unemployment in the country.
- * Because of L&T Infotech and colleges have given an impression of guaranteed employment for 18 months, students have lost their freshers tag, and now it's highly difficult to find a meaningful job.
- * Majority of the affected recruits are women.
- * Cancellation of Offer of Intent on ground of performance in assessment test before joining the organisation is an unheard practice in Indian IT industry.

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Immediate Demands:

- * Reinstatement of recruits by L&T Infotech.
- * Anna University, State and Central Labour Department should ensure avenues of placements for affected recruits of L&T Infotech.
- * Financial compensation for 18 months of delay in processing "Offer of Intent" should be ensured by Anna University, State and Central Labour Department.
- * Intervention of Anna University, State and Central Labour Department in curbing the unethical culture created by the colleges and MNCs nexus in campus interviews.
- * State should mandate the formation of workers council inside the MNCs, to check the unethical behaviour in recruitment policies and workers welfare.

Developments:

- * on "Date" an online petition at change.org has been circulated with close to 2000 signatures from all over the country.
- * on "Date" register posts have been sent to CEO of L&T Infotech, Central Labour Commissioner, State Labour Commissioner. Central Labour Commissioner have forwarded the grievance letter to Deputy Commissioner of Labour, Mumbai.
- * on "Date" a delegation of KPF Tamil Nadu and affected recruits of L&T Infotech have given grievance letter to Deputy Commissioner of Labour, Tamil Nadu. She promised that a notice will be served to the HR department of L&T Infotech in a week of time.
- * on 30th May 2016, a day long hunger strike by 100s of affected recruits is planned at Sholinganallur Junction.

Please sign petition and follow us on facebook for more real time updates.

Petition: <https://www.change.org/p/l-t-infotech-l-t-infotech-rejection-1000-fresher-candidates>

Facebook: <https://www.facebook.com/LnTinfotechGiveBackJob/>