

Subject: Urgent Request for Government Intervention to Prevent Exploitation of Young IT Graduates by Infosys Limited

Respected Sir,

We, the Nascent Information Technology Employees Senate (NITES), are writing to you with a grave concern that urgently requires your intervention. We have received multiple grievances from young engineering graduates who have been subjected to unprofessional and exploitative practices by Infosys Limited, one of India's largest IT companies. The continued mistreatment and disregard for these graduates, who are the future of our nation, cannot be tolerated. As a prominent IT and ITES union working for the welfare and rights of employees, we feel it is our duty to bring this matter to the highest levels of government to seek justice and protection for these young professionals.

These graduates were selected for System Engineer (SE) and Digital Specialist Engineer (DSE) roles at Infosys Limited during the 2022-23 campus recruitment drive. Offer letters were issued as early as April 22, 2022, yet the on boarding process has been unreasonably delayed for nearly two years. After prolonged delays, the graduates were asked to participate in an unpaid virtual pre-training program from July 1, 2024, to July 24, 2024, with assurances from the HR team (specifically, Mr. Sudhir Mishra and Ms. Komal Papdeja) that their joining would be finalized by August 19 or September 2, 2024. Despite successfully completing the pre-training, the promised results were never communicated, leaving the graduates in limbo for over 20 days. To their shock, instead of receiving their joining dates, these graduates were informed that they needed to retake the pre-training exam offline, once again without any remuneration. This recurring, unexpected development has caused immense frustration, anxiety, and uncertainty among the graduates, who have invested over two years in anticipation of their professional careers, only to be subjected to repeated delays and questionable practices.

This series of actions by Infosys Limited is not only a blatant exploitation of young talent but also a significant setback to India's economic growth. These young engineering graduates are integral to the future of our nation's IT industry, which plays a pivotal role in our economy. By delaying their careers and subjecting them to unpaid work and repeated assessments, Infosys is not only wasting their valuable time but also undermining the contributions they could be making to India's growth.

We demand that the Ministry of Labor and Employment take immediate and strict action against Infosys Limited to prevent further exploitation of these young professionals. The government must ensure that companies like Infosys are held accountable for their actions and that they adhere to the highest standards of transparency, professionalism, and fairness in their hiring and on boarding processes.

It is imperative that the Ministry intervenes to protect these young graduates from further harm and to send a strong message to all companies in India that such exploitative practices will not be tolerated. The future of our nation's young professionals and, by extension, the future of our economy, depends on swift and decisive action from the government.

We trust that you will take this matter with the seriousness it deserves and look forward to your prompt action.

Yours sincerely,

