

National Human Rights Commission
Manav Adhikar Bhawan Block-C, GPO Complex, INA,, DELHI -110023

ADVOCATE YENNAM BALACHANDER REDDY,
HYDERABAD HYDERABAD , TELANGANA
Dated: 01/04/2026

Dear ADVOCATE YENNAM BALACHANDER REDDY,

The Commission has received your complaint and it has assigned diary number as **7000/IN/2026** with the following details:-

Complainant Details

Name:	ADVOCATE YENNAM BALACHANDER REDDY		
Mobile:	9959850723	Email:	ADVOCATE.BCREDDY@GMAIL.COM
Address:	HYDERABAD		
District:	HYDERABAD	State:	TELANGANA

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Victim Details

Victim Name:	TERMINATED EMPLOYEES OF ORACLE	Gender:	Both
Religion:		Cast:	
Address:	INDIA		
District:	ALL OVER INDIA	State:	ALL OVER INDIA

Incident Details

Incident Place:	INDIA	Incident Date:	01/04/2026
Incident Category:	LABOUR DISPUTES IN PRIVATE SECTOR		
Incident District:	ALL OVER INDIA	Incident State:	ALL OVER INDIA
Is it filed before any Court / State HRC	No		
Incident Details:	Alleged violation of the Right to Life and Livelihood under Article 21 of the Constitution of India due to arbitrary and large-scale layoff practices by Oracle Corporation and its Indian entity Oracle India Private Limited, which reportedly form part of global restructuring driven by artificial intelligence adoption; such actions, if extended to India, raise serious concerns of deprivation of livelihood without just, fair, and reasonable procedure, thereby violating constitutional guarantees and principles of natural justice, including audi alteram partem, along with apparent lack of adequate regulatory oversight by the Ministry of Labour and Employment and other concerned ministries, and I therefore request the Hon'ble Commission to take cognizance, seek appropriate reports, and issue necessary directions to safeguard employees' rights. Detailed Complaint copy dated 01.04.2026 is attached for taking immediate cognizance.		

BEFORE THE NATIONAL HUMAN RIGHTS COMMISSION, NEW DELHI

NHRC CASE No. OF 2026

IN THE MATTER OF:

Violation of Fundamental Rights, particularly the Right to Life and Livelihood under Article 21 of the Constitution of India, arising from arbitrary and large-scale termination practices by a multinational corporation and failure of regulatory oversight.

AND

ADVOCATE YENNAM BALACHANDER REDDY

D.No.: 03-167, Sri Ram Nagar Colony,

IDA Jeedimetla, Hyderabad - 500055.

Mobile : 9959850723

Email id : advocate.bcreddy@gmail.com

AND

RESPONDENTS: The following authorities are directly responsible in the said case and pending disposal the case, may be directed to submit time-bound and comprehensive Action taken reports (ATRs):

1. Oracle Corporation.
2. Oracle India Private Limited.
3. Ministry of Labour and Employment.
4. Ministry of Electronics and Information Technology.
5. Ministry of Corporate Affairs.
6. Ministry of Finance.

COMPLAINT FILED UNDER SECTION 12 OF THE PROTECTION OF HUMAN RIGHTS ACT OF 1993:

MOST RESPECTFULLY SHOWETH:

PARTICULARS OF THE COMPLAINANT:

It is most humbly submitted that I am Y.Balachander Reddy, Advocate and human rights defender, having office Hyderabad – Telangana. Hereinafter referred as the Petitioner. That the petitioner has abundant locus standi as I had filed various petitions before hon'ble NHRC and different HRCs of States in larger public interest and for advancement of human rights. The Petitioner is a public-spirited citizen filing the present petition in public interest, with no personal or private motive.

BRIEF FACTUAL MATRIX OF CASE:

1. The present complaint is being preferred under the Protection of Human Rights Act, 1993, seeking intervention against systemic and arbitrary employment practices adopted by Respondent No. 1, which have the effect of infringing the fundamental rights of employees, including those in India.
2. It is submitted that Respondent No. 1, namely Oracle Corporation, has reportedly initiated large-scale layoffs affecting thousands of employees globally as part of a restructuring exercise linked to artificial intelligence-driven operational shifts.
3. Public disclosures indicate formal termination of employees, including hundreds under statutory notice mechanisms abroad, while broader workforce reductions are being undertaken without adequate transparency.
4. The Complainant submits that Respondent No. 2, Oracle India Private Limited, employs a substantial workforce in India, and the global restructuring creates a reasonable and imminent apprehension of similar or indirect adverse employment actions within Indian jurisdiction.

GROSS VIOLATION OF ARTICLE 21 – RIGHT TO LIFE AND LIVELIHOOD

5. It is well settled through judicial pronouncements that the “right to life” under Article 21 of the Constitution includes the **right to livelihood**, as held in *Olga Tellis v. Bombay Municipal Corporation*.

6. Any deprivation of livelihood must satisfy the test of **just, fair, and reasonable procedure**, failing which it is unconstitutional.
7. Arbitrary, opaque, and large-scale termination practices—particularly where:
 - A. employees are not afforded meaningful notice,
 - B. no opportunity of hearing is provided,
 - C. selection criteria for termination remain undisclosed,
 - D. and no adequate rehabilitation or reskilling mechanisms are instituted, amount to a direct infringement of Article 21.
8. The increasing reliance on technological restructuring (including AI-led workforce displacement) without safeguarding human dignity and livelihood further aggravates the constitutional violation.

VIOLATION OF PRINCIPLES OF NATURAL JUSTICE

9. The impugned actions are further violative of the foundational principles of natural justice, namely:
 - a. **Audi Alteram Partem (Right to be Heard)**: Employees are being deprived of their employment without being given any opportunity to present their case or respond to adverse decisions.
 - b. **Non-Arbitrariness and Fairness**: Absence of transparent criteria and procedural safeguards renders the termination process arbitrary and discriminatory.
 - c. **Legitimate Expectation**: Employees, particularly those in long-term service, have a legitimate expectation of fair treatment, due process, and reasonable security of tenure.
10. Such practices, when adopted by large multinational corporations operating within India, have a cascading effect on labour standards and undermine the rule of law.

FAILURE OF STATE AUTHORITIES

The Respondent Ministries, namely:

- A. Ministry of Labour and Employment.
 - B. Ministry of Electronics and Information Technology.
 - C. Ministry of Corporate Affairs.
 - D. Ministry of Finance.; have failed to proactively regulate and ensure that multinational corporations adhere to constitutional mandates and labour welfare protections.
12. The absence of clear regulatory safeguards concerning AI-driven workforce displacement constitutes a serious lacuna, exposing workers to unchecked corporate actions.

GROUND OF COMPLAINT:

Because arbitrary termination infringes Article 21 of the Constitution of India.

- Because deprivation of livelihood without due process is unconstitutional.
- Because the actions violate principles of natural justice.
- Because there is regulatory inaction in safeguarding workers' rights.
- Because technological transformation cannot override constitutional protections.

PRIMA-FACIE CASE: In the light of the above it is most humbly submitted that the said Complaint has demonstrated strong prima-facie case.

LIMITATION: The said case has running cause of action and is filed within the limitation period.

DECLARATION: The Complainant in good faith declares that this matter is not pending before any State HRC or any other court or authority and that the information provided is based on publicly available reports and credible data.

INTERIM RELIEF

Pending final adjudication, it is prayed that this Hon'ble Commission may:

- Direct maintenance of *status quo* with respect to workforce reduction by Respondent No. 2 in India.
- Initiate an immediate fact-finding inquiry.

PRAYER

In view of the above, it is most humbly prayed that this Hon'ble Commission may be pleased to:

1. Take cognizance of the present complaint as a violation of fundamental human rights.
2. Direct Respondent No. 2, Oracle India Private Limited, to place on record:
 - a. Details of any ongoing or proposed layoffs in India
 - b. Policies governing termination and employee safeguards
3. Call for time-bound detailed Status and Action taken reports from the Respondent Ministries regarding compliance with constitutional and labour law obligations.
4. Issue appropriate recommendations and guidelines mandating:
 - a. Fair procedure prior to termination
 - b. Transparency in workforce reduction
 - c. Mandatory re-skilling and rehabilitation frameworks
5. Recommend formulation of a regulatory framework addressing AI-induced employment displacement.
6. Pass any other order(s) as this Hon'ble Commission may deem fit in the interest of justice.

FILED BY:

ADVOCATE YENNAM BALACHANDER REDDY

FILED ON : 01.04.2026

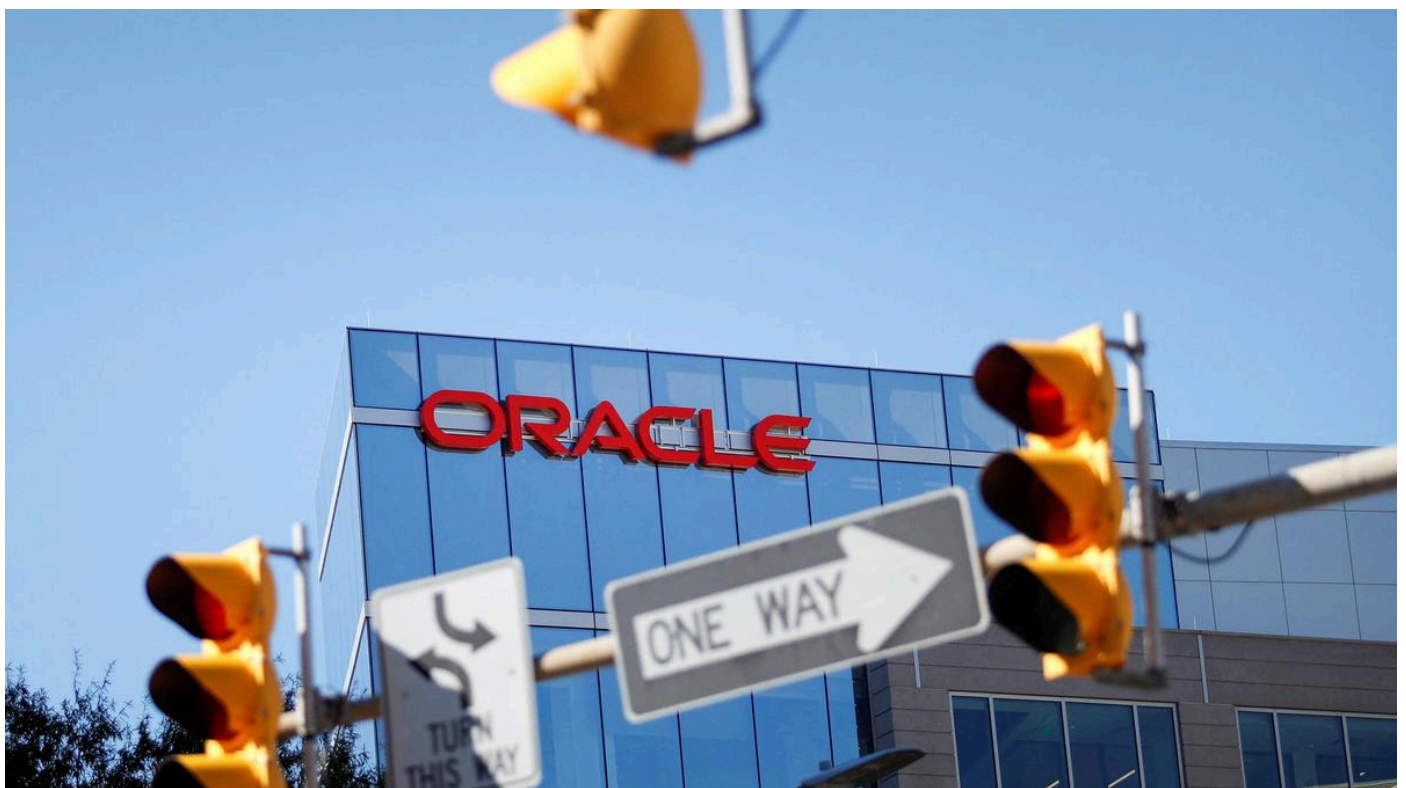
PLACE: HYDERABAD

Oracle begins layoffs affecting thousands: Report

The job cuts are part of a “reduction in force and other terminations,” Oracle said, adding that its Seattle sites will remain open

Updated - April 01, 2026 11:11 am IST

REUTERS



Meanwhile, more than 70 tech companies have cut around 40,480 jobs so far this year, per Layoffs.fyi [File] | Photo Credit: REUTERS

Cloud computing firm Oracle is laying off thousands of employees, *CNBC* reported on Tuesday (March 31, 2026), citing two people familiar with the matter.

Late on Tuesday, Oracle said it will lay off 491 employees working remotely in Washington state and at its Seattle offices effective June 1, according to a notice filed under the Worker Adjustment and Retraining Notif (WARN) Act.

The job cuts are part of a “reduction in force and other terminations,” Oracle said, adding that its Seattle sites will remain open. The company had about 162,000 full-time

employees globally as of May 2025.

The WARN Act requires employers to provide at least 60 days' notice ahead of layoffs.

Oracle declined to comment on the *CNBC* report, although several social media users on Reddit, X and anonymous workplace network Blind, shared details of the potential cuts, fuelling uncertainty and confusion among employees.

The layoffs come amid Oracle steps up spending on artificial intelligence infrastructure in an effort to better compete with cloud rivals, such as Alphabet and Amazon.

In a March filing, Oracle said it expects total costs tied to its fiscal 2026 restructuring plan to reach up to \$2.1 billion, largely driven by employee severance and related expenses.

Shares in the company climbed more than 5% in afternoon trade, but remained down about 29% this year so far.

Meanwhile, more than 70 tech companies have cut around 40,480 jobs so far this year, per Layoffs.fyi, as companies increasingly reallocate resources toward AI, heightening fears of AI-driven disruptions among workers.

Last week, Meta laid off a few hundred employees across multiple teams, a source told *Reuters*. Earlier this month, Reuters had reported that Meta was planning sweeping layoffs that could affect 20% or more of its workforce.

Published - April 01, 2026 08:57 am IST

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