

Date: 06-11-2025

To

The Chairperson
National Commission for Women
Plot No. 21, Jasola Institutional Area,
New Delhi – 110025

**Subject: Response to NCW Notice – File No. 8/C250020384/2025/NCW/M(AM)/BB
(Complainant – Ms. Sweety Rai)**

Respected Sir / Madam,

This is in reference to your notice/email dated 21st Oct 2025 regarding the above-captioned complaint filed by Ms. Sweety Rai against Buzzworks Business Services Pvt. Ltd.

After verifying our employment and contractual records, we submit the following factual and legal position for your kind consideration:

1. Background of the case:

- Buzzworks Business Services Private Limited is a staffing and recruitment Service providing Company and Ms. Sweety Rai was engaged as a contractual employee under this arrangement with Wipro Limited.
- Buzzworks Business Services Private Limited is engaged as a subcontractor to provide the staffing services to Wipro Limited on behalf of eTeam Infoservices Pvt. Ltd.
- Based on this arrangement, the details of the Employee are as follows:
 - a) Name of the Employee – Ms. Sweety Rai.
 - b) Immediate Employer – Buzzworks Business Services Private Limited.
 - c) Principal Employer – Wipro Limited
 - d) Date of Joining – 01st October 2024.
- Her engagement was based on the Purchase Order (PO) raised by Wipro Limited which was valid for a period of 1 year (01st October 2024 to 30th September 2025) and based on the same, both Buzzworks Business Services Private Limited and the Employee were obligated to follow the internal processes of Wipro Limited.

Registered Office:

Buzzworks Business Services Pvt. Ltd., #84, 3rd Floor, Murugesa Naicker Building, Greams Road, Thousand Lights, Chennai, Tamil Nadu - 600006 T +91.44.49781504 CIN: U74999TN2006PTC059363

- Our contractual obligation with respect to the employee was based on the Purchase Order validity and her deployment and salary and other statutory benefits were governed by the same Purchase Order.

2. Maternity Benefits and other statutory obligations of Buzzworks Business Services Private Limited:

- On 30 July 2025, Ms. Sweety Rai submitted a request for maternity leave from 1 November 2025 to 1 May 2026, the said period of her leave request was after the expiry or validity of the Purchase Order under which her deployment was governed and hence in order to avail the benefits, Buzzworks Business Services Private Limited had requested Wipro Limited to extend the period of the Purchase Order.
- In order to extend the validity, as per the internal process of Wipro Limited, it is mandatory to re-onboard the employee and once the re-onboarding process has been completed, a new Purchase Order would be raised.
- In order to carry out the re-onboarding process, there were some documents which were required from the Employee and accordingly the same was requested to be shared. Even after repeated reminders and requests via email dated 24-09-2025 there was no response from the Employee and no documents were received from her end.
- Due to this non-responsive behaviour, Wipro Limited was unable to renew the Purchase Order and accordingly her existing Purchase Order had expired and as a part of the contractual obligation, a 1-month notice was served to her stating that her employment with Buzzworks Business Services Private Limited would come to an end on 31st October 2025.
- Since her employment with Buzzworks Business Services Private Limited had come to an end on 31st October 2025 due to her own non-responsive behaviour and due to this termination, Buzzworks Business Services Private Limited would not be able to provide her maternity benefits and leave from 01st November 2025.

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3. Contractual and Statutory Position of Buzzworks Business Services Private Limited.

- Buzzworks Business Services Private Limited is bound by the Sub contractor Agreement between Buzzworks Business Services Private Limited and e-team Infoservices Private Limited.
- Our payment to the contractual employee is bound by the compensation and the payments which we receive from e-team Infoservices Private Limited and we can only make the payments to the Contractual Employees upon receipt of the same from E-team Infoservices Private Limited or an acceptance of the invoice for the same.
- Due to the expiry of the Purchase Order and timely intimation of the same to the Employee, Buzzworks Business Services Private Limited bears no financial or statutory liability to make the payments to the Employee and hence we are unable to provide the Maternity Benefits to the Employee. In addition to this, in good faith, Buzzworks Business Services Private Limited tried to provide the benefits to the Employee but we are unable to do so as the invoice for the same has been rejected by the Principal Employer.
- As per Section 21 of The Contract Labour (Regulation and Abolition) Act, the Principal Employer shall be responsible to make the payments for the benefits in case the Contractor fails to make the payments of the Maternity Benefits or any other payments.

4. Prayer:

- 1) We would like to request the Commission that based on the explanations given above, Buzzworks Business Services Private Limited is not bound by any statutory obligation and the said case is not maintainable.
- 2) Buzzworks Business Services Private Limited is not in violation of any of the laws and would like to extend complete co-operation in order to conclude this matter.
- 3) In case if the Commission is still of the opinion that the Employee should be provided with the Maternity Benefits as her employment rights, we request you to recover the same from the Principal Employer.

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5. Enclosures:

- Copy of the Subcontractor Agreement between Buzzworks Business Services Private Limited and E-team Infoservices Private Limited.
- Appointment / Engagement Letter of Ms. Sweety Rai
- Purchase Order valid till 30 Sep 2025
- Maternity Leave Request from the Employee dated 30 Jul 2025
- Email trail of communication with the Employee and non-response
- Project Closure Letter dated 4 Oct 2025
- Client communication declining Compensation and reimbursements.

Kindly let us know if the Commission requires any further documents from us and we would co-operate to the fullest extent to close this matter.

For Buzzworks Business Services Private Limited



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