

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 421  
TO BE ANSWERED ON 28.11.2024**

**TOXIC WORK CULTURE IN PRIVATE COMPANIES**

**421. SHRI SAKET GOKHALE:**

**Will the Minister of Labour and Employment be pleased to state:**

**the steps being taken by Government to address the issue of toxic work culture and employees being made to work extra beyond specified hours in private companies in the country?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

**Labour being a subject under the Concurrent List, the enforcement of labour laws is done by the State Governments and the Central Government in their respective jurisdictions. While in the Central Sphere, the enforcement is done through the inspecting officers of Central Industrial Relations Machinery, the compliance in the State Sphere is ensured through the State Labour Enforcement Machinery.**

**As per the existing labour laws, working conditions including working hours, are regulated through the provisions of the Factories Act, 1948 and the Shops and Establishments Acts of the respective State Governments. The respective State Governments are the appropriate Governments for most of the private sector establishments.**

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