

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 3770
TO BE ANSWERED ON 03.04.2025**

EMPLOYEES' RIGHTS AFTER WORKING HOURS

3770. # SHRI DHAIRYASHIL MOHAN PATIL:

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

- (a) whether Government is contemplating to implement any rule or regulation to put restrictions on compelling employees to work beyond working hours or to connect with them beyond working hours; and**
- (b) whether Government has formulated any guidelines to implement the employees' "Right to Disconnect after working hours" and if so, the details thereof?**

ANSWER

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

(a) & (b): 'Labour', being a subject under the Concurrent List, is enforced by both the State Governments and the Central Government within their respective jurisdictions. While in the Central Sphere, enforcement is done through inspecting officers of the Central Industrial Relation Machinery (CIRM), in the State sphere, compliance 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. Most establishments, including private/corporate sector are governed by the Shops and Establishments Act, for which the appropriate government is the State Government.
