

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 3778
TO BE ANSWERED ON 03.04.2025**

REGULATION OF WORKPLACE STRESS AND EMPLOYEE WELL BEING

3778. SHRI MALLIKARJUN KHARGE:

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

- (a) whether Government has taken cognizance of rising workplace stress and its impact on employees' health;**
- (b) steps taken to ensure compliance with labour laws regarding work hours, fair treatment and employee well-being;**
- (c) whether Government plans to introduce guidelines to prevent overwork-related health crises; and**
- (d) the number of complaints received in the last five years on workplace stress and unfair labour practices, along with actions taken?**

ANSWER

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

(a) to (d): 'Labour', being a subject under the Concurrent List, is enforced by both the State Governments and the Central Government within their respective jurisdictions. In the Central Sphere, enforcement is carried out by inspecting officers of the Central Industrial Relation Machinery (CIRM), while 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.
