

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 412
TO BE ANSWERED ON 06.02.2025**

PREVENTING OVERWORKING CONDITIONS

412. SMT. PRIYANKA CHATURVEDI:

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

- (a) whether the Ministry has issued guidelines or mandates to corporate companies to prevent overworking conditions and maintain a health work-life balance for employees;**
- (b) if so, the details thereof, and if not, the reasons therefor;**
- (c) whether the Ministry has done an impact assessment or survey on the adverse health effects of poor and extended working hours for employees; and**
- (d) if so, the details thereof and if not, the reasons therefor?**

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, the 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 corporate companies, are governed by the Shops and Establishments Act, for which the appropriate government is the State Government.
