

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 413
TO BE ANSWERED ON 06.02.2025**

WORKING CONDITIONS OF WORKERS IN THE PRIVATE SECTOR

413. SHRI P. P. SUNEER:

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

- (a) whether the Ministry has received complains about workers working for more than legally permissible working hours in the private sector, details of the existing laws, instances of violation and the action taken by the Ministry;**
- (b) whether the Ministry has studied the effects of long working hours on the physical and mental health of workers;**
- (c) whether the Ministry has any guideline for workers' physical and mental health in the private sector; and**
- (d) whether the Ministry has taken consideration of increased stress among workers, leading to extreme steps like suicides and death due to overwork, if so, details thereof?**

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 and overtime, etc. are regulated through the provisions of the Factories Act, 1948 and the Shops and Establishments Acts of the respective State Governments. Most private sector establishments are governed by the Shops and Establishments Act, for which the appropriate government is the State Government.
