

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 417
TO BE ANSWERED ON 06.02.2025**

WORKING HOURS

417. DR. JOHN BRITTAS:

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

- (a) whether Government has taken note of statements made by private corporate leaders regarding the need to have extended working hours;**
- (b) if so, the details thereof;**
- (c) the stance of Government; and**
- (d) the steps taken to implement the policy of Government?**

ANSWER

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

(a) to (d): 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 the Central Industrial Relations Machinery (CIRM), the compliance in the state sphere is ensured through the state's 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 of the establishments, including the corporate sector, are governed by the Shops and Establishments Act, for which the appropriate government is the State Government.

No such proposal to increase the maximum working hours is under consideration of Government.
