

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2182
TO BE ANSWERED ON 07.08.2025**

WORK-LIFE BALANCE OF EMPLOYEES

2182. SHRI A. A. RAHIM:

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

- (a) whether Government has conducted or commissioned any study on the work-life balance of employees in India, particularly in the private sector, during the last five years;**
- (b) if so, the key findings of such studies;**
- (c) if not, whether Government is ready to conduct a study; and**
- (d) the number of complaints or labour disputes have been registered in relation to violation of work-hour norms, especially in high-intensity sectors like IT, finance and gig work?**

ANSWER

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

(a) to (d): ‘Labour’, being a subject under the Concurrent List, is regulated 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 Relations 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 establishments, including the private sector, are governed by the Shops and Establishments Act, for which the appropriate government is the State Government.
