

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1381
TO BE ANSWERED ON 11.12.2025**

WORKING HOURS UNDER LABOUR CODES

1381. DR. JOHN BRITTAS:

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

- (a) whether threshold for prior Government approval for retrenchment, lay-off and closure is raised from 100 to 300 workers under the Industrial Relations Code;**
- (b) if so, the estimated number and percentage of establishments and percentage of workers in the total workforce now exempt from such prior approval;**
- (c) whether the Labour Codes permit daily working hours up to 12 hours;**
- (d) whether medical and occupational-health experts were consulted on impact of longer workdays on fatigue, accidents, mental health and work-life balance;**
- (e) the details of safeguards in place to prevent misuse of extended work hour provisions; and**
- (f) the rationale behind shifting to web-based inspections instead of regular physical inspections?**

ANSWER

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

(a) to (f): The Industrial Relations Code, 2020 contains special provisions relating to lay-off, retrenchment, closure which apply to industrial establishments other than seasonal and intermittent nature, in which not less than 300 workers (or a higher number as may be notified by the appropriate government) were employed on an average per working day during the previous twelve months. The provision requires prior permission of appropriate government before laying off and retrenching workers, or closing down the establishments. Labour being concurrent subject details of establishments are maintained by State Governments.

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As per the Occupational Safety, Health and Working Conditions Code (OSH&WC), 2020, no worker shall be allowed to work in any establishment or class of establishment for more than 8 hours in a day. Further, OSH&WC empowers the appropriate government to fix the period of each day, intervals and spread overs through notification. The code contains comprehensive provisions requiring employers to provide workers with medical care, sickness and maternity benefits etc; mandate facilities such as educational support for workers' children, drinking water, conservancy arrangements, canteens, crèches, and recreational amenities for the welfare of workers and their families.

The use of a web-based inspection system is intended to transform the regulatory environment by enhancing, transparency, accountability, facilitating compliances and improving efficiency by Leveraging technology.
