

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 17  
TO BE ANSWERED ON 25.11.2024**

**WORK RELATED STRESS IN CORPORATE SECTOR**

**17. SHRI K SUDHAKARAN:  
ADV DEAN KURIAKOSE:  
PROF. SOUGATA RAY:**

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether the Government has taken note of the tragic death of a woman in her twenties due to severe work stress who work in a major consultancy firm in Pune;**
- (b) if so, the details thereof and the action taken in this regard and if not, the reasons therefor;**
- (c) whether the Government initiated an inquiry into the matter on the report, if so, the details thereof;**
- (d) whether the inquiry report has been received;**
- (e) if so, the details thereof along with the action taken by the Government and if not, the reasons therefor;**
- (f) whether the Government is concerned about toxic work culture in large number of multinational companies of the country, if so, the details thereof;**
- (g) whether the Government has any proposal to regulate the practices including working hours in multinational companies; and**
- (h) if so, the details thereof and if not, the reasons therefor?**

**ANSWER**

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

**(a) to (h): 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 Central Industrial Relations Machinery, the compliance in the State Sphere is ensured through the State Labour Enforcement Machinery.**

**Contd.. 2/-**

**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.**

**Major consultancy firms including multinational companies are covered under the Shops and Establishments Act, appropriate government for which is the State Government.**

**Pursuant to the death of a woman employee, the Government of Maharashtra on 28.10.2024 has forwarded a response received from the Pune-based company, providing information on the working conditions and working hours of their employees, as asked by the Central Government.**

**\*\*\*\*\***