

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1634
TO BE ANSWERED ON 10.03.2025**

INCREASE IN WORKING HOURS

1634. SHRI SUDAMA PRASAD:

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

- (a) whether the Government is contemplating to take any action against the big business leaders for promoting proposal to increase working hours to 70 or 90 hours, if so, the details thereof;**
- (b) whether the Government is intending to introduce new regulatory measures against the same, if so, the details thereof;**
- (c) whether the Government has conducted any assessment on regulations of the Factories Act, 1948, which mandates 48 hours of work per week or 9 hours maximum a day, are followed by the companies, especially for those whose CEOs and bosses have advocated for 70 hours or 90 hours of work;**
- (d) if so, the details thereof and if not, the reasons therefor;**
- (e) the details of the number of deaths due to overtime work during the last ten years, State-wise;**
- (f) whether the Government intends on introducing much stricter regulations against the overtime work as our country is being one of the top nations with highest number of deaths caused by overtime work; and**
- (g) if so, the details thereof and if not, the reasons therefor?**

ANSWER

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

(a) to (g): Labour being a subject under the Concurrent List of the Constitution of India, 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.

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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 are governed by the Shops and Establishments Act, for which the appropriate government is the state government. Data about the number of deaths due to overtime work is not maintained centrally.
