

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 9
TO BE ANSWERED ON 03.02.2025**

INCREASING OF MAXIMUM WORKING HOURS

9. SHRI RAJMOHAN UNNITHAN:

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

- (a) whether the Government has taken note of the recent proposals by corporate leaders to increase the maximum working hours to 70 or 90 hours a week and if so, the details thereof along with the Government's stance on it;**
- (b) the measures being considered to protect workers' rights in this context; and**
- (c) the details of assessment by the Government for the potential impact of extended working hours on workers' physical and mental health and the manner in which to ensure that the workers' well-being is prioritized?**

ANSWER

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

(a) to (c): 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 to 70 or 90 hours a week is under consideration of Government.