

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 4045  
TO BE ANSWERED ON 18.08.2025**

**DEATH OF A YOUNG WOMAN AT PUNE BASED COMPANY**

**4045. ADV DEAN KURIAKOSE:**

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

- (a) whether the Government has conducted an enquiry into the death of a young woman who had died due to work related stress at Pune based company;**
- (b) if so, whether the Government had received any report for the same and if so, the details thereof; and**
- (c) the details of the measures taken by the Government to ensure that such incidents do not get repeated?**

**ANSWER**

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

**(a) to (c): '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.**

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