

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1313
TO BE ANSWERED ON 08.12.2025**

VIOLATION OF FACTORY ACT AND MINIMUM WAGE ACT

†1313. SHRI HANUMAN BENIWAL:

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

- (a) whether the Government has taken adequate measures to ensure that workers do their work only for eight hours and their services are regularized, if so, the details thereof;**
- (b) whether provisions of eight hours working day and regular services under labour laws such as " The Factories Act" and "The Minimum Wages Act" are in place;**
- (c) if so, the details thereof;**
- (d) whether the Government has received any complaints regarding violation of the Factories Act and the Minimum Wages Act etc. from Rajasthan and over Gujarat during the last three years;**
- (e) if so, the details of the company against which such complaints were received; and**
- (f) the details of the action taken by the Government against them?**

ANSWER

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

(a) to (c): The Occupational Safety Health & Working Conditions (OSH&WC) Code, 2020 and the Code on Wages, 2019 have come into force on 21.11.2025. The OSH&WC Code, 2020 stipulates for 8 hours work in a day which amounts to 48 Hours in period of six days in a week. Further, the Code also provides for extra wages for overtime at rate of twice the rate of wages in respect of workers.

(d) to (f): The Factories Act, 1948 and rules framed thereunder are enforced by the respective State Governments through the Chief Inspectors of Factories (CIFs) / Directorates of Industrial Safety and Health (DISH) in their respective sphere. CIFs / DISHs are empowered to take legal action against the occupier and manager of the factory for violating the provisions of the Factories Act, 1948 and rules framed thereunder. Further, the Factory Act, 1948 and the Minimum Wages Act, 1948 have been subsumed in the Occupational Safety Health & Working Conditions Code, 2020 and the Code on Wages, 2019 respectively.
