

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 38
TO BE ANSWERED ON 01.12.2025**

STUDY OF HEALTH ISSUES OF EMPLOYEES IN IT SECTOR

38. SHRI S VENKATESAN:

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

- (a) whether the Government is aware of the increasing reports of overwork, stress-related disorders and other occupational health issues among employees working in the Information Technology (IT) and Information Technology Enabled Services (ITES) sectors and if so, the details thereof;**
- (b) whether any comprehensive study has been undertaken by the Government to assess the physical and mental health conditions of employees in these sectors and if so, the details thereof; and**
- (c) if not, whether the Government proposes to constitute a committee consisting of health experts, representatives of trade unions and officials from the Ministry of Labour to examine the said issues and recommend appropriate measures in this regard?**

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 Machinery.

As per the existing labour laws, the working conditions in most private sector establishments, including those in the IT and ITES sectors, are governed by the Shops and Establishments Acts, for which the appropriate Government is the State Government.

Further, the Central Government has enacted the Occupational Safety, Health and Working Conditions (OSH&WC) Code, 2020 which has been enforced w.e.f. 21.11.2025 to safeguard the health, safety, and well-being of persons employed across sectors including the Information Technology and IT enabled services establishments.
