

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 310  
TO BE ANSWERED ON 02.02.2026**

**WORK-LIFE BALANCE FOR EMPLOYEES**

**310. SHRI K C VENUGOPAL:**

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

- (a)whether the Government is aware of growing concerns regarding work-life balance in the country including the need for employees to have the right to disconnect from work-related communications outside official hours;**
- (b)if so, the current status of any national-level discussions or initiatives on the said issue including deliberations from various stakeholders and timelines for potential policy developments and the manner in which they align with the new Labour Codes;**
- (c)the measures taken/being taken by the Government to promote work-life balance nation-wide including data on average working hours, burnout rates and mental health issues; and**
- (d)the details of the safeguards for employee rights under any proposed or existing frameworks, including applicability to all workers, mechanisms for grievance redressal through welfare authorities?**

**ANSWER**

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

**(a) to (d):** ‘Labour’, being a subject under the Concurrent List, is enforced by both the Central Government and the State Governments 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.

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**As per the existing labour laws, the working conditions in most of the establishments, including those in private and corporate sector, 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 on 21.11.2025, to regulate the occupational safety, health and working conditions of the persons employed in an establishment and for matters connected therewith or incidental thereto. The Code also provides for enforcement mechanisms through the appropriate authorities for ensuring compliance with its provisions.**

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