

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO. 267
TO BE ANSWERED ON 19.12.2024**

TOXIC WORK CULTURE IN PRIVATE INSTITUTIONS

267. SHRI HARIS BEERAN:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether Government is planning to introduce any central legislation specifically addressing the toxic work culture in private institutions and legislation on standardisation of a peaceful work culture;**
- (b) if so, the details thereof; and**
- (c) the action taken by Government on recent tragic deaths of employees in different companies due to the excessive work load and intense work pressure?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(DR. MANSUKH MANDAVIYA)**

(a) to (c): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PART (a) TO (c) OF RAJYA SABHA STARRED QUESTION NO. 267* FOR 19.12.2024 REGARDING “TOXIC WORK CULTURE AT PRIVATE INSTITUTIONS” RAISED BY SHRI HARIS BEERAN.

(a) to (c): ‘Labour’, being a subject under the Concurrent List, is enforced 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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