

Regarding restriction of working hours and conditions

DR. SHASHI THAROOR (THIRUVANANTHAPURAM): Sir, I wish to draw the attention of the hon. Minister of Labour and Employment to the urgent need for measures that promote work-life balance, as the absence of such balance and humane working conditions led to the untimely death of Anna Sebastian Perayil, a young chartered accountant at a leading accounting firm and other professionals in different parts of India.*(Interruptions)*

HON. CHAIRPERSON: Please be brief.

....*(Interruptions)*

DR. SHASHI THAROOR: Sir, I met Anna's parents and was moved by their anguish and their wish that other parents should not suffer as they have. These tragedies reflect a systemic failure to safeguard the well-being of young professionals who are instrumental in driving our nation's growth and prosperity.*(Interruptions)*

According to the International Labour Organisation, 51 per cent of India's workforce exceeds 49 working hours per week, placing India second in the world for over-long working hours and about 78 per cent of Indian employees experience job burnout resulting in physical and emotional exhaustion.*(Interruptions)*

HON. CHAIRPERSON: Please put your demand.

DR. SHASHI THAROOR: I urge the hon. Minister to prioritize the implementation of laws that restrict working hours and ensure their strict enforcement.*(Interruptions)* These legal measures must be complemented by mandatory sensitisation workshops, counselling services, and well-being activities for employees and management to emphasise the importance of work-life balance for physical and mental health. Thank you, Sir.