

A Public Opinion on Bill Extending Working Hours from 8 to 12 in Factories with Reference to Tamil Nadu

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Abstract: *The regulation of working hours has been a crucial aspect of labor laws, ensuring worker well-being while maintaining industrial productivity. Recent economic challenges and global competition have led to proposals for extending factory working hours to 12 hours. One such proposal is the Tamil Nadu Bill, which seeks to amend existing labor laws. The primary **objective** of this research is to analyze the major effects and impacts of extending working hours as proposed in the Tamil Nadu Bill. The research follows an empirical methodology, with 300 samples collected through simple random sampling from Tamil Nadu. The independent variables include age, gender, marital status, area of residence, educational qualification, and occupation, while the dependent variables focus on workers' well-being, work-life balance, labor rights, and economic growth.. The **findings** indicate that while the bill could benefit the manufacturing sector, concerns regarding worker exploitation, excessive overtime, and work-life balance remain prevalent. Respondents emphasized the need for prior worker consent, safe transportation, and better overtime regulations. The study **aims** increasing the permissible overtime limit to 145 hours per quarter, enforcing labor protections, and ensuring flexibility in work schedules. As the Tamil Nadu government has currently withheld the bill, future research should explore alternative policies that balance economic growth with worker welfare.*

Keywords: Extension of Working Hours, Economic Growth, Factories Act 1948, TN Assembly Bill & Labor Laws

