

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

Purvajaa. T¹ and Varun.S²

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B.COM. LLB (HONS) FINAL YEAR²

Saveetha School of Law, Saveetha Institute of Medical and Technical Sciences (SIMATS), Chennai
purvajaathamilvelu02@gmail.com and varunvaseegra@gmail.com

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

I. INTRODUCTION

In India, the standard working hours in factories have traditionally been set at eight hours per day, ensuring adequate rest periods and preventing worker exploitation. However, proposals have emerged to extend factory working hours to 12 hours per day. One such proposal is the Tamil Nadu Bill, which seeks to modify existing labor laws to allow extended work shifts in factories. The debate surrounding this bill has sparked significant public discourse, with supporters arguing that it will enhance productivity, attract investments, and help the economy recover from the setbacks of the COVID-19 pandemic. On the other hand, critics raise concerns about worker health, safety, and overall labor rights. Tamil Nadu, being one of India's largest industrial hubs, is at the center of this controversy, as the decision will impact millions of factory workers and industries operating in the state. This study **aims** to analyze public opinion on the proposed bill, examining its potential implications on workers, businesses, and the broader economy.

The regulation of working hours has **evolved** significantly over the years, both globally and in India. Historically, industrial workers were subjected to long and grueling work hours, often exceeding 12-16 hours a day. During the colonial era, the British introduced labor laws in India primarily to regulate factory working conditions, but these laws were largely ineffective in protecting worker rights. Post-independence, the Indian government introduced several labor reforms, including the Factories Act of 1948, which established an eight-hour workday and mandated overtime wages for additional hours worked. Tamil Nadu, as a leading industrial state, has consistently played a crucial role in



implementing these regulations while also adapting to global economic trends. The bill proposing to extend factory working hours from 8 to 12 hours in Tamil Nadu was introduced by the state's ruling party, the Dravida Munnetra Kazhagam (DMK). The bill was tabled by Minister for Labour Welfare and Skill Development, C.V. Ganesan, and passed in the Tamil Nadu Legislative Assembly on April 21, 2023. However, following protests from various political parties and labor unions, the DMK government, led by Chief Minister M.K. Stalin, decided to withhold the implementation of the bill.

The Tamil Nadu **government** has historically been proactive in labor law reforms, balancing economic growth with worker welfare. Over the years, various policies have been introduced to improve working conditions, provide fair wages, and ensure workplace safety. In recent times, the government has also focused on attracting foreign direct investment (FDI) by making labor laws more flexible. One of the major initiatives has been the Tamil Nadu Industrial Policy, which aims to make the state a global manufacturing hub. This policy includes measures to improve infrastructure, offer incentives to industries, and create employment opportunities. As part of this initiative, the proposal to extend working hours has been introduced, with the argument that it will enhance productivity and economic growth. The government has assured that safeguards will be put in place, such as ensuring workers have the option of voluntary extended hours and providing adequate compensation for overtime.

Several **factors** have contributed to the proposal of extending working hours from 8 to 12 in Tamil Nadu's factories. One of the key reasons is economic recovery following the COVID-19 pandemic, which severely impacted industrial output, employment rates, and business profitability. The state government and industries argue that increasing working hours could help boost productivity and attract foreign investment, especially in sectors like textiles, automobiles, and electronics. Another factor influencing this decision is global competition. Many countries, particularly in Asia, have more flexible labor laws that allow extended work shifts, making them more attractive to multinational companies. Additionally, technological advancements and automation have transformed industrial production. While machines have taken over many repetitive tasks, human oversight and labor are still required in critical processes. Proponents argue that a longer workday could optimize workforce efficiency and reduce operational costs. However, concerns regarding worker fatigue, mental health, and job satisfaction also play a significant role in this debate, making it essential to assess both the economic and social implications of this policy change.

The Tamil Nadu Bill extending working hours has generated widespread discussion among various stakeholders, including factory workers, industry leaders, labor unions, and policymakers. While industries have largely welcomed the proposal, seeing it as a means to improve efficiency and attract investment, workers and labor unions have raised concerns about the potential negative impact on health, job security, and work-life balance. **Recent** protests and debates have highlighted the growing resistance to the bill, with workers fearing increased fatigue, reduced family time, and higher risks of workplace accidents. The Tamil Nadu government has been in discussions with labor representatives to address these concerns, but the overall public sentiment remains divided.

The discussion on extending working hours is not unique to Tamil Nadu but is part of a broader national and global debate. In India, labor laws vary by state, and some states have already experimented with flexible working hours. For example, Gujarat and Karnataka have introduced labor reforms allowing companies to implement extended work shifts under specific conditions. However, these reforms have faced mixed reactions, with some industries benefiting from increased productivity while workers have expressed dissatisfaction over longer shifts and insufficient rest periods. Globally, countries have adopted different approaches to labor laws based on economic priorities and worker rights. In developed nations like Germany and France, strict labor regulations limit working hours to protect employee well-being. In contrast, countries like China and South Korea have more flexible labor policies, often allowing extended shifts to meet industrial demands.

Tamil Nadu's decision will set a precedent for future labor reforms in India, making it crucial to strike a balance between industrial growth and worker welfare. This study seeks to contribute to this debate by assessing public perceptions, analyzing economic and social implications, and providing policy recommendations for a more sustainable approach to labor law reforms.



OBJECTIVES OF RESEARCH

To study the major positive effects of extending working hours from 8 to 12 as proposed in the Tamil Nadu bill.

To analyze the significant negative impacts of extending working hours from 8 to 12 through the Tamil Nadu bill.

To examine if relaxation of labor laws help in revitalizing the economy in the aftermath of the COVID-19 pandemic

II. REVIEW OF LITERATURE

Vikram (2011) – This study explores the historical evolution of labor laws and their impact on factory working hours over the last century. It analyzes policy changes and their effects on worker productivity and well-being. The study examines data from 12 countries over 100 years. Findings indicate that reductions in working hours are often linked to increased efficiency and worker satisfaction. **Nidhi (2012)** – This review investigates the economic and social consequences of reducing factory working hours. It presents case studies from industries that have implemented shorter workweeks and discusses the impact on labor costs, production efficiency, and employee satisfaction. The review also explores the potential for reduced working hours to foster a healthier work-life balance. The study includes data from 1,500 workers from industries that have implemented a four-day workweek. Findings reveal that reduced working hours improve job satisfaction and worker retention without significantly affecting productivity. **Kavita (2013)** – This research investigates how overtime policies affect job performance in the textile industry. Using survey data from 1,500 workers, the study examines the relationship between extended hours, productivity, and employee burnout. Findings suggest that excessive overtime reduces efficiency over time. **Sunil (2013)** – This research paper focuses on the relationship between shift work, extended working hours, and occupational hazards in factory settings. Using a combination of survey data and workplace safety records, the study examines the increased risks associated with prolonged shifts, such as fatigue-related accidents and health issues. The study includes a sample of 1,200 factory workers across different industries. Findings highlight a significant rise in workplace injuries among workers with prolonged shift. **Srinivas (2013)** – This study examines the effects of extended factory working hours on productivity and employee well-being. It synthesizes research findings from various industries and regions, highlighting the complex relationship between working hours and output. The review also discusses the implications of excessive working hours on workers' physical and mental health, job satisfaction, and work-life balance. The study is based on a sample of 1,200 workers across five industries in India and Southeast Asia. Findings indicate that extended working hours lead to diminished productivity over time and increased health-related absenteeism. **Roy (2014)** – This review assesses the role of trade unions in regulating working hours and labor conditions. Based on case studies from India, Brazil, and South Africa, the study highlights how union negotiations have influenced labor laws over the decades. Findings indicate that strong union presence helps in securing better working conditions. **Kulkarni (2015)** – This study analyzes how global supply chains influence factory working hours. Using data from garment factories across Asia and Africa, it assesses whether international demand pressures result in excessive work shifts. Findings indicate that export-driven industries often impose longer hours, leading to worker fatigue. **Kabeer (2015)** – This study critically examines gender disparities associated with factory working hours. It explores how traditional gender roles and societal expectations intersect with working hours, leading to unequal labor market outcomes for men and women. The review also discusses strategies and policies to address and mitigate gender-based disparities in the workplace. The findings are drawn from a sample of 800 female and male workers across textile and electronics factories in South Asia. Findings highlight that women often face greater challenges due to additional domestic responsibilities, leading to lower career progression in factory settings. **Geetha (2016)** – This study investigates the effects of extending working hours in manufacturing facilities on the health and well-being of employees. The research employs a longitudinal approach, analyzing data collected from workers before and after the implementation of extended hours. The findings are based on a sample of 750 workers followed over three years. Findings reveal significant negative impacts on physical and mental health, sleep patterns, and overall job satisfaction among employees. **Sunita (2016)** – This literature review explores the intersection of technological advancements, particularly in automation and artificial intelligence, with factory working hours. It discusses how Industry 4.0 trends are reshaping traditional work schedules and the implications for both employers and employees. The research is based on a sample of 35 manufacturing firms across Europe and Asia. Findings suggest that automation enables more flexible working hours but also raises concerns over job security for low-skilled workers.



Priya (2017) – This research provides a comprehensive examination of the legal frameworks governing factory working hours on a global scale. It explores variations in labor laws and regulations across countries and regions, highlighting the role of international labor standards and their impact on factory labor practices. The review examines 30 legal frameworks from different countries. Findings indicate that stricter labor laws contribute to improved worker well-being but may reduce competitiveness in labor-intensive industries. **Alia (2017)** – This comparative analysis examines the role of labor laws and regulations in shaping the extension of working hours in manufacturing industries across different countries. The research is based on a study of 15 countries and 300 factories. Findings reveal that industries with stricter regulations report lower turnover rates and fewer workplace injuries. **Rajeev (2017)** – This study evaluates how government wage policies impact working hours in manufacturing industries. The research examines data from 200 factories in India and Indonesia. Findings suggest that wage hikes reduce the need for overtime but may also decrease overall employment opportunities. **Nidhisha (2018)** – This meta-analysis review synthesizes psychological research related to extended working hours in factories. It examines the effects of long shifts and overtime on worker well-being, job satisfaction, and work-life balance. The study is based on data from 3,500 workers across 20 studies. Findings show that extended working hours lead to higher stress levels and reduced overall job satisfaction. **Anita (2018)** – This research paper examines the role of workplace culture in determining employee attitudes toward extended work shifts. Based on interviews with 800 factory workers, the study finds that job satisfaction varies significantly based on employer support and flexibility. **Ranjana (2019)** – This literature review offers a comparative analysis of the historical evolution of working hours in factories across different time periods and regions. It explores the factors influencing changes in working hours, such as labor movements, industrialization, and government policies, to provide insights into the development of modern labor practices. The study analyzes 150 years of historical labor data across 10 countries. Findings indicate that reductions in working hours over time have typically been linked to increased worker productivity and well-being. **Samapti (2019)** – This study assesses the impact of flexible working hours on factory productivity and efficiency. It analyzes case studies and research across industries to determine the advantages and challenges of adopting flexible scheduling practices in modern factories. The study is based on a sample of 500 workers from six major manufacturing plants. Findings suggest that flexible working hours lead to higher job satisfaction and reduced absenteeism but require careful scheduling to avoid production disruptions. **Gihan (2019)** – This qualitative research paper presents insights from employees working in manufacturing factories with extended hours. Through in-depth interviews and thematic analysis, the study explores worker perspectives, including their motivations, challenges, and coping strategies. The research is based on 200 in-depth interviews with factory workers. Findings indicate that while higher wages motivate some employees, many struggle with health issues and work-life balance. **Sanjay (2019)** – This study assesses the economic impact of shorter workweeks on industrial productivity. Using data from European and Asian manufacturing firms, the study finds that a four-day workweek can maintain or even improve output levels while enhancing worker well-being. **Mohan (2020)** – This empirical research paper analyzes the relationship between labor market flexibility resulting from labor law amendments and economic growth. Using econometric models and macroeconomic data, it assesses whether increased labor market flexibility leads to improved economic performance. The study finds varying effects across countries, emphasizing that the impact of labor law changes on economic growth is context-dependent. The analysis includes data from 25 countries over a period of 15 years. Findings suggest that while labor flexibility can boost short-term economic growth, it may also lead to job insecurity and wage stagnation in the long run. **Manisha (2020)** – This empirical study investigates the psychological effects of night shifts in factories. Based on data from 1,200 workers, the research finds that prolonged night shifts increase stress, disrupt sleep patterns, and lead to higher absenteeism. **Chakraborty (2020)** – This review critically examines the impact of factory working hours on worker health and safety. It synthesizes findings from various studies to assess how long working hours, shift work, and overtime contribute to occupational hazards and physical and mental health issues among factory workers. The study is based on data from 2,000 workers from different shift schedules in India and China. Findings confirm that excessive working hours lead to increased health risks, including chronic fatigue and higher accident rates. **Haritha (2020)** – This study conducts a cross-country analysis of the consequences of labor law amendments aimed at relaxing worker protections. Using data from various countries, it examines the effects on employment levels, working conditions, and labor rights. The study analyzes data from 40

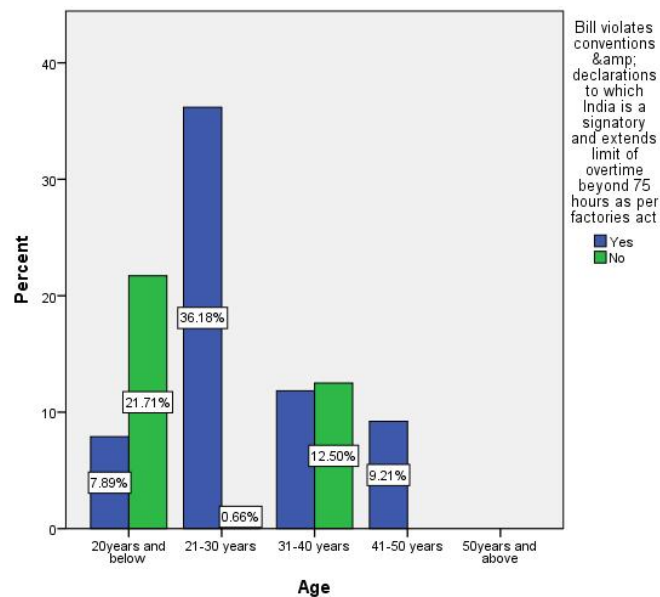


countries over a span of 10 years. Findings reveal mixed outcomes, with some countries experiencing increased job opportunities but also a deterioration in worker rights and job security. **Pradeep (2021)** – This qualitative case study explores the politics surrounding labor law reforms through in-depth interviews with key stakeholders, including government officials, labor representatives, and employers' associations. The research provides insights into the motivations, interests, and negotiations behind labor law amendments. **Deepak (2021)** – This research explores the intersection of automation and labor laws, assessing how AI-driven production affects factory working hours. Using case studies from high-tech industries, the study finds that automation reduces human working hours but raises concerns about job security. **Shalini (2021)** – This examines gender-specific challenges associated with factory working hours. Based on survey data from 1,000 female and male workers, the study finds that women face greater difficulties balancing extended shifts with household responsibilities, leading to higher attrition rates. **Richa (2021)** - This study evaluates the impact of shift work and extended working hours on employee mental health and job satisfaction. It synthesizes data from various industries to assess how irregular work schedules contribute to stress, anxiety, and burnout among workers. The research is based on a sample of 1,800 workers across 10 industries. Findings indicate that shift work significantly increases stress levels and disrupts sleep patterns, leading to reduced overall job satisfaction.

III. METHODOLOGY

The research method followed here is empirical research. A total of 300 samples have been collected using the simple random sampling method. The sampling frame consists of public areas in and around Poonamallee, Chennai, Tamil Nadu. The independent variables are age, gender, marital status, area of residence, educational qualification, and occupation. The dependent variables are the impact of the extension of working hours, the useful effects of the bill, and suggestions in case of implementation.

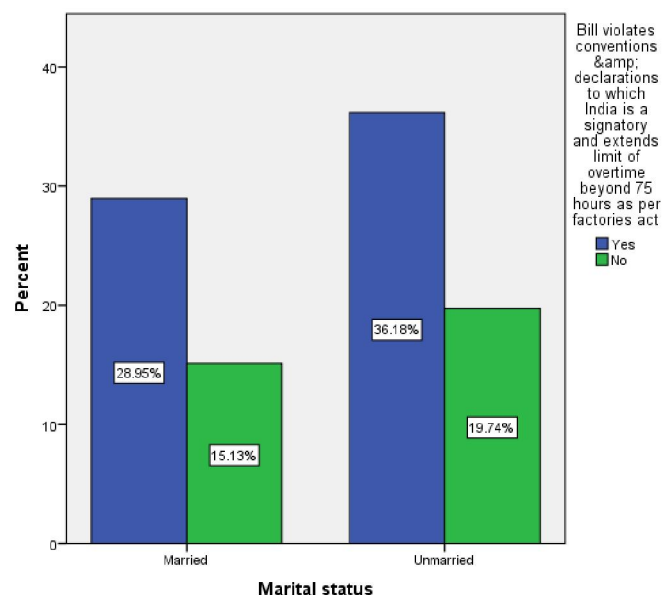
FIGURE 1



Legend: Figure 1 shows yes or no to Bill violates conventions & declarations to which India is a signatory and extends limit of overtime beyond 75 hours as per factories act.

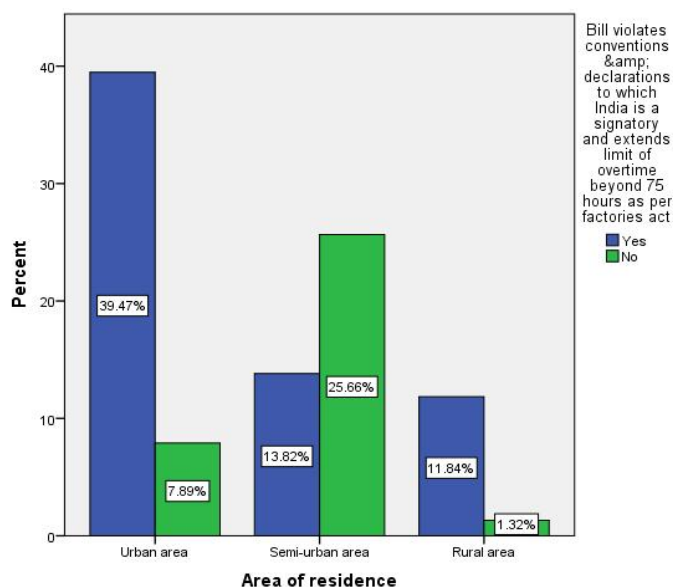


FIGURE 2



Legend: Figure 2 shows yes or no to Bill violates conventions & declarations to which India is a signatory and extends the limit of overtime beyond 75 hours as per factories act.

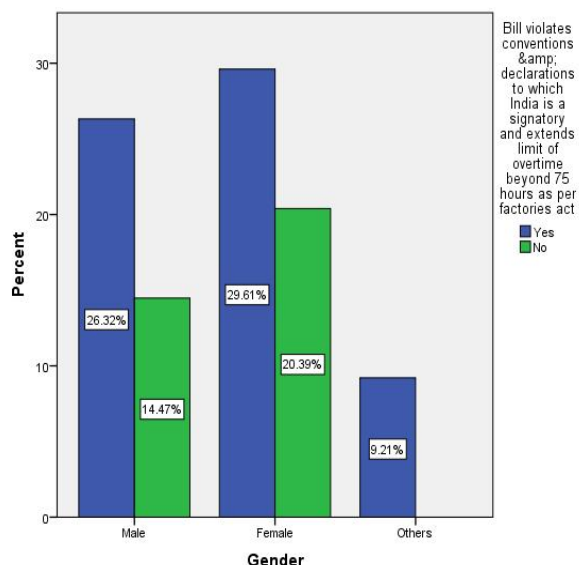
FIGURE 3



Legend: The Figure 3 shows yes or no to Bill violates conventions & declarations to which India is a signatory and extends the limit of overtime beyond 75 hours as per factories act.

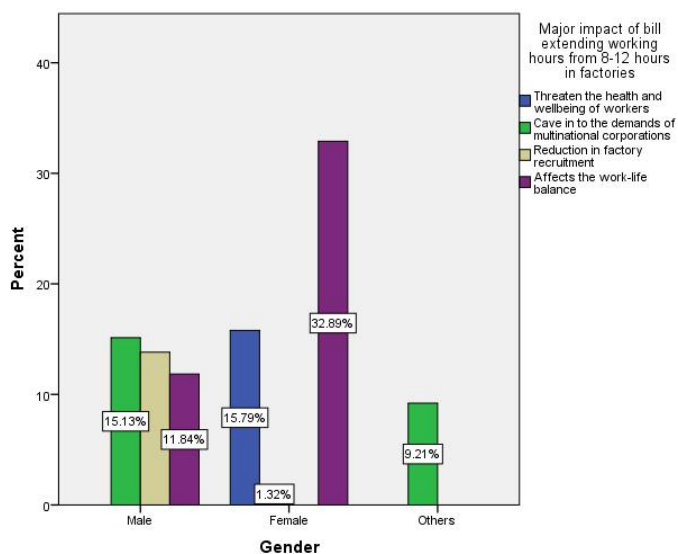


FIGURE 4



Legend: The above figure 4 shows yes or no to Bill violates conventions & declarations to which India is a signatory and extends the limit of overtime beyond 75 hours as per factories act

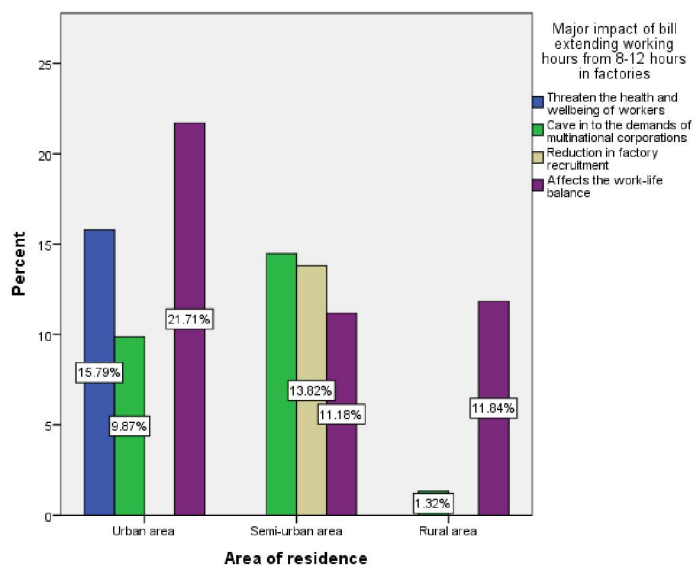
FIGURE 5



Legend: Figure 5 shows Major impact of bill extending working hours from 8-12 hours in factories

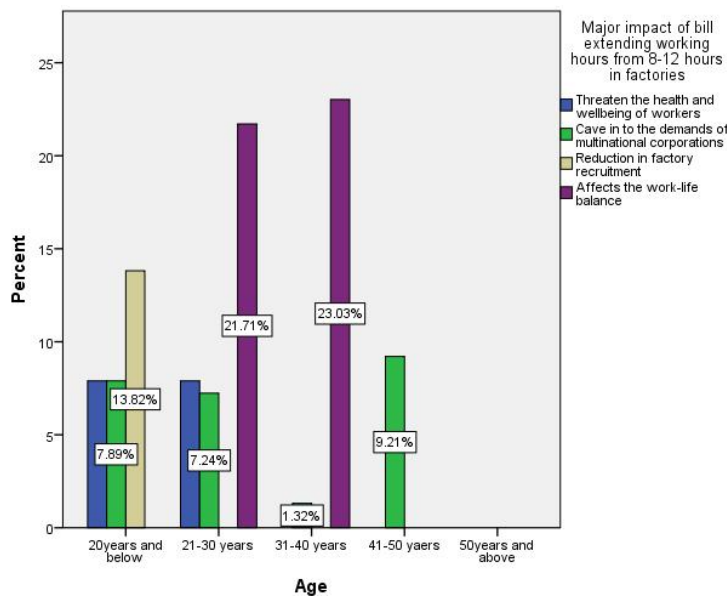


FIGURE 6



Legend: The above figure 6 shows Major impact of bill extending working hours from 8-12 hours in factories

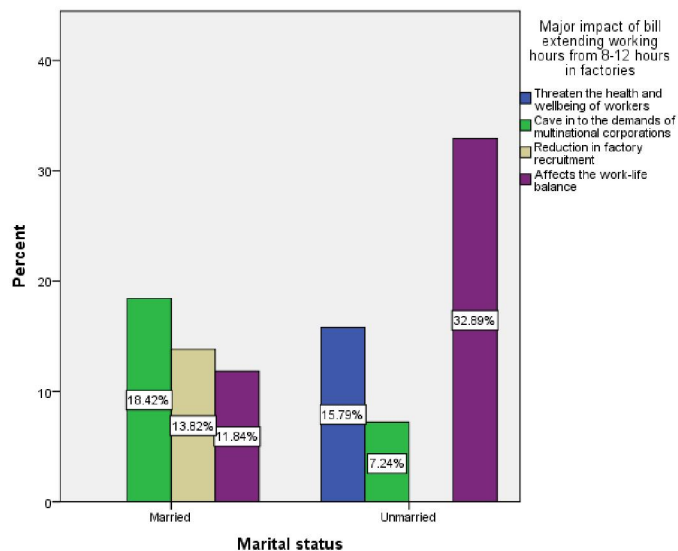
FIGURE 7



Legend: The above figure 7 shows Major impact of bill extending working hours from 8-12 hours in factories

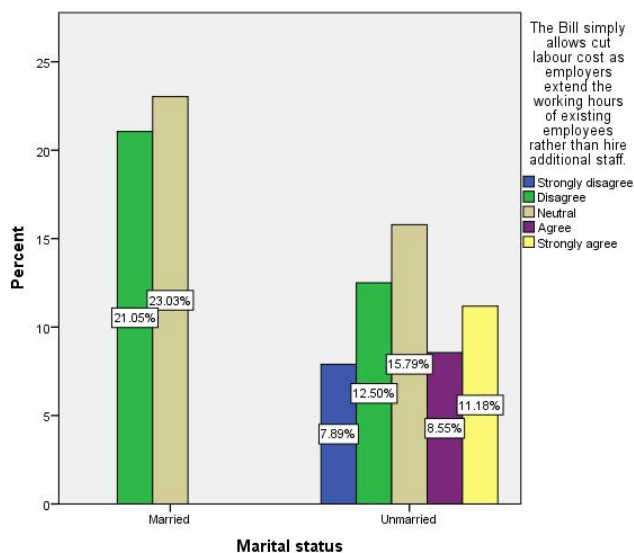


FIGURE 8



Legend: The above figure 8 shows Major impact of bill extending working hours from 8-12 hours in factories

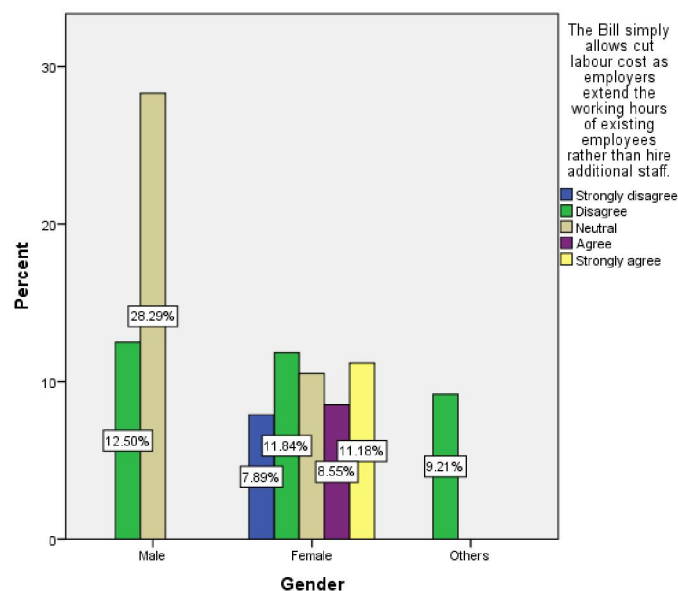
FIGURE 9



Legend: Figure 9 shows agreeability to The Bill simply allows cut labour cost as employers extend the working hours of existing employees rather than hire additional staff.

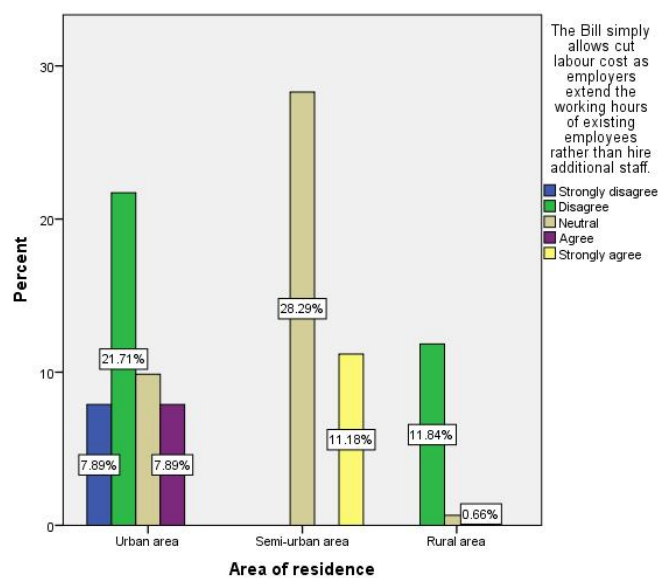


FIGURE 10



Legend: Figure 10 shows agreeability to The Bill simply allows cut labour cost as employers extend the working hours of existing employees rather than hire additional staff.

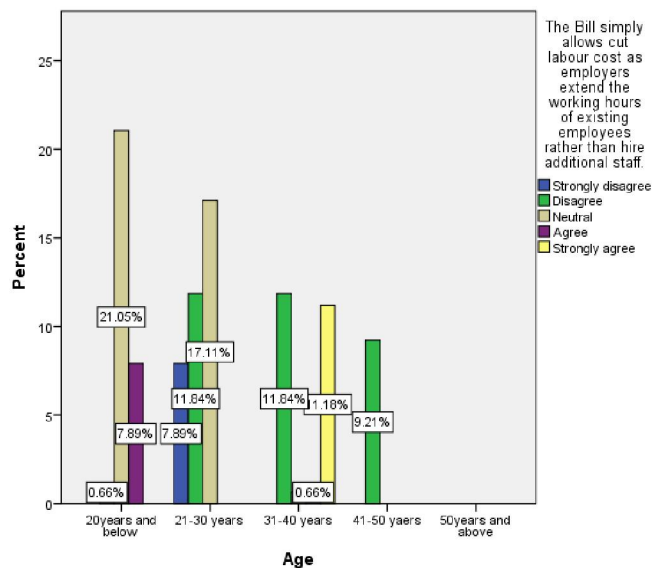
FIGURE 11



Legend: Figure 11 shows agreeability to The Bill simply allows cut labour cost as employers extend the working hours of existing employees rather than hire additional staff.

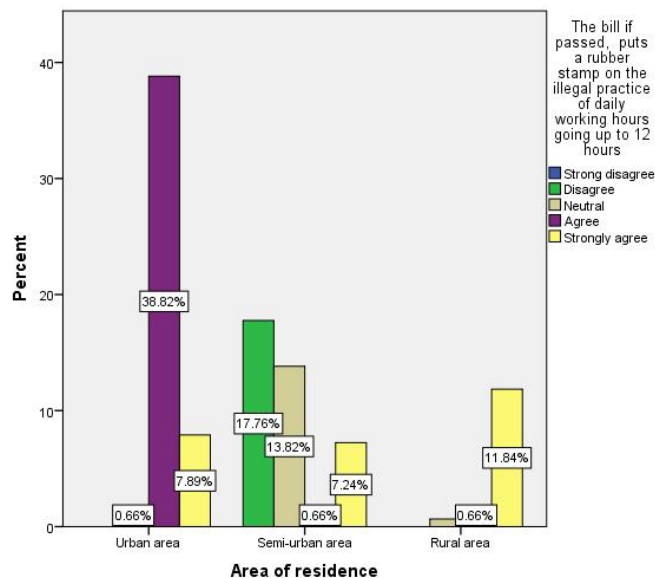


FIGURE 12



Legend: Figure 12 shows agreeability to The Bill simply allows cut labour cost as employers extend the working hours of existing employees rather than hire additional staff.

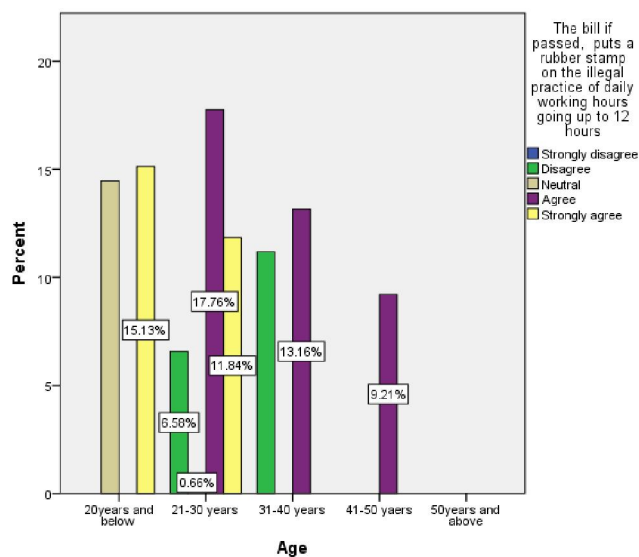
FIGURE 13



Legend: Figure 13 shows agreeability to The bill if passed, puts a rubber stamp on the illegal practice of daily working hours going up to 12 hours.

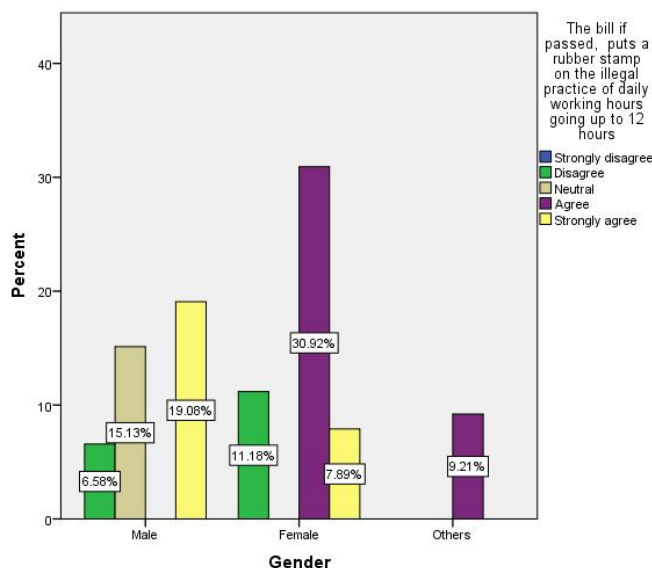


FIGURE 14



Legend: Figure 14 shows agreeability to The bill if passed, puts a rubber stamp on the illegal practice of daily working hours going up to 12 hours.

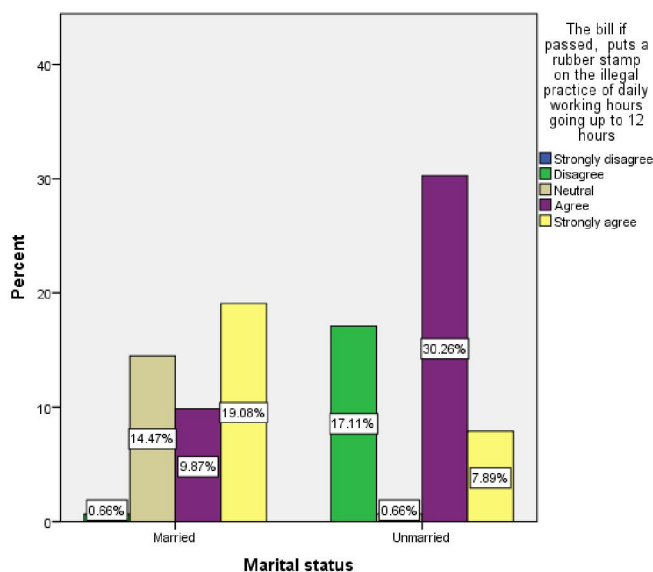
FIGURE 15



Legend: Figure 15 shows agreeability to The bill if passed, puts a rubber stamp on the illegal practice of daily working hours going up to 12 hours.

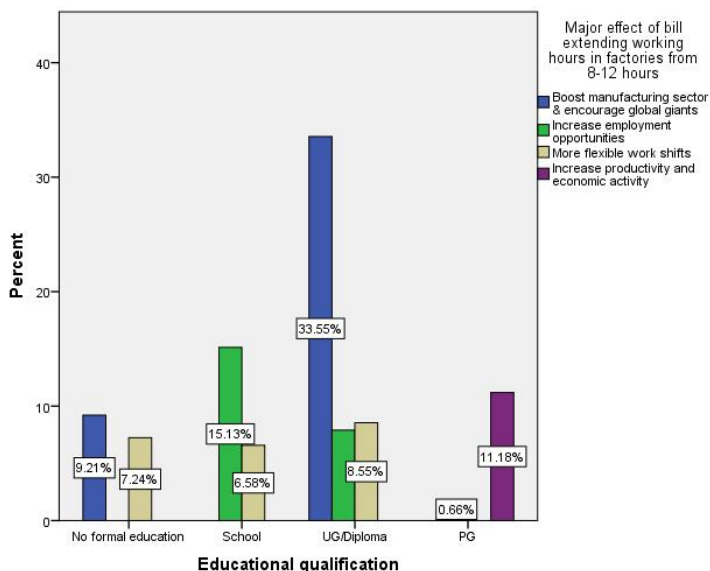


FIGURE 16



Legend: Figure 16 shows agreeability to The bill if passed, puts a rubber stamp on the illegal practice of daily working hours going up to 12 hours.

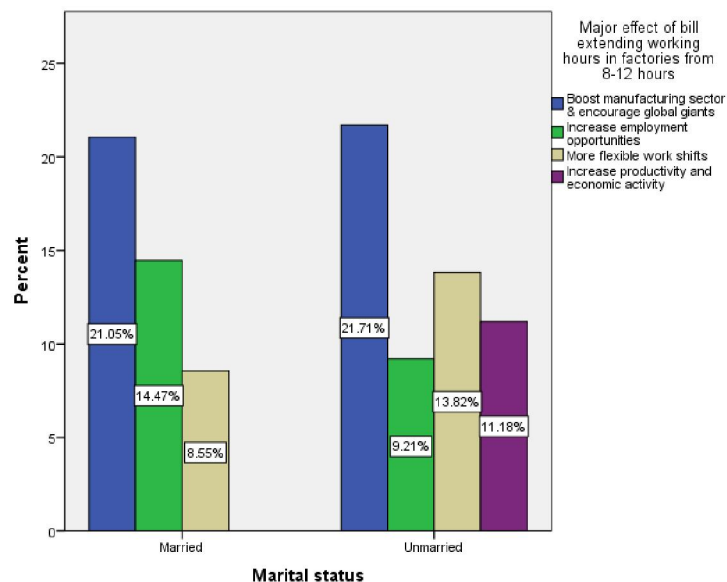
FIGURE 17



LEGEND: Figure 17 shows Major effect of bill extending working hours in factories from 8-12 hours.

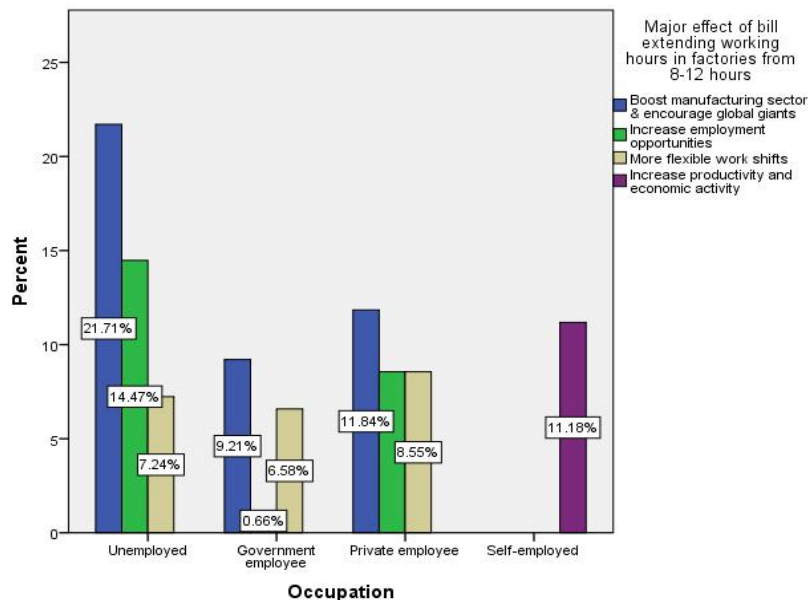


FIGURE 18



LEGEND: Figure 18 shows Major effect of bill extending working hours in factories from 8-12 hours

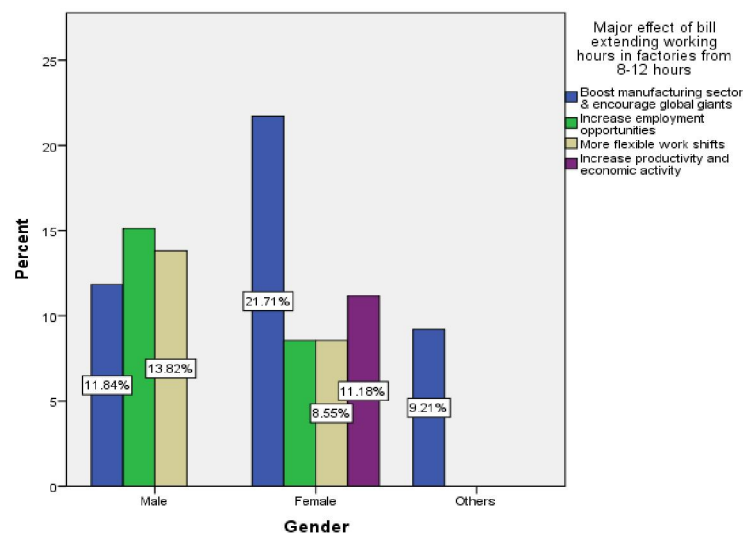
FIGURE 19



LEGEND: Figure 19 shows Major effect of bill extending working hours in factories from 8-12 hours

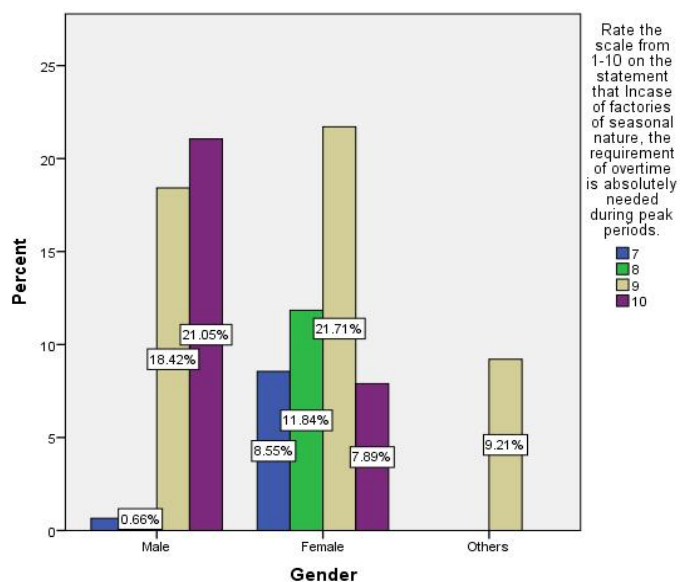


FIGURE 20



LEGEND: Figure 20 shows Major effect of bill extending working hours in factories from 8-12 hours

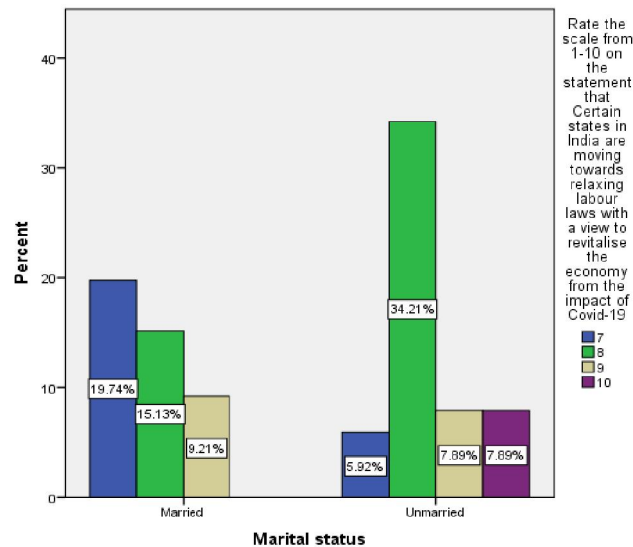
FIGURE 21



Legend: Figure 25 shows the scale from 1-10 on the statement that In case of factories of seasonal nature, the requirement of overtime is absolutely needed during peak periods.



FIGURE 22



Legend: Figure 22 shows the scale from 1-10 on the statement that every nation has prioritized environmental sustainability over industrial growth & is working tirelessly to advocate change.

ANOVA

Major impact of bill extending working hours from 8-12 hours in factories

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	145.257	3	48.419	56.658	.000
Within Groups	252.101	295	.855		
Total	397.358	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of age regarding the statement that discusses the major impact of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.

ANOVA

Major impact of bill extending working hours from 8-12 hours in factories

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	24.789	2	12.395	9.847	.000
Within Groups	372.568	296	1.259		
Total	397.358	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of gender regarding the statement that discusses the major impact of bill



extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.

ANOVA

Major impact of bill extending working hours from 8-12 hours in factories

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.088	1	.088	.066	.798
Within Groups	397.270	297	1.338		
Total	397.358	298			

INFERENCE: The p-value of 0.798 is greater than the common threshold of 0.05, indicating that there is no statistically significant difference between groups of marital status regarding the statement that discusses the major impact of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is rejected & alternate hypothesis is accepted.

ANOVA

Major impact of bill extending working hours from 8-12 hours in factories

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	51.664	2	25.832	22.119	.000
Within Groups	345.694	296	1.168		
Total	397.358	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of area of residence regarding the statement that discusses the major impact of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.

ANOVA

Major impact of bill extending working hours from 8-12 hours in factories

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	84.638	3	28.213	26.614	.000
Within Groups	312.720	295	1.060		
Total	397.358	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of educational qualification regarding the statement that discusses the major impact of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.



ANOVA

Major impact of bill extending working hours from 8-12 hours in factories

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	137.170	3	45.723	51.841	.000
Within Groups	260.188	295	.882		
Total	397.358	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of occupation regarding the statement that discusses the major impact of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.

ANOVA

Major effect of bill extending working hours in factories from 8-12 hours

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	33.013	2	16.507	16.345	.000
Within Groups	298.933	296	1.010		
Total	331.946	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of age regarding the statement that discusses the major effect of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.

ANOVA

Major effect of bill extending working hours in factories from 8-12 hours

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	23.684	1	23.684	22.819	.000
Within Groups	308.262	297	1.038		
Total	331.946	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of marital status regarding the statement that discusses the major effect of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.



ANOVA

Major effect of bill extending working hours in factories from 8-12 hours

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	170.860	2	85.430	156.979	.000
Within Groups	161.087	296	.544		
Total	331.946	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of area of residence regarding the statement that discusses the major effect of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.

ANOVA

Major effect of bill extending working hours in factories from 8-12 hours

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	177.776	3	59.259	113.389	.000
Within Groups	154.171	295	.523		
Total	331.946	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of educational qualification regarding the statement that discusses the major effect of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.

ANOVA

Major effect of bill extending working hours in factories from 8-12 hours

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	153.820	3	51.273	84.915	.000
Within Groups	178.127	295	.604		
Total	331.946	298			

INFERENCE: The p-value of 0.000 is smaller than the common threshold of 0.05, indicating that there is statistically significant difference between groups of occupation regarding the statement that discusses the major effect of bill extending working hours from 8 to 12 in factories. Therefore, null hypothesis is accepted & alternate hypothesis is rejected.

IV. RESULT

Figure 1: The majority of the respondents (36.18%) who are between the age group of 21-30 years have answered “yes” to the statement that the bill violates conventions and declarations to which India is a signatory and extends the limit of overtime beyond 75 hours as per the Factories Act. **Figure 2:** The majority of the respondents (36.18%) who



are unmarried have answered “yes” to the statement that the bill violates conventions and declarations to which India is a signatory and extends the limit of overtime beyond 75 hours as per the Factories Act. **Figure 3:** The majority of the respondents (39.47%) who are living in an urban area have answered “yes” to the statement that the bill violates conventions and declarations to which India is a signatory and extends the limit of overtime beyond 75 hours as per the Factories Act. **Figure 4:** The majority of the respondents (29.61%) who are female have answered “yes” to the statement that the bill violates conventions and declarations to which India is a signatory and extends the limit of overtime beyond 75 hours as per the Factories Act. **Figure 5:** The majority of the respondents (32.89%) who are female have answered that the major impact of the bill extending the working hours from 8-12 hours for the workers is that it affects work-life balance. **Figure 6:** The majority of the respondents (21.71%) who live in an urban area have answered that the major impact of the bill extending the working hours from 8-12 hours for the workers is that it affects work-life balance. **Figure 7:** The majority of the respondents (23.03%) who are between the age group of 31-40 years have answered that the major impact of the bill extending the working hours from 8-12 hours for the workers is that it affects work-life balance. **Figure 8:** The majority of the respondents (32.89%) who are unmarried have answered that the major impact of the bill extending the working hours from 8-12 hours for the workers is that it affects work-life balance. **Figure 9:** The majority of the respondents (23.03%) who are married have answered that they are neutral to the statement that the bill simply allows cutting labor costs as employers extend the working hours of existing employees rather than hire additional staff. **Figure 10:** The majority of the respondents (28.29%) who are male have answered that they are neutral to the statement that the bill simply allows cutting labor costs as employers extend the working hours of existing employees rather than hire additional staff. **Figure 11:** The majority of the respondents (28.29%) who live in a semi-urban area have answered that they are neutral to the statement that the bill simply allows cutting labor costs as employers extend the working hours of existing employees rather than hire additional staff. **Figure 12:** The majority of the respondents (21.05%) who are 20 years and below have answered that they are neutral to the statement that the bill simply allows cutting labor costs as employers extend the working hours of existing employees rather than hire additional staff. **Figure 13:** The majority of the respondents (38.82%) who live in an urban area have agreed to the statement that the bill, if passed, puts a rubber stamp on the illegal practice of daily working hours going up to 12 hours. **Figure 14:** The majority of the respondents (17.76%) who are between the age group of 21-30 years have agreed to the statement that the bill, if passed, puts a rubber stamp on the illegal practice of daily working hours going up to 12 hours. **Figure 15:** The majority of the respondents (30.92%) who are female have agreed to the statement that the bill, if passed, puts a rubber stamp on the illegal practice of daily working hours going up to 12 hours. **Figure 16:** The majority of the respondents (30.36%) who are unmarried have agreed to the statement that the bill, if passed, puts a rubber stamp on the illegal practice of daily working hours going up to 12 hours. **Figure 17:** The majority of the respondents (33.55%) who are/have completed their UG/Diploma have answered that the major effect of the bill extending working hours in factories from 8-12 hours is that it boosts the manufacturing sector and encourages global giants. **Figure 18:** The majority of the respondents (21.71%) who are unmarried have answered that the major effect of the bill extending working hours in factories from 8-12 hours is that it boosts the manufacturing sector and encourages global giants. **Figure 19:** The majority of the respondents (21.71%) who are unemployed have answered that the major effect of the bill extending working hours in factories from 8-12 hours is that it boosts the manufacturing sector and encourages global giants. **Figure 20:** The majority of the respondents (21.71%) who are female have answered that the major effect of the bill extending working hours in factories from 8-12 hours is that it boosts the manufacturing sector and encourages global giants. **Figure 21:** The majority of the respondents (21.71%) who are female have rated 9 out of 10 for the statement that, in case of seasonal factory nature, the requirement of overtime is absolutely needed during peak periods. **Figure 22:** The majority of the respondents (34.21%) who are unmarried have rated 8 out of 10 for the statement that certain states in India are moving towards relaxing labor laws with a view to revitalizing the economy from the impact of COVID-19.

V. DISCUSSION

In **Figure 1**, respondents in the age group of 21-30 years believe that the bill violates conventions and declarations to which India is a signatory and extends the limit of overtime beyond 75 hours as per the Factories Act. In **Figure 2**,



unmarried respondents also share this view, indicating that individuals without familial responsibilities may be more vocal about labor rights and workplace conditions. In **Figure 3**, respondents residing in urban areas have expressed concerns about the bill's impact on labor regulations, highlighting that urban workers, who are more likely to be employed in industrial or corporate sectors, perceive the bill as a threat to existing labor protections. In **Figure 4**, female respondents also believe the bill violates labor conventions and extends overtime beyond 75 hours, suggesting that women, who may already face workplace challenges, are particularly concerned about the impact of longer working hours. In **Figure 5**, female respondents have identified work-life balance as the major impact of extending working hours from 8 to 12 hours, indicating that women, who often juggle both professional and domestic responsibilities, may find extended shifts more disruptive. In **Figure 6**, respondents residing in urban areas have also expressed concerns about work-life balance, reinforcing the idea that those working in cities may already experience high work pressure, and further extension of hours could exacerbate these challenges. In **Figure 7**, respondents in the age group of 31-40 years have identified work-life balance as a major issue due to extended working hours, suggesting that middle-aged workers, who may have additional family responsibilities, foresee difficulties in managing personal and professional commitments. In **Figure 8**, unmarried respondents also consider work-life balance a major concern, showing that even those without immediate family obligations value personal time and see the proposed changes as disruptive. In **Figure 9**, married respondents have remained neutral about whether the bill allows employers to cut labor costs by extending working hours instead of hiring new staff, indicating mixed opinions, with some seeing cost benefits while others remain unsure about the long-term impact. In **Figure 10**, male respondents have also remained neutral, suggesting that men may not see an immediate personal impact or may be less concerned about cost-cutting measures compared to job security. In **Figure 11**, respondents living in semi-urban areas are neutral toward the statement regarding labor cost-cutting, indicating that those in semi-urban regions may not have a clear understanding of how the bill affects job opportunities and wages. In **Figure 12**, respondents aged 20 years and below have also remained neutral, which may be due to their limited work experience and understanding of labor cost structures. In **Figure 13**, respondents residing in urban areas have agreed that the bill, if passed, would legitimize the illegal practice of 12-hour workdays, suggesting that urban workers, who are more exposed to corporate and industrial work environments, are already witnessing such practices and fear their formalization. In **Figure 14**, respondents in the age group of 21-30 years share the same concern, indicating that young workers are aware of and opposed to excessive working hours becoming the norm. In **Figure 15**, female respondents have agreed that the bill would legitimize illegal working hours, reflecting concerns among women about the increased burden that extended shifts might impose. In **Figure 16**, unmarried respondents have also agreed, showing that single individuals, despite fewer familial obligations, recognize the potential negative impact of longer workdays. In **Figure 17**, respondents with UG/Diploma qualifications believe that the bill will boost the manufacturing sector and attract global giants, indicating that those with higher education see potential economic benefits, even if it comes at the cost of longer working hours. In **Figure 18**, unmarried respondents also believe the bill will boost the manufacturing sector, suggesting that single individuals may prioritize career and economic growth over concerns about extended shifts. In **Figure 19**, unemployed respondents share this perspective, possibly viewing extended work hours as a means to increase job availability and economic stability. In **Figure 20**, female respondents also believe the bill will help the manufacturing sector grow, showing that some women see economic advantages despite concerns about work-life balance. In **Figure 21**, female respondents have rated 9 out of 10 in favor of overtime being necessary for seasonal industries during peak periods, indicating that while extended hours are generally seen as problematic, there is recognition that certain industries require flexibility. In **Figure 22**, unmarried respondents have rated 8 out of 10 in support of states relaxing labor laws to revitalize the economy post-COVID-19, suggesting that younger and single individuals see economic recovery as a priority, even if it involves changes in labor regulations. Overall, the discussion highlights a divide between concerns over labor rights and work-life balance versus the perceived economic benefits of extended working hours. While many respondents express apprehension about the negative impact on workers, others see potential advantages for industrial growth and economic competitiveness, suggesting a need for balanced policymaking that safeguards worker welfare while promoting economic development.



VI. LIMITATION

The significant limitation is that the Tamil Nadu Chief Minister has currently withheld the implementation of the bill due to widespread opposition from labor unions and worker advocacy groups. This decision indicates that further deliberation and modifications may be required before the bill is enacted. As a result, the findings of this study are based on a proposed policy that has not yet been enforced, and the actual implications may differ if the bill undergoes revisions or remains indefinitely stalled. Future research should analyze any amendments or alternative labor policies introduced by the Tamil Nadu government in response to these concerns.

SUGGESTIONS

The study suggests that prior consent must be obtained from workers, particularly women, before implementing extended working hours. To address commuting challenges, companies should either provide housing facilities in remote areas or ensure safe transportation equipped with CCTV cameras. Furthermore, the permissible overtime limit should be increased to 145 hours per quarter, while ensuring workers are not overburdened. The provisions of the Factories Act, 1948, which mandate double wages for overtime workers and flexibility in work timings, must be strictly enforced to protect worker rights. While the relaxation of labor laws aims to attract foreign investment and generate employment opportunities, it is crucial to strike a balance between economic growth and worker welfare. The Tamil Nadu Bill, along with similar initiatives in other states, must ensure that the Indian workforce is not exploited under the guise of economic progress. Policymakers should adopt a holistic approach that includes both regulatory safeguards and incentives for industrial growth.

VII. CONCLUSION

The objective of this research was to analyze the major effects and impacts of extending working hours from 8 to 12 hours as proposed in the Tamil Nadu Bill. Specifically, the study aimed to examine how these changes influence workers' well-being, work-life balance, labor rights, and economic growth. The research also explored whether the relaxation of labor laws can contribute to revitalizing the economy in the aftermath of COVID-19. From the findings, it is evident that while the extension of working hours may benefit the manufacturing sector and attract multinational companies to establish their operations in India, it raises significant concerns among workers. The study highlights that a substantial portion of respondents believe that the bill could lead to worker exploitation, especially regarding excessive overtime beyond 75 hours per quarter, which contradicts international labor standards. Additionally, concerns about work-life balance, gender-specific challenges, and the lack of proper housing or transport facilities were emphasized by the respondents.

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