

## Bill Summary

### The Factories (Tamil Nadu Amendment) Bill, 2023

- The Factories (Tamil Nadu Amendment) Bill, 2023 was introduced in the Tamil Nadu Legislative Assembly on April 12, 2023. It seeks to amend the Factories Act, 1948 (central Act) in its application to Tamil Nadu. The Act regulates working conditions of factory workers including work hours, welfare, health, and safety.
- **Exemption from regulation of working hours:** The Act prescribes working conditions for adult factory workers (above 18 years of age). These include: (i) weekly working hours will not be more than 48 hours, (ii) daily working hours will not exceed nine hours, (iii) workers will get at least a half hour break after every five-hour work period, (iv) workers exceeding the weekly hours and daily hour threshold are entitled to overtime (wages at twice the ordinary rate), and (v) the spread of working hours (inclusive of breaks) will not exceed 10.5 hours each day. The Bill empowers the state government to exempt any or all factories from the mentioned provisions by notification. The government may specify certain conditions and restrictions and the period of application in such notifications.

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