

INTERNATIONAL JOURNAL FOR LEGAL RESEARCH AND ANALYSIS



Open Access, Refereed Journal Multi-Disciplinary
Peer Reviewed

www.ijlra.com

DISCLAIMER

No part of this publication may be reproduced or copied in any form by any means without prior written permission of Managing Editor of IJLRA. The views expressed in this publication are purely personal opinions of the authors and do not reflect the views of the Editorial Team of IJLRA.

Though every effort has been made to ensure that the information in Volume II Issue 7 is accurate and appropriately cited/referenced, neither the Editorial Board nor IJLRA shall be held liable or responsible in any manner whatsoever for any consequences for any action taken by anyone on the basis of information in the Journal.

Copyright © International Journal for Legal Research & Analysis

EDITORIALTEAM

EDITORS

Dr. Samrat Datta

Dr. Samrat Datta Seedling School of Law and Governance, Jaipur National University, Jaipur. Dr. Samrat Datta is currently associated with Seedling School of Law and Governance, Jaipur National University, Jaipur. Dr. Datta has completed his graduation i.e., B.A.LL.B. from Law College Dehradun, Hemvati Nandan Bahuguna Garhwal University, Srinagar, Uttarakhand. He is an alumnus of KIIT University, Bhubaneswar where he pursued his post-graduation (LL.M.) in Criminal Law and subsequently completed his Ph.D. in Police Law and Information Technology from the Pacific Academy of Higher Education and Research University, Udaipur in 2020. His area of interest and research is Criminal and Police Law. Dr. Datta has a teaching experience of 7 years in various law schools across North India and has held administrative positions like Academic Coordinator, Centre Superintendent for Examinations, Deputy Controller of Examinations, Member of the Proctorial Board



Dr. Namita Jain

Head & Associate Professor

School of Law, JECRC University, Jaipur Ph.D. (Commercial Law) LL.M., UGC -NET Post Graduation Diploma in Taxation law and Practice, Bachelor of Commerce.



Teaching Experience: 12 years, AWARDS AND RECOGNITION of Dr. Namita Jain are - ICF Global Excellence Award 2020 in the category of educationalist by I Can Foundation, India. India Women Empowerment Award in the category of "Emerging Excellence in Academics by Prime Time & Utkrisht Bharat Foundation, New Delhi. (2020). Conferred in FL Book of Top 21 Record Holders in the category of education by Fashion Lifestyle Magazine, New Delhi. (2020). Certificate of Appreciation for organizing and managing the Professional Development Training Program on IPR in Collaboration with Trade Innovations Services, Jaipur on March 14th, 2019

Mrs.S.Kalpana

Assistant professor of Law

Mrs.S.Kalpana, presently Assistant professor of Law, VelTech Rangarajan Dr.Sagunthala R & D Institute of Science and Technology, Avadi. Formerly Assistant professor of Law, Vels University in the year 2019 to 2020, Worked as Guest Faculty, Chennai Dr.Ambedkar Law College, Pudupakkam. Published one book. Published 8Articles in various reputed Law Journals. Conducted 1Moot court competition and participated in nearly 80 National and International seminars and webinars conducted on various subjects of Law. Did ML in Criminal Law and Criminal Justice Administration. 10 paper presentations in various National and International seminars. Attended more than 10 FDP programs. Ph.D. in Law pursuing.



Avinash Kumar



Avinash Kumar has completed his Ph.D. in International Investment Law from the Dept. of Law & Governance, Central University of South Bihar. His research work is on "International Investment Agreement and State's right to regulate Foreign Investment." He qualified UGC-NET and has been selected for the prestigious ICSSR Doctoral Fellowship. He is an alumnus of the Faculty of Law, University of Delhi. Formerly he has been elected as Students Union President of Law Centre-1, University of Delhi. Moreover, he completed his LL.M. from the University of Delhi (2014-16), dissertation on "Cross-border Merger & Acquisition"; LL.B. from the University of Delhi (2011-14), and B.A. (Hons.) from Maharaja Agrasen College, University of Delhi. He has also obtained P.G. Diploma in IPR from the Indian Society of International Law, New Delhi. He has qualified UGC – NET examination and has been awarded ICSSR – Doctoral Fellowship. He has published six-plus articles and presented 9 plus papers in national and international seminars/conferences. He participated in several workshops on research methodology and teaching and learning.

ABOUT US

INTERNATIONAL JOURNAL FOR LEGAL RESEARCH & ANALYSIS
ISSN

2582-6433 is an Online Journal is Monthly, Peer Review, Academic Journal, Published online, that seeks to provide an interactive platform for the publication of Short Articles, Long Articles, Book Review, Case Comments, Research Papers, Essay in the field of Law & Multidisciplinary issue. Our aim is to upgrade the level of interaction and discourse about contemporary issues of law. We are eager to become a highly cited academic publication, through quality contributions from students, academics, professionals from the industry, the bar and the bench. INTERNATIONAL JOURNAL FOR LEGAL RESEARCH & ANALYSIS ISSN 2582-6433 welcomes contributions from all legal branches, as long as the work is original, unpublished and is in consonance with the submission guidelines.

“THE BURDEN OF OVERTIME WORKLOAD: A DOUBLE-EDGED SWORD FOR EMPLOYEE LIVES”

AUTHORED BY - S. IRFANA RUHAIYA

ABSTRACT

This article explores the multifaceted burden of overtime and high workloads, examining their consequences on physical and mental health, work-life balance, and also highlights the negative outcomes of prolonged working hours, job satisfaction, financial and legal concerns, interpersonal conflicts. And the uncompensated overtime pays and legal insights of rules for overtime. This paper calls for interventions to ensure that employee welfare is prioritized, more productive at workplace. And the ¹ILO conventions for overtime work on employees and national laws, judicial interpretation in such overtime workload. Furthermore, this paper will examine how organizations can balance the demand for extended work hours with the need for a sustainable and healthy workforce. By understanding the true cost of overtime on employee performance and well-being, and can implement better strategies and policies to ensure the long-term success and health of their workforce.

KEYWORDS: Overtime, Workload, Legal insights, Healthy workforce

INTRODUCTION

In today's rapidly evolving and highly competitive work environment, working overtime has become a widespread practice across various industries. While some view overtime as an opportunity to earn extra income or advance in their careers, its long-term effects on employees can be harmful. The continuous extension of working hours can lead to considerable physical, mental, and emotional strain, which in turn impacts overall health, job performance, and personal well-being. A key issue is that many employees, due to extended work hours, are unable to spend quality time with their family and friends. The constant demand of overtime work disrupts the work-life balance, leaving individuals struggling to focus on both their professional and personal lives. As a result, they find it difficult to fully concentrate on either their job or family commitments, leading to heightened stress and dissatisfaction. This study

¹ ILO conventions for overtime work

aims to explore the negative consequences that overtime has on employees, particularly the physical, mental, and social impacts. According to the² Factories Act of 1948, adult workers are restricted to a maximum of 48 working hours per week and 9 hours per day

SIGNS OF OVERLOAD: RECOGNIZING THE STRAIN ON EMPLOYEES

Overtime refers to any hours worked by an employee beyond their usual working hours. While the term "generalized overtime" typically indicates time worked outside the regular schedule, it often occurs when workers are given more tasks than they can manage within their assigned hours. This situation can create tension in the workplace. Employee overload occurs when the amount of work assigned to an individual surpasses their capacity to finish it within the given time frame. This issue varies across different fields, as the nature of the work can affect workload demands. Work-related stress occurs when the demands of the job surpass an individual's capacity and skills, leading to physical and mental strain.

Workload refers to the amount of work assigned to a person within a specific time frame, and it can also describe the balance between the mental resources required to complete a task and the individual's available cognitive capacity. Heavy workloads can have negative consequences on employee relationships, teamwork, and decision-making. Overloaded workers may experience reduced motivation, struggle to meet deadlines, and become more prone to conflicts in the workplace.

DETERMINING OVERTIME ENTITLEMENT:

Under³ Indian labor law, employees are entitled to overtime compensation if they work beyond the standard working hours. The specifics depend on the industry and whether the employee is governed by the Factories Act or another law. In India, the rules regarding overtime entitlement are governed primarily by the⁴ Factories Act, 1948 and the⁵ Shops and Establishments Act, the⁶ Minimum Wages Act, 1948 and⁷ Industrial Disputes Act, 1947 may come into play in determining overtime.

² Factories Act of 1948

³ Indian labor laws

⁴ Factories Act, 1948

⁵ Shops and Establishments Act

⁶ Minimum Wages Act, 1948

⁷ Industrial Disputes Act, 1947

Standard Working Hours in India

Factories Act, 1948: The standard working hours for adult workers are set to 48 hours per week, typically split into 6 working days (8 hours per day). Any work beyond this is considered overtime.

Shops and Establishments Act: Working hours are typically 9 hours a day and 48 hours a week, though specific details can vary depending on the state.

Overtime Entitlement

Overtime Compensation: According to the Factories Act, any work beyond 48 hours a week (or 9 hours a day) is considered overtime.

Shops and Establishments Act: In most cases, overtime applies when employees work beyond the regular working hours defined under state laws.

Overtime Rate in India

Factories Act, 1948: Overtime compensation is generally paid at a rate of twice the normal wages.

Shops and Establishments Act: The rate is also typically twice the ordinary rate of wages, although the specifics may vary depending on the state.

Maximum Overtime Hours

The Factories Act, 1948 stipulates that no worker shall work more than 12 hours a day, including overtime, and 60 overtime hours per quarter.

The Shops and Establishments Act in various states also generally limits overtime to a certain number of hours per day and week.

EMPLOYEES VIEW

From an employee's viewpoint, working overtime offers the potential for increased earnings, as overtime pay is often calculated at a higher rate than regular wages. This can significantly boost their income, helping them meet financial obligations and support their families, particularly for those in financial need. Additionally, extra hours can provide employees with opportunities to develop new skills and gain experience, which can be beneficial for their career growth. However, the impact of overtime on employees can vary. Some may feel overwhelmed

or stressed by the added workload and pressure, while others may appreciate the chance to work more and stay engaged.

EMPLOYERS VIEW

From an employer's point of view, overtime can serve as an efficient way to enhance productivity, especially when faced with tight deadlines or sudden increases in demand for products or services. It can also help reduce labor costs by eliminating the need to hire additional workers. Employers have a legal obligation to compensate employees for overtime hours and ensure that they do not exceed the maximum hours allowed by law. Furthermore, employers must be mindful of the well-being of their employees, ensuring they are not overworked to the point of burnout, and must provide adequate rest and recovery time.

CAN AN EMPLOYER MANDATE THAT AN EMPLOYEE WORK EXTRA HOURS?

Employers can require employees to work overtime, but this is subject to legal limitations based on the laws of the country. In India, the regulation of overtime pay in factories is governed by the Factories Act of 1948. According to this law, no adult worker in a factory should be required or allowed to work more than 48 hours in a week.

As per Section 54 of the Factories Act,⁸ daily working hours for adult workers cannot exceed nine hours per day, subject to certain conditions outlined in Section 51⁹. Additionally, Section 55 of the Act specifies that workers should receive an interval for rest after working for five continuous hours. This rest period should last at least half an hour. These provisions ensure that the working hours and conditions of employees are regulated to avoid exploitation and overwork.¹⁰

BURNOUT ON THE RISE: EFFECT OF OVERLOADING EMPLOYEES

Burnout and Exhaustion

Excessive work demands can result in burnout, a condition characterized by long-term physical and emotional fatigue. Burnout typically arises when employees feel emotionally drained, develop a sense of detachment or cynicism toward their work, and experience a diminished sense of personal achievement. Those experiencing burnout are more likely to disengage, which

⁸ Section 54 of the Factories Act, 1948

⁹ Section 51 of the Factories Act, 1948

¹⁰ Section 55 of the Factories Act, 1948

can negatively impact their performance and decrease their dedication to the organization.

Physical and Mental Health Issues

Excessive workload can significantly impact both an employee's physical and mental well-being. Prolonged working hours and constant stress can contribute to anxiety, stress, and depression. In addition, issues like sleep disturbances, headaches, and other stress-related health problems become more common, leading to a general decline in health. Continuously burdening employees with workloads that exceed normal expectations can cause chronic fatigue, tension, and other negative effects.

Interpersonal Conflicts

The strain of excessive workload can lead to conflicts between team members. Increased stress and pressure often result in communication issues, disagreements, and a tense work environment, all of which can undermine collaboration and teamwork. This, in turn, can reduce the overall productivity and effectiveness of the team.

Diminished Work-Life Balance

Employees burdened with an excessive workload often find it difficult to balance their personal lives and interests, resulting in an unhealthy work-life dynamic. Over time, this imbalance can foster feelings of frustration and resentment, which can ultimately diminish their commitment to their work.

Emotional indicators of overload

It is well-known that emotional signs of employee overload often include: 1. Increased stress, 2. Extreme fatigue, and 3. A heightened risk of burnout. Unfortunately, employees dealing with excessive workloads may also become more irritable. Additionally, workplace tension frequently arises as a result of overload. Interestingly, focusing on effective workload management can significantly help alleviate these emotional symptoms of stress and exhaustion.

Employee morale and job satisfaction

It is clear that excessive workload can result in elevated stress levels at work, negatively affecting both employee morale and job satisfaction. This kind of exhaustion also disrupts the balance between work and personal life. By preventing work overload, organizations can foster a healthier, more relaxed environment for their employees.

Financial and legal concerns

Unpaid overtime: When employers do not adequately compensate for overtime, it can result in financial difficulties and potential legal conflicts.

Absenteeism costs: Regular overtime raises the chances of absenteeism due to health problems or personal reasons.

Social and emotional withdrawal: Overtime can lead employees to distance themselves from their social networks and support systems, contributing to feelings of loneliness and isolation.

**UNCOMPENSATED EFFORTS: THE REALITY
OF NO OVERTIME PAY**

Not all employees in India are entitled to overtime pay, as there are several exemptions and exclusions under the Factories Act 1948 and the Shops and Establishment Acts of various states. According to these laws, employees who work more than 48 hours per week are entitled to overtime at double their regular pay rate. However, certain categories of employees, including government workers, managers, and supervisors, are exempt from this rule. Additionally, employees working on a contractual or freelance basis, particularly in sectors like IT, may not qualify for overtime pay. While employers are generally aware of overtime laws, some may attempt to bypass these regulations by classifying employees as managers or supervisors, even if they work more than 48 hours a week. As a result, these employees may not receive overtime pay due to their job classification. This can lead to disagreements, with employees feeling they are being exploited or not fairly compensated for their extra work.

IS WORKING ON WEEKLY HOLIDAYS ARE PERMITTED BY LAW?

According to Section 52 of the Factories Act, 1948, adult workers in factories may be required or allowed to work on a weekly holiday only if they have already received or will receive a full day off within the three days prior to that holiday¹¹. Additionally, workers cannot be made to work for more than ten consecutive days without a full day off. This provision ensures that all workers in a factory are given one full day of rest each week. If workers are required to work on their designated weekly holiday, they must be compensated with either double pay or an alternative holiday. The intention behind this rule is to prevent worker exhaustion and ensure they have sufficient rest.

¹¹ Section 52 of the Factories Act, 1948

Exemption:

The factory selected for this case study is classified as an exempted establishment under the Tamil Nadu Factories Rules of 1950. According to Section 64(2)(k) of the Factories Act, 1948, the State Government has the authority to create rules for adult workers engaged in work that is designated as a matter of national importance in the official gazette¹². These rules may provide exemptions from the provisions of Sections 51, 52, 54, 55, and 56. In line with this, the Tamil Nadu Government has established rules, and Rule 84 of the Tamil Nadu Factories Rules, 1950¹³, grants such exemptions for certain factories, setting limits on work hours, including overtime, as outlined in Section 61(4). Specifically, Section 61(1) stipulates that: (i) the total working hours in a day cannot exceed ten hours, (ii) the total time, including rest intervals, must not exceed twelve hours in a day, (iii) the total weekly working hours, including overtime, must not exceed 60 hours, and (iv) overtime hours cannot exceed fifty in any quarter.¹⁴

LEGAL INSIGHTS: OVERTIME RULES AND EMPLOEES PROTECTION

Section 59(1) of the Factories Act, 1948¹⁵, regulates the working hours of employees in factories. It states that adult workers should not be required or allowed to work more than 9 hours a day or 48 hours a week. If they exceed these limits, they are entitled to overtime compensation at twice their normal hourly rate.

Section 14 of the Minimum Wages Act, 1948, addresses overtime pay, stipulating that employers must pay workers for any time worked beyond regular hours at the overtime rate determined by the Act or any applicable law set by the government, whichever rate is higher.¹⁶

The Karnataka Shops and Commercial Establishment Act, 1961, in **Sections 7 and 8**, also applies to overtime. It specifies that employees cannot work more than 9 hours a day or 48 hours a week. Employees working overtime must be paid at twice their normal wage rate, and the total overtime hours should not exceed 50 in any 3-month period¹⁷.

¹² Section 64(2)(k) of the Factories Act, 1948

¹³ Rule 84 of the Tamil Nadu Factories Rules, 1950

¹⁴ Section 61(1) and 61(4) of the Factories Act, 1948

¹⁵ Section 59(1) of the Factories Act, 1948

¹⁶ Section 14 of the Minimum Wages Act, 1948

¹⁷ The Karnataka Shops and Commercial Establishment Act, 1961

Section 51 of the Factories Act, 1948, ensures that workers are not made to work more than 48 hours a week, while Section 54 limits daily working hours to 9, and Section 59 provides for overtime compensation.

The Occupational Safety, Health and Working Conditions (OSHW&C) Code, 2020, under Section 33(a)(ii), empowers employers to set daily working hours in accordance with government regulations¹⁸. However, communication after working hours does not fall under the legal definition of overtime.

Currently, Indian law does not address the issue of post-work communication between employers and employees, leaving a gap in regulations concerning the right to leisure and rest time.

THE IMPERATIVE FOR ACTION IN INDIA

In the *Francis Coralie Mullin vs The Administrator, Union Territory of Delhi* case, the Supreme Court highlighted that the right to health is a fundamental component of the right to life under Article 21, defining "life" as a life of dignity rather than mere survival. The term "right to life" encompasses a wide range of entitlements, including the ability to sustain oneself, a better standard of living, clean work environments, and time for rest¹⁹.

Extended working hours have been linked to poor sleep quality, symptoms of depression, and a strong association with heart disease. When employees are expected to work beyond regular hours, it can lead to overwork, resulting in various physical and mental health issues.

A study by the UKG Workforce Institute revealed that nearly 78% of workers in India experience job burnout. This, coupled with the expectation of being available 24/7, leads to hectic lives where individuals struggle to balance personal and professional time. Given the high burnout rate and its impact on work-life balance, it is clear that there is a need for regulations that ensure employees can maintain a healthy work-life balance. Such measures would not only benefit individuals' well-being but also contribute to long-term economic growth.

INTERNATIONAL GUIDELINES: ILO CONVENTIONS ON OVERTIME WORK

¹⁸ The Occupational Safety, Health and Working Conditions (OSHW&C) Code, 2020, under Section 33(a)(ii)

¹⁹ Article 21 of the Indian Constitution

ILO Convention No.1 (Hours of Work (Industry) Convention, 1919)²⁰

It is a fundamental international labor standard adopted by the **International Labor Organization (ILO)** to regulate the working hours of industrial workers²¹. The main aim of this Convention was to address concerns about excessive working hours and poor working conditions, ensuring that workers had adequate rest and leisure

Ratification and Enforcement: Countries that ratified Convention No. 1 were obligated to adopt national laws or regulations in alignment with its provisions. It emphasized that such measures should be enforced to ensure compliance and protect workers' rights.

ILO Convention No. 29: Forced Labor Convention (1930)²²

It states that all forms of forced or compulsory labor should be abolished, and no one should be subjected to involuntary labor except in the context of specific situations such as: Involuntary labor as a punishment for a crime. Military or similar duties required by law.

Labor required in emergencies (such as war or national disasters) that do not fall under regular conditions.

Ratification and Compliance: ILO Convention No. 29 ratified by a large number of countries around the world, and its Provisions are considered the global standard for addressing forced labor. The ILO Committee of Experts monitors the implementation of the Convention through regular reports submitted by governments. Countries found to be in violation of the Convention can be subject to scrutiny, and ILO may provide technical assistance to help them fulfill their obligations

ILO Convention No. 30: Hours of Work (Commerce and Offices) Convention (1930)

The convention specifies a maximum number of working hours that employees in commercial and office sectors should work. This is capped at 48 hours per week, or 8 hours per day, with a maximum of 6 days of work per week. It also stipulates that employees should be entitled to a weekly rest period, typically one full day off in every seven-day period. Overtime hours should be paid at a higher rate than regular working hours²³.

Ratification and Compliance: Convention No. 30 has been ratified by several countries, but

²⁰ ILO Convention No.1 (Hours of Work (Industry) Convention, 1919)

²¹ International Labor Organization (ILO) to regulate the working hours of industrial workers

²² ILO Convention No. 29: Forced Labor Convention (1930)

²³ ILO Convention No. 30: Hours of Work (Commerce and Offices) Convention (1930)

its relevance is seen as more limited today because of changes in work environments, such as the rise of flexible work schedules and remote working.

ILO Convention No. 155: Occupational Safety and Health Convention, (1981)

Its primary aim is to promote and protect the safety, health, and welfare of workers at work, providing a framework for governments, employers, and workers to collaborate in reducing workplace risks and improving conditions²⁴.

Ratification and Compliance: As of 2024, many countries have ratified ILO Convention No. 155, although there are still countries that have not done so. The level of implementation of OSH laws and practices varies greatly between countries, depending on factors like economic capacity, industrialization, and the strength of regulatory bodies²⁵.

ILO Convention No. 190: Violence and Harassment Convention ,2019

This convention aims to eliminate violence and harassment in the world of work, including gender-based violence, and to promote a safe, respectful, and inclusive working environment for all workers²⁶.

Ratification and Compliance: As of 2024, many countries have ratified ILO Convention No. 190, with a growing number of governments committing to tackle workplace violence and harassment. Compliance involves adopting national legislation, developing workplace policies, providing training, and establishing mechanisms for reporting and addressing incidents. However, challenges exist in enforcement, especially in countries with weak labor laws or limited resources.

NATIONAL LAWS AND ILO COMPLIANCE:

While the ILO sets these global guidelines, the application of these conventions may vary by country, and national labor laws often incorporate the ILO's principles into their own regulations. Some countries have stricter laws on overtime, while others may allow more flexibility, but they must still comply with core principles such as worker safety, health, and fair compensation.

²⁴ ILO Convention No. 155: Occupational Safety and Health Convention, (1981)

²⁵ ILO Convention No. 155: Occupational Safety and Health Convention, (1981)

²⁶ ILO Convention No. 190: Violence and Harassment Convention, 2019

ILO recognizes the importance of managing employees' workload, ensuring that overtime is both reasonable and compensated properly. It also emphasizes the need for adequate rest periods and the protection of workers' health. These principles are incorporated into various ILO conventions and recommendations to guide national labor laws and workplace²⁷.

CASE STUDIES: JUDICIAL INSIGHTS ON OVERTIME ISSUES

Barangay Jute Factory v. Its Workmen AIR (1960) SC 862

The case dealt with the interpretation of Section 59 of the Factories Act, 1948, which regulates the maximum working hours and overtime pay. The Supreme Court held that employees are entitled to overtime pay for work beyond the regular working hours prescribed by the Factories Act, and the employer must ensure that overtime work is compensated adequately as per the legal provisions²⁸.

Automobile Products of India Ltd. v. The Workmen AIR (1960) SC 745

The case was related to the entitlement of workers to overtime compensation under the Industrial Disputes Act and the Factories Act. The Supreme Court ruled that work beyond the regular working hours is considered overtime and must be compensated at the prescribed overtime rate. The case reinforced the statutory protection for workers regarding their right to fair pay for extra hours worked²⁹.

State of Gujarat v. SSRI N.M. Dessi AIR (1964) SC 806

The Supreme Court of India held that an employee is entitled to overtime pay if they work beyond the regular working hours, even if the employer does not expressly instruct them to do so. The employer is responsible for paying overtime wages if the work exceeds the limits specified under the law³⁰.

Delhi Transport Corporation v. D.T.C. Tandoor Congress AIR (1991) LLR 484

The case concerned the entitlement of transport workers to overtime compensation for work done beyond regular hours. The court ruled that workers employed in public transport services (like DTC) are entitled to overtime wages for hours worked beyond the prescribed limits under

²⁷ ILO conventions and recommendations to guide national labor laws and workplace

²⁸ Barangay Jute Factory v. Its Workmen AIR (1960) SC 862

²⁹ Automobile Products of Indian Ltd. V. The Workmen AIR (1960) SC 745

³⁰ State of Gujarat v SSRI N.M. Dessi AIR (1964) SC 806

the relevant laws³¹.

K.R. Tiwari v. The Union of India (2017)

The case addressed the issue of overtime payments for employees working beyond 48 hours per week, including whether the rate of overtime pay should be enforced for government employees under the prescribed rules. The Supreme Court ruled in favor of the employees, stating that overtime pay should be in accordance with established guidelines and that the failure to compensate employees for extra work leads to exploitation³².

OVERTIME AND JUDICIAL INTERPRETATION

Several judicial pronouncements have reinforced that the **right to overtime pay** is a fundamental right for workers who are employed in conditions that require them to work beyond the prescribed hours³³. In such cases, the courts have consistently upheld that employers must provide overtime compensation as per the statute, even if the work is voluntary or at the request of the employer.

SUGGESTIONS FOR MANAGING THE IMPACT OF WORKLOAD ON EMPLOYEES

Offering employees flexibility in their work hours which enable workers to balance personal and professional responsibilities, which can improve their overall well-being and reduce burnout. Make sure that workload distribution is fair and balanced across teams and departments. If one team or individual is consistently overloaded, consider redistributing tasks or hiring additional staff to ease the burden.

Time off, whether it's a vacation or a mental health day, should be seen as essential for maintaining long-term productivity and employee satisfaction. Shift the focus from long hours to tangible results. If employees can meet or exceed expectations without constantly working overtime, it improves morale and reduces burnout.

Implement mandatory rest periods and encourage employees to take regular breaks. Encourage work-life balance by limiting overtime or ensuring its voluntary and properly compensated.

³¹ Delhi Transport Corporation v. D.T.C. Tandoor Congress AIR (1991) LLR 484

³² K.R Tiwari v. The Union of India (2017)

³³ judicial pronouncements have reinforced that the right to overtime pay is a fundamental right

Ensure employees are compensated fairly for any overtime work. Maintain open communication channels where employees can voice concerns regarding workload, overtime expectations, and well-being. Regular check-ins can help identify early signs of burnout or stress.

CONCLUSION

The impact of workload on employees is a significant factor that can influence not only individual well-being but also organizational performance. Heavy or poorly managed workloads can lead to burnout, reduced productivity, lower morale, and higher turnover rates. By proactively addressing workload concerns through thoughtful workload distribution, offering support programs, and fostering a positive work culture, employers can reduce the negative impacts on their employees. Taking these steps not only enhances employee health and satisfaction but also boosts overall organizational performance by maintaining a motivated, engaged, and productive workforce.

A balanced workload is not just about the number of tasks, but also about how tasks are assigned, managed, and supported. By prioritizing employee welfare and adopting strategies to manage workloads effectively, organizations can achieve sustainable success while ensuring a positive and healthy work environment.

REFERENCE

1. D. Krishnamoorthy & Aravindan.S, A case study on overtime and its impacts on employees job satisfaction.26.2020
2. D. Krishnamoorthy & Aravindan.S, A case study on overtime and its impacts on
3. N.S.V.Arivarasan , Scheduling overtime hours-the factors affecting employers and workers – an industrial experience.11. 2014
4. Minette A. Briones, the effect of workload and work stress on employees work motivation and productivity in a manufacturing company
5. Lin budilestari & Sundjoto & Sri rahayu, The effect of workload and employee engagement on job satisfaction at the inspectorate of east java. 2024
6. Navigating the complexities of overtime in the Indian workplace.13 2023
<https://bcpassociates.com/navigating-the-complexities-of-overtime-in-the-indian-workplace/>

7. Work life balance as legal right: the case for employee disconnection in India
<https://cll.nliu.ac.in/work-life-balance-as-a-legal-right-the-case-for-employee-disconnection-in->
8. Understanding when employee overload occurs and its impact
<https://www.hellobonsai.com/blog/when-does-the-state-of-overload-occur-in-an-employee>
9. Long working hours a growing problem in India
<https://www.britsafe.in/safety-management-news/2024/long-working-hours-a-growing-problem-for-india#:~:text=%E2%80%9CAAs%20compared%20to%20people%20who,of%20alcohol%20misuse%2C%20he%20warned.>
10. The implication of work load in the workplace which may provoke work stress
https://seajbel.com/wp-content/uploads/2020/03/KLICELS14_258.pdf
11. <https://legalequity.in/navigating-indias-overtime-law-a-call-for-fair-compensation-in-the-modern-workplace/#:~:text=Under%20Section%2059%20of%20the,or%2048%20hours%20a%20week.&text=Section%2014%20of%20the%20Minimum,worked%20beyond%20the%20standard%20workday>