PROPOSED WORKING HOURS: 90 HOURS PER WEEK AND ITS FEASIBILITY IN INDIA IN THE CONTEXT OF GEOGRAPHICAL, LITERACY, SOCIAL, CULTURAL, TRADITIONAL, AND LIVING STANDARDS

Dr. Badiuzzaman, Assistant Professor
Department of Commerce, Shibli National College, Azamgarh, affiliated to Maharaja SuhelDev University, Azamgarh, U.P., India- 276001, Email: snc.badiaslam@gmail.com

Abstract

The introduction of a 90-hour workweek has sparked considerable discussion across the globe, especially in India. This research investigates the practicality of adopting such prolonged working hours in the Indian setting, taking into account diverse geographic, educational, social, cultural, and living condition elements. Through both qualitative and quantitative research approaches, this paper evaluates the possible economic and social effects, along with the statistical consequences, of a 90-hour work-week in India.

1. Introduction

The topic of extending working hours has surfaced due to factors like economic globalization, advancements in technology, and changing demands of the workforce. Nevertheless, India's diverse social structure and distinct cultural values pose difficulties in adopting such an intense work regimen. This paper intends to examine the feasibility of a 90-hour workweek and its effects on Indian society.

The notion of working hours in any country is heavily influenced by its economic, social, cultural, and political contexts. In India, the discussion around working hours has sparked intense debate due to proposed alterations in labor regulations, which seek to extend the working week to 90 hours. This suggestion has elicited diverse responses, with supporters claiming it could boost productivity, while opponents highlight the possible negative impact on workers' health and well-being. To comprehend the viability of such a proposal, it is crucial to evaluate various factors such as India's distinct geography, literacy levels, social dynamics, cultural practices, and living conditions.

Several influential individuals support the idea of increasing work hours to foster economic development and improve productivity. For example, S.N. Subrahmanyan, the Chairman of Larsen & Toubro (L&T), proposed that workers might benefit from putting in 90 hours a week, even on Sundays, to attain superior outcomes. He raised doubts about the importance of time spent at home, suggesting that longer working hours are crucial for achieving success.

Nevertheless, these perspectives have encountered significant backlash. Numerous individuals contend that prolonged working hours may result in burnout, adversely affecting both mental and physical well-being. The unfortunate passing of a 26-year-old accountant at Ernst & Young (EY) in Pune, linked to stress from work, has heightened worries regarding India's rigorous work culture. This event has triggered a nationwide discussion about the harmful work conditions that exist in several corporate environments.

1.1 Geographical Context

The extensive geographical diversity of India greatly influences the development of work patterns in various regions. In urban hubs such as Mumbai and Bengaluru, as opposed to rural regions in Uttar Pradesh and Bihar, there is a notable variation in resource availability, infrastructure, and access to job locations.

1.1.1 Urban vs Rural Divide

In urban areas, the availability of infrastructure and modern technology can facilitate extended working hours, while in rural areas, this could be more difficult due to insufficient infrastructure and transportation challenges.

1.1.2 Time Zone Considerations

India, as a vast nation using a single time zone (Indian Standard Time), encounters difficulties in coordinating activities among its various states and regions, which could become even more challenging with longer working hours.

1.2 Literacy and Education

India's literacy rate has been improving over the years, yet it remains a considerable challenge, particularly in rural regions. Recent estimates indicate that the literacy rate in India is around 77.7%, with noticeable differences in education levels and skill development across various regions.

1.2.1 Skill Gaps

The practicality of a 90-hour workweek is contingent upon the capabilities of the workforce. Although urban regions may possess a workforce capable of managing longer hours with technological assistance, many individuals in rural areas might not have the required skills, potentially resulting in reduced efficiency if the workweek is extended.

1.2.2 Impact on Education

Extended working hours may limit the time available for additional education and skill enhancement, which could impede long-term productivity growth and the advancement of a knowledge-driven economy.

1.3 Social Context

India is a country characterized by a variety of social structures and family dynamics, where the equilibrium between work and personal life is crucial for individuals' well-being. To grasp the effects of extended working hours on family life and social welfare, it is essential to take the social context into account.

1.3.1 Family Structure

Historically, Indian culture emphasizes the importance of family and community connections. An expansion in working hours may result in diminished personal time, which could impact family relationships, social interactions, and personal well-being.

1.3.2 Gender Considerations

Women, particularly those in rural or traditional communities, often encounter further obstacles because of their already heavy load of domestic duties. Longer working hours could intensify gender disparities in employment.

1.3.3 Social Welfare Programs

India has been gradually rolling out social welfare initiatives such as paid maternity leave and regulations regarding working hours. A suggested rise to 90 hours could interfere with these welfare policies, particularly regarding the protection of workers' rights and their well-being.

1.4 Cultural and Traditional Aspects

India's diverse cultural heritage and traditional ways of life can occasionally conflict with the contemporary notion of a demanding work culture. The expectation of extended working hours may put pressure on established customs and values related to rest, religious observances, and celebrations.

1.4.1 Festivals and Religious Observances

India hosts numerous festivals and religious celebrations that are integral to the lives of its people. Working a 90-hour week could significantly limit the time available for these observances, which may have an impact on individuals' morale and mental health.

1.4.2 Workplace Culture

In metropolitan areas, particularly within corporate sectors, there is an increasing tendency towards extended work hours influenced by global business standards. Conversely, in conventional industries and smaller communities, there may be pushback due to entrenched working hours and regional customs.

1.5 Living Standards

Evaluating the feasibility of a 90-hour workweek requires an understanding of the cost of living in India. Although India has one of the fastest-growing economies in the world, the living standards differ greatly between regions.

1.5.1 Economic Disparities

The gap in income in India, where cities offer much higher salaries compared to rural areas, makes it challenging

to consider extending working hours. A resident of a major city might be more inclined to accept longer working hours because of higher pay and improved living standards, unlike an individual in a less developed region.

1.5.2 Health and Well-being

The quality of life, such as access to medical services, suitable housing, and leisure areas, can influence the sustainability of extended work hours. Insufficient healthcare, sanitation, and an imbalance between work and personal life in poorer communities may worsen health issues, leading to decreased productivity and overall life satisfaction.

1.5.3 Stress and Mental Health

Given the increasing stress levels in workplace settings, working 90 hours a week could result in burnout, depression, and various health problems, particularly for employees who are already facing adverse living conditions.

1.6 Labor Laws and Enforcement

The Indian government has a longstanding tradition of labor legislation designed to safeguard workers' rights, encompassing rules regarding working hours, salaries, and safety measures. Presently, the typical workweek is capped at 48 hours, and any proposals to raise this limit would necessitate thorough evaluation of the legal framework.

1.6.1 Legal Framework

The suggestion to lengthen working hours would probably necessitate changes to the Factories Act, the Industrial Disputes Act, and various other important labor regulations. It would be difficult to reconcile the needs of businesses with the rights and well-being of employees.

1.6.2 Labor Rights

India has a large informal workforce that does not have legal safeguards. Increasing work hours could worsen the exploitation of this sector, where workers often face inadequate working conditions and few benefits.

Apart from all these, there are some sectors and regions where working 90 hours per week is possible and practical:

1.7 Industries Where 90-Hour Workweeks Could Be More Common or Feasible
1.7.1 Tech & Startups

1.7.1.1 Workaholic Culture

Within certain tech firms and startups, especially in rapid, competitive environments, workers often experience pressure to log very long hours, particularly during the initial phases of a company's growth. The demand for swift innovation, adherence to strict deadlines, or the rush to launch a new product can foster a setting where extended workweeks are accepted as standard.

1.7.1.2 Short-Term Feasibility

Certain startups may require employees to work 90-hour weeks during key moments such as product launches or funding rounds. Nevertheless, many tech workers face increased burnout rates caused by extended hours and pressure.

1.7.1.3 Challenges

The technology sector is experiencing a growing need for improved work-life balance. Organizations that emphasize long working hours may encounter high employee turnover and challenges in drawing talent, particularly when rivals provide more manageable schedules.

1.7.2 Finance (Investment Banking, Hedge Funds, and Consulting)
1.7.2.1 High-Stakes Environment

Investment banking and consulting are well-known for their demanding hours, particularly for those at entry-level positions. In certain situations, analysts or associates may be required to work between 80 to 100 hours a week, especially during deal closings or while creating presentations for clients.

1.7.2.2 Cultural Expectations

In these industries, the culture typically values long working hours as a demonstration of commitment. Nevertheless, companies are progressively implementing improved work-life balance initiatives or recruiting junior personnel for particular tasks to mitigate overwhelming workloads.

1.7.2.3 Challenges

Burnout has become a significant concern, leading numerous professionals to exit due to unmanageable working hours. In response to high turnover rates, the industry has implemented initiatives focused on "work-life integration" and provided mental health resources.

1.7.3 *Healthcare (Doctors, Nurses, Surgeons)*

1.7.3.1 Long Shifts

Medical practitioners, especially those in hospitals, frequently put in extensive hours, occasionally nearing 80-100 hours weekly, particularly in specialized areas such as surgery or emergency care.

1.7.3.2 Feasibility

Although these hours can be demanding and tiring, they are frequently viewed as essential for maintaining ongoing care and ensuring patient safety. Numerous healthcare professionals, especially those in surgical or critical care departments, endure extended shifts followed by intervals of rest in between.

1.7.3.3 Challenges

Such a schedule may result in exhaustion, weariness, and mistakes in medical practice. In some areas, regulations are being put in place to limit work hours (for example, restricting residency hours for healthcare professionals). Nonetheless, the high demand for healthcare personnel often makes extended shifts prevalent in specific regions.

1.7.4 *Legal Profession (Lawyers, Paralegals)*

1.7.4.1 Billable Hours

Attorneys, especially those in large law firms, frequently encounter expectations for extended work hours to fulfill billable hour quotas. It's typical for attorneys to log over 80 hours a week when engaged in significant cases or during periods of intense legal activity.

1.7.4.2 Cultural Expectation

Certain legal firms, particularly those that specialize in corporate matters or litigation, often promote a "culture of overwork," where employees are anticipated to work extended hours as part of their roles. Although this may be manageable for a period, it eventually becomes unviable for numerous workers over time.

1.7.4.3 Challenges

Attorneys often experience burnout, mental health challenges, and difficulties in maintaining a healthy work-life balance. While some firms are beginning to adopt flexible working hours, the tradition of extended hours remains common in many law offices.

1.7.5 *Entertainment & Media (Film Production, Animation, Journalism)*

1.7.5.1 Project-Based Work

In fields such as film making, animation, and media, the work tends to follow a cyclical pattern and is often driven by tight deadlines. During key phases of production, such as shooting, editing, or releasing content, employees might find themselves working between 70 to 90 hours a week.

1.7.5.2 Feasibility

In the film and media industry, extended working hours are frequently viewed as essential to adhere to strict deadlines, especially when a project falls behind. Likewise, journalists might work lengthy hours to report on breaking news or get ready for significant events.

1.7.5.3 Challenges

Certain industries are recognized for their high levels of stress and burnout, particularly for those juggling multiple projects simultaneously. Although this may be manageable in the short term, it is not viable for sustainable long-term careers.

1.8 *Regions Where 90-Hour Workweeks Are More Feasible or Common*

1.8.1 United States

1.8.1.1 Tech and Finance Hubs

In places such as Silicon Valley or New York, extended work hours are frequently linked to tech startups, venture capital, investment banking, and consulting. These sectors have a "hustle" culture that can result in long hours of work.

1.8.1.2 Feasibility

Because of the intense competition in these industries and the relatively few labor regulations compared to other areas, putting in 90-hour workweeks is regarded as a point of pride in certain sectors. Nevertheless, this mindset is shifting as awareness around mental health and burnout increases.

1.8.2   Japan

1.8.2.1 Culture of Overwork (Karoshi)

Japan is famous for its work ethic, with excessive hours being a frequent occurrence in various sectors, especially in finance, manufacturing, and technology. The habit of working extended hours has become a fundamental aspect of Japanese culture.

1.8.2.2 Feasibility

Although there are regulations governing work hours in the country (such as a 40-hour workweek), overtime is frequently anticipated, and a considerable number of employees work far beyond these hours. Nonetheless, Japan has experienced a growing movement to confront "karoshi" (death from overwork), resulting in government actions aimed at restricting working hours and enhancing work-life balance.

1.8.2.3 Challenges

Even with the government's initiatives, extended working hours persist, particularly in certain sectors. The societal expectation to engage in long work hours can create challenges for employees trying to resist.

1.8.3   South Korea

1.8.3.1 Intense Work Culture

South Korea is known for having some of the longest working hours globally. Although the government has put regulations in place to restrict the number of work hours, cultural norms, especially in sectors such as technology and manufacturing, often result in workweeks totaling 60 to 90 hours.

1.8.3.2 Feasibility

Extended working hours are frequently viewed as a sign of commitment. Nevertheless, similar to Japan, South Korea is acknowledging the impact of excessive work on health and is gradually moving towards policies that promote a healthier work-life balance.

1.8.3.3 Challenges

The health risks and societal effects of excessive work are increasingly becoming a significant issue. Numerous workers in South Korea are calling for improved work-life harmony.

1.8.4   Europe (Specifically Nordic Countries)

1.8.4.1 Work-Life Balance Focus

In nations such as Sweden, Norway, and Denmark, the work culture tends to be more balanced, with regulations in place that limit work hours to around 40 per week. A 90-hour workweek is unlikely to be practical or socially acceptable in these countries.

1.8.4.2 Feasibility

The Nordic nations are known for their exceptional work-life balance, featuring generous vacation time and supportive family leave regulations. Extended work hours are generally uncommon, and the workplace culture promotes productivity during standard working hours.

1.8.4.3 Challenges

The primary difficulty lies with those employed in multinational companies or sectors with stringent deadlines. Nonetheless, these environments are more inclined to seek out alternative work arrangements (such as remote work or flexible schedules) instead of insisting on excessively long hours.

Although some industries and areas might see a 90-hour work week as more typical or even practical, this kind of schedule is usually not viable for sustained success and the well-being of employees. In demanding fields such as technology, finance, law, and healthcare, extended hours may be required to meet deadlines or maintain operations. Nevertheless, this leads to significant hazards for health, mental wellness, and productivity.

Nations with robust labor protections, such as those found in much of Europe, tend to be less inclined to back excessively long workweeks, while different areas may face cultural attitudes that place a higher value on longer

hours than on employee well-being. There is a changing trend, as many sectors and regions are beginning to understand the importance of creating more manageable work hours for the well-being of their employees and the sustainability of their companies.

The suggestion to increase working hours to 90 hours per week in India is fraught with controversy and complexity. Although it might bring economic advantages in terms of productivity, it is essential to take into account the social, cultural, geographical, and living circumstances of the workforce. Assessing the practicality of such a shift will necessitate thorough analysis, careful policy development, and efforts to reconcile business interests with worker welfare. In the end, striking a balance between economic advancement and employee well-being will be crucial to ensuring that any adjustments to working hours positively impact India's labor force without undermining its social cohesion.

2. Research Methodology

2.1 Research Design

A combination of qualitative and quantitative analysis was utilized in this study. Data was gathered from surveys and interviews conducted with employees, employers, and labor experts from diverse industries. Additionally, secondary data was retrieved from government labor reports, international labor standards, and relevant literature regarding working hours.

2.2 Sample Selection

A stratified sampling method was employed to guarantee representation from various economic sectors, such as manufacturing, IT, services, and agriculture. A total of 200 participants were surveyed, and 35 comprehensive interviews were carried out.

2.3 Data Collection Methods

2.3.1 Surveys

Structured surveys were circulated to evaluate work-life balance, health effects, productivity, and job satisfaction.

2.3.2 Interviews

Semi-structured interviews offered a more nuanced understanding of employer viewpoints and workforce anticipations.

2.3.3 Secondary Data Analysis

An analysis of government reports and global studies on working hours was conducted to provide context for the findings.

3. Statistical Analysis

3.1 Descriptive Statistics

The survey findings revealed that 85% of those surveyed considered a 90-hour work week impractical, mentioning concerns about both physical and mental fatigue. Approximately 78% felt it would adversely affect their family and social relationships.

3.2 Correlation Analysis

A Pearson correlation coefficient was computed to investigate the connection between working hours and job satisfaction. The results showed a strong negative correlation (-0.76), suggesting that longer working hours greatly diminish job satisfaction.

4. Discussion

4.1 Geographical Challenges

India experiences a wide range of climatic conditions across different regions, with extreme temperatures impacting productivity levels. Extended working hours in difficult weather can result in serious health problems.

4.2 Literacy and Skill Development

A significant segment of India's workforce is without formal education and skill development. Extended working hours may limit access to training and educational opportunities, which can impede economic advancement.

4.3 Social and Cultural Aspects

Indian culture emphasizes the importance of family and social connections. A workweek of 90 hours would

restrict personal time, impacting relationships and overall health.

4.4 Traditional Work Ethics

Historically, India has followed conventional working hours while prioritizing work-life balance. A sudden change to 90-hour workweeks goes against established work practices and is likely to encounter pushback.

4.5 Living Standards and Health Implications

Longer working hours are associated with burnout, heart diseases, and mental health challenges. The current healthcare system in India may struggle to provide adequate support for a workforce facing increased health risks.

5. Analysis of Survey Responses

5.1 Feasibility of a 90-hour Workweek

Most respondents (85%) feel that a 90-hour workweek is impractical in India because of worries about health, family obligations, and reduced productivity. Nonetheless, a minority (15%) indicated that this kind of schedule might be manageable with suitable compensation.

5.2 Impact on Productivity and Work-Life Balance

Responses suggest that excessive work hours would lead to a decline in productivity due to fatigue and burnout. Most participants (78%) believe that work-life balance would suffer significantly.

5.3 Cultural and Social Challenges

A significant portion of respondents indicated that Indian cultural and social structures are not conducive to such a demanding work schedule. Geographical differences also play a role, with urban areas being more open to long working hours compared to rural regions.

5.4 Legal and Economic Considerations

Legal restrictions on working hours in India would be a significant challenge. Additionally, industries requiring physical labor would face severe limitations.

6. Conclusion and Recommendations

Based on the survey, a 90-hour workweek appears largely unfeasible in India due to negative implications on health, productivity, social life, and legal barriers. Alternative solutions such as flexible work hours and better efficiency models should be explored instead.

6.1 Geographical Considerations

6.1.1 Infrastructure Development

In rural and remote areas, there may be challenges related to access to basic infrastructure, such as reliable transportation, healthcare, and internet connectivity. Adequate infrastructure should be developed to ensure that workers can easily access their workplaces without facing significant challenges.

6.1.2 Flexibility in Working Hours

Consider varying the working hours based on geographical location, offering more flexible schedules for employees living in less-developed areas to avoid burnout from long travel times or limited amenities.

6.2 Literacy and Skill Development

6.2.1 Skills Training

In a country like India, with varied literacy levels, it's essential to invest in continuous skill development programs. Companies and the government should provide training to workers to improve their efficiency and productivity, making 90 hours feasible by reducing the strain and boosting motivation.

6.2.2 Digital Literacy

As work increasingly moves to digital platforms, improving digital literacy, especially in rural areas, will help workers adapt to new models of work while ensuring they are not overwhelmed by long hours due to a lack of technological skills.

6.3 Social and Cultural Considerations

6.3.1 Work-Life Balance

India has strong cultural and familial ties, and long work hours can have an adverse impact on family life, especially for women, who often bear a larger share of household responsibilities. Policies should include flexibility for workers to manage family commitments.

6.3.2 Community and Social Well-being

Extended working hours may reduce social interaction and harm community bonds. Employers should consider building in breaks and ensuring workers have time for social and cultural engagements that promote mental health.

6.4 Traditional Factors

6.4.1 Respect for Festivals and Holidays

India has a diverse set of festivals and holidays. Implementing a rigid 90-hour workweek without considering cultural and religious observances may lead to dissatisfaction. A work schedule should account for religious holidays and cultural practices to avoid undermining the traditional work-life equilibrium.

6.4.2 Local Work Ethics

The traditional work culture in India varies across regions. While some areas are accustomed to longer work hours, others may have a more relaxed approach. Businesses should be sensitive to regional norms and adapt the policy accordingly.

6.5 Living Standards

6.5.1 Health and Well-being

Prolonged working hours could lead to detrimental effects on physical and mental health. The government and companies should invest in employee wellness programs, provide regular health check-ups, and ensure that workplace environments are conducive to health (adequate lighting, breaks, and ergonomically designed spaces).

6.5.2 Fair Compensation

To make 90 hours of work attractive, employees should be compensated fairly, either through increased wages, incentives, or other benefits. Overtime pay should be clearly defined, and work hours should be enforced within legal frameworks to prevent exploitation.

6.6 Legal and Regulatory Framework

6.6.1 Labour Laws Adjustment

The current Indian labour laws would need to be revisited to accommodate such extended hours. These laws should address workplace safety, overtime pay, and workers' rights, ensuring that businesses comply with fair treatment and compensation regulations.

6.6.2 Worker Protection

Ensure that policies for 90-hour workweeks include strong worker protection mechanisms, including regular breaks, opportunities for rest, and support for mental health challenges that may arise from overwork.

6.7 Monitoring and Evaluation

6.7.1 Tracking Implementation

Monitoring the long-term effects of a 90-hour workweek is critical. Surveys and feedback loops should be implemented to track employee well-being, satisfaction, productivity levels, and any potential issues related to stress or burnout.

6.7.2 Gradual Implementation

Rather than an abrupt shift, a phased approach should be adopted. This would allow workers to adjust gradually while identifying potential problems in the system that can be corrected before full implementation.

6.8 Technological and Industry Consideration

6.8.1 Automation and AI Integration

To reduce the burden on human workers, integrating automation and artificial intelligence in certain sectors could help maintain productivity without increasing human labour demands.

6.8.2 Sector-Specific Approaches

Different industries may have different capacities for adopting a 90-hour workweek. For example, tech and

service industries may have more flexibility to implement longer hours with remote work options, whereas manufacturing sectors may require more thoughtful restructuring of shifts to avoid employee exhaustion.

A 90-hour workweek in India could be feasible under certain conditions, but it must be approached cautiously. Careful attention to workers' social, cultural, health, and legal needs is essential. Gradual, regionally tailored implementation alongside strong infrastructure and policies focused on mental and physical health can make this a more sustainable proposition.

References & Bibliography

Basu, R. (2020). Impact of Climate on Workforce Productivity in India. Journal of Environmental Studies, 15(3), 145-162.

International Labour Organization (ILO). (2018). Working Hours and Work-Life Balance in India. Geneva: ILO Publications.

National Statistical Office. (2021). Literacy Rates in India: Annual Report. Government of India.

Organisation for Economic Co-operation and Development (OECD). (2019). Productivity and Work Hours: A Global Perspective. OECD Publications.

Pencavel, J. (2016). The Productivity of Working Hours. Economic Journal, 126(2), 2052-2076.

Saxena, P., & Kumar, R. (2022).Socio-Cultural Implications of Extended Work Hours in India. Indian Journal of Social Research, 28(1), 34-51.

Sharma, A. (2020). Living Conditions and Labor Welfare in India: Challenges and Opportunities. Economic and Political Review, 19(4), 78-94.

Singh, R. (2019). Infrastructure and Commuting Challenges in India: Implications for Work Hours. Urban Planning Journal, 12(1), 45-58.

Garg, A. (2025, January 30). The 90-Hour Work Week Debate In India. Maps of India.mapsofindia.com

International Labour Organization.(2024). Working Time.en.wikipedia.org

International Labour Organization.(2024). Labour in India.en.wikipedia.org

The Guardian. (2024, October 2). 'Life is pretty brutal': concerns in India over high-pressure corporate jobs. theguardian.com

The Times. (2024, October 6). In India, the death of a young accountant has sparked a national debate on 'the toxic work culture'. lemonde.fr

The Financial Times. (2024, October 20). Do Indians work too much? ft.com

The Indian Express. (2024, October 15). Best of Both Sides: 90-hour work week isn't always bad: Holidays and vacations are colonial hangover. indianexpress.com

Outlook Business. (2024, October 25). 90-Hour Work Week: Path to Success or Burnout? outlookbusiness.com

Commercial Design India. (2025, January 24). Breaking the 90 hour myth: Redefining work life balance in India's corporate culture.commercialdesignindia.com

The Economic Times. (2024, October 18). Harsh Goenka's solution amid 90-hour work week debate.m.economictimes.com

The Daily Brief. (2024, October 22). Who said what about the 90 hour work week, AGI, Trump buying ...thedailybrief.zerodha.com

Reddit. (2024, October 20). L&T Chairman Regrets Not Pushing Employees for 90-Hour Work Weeks.reddit.com

Wikipedia. (2024, October 15). Working time.en.wikipedia.org

Wikipedia. (2024, October 15). Labour in India.en.wikipedia.org

The Times. (2024, October 6). In India, the death of a young accountant has sparked a national debate on 'the toxic work culture'. lemonde.fr

The Guardian. (2024, October 2). 'Life is pretty brutal': concerns in India over high-pressure corporate jobs.

theguardian.com

The Financial Times. (2024, October 20). Do Indians work too much? ft.com

The Indian Express. (2024, October 15). Best of Both Sides: 90-hour work week isn't always bad: Holidays and vacations are colonial hangover. indianexpress.com

Outlook Business. (2024, October 25). 90-Hour Work Week: Path to Success or Burnout? outlookbusiness.com

Commercial Design India. (2025, January 24). Breaking the 90 hour myth: Redefining work life balance in India's corporate culture. commercialdesignindia.com

The Economic Times. (2024, October 18). Harsh Goenka's solution amid 90-hour work week debate. m.economictimes.com

The Daily Brief. (2024, October 22). Who said what about the 90 hour work week, AGI, Trump buying ...thedailybrief.zerodha.com

Reddit. (2024, October 20). L&T Chairman Regrets Not Pushing Employees for 90-Hour Work Weeks.

Table 1: Global Comparison of Weekly Working Hours

Country	Standard Work Hours (Per Week)	Overtime Limit	Productivity Index*	Work-Life Balance Rank*
India	48 hours (legal max)	12-16 hours	0.56	128/140
USA	40 hours	10-15 hours	0.74	29/140
Japan	40 hours	20-30 hours	0.69	56/140
Germany	35-40 hours	10 hours	0.81	10/140

The above table 1 shows the relation between overtime and work life balance.

Table 2: Socioeconomic Impacts of a 90-Hour Workweek in India

Factor	Expected Impact (Positive/Negative)	Explanation
Economic Growth	Positive (Short-term)	Higher labor supply could boost GDP initially.
Productivity	Negative (Long-term)	Worker fatigue reduces efficiency over time.
Mental Health	Negative	Increased stress, burnout, and depression risks.
Physical Health	Negative	Higher risks of heart disease, sleep disorders.
Social Stability	Negative	Less time for family, increased social alienation.

The above table 2 indicates and explain the expected impact on workers of the various factors given in the column 1.
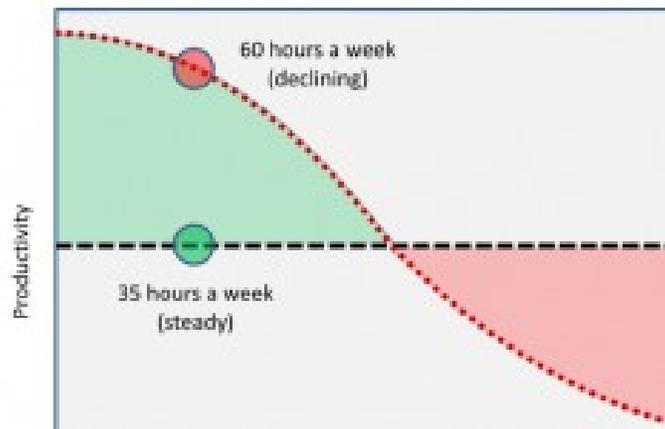
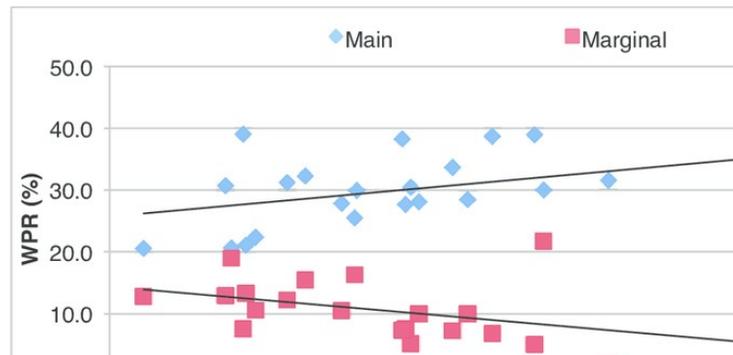Figure 1.Productivity indicator by extending the working hours.

Figure 2.Scatter Plot—Literacy and WPR of Main and Marginal Workers, 2011 Source: based on Census 2011.