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Ministry of Labour and Employment



Ministry of Labour and Employment issues nationwide advisory for protection of workers and employees from heat stroke

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The Ministry of Labour and Employment has issued an advisory to all States/Union Territories and their affiliated organizations, urging them to take immediate preventive and mitigation measures to protect workers and employees from the adverse effects of rising temperatures and heatwave conditions across the country.

In a letter to the Chief Secretaries/Administrators of all States and Union Territories, the Ministry stressed the need for a coordinated and multi-pronged approach across all sectors to protect all workers, especially those working outside their homes and in labour-intensive sectors.

States/UTs have been advised to issue necessary instructions to employers, contractors-lessees, industries and construction companies for immediate implementation of measures for the safety of workers, including:

- Allowing rescheduling of working hours for employees/workers employed in various sectors
- Ensuring adequate drinking water facilities and providing cooling for rest areas and work areas

- Providing emergency ice packs and heat illness prevention materials as required by working conditions at all such sites, including construction sites.
- Coordinates with the Health Department to ensure regular health check-ups of the personnel.

Factory and mine management has been advised to provide greater flexibility to workers, including slowing down work during extreme heat , employing two-person crews where continuous work is unavoidable , providing rest areas, and ensuring adequate ventilation and cooling.

Additionally, special attention is recommended for construction workers , brick kiln workers , daily wage laborers, and temporary workers. States/UTs have been encouraged to conduct awareness campaigns at worker gathering points, intersections, and public places, and to display posters and banners with heatwave safety messages and emergency contact details.

The Directorate General of Training, National Board for Workers Education (DTNBWE) has been advised to organize awareness and training programmes on prevention and management of heat stroke covering the following topics:

- Causes and effects of heat stroke
- Safe work practices, such as drinking plenty of water and taking rest breaks
- Early recognition of heat stress symptoms
- Preventive strategies at the workplace and community level
- Emergency response and first aid measures.

Hospitals and dispensaries under the Employees' State Insurance Corporation (ESIC) and Directorate General of Labour Welfare (DGLW) have been asked to set up dedicated help desks for heat stroke cases and ensure adequate stock of ORS , ice packs and other materials for prevention of heat stroke-related illnesses.

Additionally, enforcement agencies like the Chief Labour Commissioner (CLC) and the Directorate General of Mines Safety (DGMS) have been requested to monitor compliance with legal provisions relating to safe working conditions , drinking water, ventilation of work places, cooling facilities and periodic health check-ups of workers.

The Employees' Provident Fund Organisation (EPFO) and the National Career Service (NCS) have also been advised to ensure that workplaces are kept cool and ventilated and there is adequate supply of drinking water during the camps and awareness activities organised by them.

All organizations have also been requested to submit fortnightly reports regarding the action taken and activities in this regard so that further review and monitoring can be done.

The Ministry has reiterated that timely preventive action and strict monitoring are essential to ensure the health , safety and productivity of workers during the summer season.

PK/KC/KK/NJ

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