



No.2130/LAB/AIL/G/2023 / 535  
GOVERNMENT OF PUDUCHERRY  
LABOUR DEPARTMENT

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12 MAY 2023  
Puducherry, the

**CIRCULAR**

Sub: Labour – Hot Weather Season – Preparatory Measures to  
Minimize Report Heat-Wave – Reg.

The Ministry of Labour and Employment, Government of India through the reference cited above, has directed the state Government to take steps for management and mitigation of adverse effects of extreme hot weather. Accordingly, it was directed that the following instructions / directions as informed by Ministry of Labour & Employment, Government of India, are issued to the occupiers / employers / construction companies / industries:-

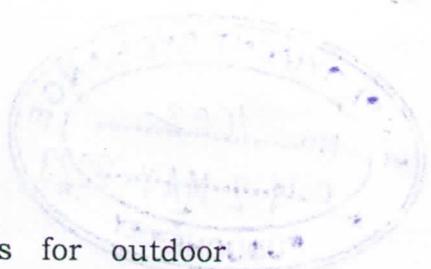
- a) Re-scheduling of working hours for employees/workers in different sectors,
- b) Ensuring necessary arrangements to regulate piece rate and requirement / urgency for undertaking physical work during summer,
- c) Ensuring adequate drinking water facilities at work places,
- d) Making provision for emergency ice packs and heat illness prevention material to construction workers,
- e) Coordinating with Health Department to ensure regular health check-up of the workers,
- f) Ensuring adherence to Health Advisory issued by Ministry of Health & Family Welfare for Employers and Workers.
- g) It is further mentioned that special attention also needs to be paid to construction workers, and brick kiln workers. For awareness of daily wage/casual workers, information dissemination in respect of above guidelines may also be undertaken at the Market place/ Bazaars etc.

Further, as mentioned in point no "(f)" above, the Health advisory / Instructions issued by Ministry of Health & Family Welfare for the employers and workers are given as below:-

- i. Provide cool drinking water at work place and remind them to drink a cup of water every 20 minutes or more frequently to stay hydrated.
- ii. Caution workers to avoid direct sunlight.
- iii. Provide shaded work area for workers. Temporary shelter can be created at work site.
- iv. Schedule strenuous and outdoor jobs to cooler times of the day i.e., morning and evening hours.

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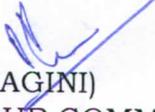
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- v. Increase the frequency and length of rest breaks for outdoor activities - at least every 5 minutes after one hour of labour work.
  - vi. Listen to Radio; watch TV; read Newspaper for local weather news and act accordingly. Get the latest update of weather on India Meteorological Department (IMD) website at <https://mausam.imd.gov.in/>
  - vii. Assign additional workers or slow down the pace of work.
  - viii. Make sure everyone is properly acclimatized: it takes weeks to acclimatize to a hotter climate. Do not work for more than three hours in one day for the first five days of work. Gradually increase the amount and time of work.
  - ix. Train workers to recognize factors which may increase the risk of developing a heat related illness and the signs and symptoms of heat stress and start a "buddy system" since people are not likely to notice their own symptoms.
  - x. Trained First Aid providers should be available and an emergency response plan should be in place in the event of a heat-related illness.
  - xi. Pregnant workers and workers with a medical condition or those taking certain medications should discuss with their physicians about working in the heat.
  - xii. If working outdoors wear light-coloured clothing preferably long sleeve shirt and pants and cover the head to prevent exposure to direct sunlight.
  - xiii. Distribute informational pamphlets and organize training for employers and workers regarding health impacts of extreme heat and recommendations to protect themselves during high temperatures.

Further, in addition to the above, the following instructions should also be issued for Employers and Workers as per the details below:

- i. The Department of Labour will also urge and encourage all the stake holders to maintain sufficient quantity of drinking water / butter milk at their work place at a suitable palce easily accessible by the workers.
- ii. Owners of the factories / construction sites will also be encouraged to maintain sufficient stocks of ORS Packets essential medicines, intravenous fluids, ice packs during the season of intense heat.

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Therefore, the Employers/Occupiers, Industrial/Construction Associations, Workers Unions, Workers are directed to ensure that above mentioned precautionary measures for mitigating the heat wave situation for strict compliance.

  
(P.RAGINI)  
DEPUTY LABOUR COMMISSIONER  
(LABOUR)

To

All Employers/Occupiers, Industrial/Construction Associations,  
Workers Unions, Workers.

1. The Joint Chief Inspector of Factories, Puducherry.
  2. The Labour Officer (Enforcement), Puducherry.
  3. The Labour Officer, Karaikal.
  4. The Assistant Inspector of Labour, Mahe / Yanam.
  5. Assistant Inspector of Labour, Yanam.
  6. The Labour Officer, (PBCWWB / PULWS), Puducherry.
  7. Web Master, Puducherry.
  8. Spare.
- To circulate among the  
Employers/Occupiers,  
Industrial/Construction  
Associations Workers  
Unions, Workers strict  
compliance.

Copy to:

The Private Secretary  
To Commissioner of Labour, Puducherry.