



**GOVERNMENT OF PUDUCHERRY
OFFICE OF THE COMMISSIONER OF LABOUR**

No.2130/LAB/AIL/G/2024/

16.04.2024

CIRCULAR

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

Ref: D.O.No.Z-16025/20/2023-ISH-II dated April 12, 2024.

The Ministry of Labour and Employment, Government of India through the reference cited above, has directed the State/UT 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 the Ministry of Labour & Employment, Government of India, are issued to the occupiers/employers/construction companies/industries:-

- i. Re-scheduling of working hours for employees/workers in different sectors,
- ii. Ensuring necessary arrangements to regulate piece rate and requirement/urgency for undertaking physical work during summer,
- iii. Ensuring adequate drinking water facilities at workplaces,
- iv. Making provision for emergency ice packs and heat illness prevention material to construction workers,
- v. Coordinating with the Health Department to ensure regular health check-ups of the workers,
- vi. Ensuring adherence to Health Advisory issued by M/o Health & Family Welfare for Employers and Workers.
- vii. 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 the above guidelines may also be undertaken at the Market place/ Bazaars etc.

The Health advisory/Instructions issued by the Ministry of Health & Family Welfare for employers and workers are given below:-

- i. Provide cool drinking water at the workplace 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 a shaded work area for workers. Temporary shelter can be created at the work site,

- iv. Schedule strenuous and outdoor jobs to cooler times of the day i.e., morning and evening hours.
- 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 the Radio; watch TV; read the Newspaper for local weather news and act accordingly. Get the latest update on the 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 a 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 the health impacts of extreme heat and recommendations to protect themselves during high temperatures.
- xiv. Call 108/102 immediately if you find someone with high body temperature and is either unconscious, confused or has stopped sweating.

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

- i. The Department of Labour urges and encourages all the stakeholders to maintain a sufficient quantity of drinking water/buttermilk at their workplace at a suitable place easily accessible by the workers.
- ii. Owners of the factories/construction sites are encouraged to maintain sufficient stocks of ORS Packets essential medicines, intravenous fluids, and ice packs during the season of intense heat.

Therefore, the Employers /Occupiers, Industrial /Construction Associations, Workers Unions, and Workers are directed to comply with the precautionary measures to mitigate heat wave situations.



(S. MANICKADEEPAN)

COMMISSIONER OF LABOUR-cum-
CHIEF INSPECTOR OF FACTORIES

To

All Employers/Occupiers/Factories/Shops & Establishments/Construction Companies/
Traders Unions/Workers

1. Deputy Labour Commissioner
2. Joint Chief Inspector of Factories
3. Labour Officer – Enforcement/ BOCW Board/ Welfare/PULWS/Karaikal
4. Superintendent (Technical)
5. AIL - Mahe/Yanam
6. Web Master

To circulate all Employers/Occupiers/Factories/Shops & Establishments/Construction Companies/Traders Unions/Workers for strict compliance.

Copy submitted to:-
Secretary to Government (Labour)