

From

Labour Commissioner
Labour Department, Haryana

To

All Joint Director, IS&H in the State
All Deputy Director, IS&H in the State
All Deputy Director, IH in the State
All Deputy Labour Commissioner in the State
All Deputy Labour Commissioner (Welfare) in the State.
All Assistant Director, IS&H in the State
All Assistant Director, IS&H (Chemical) in the State
All Assistant Director, IH in the State
All Assistant Labour Commissioner in the State
All Labour Welfare Officer in the State.
All Welfare Officer (Women) in the State.
All Labour Inspectors in the State.

No. 1551-1750

Dated:- 20.04.2023

Subject: - Advisory on Heat-Wave and Preparatory action for Heat-Wave season – 2023

In reference to the subject cited above.

You are hereby informed that Ministry of Labour and Employment, Government of India through D.O. no. Z-16025/20/2023-ISH.II dated April 17, 2023 has directed the State Government to take steps for management and mitigation of adverse effects of extreme hot weather. A meeting in this regard was held under the Chairmanship of Worthy Chief Secretary on 19.04.2023 wherein it was directed that the following necessary instructions / directions as informed by Ministry of Labour & Employment, Government of India may be 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 M/ o Heath & 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 Labour Chowks.

Further, as mentioned in point no "(f)" above, the Health advisory / Instructions issued by M/ o Heath & Family Welfare for Employers and Workers 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.
- V. Increase the frequency and length of rest breaks for outdoor activities- at least every 5 minutes after 1 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, Labour Department has observed that 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 place 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.
- iii. Messages through SMSs would also be broadcasted to all the stake holders with the Labour Department.

Therefore, you are directed to ensure that above mentioned precautionary measures for mitigating the heat wave situation shall be issued and sensitize the stake holders i.e., Employers / Occupiers, Industrial / Construction Associations, Workers Unions, Workers etc. You are also directed to coordinate with the District Administration / Health Department for regular meetings and updates with regard to Heat Wave Preparedness.

Further, to review of the progress in terms of preparedness and effective management, a google sheet for reporting of the progress is attached which needs to be updated by Concerned Deputy Director IS&H and Deputy Labour Commissioner on daily basis after taking report from the concerned AD/ALC.


 for Labour Commissioner
 Labour Department, Haryana

Endst. No. 1751-53

Dated: 20.04.2023

A copy of above is forwarded to the following for information only.

1. PS to CS for information of Worthy Chief Secretary, Haryana.

2. PS to ACS Labour for information of Worthy Additional Chief Secretary, Labour Department, Haryana.
3. PS to ACS Health for information of Worthy Additional Chief Secretary, Health Department, Haryana


For Labour Commissioner
Labour Department, Haryana

Endst. No. 1754-57

Dated: 20.04.2023

A copy of above is forwarded to the following for information and necessary action :-

1. Additional Labour Commissioner (NCR).
2. Joint Labour Commissioner (Admin.).
3. Joint Secretary HBOCWW Board.
4. Deputy Labour Commissioner Welfare, Panchkula, HLW Board.


for Labour Commissioner
Labour Department, Haryana

