

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO. 127
TO BE ANSWERED ON 11.12.2025**

DIRECTIVES FOR OCCUPATIONAL HEAT-RELATED CASES

127. SHRI SAKET GOKHALE:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether the Ministry maintains a national register of heat-related occupational illnesses/deaths among outdoor workers and if so, the details of such cases reported during 2024 and 2025 (till date), sector-wise; and**
- (b) the details of directives, if any, issued to employers/States for heat action plans, hydration breaks and Personal Protective Equipment (PPE)?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(DR. MANSUKH MANDAVIYA)**

(a) & (b): A Statement is laid on the Table of the House.

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STATEMENT REFERRED TO IN REPLY TO PART (a) & (b) OF RAJYA SABHA STARRED QUESTION NO. *127 FOR REPLY ON 11.12.2025 RAISED BY SHRI SAKET GOKHALE REGARDING DIRECTIVES FOR OCCUPATIONAL HEAT-RELATED CASES.

(a) & (b): The Government has enacted the Occupational Safety Health & Working Conditions (OSH&WC) Code, 2020, which has come into force on 21.11.2025. It provides for occupational safety, health and welfare of workers working in the establishments registered under the Code. The Code has elaborate provisions for ensuring ventilation and temperature control, artificial humidification etc. to deal with heat conditions at the work places.

As per available data, the details of deaths including workers, due to heat/sun stroke during 2022-2023, as furnished by States/Union Territories to the National Crime Records Bureau (NCRB), is at Annexure.

The Government has issued advisories to States and Union Territories, requesting them to take proactive measures and issue necessary instruction/directions to employers/industries/construction companies in their jurisdiction to take steps to mitigate the adverse effects of extreme hot weather on workers. These steps include rescheduling of working hours, ensuring adequate drinking water facilities, conducting regular health check-ups for workers, providing emergency ice packs etc.

The organisations under the Ministry of Labour and Employment also organize regular training programs/awareness sessions focused on ways to deal with the heat wave for workers and labourers who are most exposed to extreme heat conditions.

The Indian Meteorological Department has taken multiple steps to improve monitoring and early warning systems, which helped minimize loss of life and property during extreme weather events, including heat waves. Heat Action Plans (HAPs) in States that are prone to heat wave conditions are jointly implemented by the National Disaster Management Authority (NDMA) in collaboration with the State Governments.

ANNEXURE REFERRED TO IN REPLY TO PART (a) & (b) OF RAJYA SABHA STARRED QUESTION NO. *127 FOR REPLY ON 11.12.2025 RAISED BY SHRI SAKET GOKHALE REGARDING DIRECTIVES FOR OCCUPATIONAL HEAT-RELATED CASES.

**State/UT wise deaths due to Heat/Sun Stroke including workers during years 2022-2023
(NCRB data)**

Sr. No.	State/UT	2022	2023
1.	Andhra Pradesh	47	53
2.	Arunachal Pradesh	0	0
3.	Assam	1	1
4.	Bihar	78	143
5.	Chhattisgarh	11	13
6.	Goa	0	0
7.	Gujarat	5	7
8.	Haryana	27	71
9.	Himachal Pradesh	0	0
10.	Jharkhand	47	79
11.	Karnataka	2	0
12.	Kerala	0	0
13.	Madhya Pradesh	27	15
14.	Maharashtra	90	56
15.	Manipur	0	0
16.	Meghalaya	0	0
17.	Mizoram	0	0
18.	Nagaland	0	0
19.	Odisha	38	73
20.	Punjab	130	114
21.	Rajasthan	12	3
22.	Sikkim	0	0
23.	Tamil Nadu	2	1
24.	Telangana #	62	85
25.	Tripura	2	1
26.	Uttar Pradesh	130	75
27.	Uttarakhand	0	0
28.	West Bengal	18	14
	Total State(S)	729	804
29.	Andaman & Nicobar Islands	0	0
30.	Chandigarh	0	0
31.	Dadar & Nagar Haveli and Daman&Diu @ +	0	0
32.	Delhi UT	1	0
33.	Jammu & Kashmir @ *	0	0
34.	Ladakh @	0	0
35.	Lakshadweep	0	0
36.	Puducherry	0	0
	Total UT(S)	1	0
	Total (All India)	730	804

As per data provided by States/UTs to NCRB.

*+’ Combined data of erstwhile Dadar & Nagar Haveli and Daman & Diu UT during 2018-2019 ** Data of erstwhile Jammu & Kashmir State Including Ladakh during 2018-2019

#’ Data of newly created State. @’ Data of newly created Union Territory.