

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2181
TO BE ANSWERED ON 06.08.2026**

**HEAT SAFETY GUIDELINES FOR OUTDOOR AND PLATFORM
WORKERS**

2181. #SHRI SURENDRA SINGH NAGAR:

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

- (a) whether the Occupational Safety, Health and Working Conditions Code, 2020 contains specific provisions relating to heat safety for outdoor, construction and platform-based workers;**
- (b) the details of heat advisory issued by the National Disaster Management Authority (NDMA) during the year 2025 for gig and outdoor workers and the status of its inclusion in the Code;**
- (c) the number of cases of heat-related occupational illness or deaths reported during the last two years; and**
- (d) the details of consultations held among various Ministries in this regard?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): The Central Government has enacted the Occupational Safety, Health and Working Conditions (OSH&WC) Code, 2020, which has come into force on 21.11.2025 to regulate occupational safety, health and working conditions of the employed in an establishment including construction sector and for matters connected therewith or incidental thereto. The Government has also notified OSH & WC (Central) Rules 2026 on 8th May 2026. As per OSH & WC (Central) Rules 2026 this, the employer of Building or other Construction Work (BoCW) has to ensure that where part of the risk arises from the metabolic heat produced during work or from direct exposure to sunlight and high outdoor air temperatures, and when other methods of eliminating the risk are impracticable, a work-rest cycle for exposed employees, preferably in a shaded, cooler resting space shall be provided to allow the employee to recover. Further, the rule also envisages to take following preventive

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measures whenever heat stress, cold or wet conditions are such that they can lead to impairment of health or extreme discomfort:

- (a) proper design of the workload and workstation, with special regard to employees in cabins, and command or driving operations;**
- (b) training, to enable detection of early signs of disorders;**
- (c) supply of appropriate protective equipment and clothing;**
- (d) routine medical surveillance;**
- (e) drinking water and electrolyte.**

National Disaster Management Authority (NDMA) conduct pre-season heat wave preparedness consultations with different stakeholder Ministry every year to ensure that adequate measures are taken to mitigate the impact of heatwave. Further, NDMA had issued heatwave advisory to heat wave prone States / Union Territories on 19th March 2025. Subsequently, advisories for protecting informal workers and gig workers were issued on 12th June 2025 and 29th July 2025. Besides, the Ministry of Labour & Employment has also been issuing advisories to States and Union Territories, requesting them to ensure that employers and industries in their jurisdiction take effective steps to mitigate the adverse effects of extreme hot weather on workers. These steps include rescheduling working hours, ensuring adequate drinking water facilities, conducting regular health checkups for workers, and providing emergency ice packs and heat illness prevention materials to construction workers etc.

As per Accidental Deaths and Suicides in India 2024, a publication of National Crime Records Bureau (Ministry of Home Affairs), there were 804 and 1832 deaths due to heat / sun stroke during calendar year 2023 and 2024, respectively.
