

**Circular No – 026/2025**

Date: 16.04.2025

To  
All Members of The Association

**GOVERNMENT OF INDIA ISSUES ADVISORY TO DEAL WITH THE ABOVE  
NORMAL TEMPERATURE**

1. Indian Meteorological Department has forecasted that temperature during the coming summer month will be above normal over the most part of the country.
2. Ministry of Labour and Employment, Government of India have issued guidelines and advise the employers, industries /construction company to take proactive measures to deal with the situation which may arise on account of raise in the temperature above normal.
3. Copy of the letter dated 11.04.2025 addressed by the Secretary, Ministry of Labour and Employment Government of India is enclosed for the information of members.
4. The members are requested to keep the guidelines as contained in the letter dated 11.04.2025 in view, while dealing with the situations referred to in the letter.

**For KARNATAKA EMPLOYERS' ASSOCIATION**  
**Sd/**  
**[B C Prabhakar]**  
**President**



सुजाता चतुर्वेदी, भा.प्र.से.  
सचिव  
Sujata Chaturvedi, IAS  
Secretary

श्रम एवं रोजगार मंत्रालय  
भारत सरकार  
श्रम शक्ति भवन, रफी मार्ग,  
नई दिल्ली-110119  
MINISTRY OF LABOUR & EMPLOYMENT  
GOVERNMENT OF INDIA  
SHRAM SHAKTI BHAWAN, RAFI MARG,  
NEW DELHI-110001

D.O. F.No.Z-16025/20/2023-ISH-II (E-143449)

Dated 11 April 2025

Dear Chief Secretary

The Seasonal Outlook for Hot Weather issued by Indian Meteorological Department indicates above normal temperatures during the next few months over most parts of the country. The National Centre for Disease Control (NCDC) under the Ministry of Health and Family Welfare has already issued Advisory for State Health Departments for Summer 2025.

2. You would agree that worst sufferers of extreme heat wave conditions are the workers and labourers of our country in various sectors and a multisectoral and multi-dimensional approach needs to be adopted to protect these workers from the adverse effects of heatwave.

3. I would like to urge you to take proactive measures and issue necessary instructions/directions to employers/industries/construction companies to immediately undertake necessary steps in this direction which may include following measures:

- i. Allowing 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 and making provision for rest areas and cooling of work places.
- iv. Making provision for emergency ice packs and heat illness prevention material to construction workers,
- v. Coordinating with Health Department to ensure regular health check-up of the workers

4. Further, instructions may also be issued to the Factories and Mines managements for allow flexibility to workers in terms of following:

- i. Slowing down the pace of work, especially if the worker feels even slight heat strain,
- ii. Negotiating different schedules to let workers do the hardest work during the coolest parts of the day,
- iii. Re-scheduling Rest timings to avoid work during high/ extremely hot temperatures. Where this is not possible, a two-person crew should be assigned to perform work during extremely hot temperatures,
- iv. Providing Rest areas as near to the workplace as practicable,
- v. Making adequate quantity of cool water and electrolyte supplements easily available
- vi. Making workers aware of the dangers from excessive heat and humidity and remedial measures.

Contd....2/-



- 2 -

5. Special attention also needs to be paid to construction workers, brick kiln workers, daily wagers and casual workers to make them aware of the ways to deal with heatwave. Widespread measures may be taken to ensure information dissemination by way of:

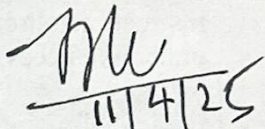
- Conducting awareness campaigns at Labour Chowks and other public areas to educate workers about heatwave risks and prevention measures.
- Display of posters and banners with heatwave safety tips and emergency contact numbers.

6. An effective Implementation and Monitoring mechanism to ensure compliance and effectiveness of these measures will go a long way in this direction.

7. Your personal attention in the matter is solicited to ensure safety and well-being of labourers and workers and to protect from the adverse effects of the heat wave in the ensuing hot weather in your State / UTs.

*with best wishes,*

Yours sincerely,

  
11/4/25  
(Sujata Chaturvedi)

To

Chief Secretaries/Administrator of all States/UTs