

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, 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. 1613-1793

Dated: 20/05/2026

**Subject: Advisory on Heat-Wave and Preparatory action for Heat-Wave season-2026.**

This is with reference to earlier letter no. 1408-49 dated 07.05.2026 on the subject cited above.

You all are hereby further directed take proactive measures and issue necessary instructions /directions to employers/industries/constructions 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 adequate drinking water facilities and making provision for rest areas and cooling of work places;
- iii. Making provision for emergency ice packs and heat illness prevention material for working conditions requiring such facilities including for construction work;
- iv. Coordinating with Health Department to ensure regular health check-up of the workers.

Further, instructions may also be issued to the Factories and Mines managements to 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;
- v. Providing rest areas as near to the workplace as practicable;
- vi. Making adequate quantity
- vii. Making workers aware of the dangerous excessive heat and humidity and remedial measures.

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 the heat waves. Widespread measures may be taken to ensure information dissemination by way of:

- Conducting awareness campaigns Labour Chowks and other public areas to educate workers about heat wave risks and prevention measures;
- Displaying posters and banners with heat wave safety tips and emergency contact numbers.

In view of above, you all are again directed to ensure that the above mentioned precautionary measures for mitigating the heat wave situation shall be issued in your area/ jurisdiction and further, efforts should be made to sensitize the stake holders i.e. Employers/ Occupiers Industrial/ Construction Associations, Workers Unions, Workers, etc. about the above measures.

However, the Coordination with the District Administration/Health Department for regular meetings and updates with regard to Heat Wave Preparedness shall also be ensured.

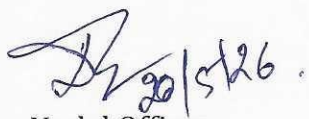
DA/ as above.

*o/c*   
Nodal Officer  
Heat wave Management

Endst No.. 1994-95

Dated: 20/05/2026

1. A copy to Worthy Labour Commissioner for information.
2. A copy to Additional Director IS&H Headquarter .

*o/c*   
Nodal Officer  
Heat wave Management