

Procedure of Labour Commissioner

(Presence : Safna Nazruddin IAS)

Subject: Department of Labour - Minimum Wages Rules, 1953 - Issue order revising the working hours of workers engaged in summer work.

Reading: The Minimum Wages Rules, 1953

Order No. LCO/707/2025-En(2) Dated: 11/02/2025

With the onset of summer in Kerala and the day temperature rising exponentially, workers working in the sun in various parts of the state are prone to sunstroke. Therefore, in the interest of the public, it is hereby ordered that the working hours of the labourers employed in the state under the provisions of Rule 24 and 25 of the Kerala Minimum Wages Rules, 1958 be revised from February 11 to May 10, 2025 in the following manner and by fixing the conditions to be followed by the inspection officers.

1. All workers working in the sun during the day shall have a rest period from 12.00 noon to 3.00 p.m. Their working hours are fixed as 8 hours from 7.00 am to 7.00 pm. Shift workers are rescheduled so that morning shift ends at 12.00 noon and afternoon shift starts at 3.00 pm.
2. Areas not subject to direct sunlight above 3,000 feet above sea level are excluded from the purview of this order.
3. In the event of any local emergency requiring a change in the period under T Order, a report to that effect shall be submitted by the concerned Regional Joint Labour Commissioner / Chief Inspector of Plantations to the Labour Commissioner.
4. The District Labour Officer / Plantation Inspector shall upload the daily information regarding the implementation of this order in the Google spreadsheet in the prescribed format before 4.30 pm on the respective day (Google Spreadsheet - link is attached below) and the respective Regional Joint Labour Commissioner / Chief Inspector of Plantations that all the District Labour Officers and Plantation Inspectors record the above information in time in the Google spreadsheet. To be sure.
5. On the basis of T order, along with the inspections conducted in various labour sectors, daily inspections should be done with special attention to the construction sites and road construction sector and for this, three teams under the leadership of District Labour Officer/Deputy Labour Officer/Assistant Labour Officer Grade-1 should be formed in all the districts and the respective Regional Joint Labour Commissioners should make the complete information of the teams available to the office of the Labour Commissioner should be accepted. T teams in T regions, daily inspection should be done and daily report should be made available in a proforma as mentioned in above paragraph.

Signature

Labour Commissioner

Copy:

1. To All District Collectors
2. To All Regional Joint Labour Commissioners
3. Chief Inspector of Plantations, Kottayam
4. To All District Labour Officers
5. Publicity Officer
6. Web Master
7. File/Stock File

By order

Senior Superintendent (En)