

The amended Ordinance
on Industrial Safety and
Health will come into
effect on June 1, 2025

Strengthening of Measures against Heatstroke in the Workplace

Strengthening of measures in light of the frequent occurrence of heatstroke fatalities

Trends in heatstroke fatalities in the workplace

- The number of fatal accidents has remained **over 30 persons for 2 consecutive years**.
- The fatality rate of heatstroke is **about 5 to 6 times higher than that of other accidents**.
- **Since approximately 70% of the fatalities occur during outdoor work**, there are concerns that this number will increase further due to the effects of climate change.

Most cases are due to
“**neglect of early symptoms or
delay in response.**”

Urgently required measures

By referring to the items required to be implemented in the “Outline of Basic Measures to Prevent Heatstroke in the Workplace” and the “STOP! Heatstroke Cool Work Campaign Implementation Outline” as well as effective measures at worksites:

**At each worksite,
it is necessary to implement
appropriate measures to prevent
fatalities—to prevent heatstroke
from becoming serious.**

Basic approach



Response at the worksite

In order to prevent heatstroke from becoming serious by identifying workers at risk of heatstroke at an early stage and responding promptly and appropriately according to their conditions, the following “**system development,**” “**procedure development,**” and “**dissemination to relevant parties**” are required of employers.

- 1 Establish a system for “workers who have subjective symptoms of heatstroke” and “workers who have found workers at risk of heatstroke” to report such situations, and make it known to the workers concerned.

*In addition to receiving reports, employers should make efforts to proactively identify workers who have symptoms of heatstroke through workplace patrols, adoption a buddy system, utilization of wearable devices and other tools, regular two-way communication with workers, etc.

- 2 In order to enable prompt and accurate judgment when workers at risk of heatstroke are identified:
 - ① Emergency contact network at workplace, contact information and location of emergency transport destinations, etc.
 - ② Preparation of implementation procedures (referring to example flowcharts ① and ②) of necessary measures to prevent heatstroke from becoming serious, such as leaving from work, body cooling, and transportation to a medical facility, and dissemination to the workers concerned

These apply to:

**Work expected to be conducted continuously for 1 hour or more, or
for more than 4 hours per day in an environment with a WBGT of 28°C or higher,
or a temperature of 31°C or higher**

*Since, depending on the intensity of work, the type of clothing, etc., the risk of heatstroke may still be high, it is recommended to take the same measures as above even if the work does not fall under the above categories.

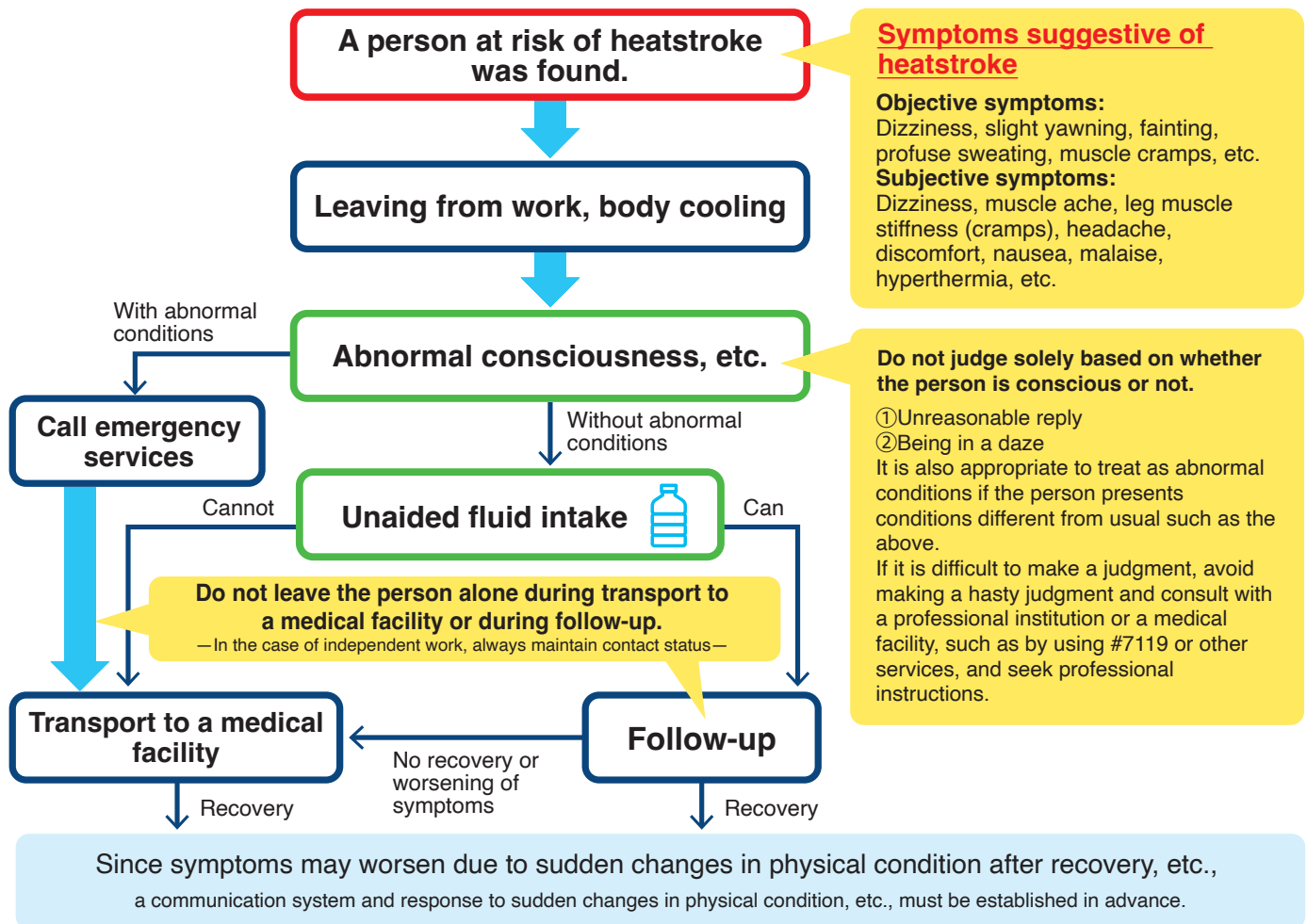
*The above measures must also be taken for persons other than workers who are engaged in work that may cause heatstroke in the same workplace.

Strengthening of Measures against Heatstroke in the Workplace

Example of actions to be taken for a person at risk of heatstroke

Flowchart 1

*This is merely an example and should be adapted to suit the actual situation at the worksite.



Example of actions to be taken for a person at risk of heatstroke

Flowchart 2

*This is merely an example and should be adapted to suit the actual situation at the worksite.

