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SOCIAL RESPONSIBILITY SOLUTIONS

NO. 121/12 AUG 2012

CHINA IMPLEMENTS MEASURES FOR CONTROL OF WORK IN HIGH TEMPERATURES

Jun 29th, 2012, "The Measure of Heat Control" (hereinafter referred as "The Measure") was jointly published by China's State Administration of Work Safety, the Ministry of Health, Ministry of Human Resources and Social Security and All-China Federation of Labor. Meanwhile, the previous instrument "The Interim Measure of Heat Control" issued on July 1, 1960 has been rescinded. "The Measure" plays a positive role in the robustness of labour protection systems against high temperature.

ENTERPRISES SHALL BUILD A WORK SYSTEM TO CONTROL EXPOSURE TO HEAT

It is stipulated in the Measures that working time under high temperature shall be controlled by employers, unless exceptional cases of damaging life & property security and public interest exist.

When the temperature reaches 40°C, outdoor work shall cease. When it stands at 37°C to 40°C, outdoor work shall not exceed more than 5 hours. Whereas at 35°C to 37°C, shifts shall be arranged so that continuous exposure to high temperature is avoided, overtime is prohibited for outdoor workers when temperatures exceed 35°C.

Before the onset of high temperatures, employers shall arrange a health examination for workers who are likely to be exposed to working in these conditions. Workers who have heart, lung and brain vessels disease, tuberculosis, central nervous system diseases and whose state of health is not suitable for high temperature operation, should be allocated to other duties. Employers should bear the cost of this health examination.

SPECIAL ATTENTION FOR ENTERPRISES

The Measures are applicable to enterprises, utility companies, and entrepreneurs who arrange for work in high temperature operations.

If workers cease working due to high temperature, enterprises shall not deduct their wages.



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Employers should pay a high temperature allowance to workers engaged in high-temperature operation, and the allowance should be included in the total wages. The standard of the allowance is worked out by the Provincial human resources social security office. A table of the allowances is given below.

Employers shall provide workers with enough beverages (which must reach hygiene standards) and any necessary medicine. However, these beverages do not offset the

high temperature allowance.

Workers who suffer from heatstroke due to high temperature exposure where this has been diagnosed as an occupational disease are covered by work injury insurance.

THE FORM OF HIGH TEMPERATURE ALLOWANCE STANDARD

PROVINCE	ALLOWANCE RMB / MONTH	DURATION (MONTH)	PROVINCE	ALLOWANCE RMB / MONTH	DURATION (MONTH)
Guangdong	150	5	Gansu	45	3
Shanghai	200	4	Shanxi	10 / Day	3
Beijing	120	3	Hainan	10 / Day	7
Sichuan	8-12 / Day	not defined	Henan	10 / Day	3
Zhejiang	200	4	Jilin	10 / Day	not defined
Hunan	150	3	Shanxi	10 / Day	4
Shandong	120	4	Anhui	10 / Day	not defined
Jiangxi	120	3	Hubei	8 / Day	3
Ningxia	7 / Day	3	Xinjiang	6—12 / Day	not defined
Chongqing	5—20 / Day	5	Fujian	5—8 / Day	5

LEGAL LIABILITY FOR ENTERPRISES

According to the policy of the responsible government departments, enterprises which put workers' health at risk, shall be liable to legal sanctions. Extreme cases would be classed as criminal actions and enterprises will be prosecuted and are liable to criminal charges, like a fine or imprisonment.

Source: [State Administration of Work Safety](#)

Table design: [SGS SRS/FA](#)

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