# Working on a warmer planet

## The impact of heat stress on labour productivity and decent work

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**Dialogue: Heat in the Workplace 2020**

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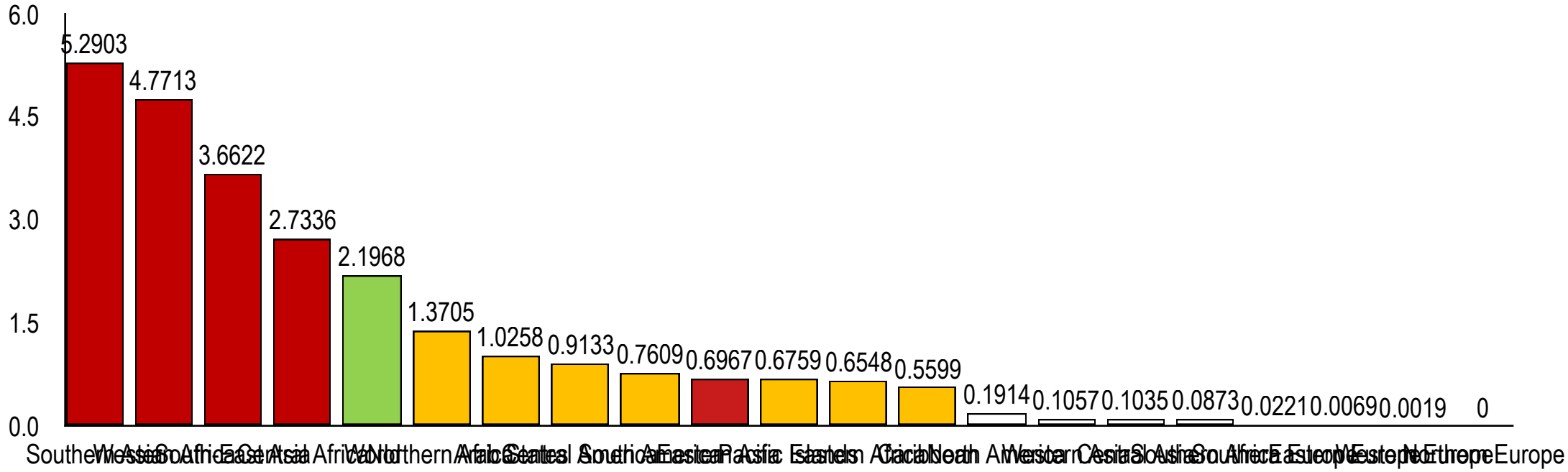
# Heat is an occupational safety and health hazard

- Heat stress occurs when **it is too hot to work**
- Heat stress increases workers' **occupational risks and vulnerability**
- Occupations that involve more **physical effort** or take place **outdoors** are more at risk
- The **Urban heat islands** effects will further intensify the impacts of heatwaves
- Heat stress will become more common and will impede progress towards **decent work and social justice**

# Heat stress will lead to an equivalent loss of 80 million full-time jobs

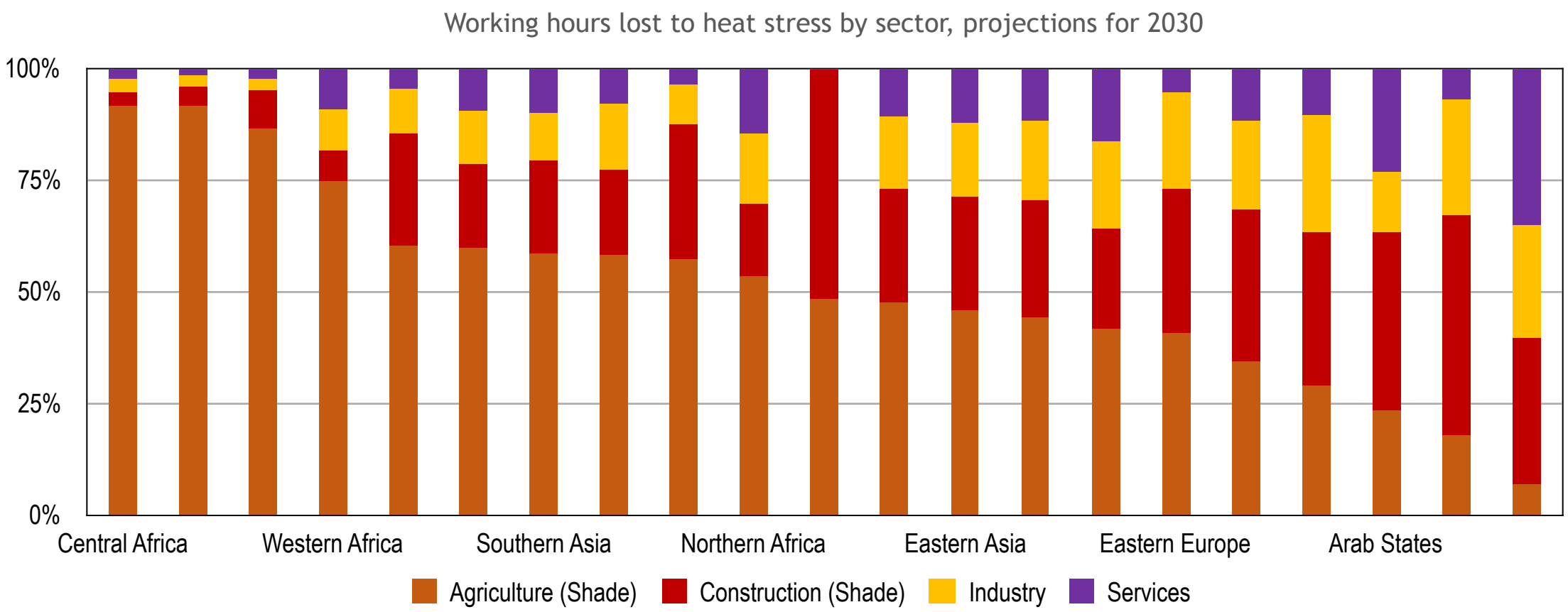
International Labour Organization

## Percentage of working hours lost due to heat stress under a 1.5°C scenario, 2030




Source: ILO (2019) “Working on a warmer planet: The effect of heat stress on productivity and decent work”. Estimates based on ILOSTAT and the HadGEM2 and GFDL-ESM2M climate models (RCP2.6 climate change pathway, which envisages a global average temperature rise of 1.5°C by the end of the century).

# Agricultural and construction workers are among the most affected

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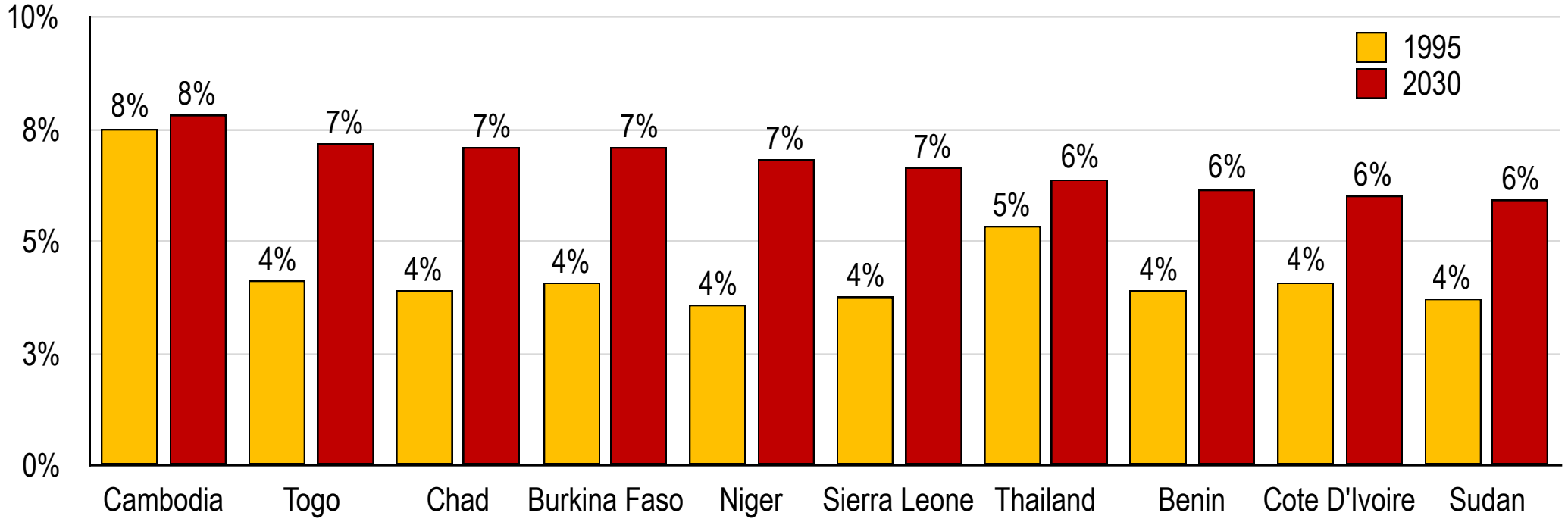
# and also for least developed and developing countries

- **Percentage of working hours lost due to heat stress, 10 most affected countries, 1995 and 2030 (projections)**

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# Heat stress is more prevalent in countries with decent work deficits

- Heat stress concentrates in regions with existing decent work deficit (i.e. vulnerable employment, working poverty, informality, limited social security coverage)
- Heat stress can exacerbate inequality
- Heat stress is a driver of migration

# Heat stress is more prevalent in countries with decent work deficits

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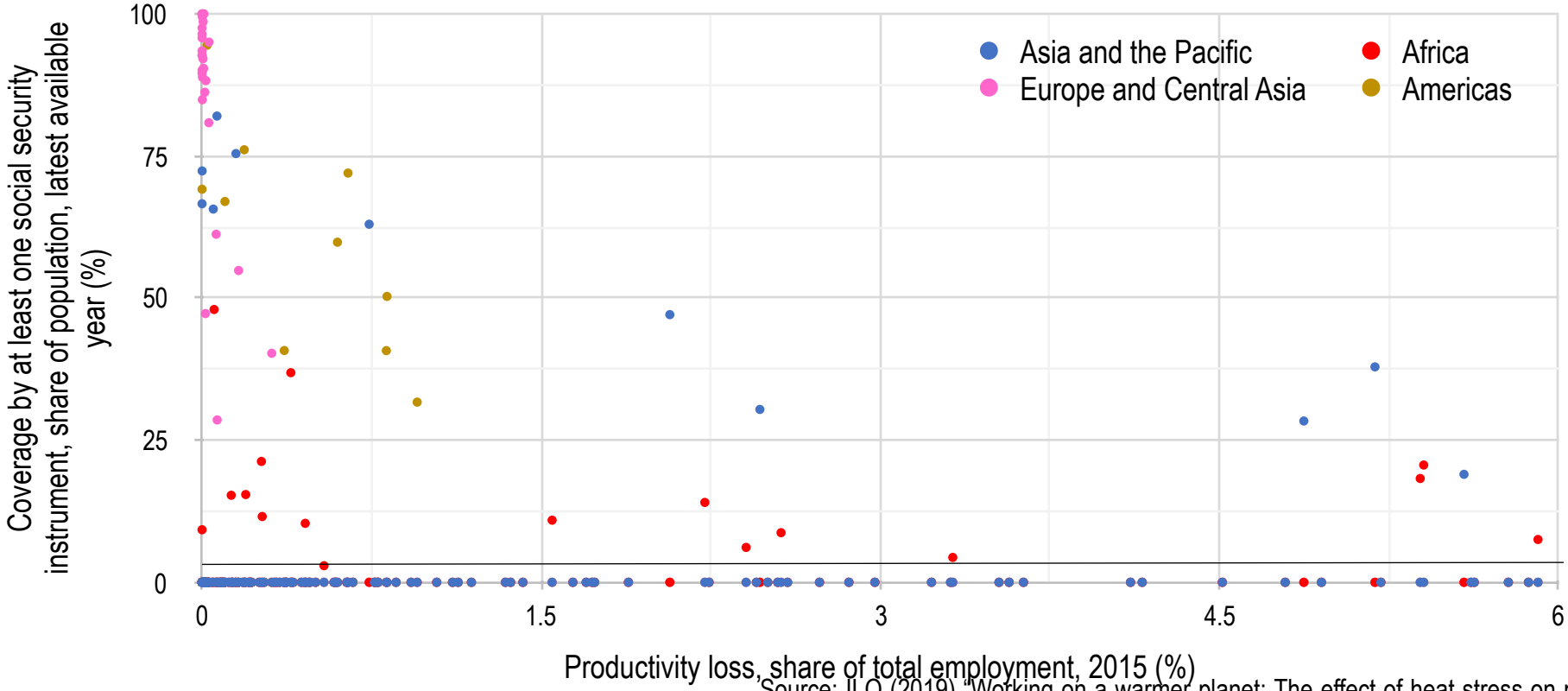
## Correlation between labour productivity loss due to heat stress and social security coverage

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# Governments, employers and workers are the drivers of change

- **International Labour Standards**

  *Occupational Safety and Health Convention No. 155, Recommendation No.164; Hygiene Convention No. 120, the Protection of Workers' Health Recommendation No. 97.*

- **Measures taken by governments, employers, and workers:**

  *ILO 2015 Guidelines for a Just Transition: "Governments, in consultation with social partners, should: (a) conduct assessments of increased or new OSH risks resulting from climate change, resource scarcity or other risks related to human health and the environment, and identify adequate prevention and protection measures to seek to ensure occupational safety and health"*

# Governments, employers and workers are the drivers of change

**Measures taken by governments, employers, and workers:**

- **Better national policies** to address heat stress risks and protect workers, including adequate infrastructure and improved early warning systems for heat events
- **Employers** can provide drinking water, and training on recognizing and managing heat stress
- **Social dialogue:** Social dialogue can play a crucial role in reaching consensus on indoor and outdoor working methods, adapted working hours, dress codes and equipment, shade and rest breaks
- **Mitigation efforts to reduce heat-related hazards**