



UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

OCCUPATIONAL HEALTH AND SAFETY GUIDE IN UAE



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The Ministry of Human Resources and Emiratisation implements a comprehensive system to ensure occupational health and safety, in accordance with Federal Decree-Law No. (33) of 2021 regarding the Regulation of Employment Relationship, its implementing regulations and relevant ministerial decisions. A number of preventative measures must be available at the workplace and at workers' accommodations in accordance with these laws.





Health, Safety, And Welfare of Workers

Employers are required to adhere to the following guidelines:



Provide adequate safety measures to protect workers from occupational injuries and diseases that may occur during the course of their work as well as the dangers of fires and other hazards that may result from the use of machines and other equipment. Moreover, employers must follow all other protection measures prescribed by the Ministry.



Detailed and well-written instructions should be provided in a prominent and visible location in the workplace on ways to prevent fire in the workplace and protect workers from risks they may encounter when performing their duties. These instructions should include ways to prevent these hazards as well as treatments for accidents that result from them. Whenever necessary, instructions must be written in Arabic as well as in any other language that is understood by the workers. The warning signs must be placed in front of dangerous sites, and the instructions must be concise and clear.



Educate employees regarding the risks associated with their profession, including fire, machinery, falls, occupational illnesses, etc.



First aid supervision should be delegated to a medical specialist, and each first aid box must be well-stocked with medical supplies.



Provide all necessary fire prevention and extinguishing devices suitable for the facility and industry materials.



Maintain a workplace that provides adequate protection for the health and safety of workers working at the facility.



Employ appropriate practical measures to prevent, reduce, or eliminate workplace health hazards.



As part of the safety process, take all necessary precautions to protect workers from falling particles, flying objects, sharp tools, caustic or hot liquids, explosives, flammables, and other harmful materials. Additionally, take precautions to protect workers from the dangers associated with compressed gases and electricity.



Provide instructions in Arabic and another language the workers understand near machines or areas where operations are performed.



Provide workers with suitable housing that meets the requirements and standards of UAE authorities, or pay a cash allowance for housing, or include it in the pay scale.



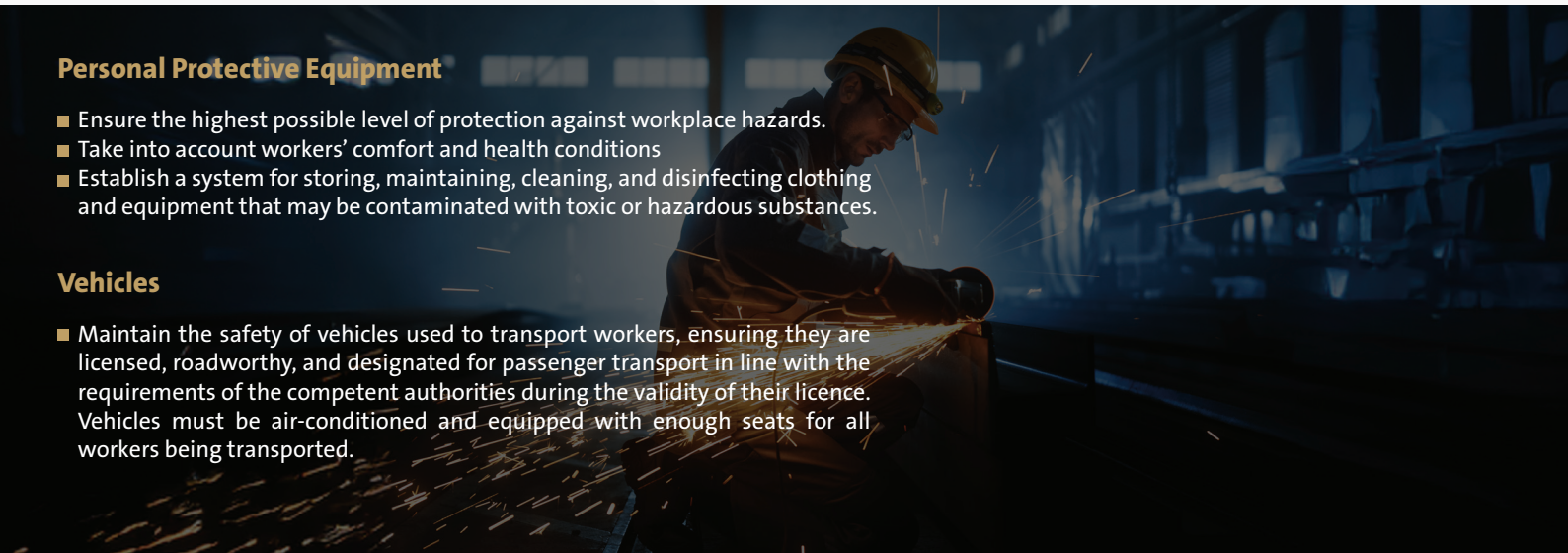
Bear the costs of medical care provided to employees in accordance with local legislation

Personal Protective Equipment

- Ensure the highest possible level of protection against workplace hazards.
- Take into account workers' comfort and health conditions
- Establish a system for storing, maintaining, cleaning, and disinfecting clothing and equipment that may be contaminated with toxic or hazardous substances.

Vehicles

- Maintain the safety of vehicles used to transport workers, ensuring they are licensed, roadworthy, and designated for passenger transport in line with the requirements of the competent authorities during the validity of their licence. Vehicles must be air-conditioned and equipped with enough seats for all workers being transported.





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Occupational Health and Safety Officer

Industrial and construction establishments that employ at least 100 workers are required to employ a qualified occupational health and safety officer. Their responsibilities will include preventing various hazards and ensuring that the provisions related to this matter are being implemented.



Registration of Companies in The Workers' Accommodation System

The Ministry of Human Resources and Emiratisation requires all establishments subject to Article 4 of Ministerial Resolution No. (44) of 2022 concerning occupational health and safety and labour accommodation must ensure compliance with the procedures for registering labour accommodations through the Ministry of Human Resources and Emiratisation's website, regardless of whether these housing units are owned or rented.

[Link for registration](#)



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Work-Related Injuries and Accidents

In accordance with local legislation, employers are responsible for the costs associated with their employees' medical care.

Employers or their legal representatives must take the following actions if a worker sustains a work injury or occupational disease:



**Inform the appropriate
medical authority**



**A police report should be filed with the appropriate police station
based on the area of jurisdiction in which the incident occurred.**

A report must be filed immediately following the occurrence of any work-related injury resulting from an accident or from any other cause other than occupational disease. The report must be filed as soon as the employer becomes aware of the existence of a suspected occupational disease.

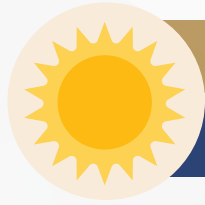


The Ministry must be notified via the designated channels within (48) forty-eight hours of discovering the suspected occupational disease or when any other work injury occurs. As long as the report contains a detailed description of the accident or occupational disease, its circumstances, the first aid and treatment provided to the worker, the worker's name, age, profession, nationality, place of work, and ID number, the worker's occupation, nationality, and the methods used to treat the worker.

Reports of injuries and accidents must be submitted through the Ministry's application.



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Occupational Heat Stress Prevention Policy

As part of UAE's labour market legislation, the "Midday break" serves as a basic pillar to ensure a safe working environment that meets the best practices and requirements for occupational health and safety, as well as to prevent injuries and damages caused by working in high temperatures during the summer months.

Ban period:

Starting June 15 until September 15 of every year

Ban timing:

From 12:30 pm to 3:00 pm

Restricted Activities:

Work performed outdoors and under the sun

