



Health & Safety in the Workplace

Majra Guidelines



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1 Introduction

This guideline is crafted to aid organizations in fostering a work environment that prioritizes the well-being and safety of every employee. It furnishes actionable insights and structured strategies to mitigate workplace hazards and ensure preparedness for emergencies.

In line with Federal Decree Law No. 33 of 2021 and subsequent resolutions, the UAE has established a comprehensive framework to ensure that both employers and employees contribute to a culture of safety and health at work.

Employers are mandated to furnish a secure work environment and implement protective measures to prevent occupational injuries and diseases. Likewise, employees are obligated to adhere to safety protocols.

The objective of this guideline is to encapsulate these regulations, empowering organizations to not only meet but also exceed these prescribed standards.



Purpose of this Guideline

The purpose of this guideline is to provide a clear and structured approach to aligning with the UAE's comprehensive labor laws and safety measures.

It serves as a practical tool for organizations to develop policies that prevent workplace injuries, promote health, and ensure a culture of safety that is in compliance with the Ministry of Human Resources and Emiratization (MoHRE) directives.

By adhering to these guidelines, organizations will not only fulfill their legal obligations but also demonstrate a commitment to the well-being of their workforce.



2 Framework

Section 1: Adoption of Health and Safety Standards

Safety and health in the workplace transcend are the basis of a productive and engaged workforce.

This section details the actions and descriptions necessary to incorporate health and safety protocols into the workplace, ensuring that every employee is safeguarded, and every operation is conducted under the highest safety measures.





Action

Description

Establish a Comprehensive Health and Safety Management System

Develop a health and safety management system that encompasses all aspects of workplace safety.

The HSMS should be tailored to address the specific risks associated with the organization's operations and should be updated to align with new regulations and best practices.

Ensure Compliance with Regulatory Requirements

Adhere to the UAE's health and safety laws and regulations, as well as international standards where applicable.

This includes complying with the provisions set by the Ministry of Human Resources and Emiratization and other competent authorities.

Conduct Periodic Health and Safety Audits

Perform regular audits to ensure that health and safety policies are effectively implemented.

Audits should be conducted by competent personnel.



Section 2 : Preventive Measures

The safeguarding of employee health and safety is a moral and legal imperative. Preventative measures serve as the first line of defense against workplace accidents and illnesses, thereby maintaining a robust and resilient workforce.





Action

Description

Conduct Regular Safety Training

Hold routine training sessions to ensure that all employees are aware of the best practices for health and safety, understand the proper use of safety equipment.

Establish Health Surveillance Programs

Implement health surveillance programs to monitor the well-being of employees, particularly those exposed to higher risk conditions. These programs help in early detection and prevention of occupation-related illnesses.

Maintain and Update Emergency Response Procedures

Regularly review and update emergency response procedures to adapt to new risks or changes in the workplace. Conduct test to ensure that all employees are familiar with emergency protocols.



Section 3: Employee Health and Well-being Programs

Investing in employee health and well-being is a great way to keep a safe work environment. As workplaces evolve, so too does the understanding that a healthy workforce is a productive one. These programs foster a positive workplace culture, leading to enhanced job satisfaction and retention.





Action

Description

Inform Employees

Display informations that address a wide range of needs, including preventive health screenings, vaccination drives, and wellness initiatives.

Foster a Culture of Health Awareness and Provide Mental Health Support

Create awareness campaigns that educate employees about health and wellness topics.

Recognize the importance of mental health by providing resources such as employee assistance programs, and stress management workshops, so employees can feel supported.

Promote Physical Fitness

Encourage physical activity through initiatives like corporate gym memberships, or organized sports events. Regular physical activity is known to improve overall health.

Ergonomic Workspaces

Design workspaces with ergonomics in mind to prevent strain and injury.



Section 4: Response Training

In the wake of unforeseen events, it is the preparedness and the responsiveness of an organization that ensures the safety and security of its workforce.

By equipping employees with the knowledge and skills necessary to respond to potential workplace emergencies effectively, organizations can minimize risk and safeguard their most valuable asset—their employees.





Action

Description

First Aid and Emergency Response Training

Provide first aid training for employees, ensuring that there are qualified first aid responders available within the workplace at all times.

Training should also be provided for the use of emergency equipment (fire extinguishers and automated external defibrillators...)

Development of Emergency Response Plans and Emergency Simulations

Create emergency response plans tailored to various scenarios, including fires, medical emergencies, and natural disasters.

These plans should include clear procedures for evacuation, communication, and assembly points. Conduct regular simulations to practice emergency response procedures.

Review and Update Emergency Procedures

Review and update emergency procedures to adapt to new risks, changes in the workplace layout, and updates in safety regulations.



Section 5: Additional Considerations

<p>Heat Stress Management</p>	<p>Given the UAE's climate, guidelines for managing heat stress and ensuring proper hydration and rest periods for employees working in high-temperature environments could be vital.</p>
<p>Cultural and Linguistic Considerations in Safety Training</p>	<p>With the UAE's diverse workforce, incorporating strategies for delivering training and safety information in multiple languages and considering cultural sensitivities could enhance understanding and compliance.</p>
<p>Environmental Safety</p>	<p>Guidelines should consider environmental protection within the workplace, including waste management and pollution control, to align with the UAE's sustainability goals.</p>



3 Conclusion

In conclusion, adherence to these guidelines fosters a culture of safety and well-being within organizations, prioritizing the health and security of every employee. By implementing proactive measures such as structured health and safety standards, comprehensive risk assessments, dedicated well-being initiatives, and robust emergency preparedness, organizations can effectively mitigate workplace health-related risks.

Embracing these practices not only enhances organizational culture but also signifies a commitment to a holistic approach to workplace safety, encompassing both physical and mental health considerations. Moving forward, it is imperative for all stakeholders to remain steadfast in their dedication to these principles, continually seeking avenues for improvement and innovation in health and safety measures.



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