



Executive Council Resolution No. (15) Of 2021 Regarding Sharjah Occupational Safety and Health System

We, Sultan bin Muhammad bin Sultan Al-Qasimi, Crown Prince, Deputy Ruler of the Emirate of Sharjah and Chairman of Sharjah Executive Council,

Having reviewed:

Federal Law No. (8) of 1980 on the Regulation of Labour Relations, as amended,

Federal Law No. (13) of 2020 on Public Health,

Law No. (2) of 1999 on the establishment of the Executive Council of the Emirate of Sharjah and its Bylaws, as amended,

Law No. (8) of 2015 on the Regulation of Objectives, Powers, and Functions of Sharjah Prevention and Safety Authority,

Law No. (3) of 2015 on the Regulation of Objectives, Functions, and Powers of the Labour Standards Development Authority in the Emirate of Sharjah,

Executive Council Resolution No. 21 of 2017 regarding the Regulation of Economic Activities in the Emirate of Sharjah,

Executive Council Resolution No. (31) of 2018 regarding the Permits to Practice Preventive Training Activity,

Executive Council Resolution No. (21) of 2019 regarding Training on Prevention and Safety Work in the Emirate of Sharjah, and

Executive Council Resolution No. (36) of 2020 regarding the Organization of Preventive Training Activities in the Emirate of Sharjah, and Based on the proposal of the Chairman of



the Prevention and Safety Authority, the approval of the Executive Council, and the requirements of the public interest,

Issued the following resolution:

Definitions

Article (1)

In the implementation of the provisions of this Resolution, the following words and terms shall have the meanings set forth opposite each of them, unless the context requires otherwise:

Emirate:	The Emirate of Sharjah.
Council:	Executive Council of the Emirate.
Authority:	Prevention and Safety Authority.
Chairman:	Chairman of the Authority.
System:	The Sharjah Occupational Safety and Health System represents the regulatory framework for defining the regulations, requirements and procedures to maintain the safety and health of the Employee and to secure a safe work environment free from causes of occupational accidents and injuries and represents a platform for compliance monitoring and includes the Code of Practice, Guideline and the mechanisms stipulated in this System and its executive resolutions.



- Government Entities:** Government departments, authorities or institutions and the like in the Emirate.
- Concerned Authorities:** The ministries and government entities which are related, directly or indirectly, to Occupational Safety and Health.
- Private Entities:** Establishments, companies, enterprises and economic activities operating in the Emirate in general.
- Employer:** Every natural or legal person, whether public or private, who employs one or more employees in return for a wage of whatever type.
- Employee:** Every natural person who works in return for a wage of whatever type in the service of the employer and under its management or supervision even if he/she is out of its sight. This term shall include any employee and worker who works in the service of the employer.
- Workplace:** A place that the employer allocates for the performance of the work. This term shall also include the employees' resting places, their accommodation and similar places that the employer allocates to his employees.
- Work Injury:** An occupational disease or any other injury sustained by the employee arising from his work, which occurs to him during or due to work. Every accident that occurs to the employee while



he is going to work shall be considered to fall within the meaning of work injury, provided that the going and return shall be without stopping, lagging or deviating from the normal way.

Incident: A sudden unplanned occurrence or event and the like, occurring during the course of work and / or because of it, and may lead to harm.

Contractor: Every natural or legal person entrusted by the entities to accomplish a specific work or perform a task or any other activity

Codes of Occupational Practice (CoP): The mandatory requirements, conditions and mechanisms required as a minimum for entities.

Guideline: Guidance for the entities to implement the System requirements.

Scope of Implementation of Resolution

Article (2)

The provisions of this Resolution shall apply to the government entities, private entities, employers and employees in the Emirate.

Objectives

Article (3)

The System aims to achieve the following:

- 1- Applying preventive and control measures to ensure the safety and health of employee in the Emirate, preserving property and assets, and reducing accidents.
- 2- Raising awareness of the risks related to occupational safety and health.



- 3- Enhancing economic competitiveness by securing a safe and healthy work environment that attracts investments and talents

Jurisdictions of Authority

Article (4)

Subject to the relevant rules of jurisdiction and applicable legislations, the Authority may exercise the following functions and powers, and it shall be entitled, in particular, to:

- 1- Prepare and develop the System, determine its implementation mechanisms, and determine the minimum requirements for conducting business in a safe manner.
- 2- Register and classify the government entities and private entities according to criteria that determine the level of risk, and determine the timeframe for applying the System and monitoring compliance with its requirements, in coordination with the Human Resources Department and the Labour Standards Development Authority.
- 3- Qualify cadres to manage occupational safety and health systems in the government entities and private entities.
- 4- Prepare and develop a database, Information Technology system and statistics related to occupational safety and health and provide the government entities and private entities with the mechanisms for implementing the System.
- 5- Provide the government entities and private entities with mechanisms for reporting accidents and periodic reports related to occupational safety and health.
- 6- Investigate incidents related to occupational safety and health in the Emirate, if necessary.



- 7- Represent the Emirate in the field of occupational safety and health in various local, regional and international meetings, conferences and events.
- 8- Conduct studies, research and surveys in the field of occupational safety and health.
- 9- Develop and implement a mechanism for monitoring and compliance with the System and its requirements, with the participation of the competent authorities in its development and implementation.
- 10- Prepare the necessary awareness-raising programs to comply with the requirements of the System in coordination with the Labour Standards Development Authority.

Obligations of Employer

Article (5)

The employer shall comply with all requirements, conditions and obligations related to occupational safety and health contained in the applicable legislations in the Emirate and he shall:

- 1- Exercise the due diligence to ensure the safety, health and comfort of the employee, contractor, visitor and others who are affected by his activities and shall ensure to provide the basic facilities.
- 2- Obtain specialized advice in the field of occupational safety and health to fulfill the duty of due diligence, according to the level of risk classification in the System.
- 3- Ensure the safe use of work machinery, tools and equipment, and carry out periodic inspections and maintenance for them.



- 4- Take the necessary measures to prevent risks arising from the handling, transporting and storing materials.
- 5- Follow the necessary procedures to manage the contractor, evaluate him, ensure his efficiency and supervise him when performing tasks and work activities within the projects, sites or buildings that fall under the employer's management, and not assign the contractor who does not comply with the System in accordance with the Contractor Management Manual.
- 6- Investigate the incidents and report to the Authority in accordance with the Incident Classification and Reporting Mechanism adopted in the System.
- 7- Make sure that the expectant mothers/new mothers are working according to the System mechanisms.
- 8- Make sure that people with special needs are working according to the nature of their disability and provide them with essential facilities.
- 9- Register and comply with the requirements of the System, by applying the relevant Codes of Practice, and taking guidance from the relevant Guideline according to the type of activities and the level of classification.
- 10- Identify all foreseeable risks in the workplace, assess the risk of injury or ill health that may affect the employee and implement appropriate preventive measures in a consistent manner to ensure the safety, health and wellbeing of the employee.
- 11- Display clearly the related information and/or warning signage in Arabic, English and other languages used in the workplace.



- 12-Provide suitable workplaces for the employee when carrying out work activities, and provide adequate supervision to ensure the safety, health and wellbeing of the employee.
- 13-Provide one or more qualified licensed paramedics, provided that he shall be available in the workplace and during every work shift, and provide one or more occupational safety and health officers according to the level of classification of the government entity or private entity in the System.
- 14-Provide a first aid box in each workplace.
- 15-Qualify the employee to carry out work activities in a safe manner and to be aware of what should be done in case of emergency by providing appropriate information and training in the form, method and language that the employee understands.
- 16- Provide the employee with the safe entry and exit from the workplace and provide him with adequate welfare facilities.
- 17-Provide the employee, when necessary, with appropriate personal protective equipment and clothing, according to the nature of his activities, and instruct him on how to use, store and maintain them.
- 18-Develop a mechanism to enable the employees to report any accidents, concerns, or risks that may lead to a work injury or occupational disease.



Obligations of Employee

Article (6)

The employee in the government and private entities shall:

- 1- Avoid jeopardizing himself, other employees, members of society, property or the environment while performing work activities when he is engaged in his duties, profession or work.
- 2- Cooperate with the employer and receive safety instructions and follow the preventive control measures provided to ensure that work activities are performed safely and he shall support the occupational safety and health policies and procedures in the workplace.
- 3- Inform the employer or his representative about any accidents, concerns or risks related to occupational safety and health in the workplace.
- 4- Attend training provided to him by the employer to ensure his safety and health in order to perform work activities safely.
- 5- Avoid using any psychotropic substances that may affect his and others' safety while performing work activities.



Formation of the Higher Committee for Occupational Safety and Health

Article (7)

A higher committee for occupational safety and health in the Emirate shall be formed by a resolution of the Council, and the said resolution shall define its mandate, duties, and mechanism of work.

Final Provisions

Article (8)

By a resolution of the Council, a statement of the fees, administrative violations and penalties related to this Resolution shall be issued.

Article (9)

The Chairman shall, by decisions, issue the guideline, Codes of Practice, administrative decisions, circulars and mechanisms necessary from implementing the provisions of this Resolution.

Article (10)

The governmental entities shall provide substantive, administrative and technical support and everything necessary for implementing the provisions of this Resolution



Article (11)

This Resolution shall take effect from the date of its issuance, and the concerned entities shall implement it, each within its respective field, and it shall be published in the Official Gazette.

Issued by us on:

Tuesday 06th Shawwal 1442 Hijri

18th May 2021

Sultan bin Muhammad bin Sultan Al-Qasimi
Crown Prince, Deputy Ruler of the Emirate of Sharjah
Chairman of Sharjah Executive Council,