



## Health & Safety Department

### (Studies and Systems Section)



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Any modification to the document must be reviewed and approved  
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## 1 Introduction



An accreditation scheme for Health and Safety Officers in labors accommodation is a structured program that involves the recognition and certification of individuals who have met specific qualifications and standards in the field of Health and Safety. The scheme aims to ensure that professionals in this role possess the necessary knowledge, skills and competencies to effectively manage and promote Health and Safety practices in labors accommodation.

Such a scheme typically involves a series of requirements that candidates must fulfill to become accredited. These requirements may include completing relevant education and training, gaining practical experience, and passing examinations or assessments to demonstrate their understanding of Health and Safety principles, legislation, risk assessment, emergency procedures and best practices.

### 1.1 Benefits of an accreditation scheme



- **Professional recognition:** Accreditation enhances the credibility and reputation of Health and Safety Officers in labors accommodation, providing recognition of their expertise and commitment to high standards.
- **Enhanced career prospects:** Accreditation can open new career opportunities and advancement within the field of Health and Safety. Employers often prefer accredited professionals when recruiting for key roles.
- **Compliance with regulations:** Accreditation ensures that Health and Safety Officers in labors accommodation have a thorough understanding of relevant Laws, Regulations, and best practices in labors accommodation. This helps labors accommodation in the Emirate of Dubai to comply with legal requirements and improve overall Health and Safety standards.
- **Continued professional development:** Accreditation schemes often require ongoing professional development to ensure the Health and Safety Officers in labors accommodation stay updated with the latest developments and advancements in their field.
- **Networking and knowledge sharing:** Accreditation schemes often provide opportunities for professionals to connect with others in their field, facilitating valuable networking and knowledge-sharing experiences.

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## 2 Definitions

Definition	Meaning
<b>Certification Body</b>	Means an internationally reputed qualifications provider, approved by Dubai Municipality, and accredited by Emirates International Accreditation Center (EIAC) to certify the Health and Safety officers' trainers and Trainees.
<b>Accredited Qualification</b>	Means a qualification provided by the Certification Bodies recognized by Emirates International Accreditation Center (EIAC).
<b>Examination</b>	Mean an examination in Health and Safety, leading to an Accredited Qualification approved by the Health and Safety Department in accordance with the provisions of this Guidance Document.
<b>Labors Accommodation</b>	Housing provided to labors as part of the employment contract that should meet the legal requirements and required specifications in maintaining the Health and Safety standard of accommodations facilities.
<b>Labors accommodations (Large) mean:</b>	When the total number of rooms inside the accommodation exceeds 100 rooms.
<b>labors accommodations (medium) mean:</b>	When the total number of rooms inside the accommodation is between 51-100 rooms.
<b>labors accommodations (small) mean:</b>	When the total number of rooms inside the accommodation are 50 rooms or less.
<b>labors community market</b>	A definitive solution to the issue of unlicensed markets as it provides a place for sale all labors essential needs under the supervision of different concerned authorities.
<b>Labors Accommodations Management and Staff</b>	The management, Health and Safety officers and other staffs competent to implement company policies or plans related to Health and Safety, security, living conditions, workers' rights, and grievance processes.
<b>HSO</b>	Health and Safety Officers in labor accommodations that successfully passed the appropriate examination to the type of his/her work and certified.

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### 3 Section I

## RULES AND REGULATIONS PERTAINING TO LABORS ACCOMMODATIONS AND TRAINING PROVIDERS



### 1. General Requirements

- 1.1 Labors Accommodations shall have always at least one certified Health and Safety officer on-site. (Refer to clause 2.9)
- 1.2 Requirements, roles, responsibilities, and training of the Health and Safety officers.
- 1.3 The copy of the competency certificate issued by the EIAC accredited certification body for the Health and Safety officers shall be retained in the labors Accommodations and shall be provided to the representatives from the Health and Safety Department of Dubai Municipality, when required.
- 1.4 The Health and Safety Inspection Officer assigned to inspect the labor accommodations can recommend the withdrawal of the certificate, retraining and recertification, if the Health and Safety officer (HSO) is found to be ineffective in managing the Health and Safety requirements.

### 2. Competency Requirements of Certified Health and Safety Officers

- 2.1. To become a Health and Safety officer certified in Health and Safety, an individual must meet the following requirements of Health and Safety Department:
  - 2.1.1. Completing the approved Health and Safety Certification Course appropriate to the Labors Accommodations (HSO).
  - 2.1.2. Successfully completing the Health and Safety Examination conducted by the Certification Body under secure conditions. Each certified Health and Safety officer shall possess knowledge of Health and Safety principles and practices as demonstrated by passing an examination acceptable by Health and Safety Department. The nominated (HSO) should score **not less than 20 out of 30 for the examination**.
- 2.2. Each (HSO) passing an acceptable examination and fulfilling all the scheme requirements as outlined in this document and defined by the accredited Certification Bodies shall receive a certificate **valid for a period of Three years** from the date of issuance.

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2.3. The Health and Safety officer shall undergo a recertification process before the end of the third year after certification. The recertification can be obtained by passing the recertification examination approved by the Health and Safety Department and fulfilling all the scheme requirements, as outlined in this document.

2.4. Health and Safety officer of Labors Accommodations that obtain a D or F grade in the routine Health and Safety inspections; will be considered incompetent; if there is evidence available that poor grade is resulted due to the mismanagement of the Health and Safety officer. The Health and Safety inspection officer shall also recommend recertification (retraining and assessment) during the inspection.

2.5. The Health and Safety department shall have the right to exempt staff within the categories that do not require training in the field of Health and Safety.

#### **Prerequisites for individuals registering for the HSO certification: -**



2.6. The person registering for HSO certification must have a good understanding of the contents of Health and Safety requirements.

2.7. Below a table shows the need for Health and Safety officer's based on number of rooms inside accommodation.

2.8.

Labors Accommodations	HSO required	Accommodations type
101 room and above	Two HSO	Permanent or temporary
51-100 room	One HSO	
50 room and below	Not required	



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## 4 Section II



### RULES AND REQUIREMENTS PERTAINING TO CERTIFICATION BODIES

This section outlines the requirements for Certification Bodies, who offer the mandatory Accredited Qualifications for Health and Safety officer of Labors Accommodations in Dubai. It describes the roles and responsibilities of the Certification Bodies that provide the examination, prepare training material, and approve trainers and specifies the conditions to obtain approval from Health and Safety Department and Emirates International Accreditation Center (EIAC).

The document also contains codes of practice for Certification Bodies that provide the qualification, standards, and steps that Certification Bodies must take to meet these standards. The document provides information on the service levels that Dubai Municipality expects from Certification Bodies to ensure that qualifications offered are relevant and up to date.

#### *3. Role of Health and Safety Department*

- 3.1. Work together with the Emirates International Accreditation Center (EIAC) to establish and maintain processes for the accreditation scheme for Certification Bodies to certify Health and Safety officer in Labors Accommodations.
- 3.2. To set approval criteria for (HSO) based on expertise, competence, qualifications, and experience.
- 3.3. Ensure compliance by auditing the accreditation program.
- 3.4. Monitor the examination process.
- 3.5. Monitor certification program implementation.
- 3.6. Investigate noncompliance reported by the Certification Bodies.
- 3.7. Investigate complaints received from Labors Accommodations owners and Certification Bodies.
- 3.8. Recommend withdrawal or suspension of certification if required.
- 3.9. Monitor and evaluate the implementation and outcomes of the certification programs.
- 3.10. Review and change programs where evaluation of the implementation of Health and Safety standards shows that the objectives of the programs are not achieved.

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#### 4. Requirements for Certification Bodies

##### 4.1 General Requirements

4.1.1 Certification Bodies that are registered by the Health and Safety Department and accredited by Emirates International Accreditation Center (EIAC) can offer certified Health and Safety officer qualifications in Dubai.

4.1.2 The accreditation will be granted as per ISO 17024 Standard by Emirates International Accreditation Center (EIAC).

##### 4.2 Responsibilities of Certification Bodies

4.2.1 Certification Bodies shall develop relevant and up to date Question bank, prepare training material, and approved trainers and it shall be approved by the Health and Safety Department before they are offered.

4.2.2 Certification body shall offer certification in more than three different languages that includes Arabic, English, Urdu, Hindi and Chinese. The question bank, training material shall also be developed in those three or more languages.

4.2.3 Certification Bodies shall:

- Recommend and advise about pre-course work to trainers where necessary.
- Decide maximum class size and space requirements.
- Conduct examinations and certifications.
- Obtain and consolidate candidates' feedback.

4.2.4 Procedures and documentation shall be agreed by the Health and Safety Department.



4.2.5 Certification Bodies shall develop and manage the process as per the followings:

- Registering candidates for the examinations
- Providing information on the conduct of examinations
- Take all certification decisions.
- Issuing results/certificates.
- Responding to enquiries and appeals about results.
- Dealing with malpractice.
- Take all necessary actions in case of suspension or withdrawal of certification.

4.2.6 Certification Bodies shall meet the requirements of ISO 17024 standards.

4.2.7 Certification Bodies shall provide a registration for the candidates. The registration form should be designed to collect information regarding age, gender, nationality, language skills, qualifications, and experience of the candidate. A database of candidates shall be maintained by the Certification Bodies and shared with the Health and Safety dept. on a regular basis.

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4.2.8 Certification Bodies should maintain a documented system of canceled certification. who are found incompetent by the Health and Safety Department.

4.2.9 The Certification Bodies should formally notify the Health and Safety Department if the trainers or training companies fail to comply with the requirements stipulated in this document.



#### 4.3 Requirements of Prepare training material. Certification Bodies must involve several crucial steps to ensure the content is informative, engaging, and effective for learners through:

4.3.1. Identify the Learning Objectives: Certification Bodies should clearly define the goals and learning objectives of the training. What knowledge, skills, or competencies that the learners must acquire.

4.3.2. Content Development: Based on the learning objectives and training needs analysis, Certification Bodies must develop the core content for the training material in coordination with the Health and Safety Department. This can include written modules, videos, interactive simulations, case studies, quizzes, and other multimedia elements. Certification Bodies must ensure the content is accurate, up-to-date, relevant, and aligned with Health and Safety standards or regulations.

4.3.3. Structure and Organization: Certification Bodies must arrange the content in a logical and coherent manner. Consider using sections, modules, or chapters to break down the material into manageable units. Include headings, subheadings, and bullet points for easy navigation and comprehension.

4.3.4. Adapt Content for Online Learning: Online training material requires adaptations for effective virtual delivery. Certification Bodies must optimize the content for web-based learning by incorporating multimedia elements, interactivity, and engagement features and consider using a Learning Management System (LMS) or e-learning platform to host and deliver the training material.

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4.3.5. Interactive Activities: Certification Bodies must include interactive activities within the training material to promote learner engagement and comprehension. These can involve quizzes, assessments, discussions, case studies, or virtual simulations. Interactive elements encourage active participation and reinforce learning outcomes.

4.3.6. Visual Enhancements: Certification Bodies must incorporate visually appealing and relevant graphics, images, and charts to enhance the visual appeal of the training material. Visual aids can help illustrate concepts, reinforce key points, and improve information retention.

4.3.7. User-Friendly Design: Certification Bodies must ensure the training material is designed with a user-friendly interface. Use intuitive navigation, clear instructions, and consistent formatting. Consider usability testing to identify and address any potential user experience issues.

4.3.8. Assessment and Evaluation: Certification Bodies must incorporate assessments or quizzes throughout the training material to evaluate learner understanding and progress. This allows learners to gauge their own comprehension and provides feedback for improvement. Assessments should align with the learning objectives and be fair and relevant.

4.3.9. Regular Updates: Certification Bodies must review and update the training material periodically in coordination with the Health and Safety Department to ensure it remains aligned with changing Health and Safety standards, regulations, or best practices and solicit feedback from learners and trainers to identify areas that need improvement or require additional content.



#### 4.4 Requirements for Certification Application Reviewers:

- **Education:** Diploma or bachelor's degree or higher in a relevant field is often required.
- **Training:** Specific training related to the certification process, standards, and best practices for reviewing applications. This training must be undertaken through a certifying body or through other professional development programs. Experience(years): 2Years.
- **Experience (field):** This could include fields such as education, technology, or other specialized areas.

#### Requirements for Examiners:

- **Education:** bachelor's or master's degree or higher in a relevant field is often required.
- **Training:** Specific training related to Health and Safety advanced programs, certification process, standards, and best practices. This training must be undertaken through recognized International accredited entities.
- **Experience (years):** 3 – 5 Years
- **Experience (field):** This could include fields such as education, Health and Safety etc.

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#### Requirements for Invigilators:

- **Education:** High School or Diploma or higher is often required and / or (NEBOSH/IOSH)  
Approved Invigilators also accepted.
- **Training:** Any training related to Invigilator courses shall be undertaken through a certifying body or through other development programs.
- **Experience (years):** Not compulsory
- **Experience (field):** Not compulsory

#### Requirements for certification decision-makers:

- **Education:** Comprehensive knowledge and experience in working with Certification.  
Training: Specific training related to Health and Safety, certification process, standards, and best practices. This training must be undertaken through recognized International accredited entities.
- **Experience (years):** 3 – 5 Years
- **Experience (field):** This could include fields such as education, Health, and Safety etc.



#### Requirements for certification bodies' technical committee/scheme review committee:

- **Education:** Comprehensive knowledge and experience of working with certification process and scheme reviewing.
- **Training:** Specific training related to Health and Safety, certification process, standards, and scheme assessing. Trainings must be undertaken through recognized International accredited entities.
- **Experience (years):** Above 5 Years
- **Experience (field):** This could include fields such as experts, specialists in Health and Safety etc.

#### 4.5 Conduct of examinations and assessments

- 4.5.1 Candidates can take the exam directly without attending the training course.
- 4.5.2 Certification Bodies shall take appropriate action to ensure that the quality and integrity of the examinations and qualifications are not compromised.
- 4.5.3 The Awarding Body should appoint trained personnel to act as invigilators. Invigilators must arrive at the venue in good time and there should be at least one invigilator for every 20 candidates.
- 4.5.4 All seating should be arranged to prevent candidates from being able to overlook each other's work. Candidates should be seated at separate desks that should normally be placed at not less than 1.25 meters apart (measured from the center of the desk). In circumstances where candidates share a large desk or the recommended distance cannot be provided, multiple versions of the question paper should be used.

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- 4.5.5 Invigilators must supervise candidates throughout the entire examination. They must be alert in their observation of candidates and must give their whole attention to the proper conduct of the examination.
- 4.5.6 Invigilators must not undertake any other activities while invigilating. For example, they cannot act as a reader or writer for any candidate does not provide translations and interpretations.
- 4.5.7 If an invigilator observes any inappropriate behavior from the candidates such as any form or cheating, talking or intentionally disturbing other candidates, he/she must intervene to ensure that it does not continue. With serious incidents of such behavior, the examination should be cancelled, and candidate should be instructed to leave the examination room after having his/her answer information sheets/examination papers collected.
- 4.5.8 Certification Bodies shall provide the Health and Safety Department with access to records and documentation relating to trainers, qualifications, and audits. The officials specifically nominated by the Director of the Health and Safety Department shall have access to examination question papers, examination scripts, records of marking and any other relevant documents associated with the training program.

## 5. Requirements for Trainers



### 5.1 General Requirements

- 5.1.1 Health and Safety trainer shall be certified by the Accredited Certification Bodies to conduct training and shall be registered with the Health and Safety Department.
- 5.1.2 The trainer shall have:
- 5.1.2.1. a clear understanding of the HSO competence standards.
  - 5.1.2.2. the necessary knowledge, qualifications, experience to explain adequately why these standards are required.
  - 5.1.2.3. the necessary training skills to deliver the training program effectively.
- 5.1.3 The trainer shall design and deliver a planned program of training/instruction which focuses on the training need(s) of the Health and Safety Officer(s) and on achieving competences particular to the labor's accommodation.

### 5.2 Applying for online trainer approval.

The process of certifying applicants for their suitability to work as Health and Safety trainers includes joint assessment by the Health and Safety Department and the Certification Bodies accredited by Emirates International Accreditation Center (EIAC). To allow Health and Safety Department to decide on whether an

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applicant meets the criteria for approval as a trainer, each application must provide the following supporting information to the Awarding Body:

- 5.2.1. Records of training and qualifications.
- 5.2.1. Detailed resume of relevant experience.

### 5.3 Qualification, Experience and Knowledge

Trainers must demonstrate that they have the relevant qualifications, knowledge, experience, and skills in Health and Safety training.

### 5.4 Health and Safety Qualification of trainers:

5.4.1. Trainers should hold a verifiable Degree, Diploma or an Advanced Certificate that encompasses one or more of the following topics:

- Environmental/Public Health/Safety
- Health and Safety Establishment Management.
- Health Science.

(The minimum duration of the certificate course should be 6 months)

5.4.2. Online trainers shall successfully complete the training course offered by Certification Bodies.

### 5.5 Health and Safety Experience of trainers:

Trainers should have at least two years' experience in Health and Safety in one or more of the following areas:

- Supervision of Health and Safety related establishments.
- Providing consultancy in Health and Safety.
- Working in regulatory authority with responsibilities related to Health and Safety.
- Quality assurance or control in a Health and Safety related establishment.
- Health and Safety training at an appropriate level.
- Membership plan such as Technical Member – IOSH (for example)



### 5.6 Training Qualifications

Trainers should hold a teaching qualification. Either a Certificate or a Degree in Education, or a certified Train the Trainer should be sufficient.

### 5.7 Certification Examination

Trainers shall be certified to train Health and Safety officer(s) through completion of an examination conducted by the Awarding Body.

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### 5.8 Demonstration of skills

The trainers may be required to demonstrate their training competence. This could be a part of the verification process for initial approval or a part of the ongoing assessment process to ensure compliance at a later stage.

### 5.9 Exemption to a formal Health and Safety Qualification

An exemption can be obtained if the trainer has more than 5 years of relevant experience and can demonstrate sufficient knowledge and skills through a practical assessment conducted jointly by the Health and Safety Department and the Certification Bodies. The assessment will determine the applicant's knowledge and capability to train in a professional and efficient manner.

### 5.10 Continuing Professional Development for online trainers.



Trainers should strive to continually update and improve their knowledge of issues and developments within Health and Safety and apply that knowledge for training in

- Maintenance of professional competence.
- Enhancement of existing knowledge and skills.
- Development of new knowledge and skills.

### 5.11 Annual Requirements

- 5.11.1. The details of the training should be submitted to the Health and Safety Department on or before 31st of December each year and should list all the training covered in that year.
- 5.11.2. The learning activities undertaken should help in improving the existing knowledge of the trainer.  
A trainers should include activities such as formal training and professional activities (e.g., training programs, workshops, conferences, involvement with professional bodies, campaigns, writing journal articles etc.)
- 5.11.3. Activities should be separate from the training and qualifications that are a part of the basic requirements to be a trainer and the routine work of the trainer.



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## 6. Design, Delivery and Assessment of training Programs

### 6.1 Training Materials

- 6.1.1. The trainer shall only use training materials that are reviewed and approved by the Certification Bodies and Health and Safety Department.
- 6.1.2. Pre-course materials must be provided at, or before the time of registration for the program.

### 6.2 Pre-course assessment of online trainees

The trainer should assess the competency of the individual registering for the HSO training before the registration process is complete and any potential problems that are identified including, but not limited to, language competency, job responsibilities etc. that could affect the learning process and the effectiveness of the HSO at work, should be notified to Health and Safety Department.



### 6.3 Training Course Plan

- 6.3.1 The trainer shall provide the online training course plan and the schedule of online training sessions to the Awarding Body and Health and Safety Department at least 5 working days before the training is conducted. The information about the online course plan must be included:
- Training dates and timings
  - Details of the virtual meeting program (platform name and link)
  - Number of trainees
  - Course language
  - Examination time
  - And any other details that may be required for the registration of the trainees.
- 6.3.2 Any changes in the planned schedule shall be reported to the Certification Bodies without delay.
- 6.3.3 The trainer should confirm the language of training and examination dates to the online trainees during the registration process.

### 6.4 Delivery of Training

- 6.5.1. Training providers shall provide training not less than 20 learning hours' time excluding the examination.
- 6.5.2. The instructor should consider expanding the number of learning hours when a review of the participants reveals learning disabilities, language barriers or other factors which may inhibit learning.

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## 6.5 Assessment

Examinations and assessment of candidates shall be conducted by the Certification Bodies on behalf of the Health and Safety Department. (The online training course is optional. As for the exam, passing is mandatory to obtain accreditation)

## 6.6 Dealing with Noncompliance

- 6.6.1. Trainers and training companies that do not meet the requirements listed in this document will be stopped from providing training without prior notice.
- 6.6.2. In the case of poor delivery of online training, the approval of the trainer will be suspended until the trainer is able to demonstrate full competency.
- 6.6.3. Certification Bodies and the Health and Safety Department shall stop immediately the training that is conducted in unsuitable conditions.

## 6.7.2 Payment Procedure



The special payment procedure is to ensure that:

- 6.7.2.1. Online training courses are organized effectively.
- 6.7.2.2 Are started on time.
- 6.7.2.3 Cancellations of training must not be done in the last minute or without prior notice.
- 6.7.2.4. The trainee should make at least a partial online payment to the training center at the time of registration.
- 6.7.2.5. In the event of cancellation of training by the training center, the entire amount should be refunded.
- 6.7.2.6. If the trainee is unable to complete the session because he/she was late for the sessions, the trainee must re-sit the entire training. The payment will not be refunded in this case.

## 7.General terms:

- (1) The above requirements will be effective from the 1<sup>st</sup> of Jan 2024.
- (2) The document will be updated periodically.
- (3) Always confirm with the Health and Safety Department and the Awarding Body to ensure that you are using the current version.

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## ANNEXE 1

### Health and Safety Course – (HSO training and Examinations)

Labor accommodations play a crucial role in ensuring the well-being and productivity of workers in various industries. As an employer or manager, it is your responsibility to provide a safe and Healthy environment for employees within these accommodations. Training for HSO aims to provide guidelines and best practices for maintaining Health and Safety standards within labor accommodations.

#### *Module 1: Importance of Health and Safety in Labor Accommodations*

- Understanding the impact of Health and Safety on overall employee well-being and productivity.
- Legal requirements and regulations related to labor accommodation standards.
- Identifying potential risks and hazards within the accommodations.
- Knowledge of legal federal regulation and Laws regarding crimes and punishments.
- Relationship between residential physical space with Health and Safety of labors.
- The impact of un adequate spaces in bedrooms on Labors Health and Safety.
- Maintain effective pest control system.
- Maintain a satisfactory waste disposal system.
- Maintain effective Drainage systems.



#### *Module 2: Design and Layout of Labor Accommodations*

- Ensuring proper layout to minimize risks, optimize space, and promote Safety.
- Effective ventilation systems for better Indoor air quality requirements.
- Effective water quality systems for better water quality.
- Effective Noise reduction.
- Providing adequate lighting and non-slip flooring to prevent accidents.
- Providing recreational facilities and activities to promote employee well-being.
- Providing dining areas and its compatibility with the number of occupants.

#### *Module 3: Hygiene and Sanitation*

- Establishing protocols for regular cleaning and maintenance of all facilities like common areas and rooms.
- Cleaning and definitions, Levels of Cleanliness, Cleaning Process and cleaning parts in order to prevent microbial growth.
- Green Cleaning Program Overview / Purpose of Green Cleaning.
- Services Provider Participation / Staffing / Janitorial training Requirements.

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- Green cleaning materials policy / Low environmental impact through cleaning equipment policy / Applying green cleaning according to the specifications.
- Proper waste management and disposal within the accommodations.

#### ***Module 4: Fire Safety and Emergency Preparedness***

- Installing and maintaining fire detection and suppression systems.
- Safety of Liquefied Petroleum Gas (LPG) and supply systems.
- Conducting regular fire drills and training sessions.
- Establishing emergency evacuation plans and procedures.



#### ***Module 5: Public Safety / Occupational Health and Medical Facilities***

- Electrical Safety
- Safety of Equipment's and furniture
- Safety of activities areas and dining rooms
- Safety of preservation and storage areas
- Chemicals – Safe storage
- Educating workers about common occupational health hazards.
- Medical facilities and services within the accommodations like first aid room, isolation room and first aid box.
- First aid techniques.
- Explain the implications for transmission of infectious illnesses/ diseases among labors.
- Isolation of infected labors with borne diseases.
- Quality Control Measures / Indoor Chemical and Pollutant Source Control.

#### ***Module 6: Psychological and Emotional Well-being***

- Promoting a supportive and inclusive environment within the labor accommodations
- Identifying and addressing mental health concerns among workers
- Promoting personal hygiene practices among laborers to prevent the spread of diseases / illnesses.
- Effect of passive smoking / Alcohol on Labors Health and Safety.
- Encouraging regular Health check-ups and vaccinations.

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### ***Module 7: Management role in labors accommodations.***



- Conducting regular training sessions on Health and Safety practices.
- Facilitating open communication and feedback channels for labors to report concerns.
- Encouraging a culture of responsibility and accountability among labors
- Clarify the tasks assigned to each employee within the labor's accommodations.
- Identify shortcomings or deficits in the labor accommodations management system.
- Conducting regular inspections in the facility to ensure compliance and maintain up to date documentation and records to be presented to the Regulatory Body during inspections.

## **5 References**

### ***References: Federal and Local Laws, regulations, guidelines***

- Federal Law No. (8) of 1980 regulating work relations.
- Federal Law No. 10 of 2018 regarding products Safety.
- Federal Law No. 33 of 2021 regulating work relations.
- Cabinet Decision No. 13 of 2009 Approving the General Standards Manual for Group Labor Accommodation and Related Services.
- Cabinet Resolution No. (1) of (2022) On the Executive Regulations of Federal Decree-Law No. (33) of 2021 Regulating Labor Relations.
- Cabinet Decision No. 24 of 2013 Concerning the Implementation Regulation for the Federal Tobacco Control Act.
- Ministerial Resolution No. (32) for 1982 A.D. on determining prevention means and measures to protect workers from work hazards.
- Local Order No. (11) of 2003 Concerning Public Health and Safety of the Society in the Emirate of Dubai.
- The Administrative Resolution No. 30 of 2007 issued on the Implementing Regulations of the Local Order No 11 of the year 2003 On Public Health and Safety in the Emirate of Dubai.
- Administrative Resolution No. 62 of 2008 regarding the amendment of Administrative Resolution No. 30 of 2007 issued on the Implementing Regulations of the Local Order No 11 of the year 2003 On Public Health and Safety in the Emirate of Dubai.
- Local Order No. (2) of 2012 that amending Local Order No. (11) Resolution of 2003 Concerning Public Health and Community Safety in the Emirate of Dubai
- Administrative Resolution No. (265) of 2022 approving the organizational structure and description of tasks for the "Health and Safety Department."

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- Administrative Resolution No. (44) of 2019 regarding the provision of service activities in workers' housing.
- Technical Guidelines (85) for Labor Accommodation Compliance
- Technical Guidelines (124) Technical Guidelines for Community Markets at Labors areas.
- Technical Guidelines (119) for Technical Guidelines for Indoor Air Quality for Healthy Life
- Technical Guidelines (44) For Controlling Legionella in Water System
- Technical Guidelines (53) for Liquefied Petroleum Gas Cylinders
- Technical Guidelines (46) for Occupational Health and Safety in Kitchen and Food Areas