

Sharjah Occupational Safety and Health System General Guideline OSHJ-GG-01





"We aspire for every citizen to feel safe in their home, community, and workplace, and it is our duty to look after people in all aspects of life."

His Highness
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Member of the Supreme Council and Ruler of Sharjah

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1. Introduction

The Sharjah Occupational Safety and Health System is a comprehensive framework that aims to promote a safe and healthy working environment in the Emirate of Sharjah, through the implementation of advanced preventive and regulatory measures to ensure the safety and health of workers, protect property and assets, and reduce occupational incidents. The system also works to raise awareness of risks associated with occupational safety and health and to promote a preventive culture among all concerned parties. In addition, the system plays a pivotal role in enhancing the economic competitiveness of the Emirate by providing an attractive working environment for investments and talents, thereby contributing to achieving sustainable development. The system applies to all establishments, whether private or governmental, in the Emirate of Sharjah, reflecting the Emirate's commitment to applying the highest standards in the field of occupational safety and health. The system is based on eighteen main requirements as stipulated in Article (5) of Executive Council Resolution No. (15) of 2021 regarding the Sharjah Occupational Safety and Health System. All government entities and private establishments must comply with the requirements to ensure the safety, health, and well-being of workers, visitors, contractors, and all parties affected by work activities. The system also encourages entities to adopt requirements higher than those stipulated in the system by implementing enhanced measures to achieve self-compliance, reflecting a firm commitment to achieving the highest standards of occupational safety and health in the workplace. With this comprehensive vision, the Sharjah Occupational Safety and Health System established a solid foundation for a sustainable and safe working environment, reflecting the Emirate's leadership in the field of occupational safety and health at both the local and federal levels.

2. Occupational Safety and Health Legislation

Executive Council Resolution No. (15) of 2021 regarding the Sharjah Occupational Safety and Health System is considered the primary legislation that regulates the mandatory requirements imposed on government entities and private establishments. This resolution grants full powers and competencies to exercise its role as the competent authority in the field of occupational safety and health within the Emirate of Sharjah. It also embodies the firm commitment of the Government of Sharjah to providing the highest levels of safety and security for workers across all sectors, reflecting its keenness to promote a safe and healthy working environment in line with best practices and international standards.

3. Employers' Obligations

The Sharjah Occupational Safety and Health System consist of eighteen main elements as stipulated in Article (5) of Executive Council Resolution No. (15) of 2021 regarding the Sharjah Occupational Safety and Health System, as illustrated below:

Components of the Sharjah Occupational Safety and Health System



The employer should comply with the implementation of all requirements, conditions, and obligations related to occupational safety and health as stipulated in the applicable legislation in the Emirate, and shall adhere to the following:

3.1 Legal Responsibility

The employer is legally obligated to exercise due diligence by taking all necessary preventive, organizational, and technical measures to ensure the safety, health, and well-being of all individuals affected by its operational activities, whether they are employees, contractors, visitors, or any other parties who may be directly or indirectly impacted by its operational or environmental practices, in accordance with the requirements of the Sharjah Occupational Safety and Health System and its implementing regulations.

3.2 Competent Advice

The employer shall obtain competent technical advice in the field of occupational safety and health to ensure compliance with the duty of care requirements stipulated in the Sharjah Occupational Safety and Health System, in a manner proportionate to the risk classification level assigned to the establishment's activities. This includes conducting periodic assessments of occupational risk levels to identify areas that require specialized technical consultation, and engaging qualified specialists or approved consultancy entities to ensure that the advice provided aligns with the applicable local regulations and legislation in the Emirate of Sharjah. The employer shall also implement the necessary corrective actions and improvements based on the technical recommendations and update occupational safety and health plans and procedures in accordance with the latest approved practices. Furthermore, the employer should promote awareness within the establishment regarding the importance of technical advice in enhancing occupational safety and health, ensure that all relevant stakeholders are informed of any resulting procedures, and review their impact on the level of compliance, while updating occupational safety and health strategies based on continuous evaluation outcomes.

3.3 Equipment Safety

Employers should ensure the safe use of machinery, equipment, and work tools by implementing approved preventive measures, including periodic inspection and regular maintenance, in accordance with the guidelines and codes of practice of the Sharjah Occupational Safety and Health System. This includes ensuring that equipment complies with approved safety standards and conducting continuous technical inspections to identify any faults or defects that may affect workers' safety or operational efficiency, in addition to carrying out preventive and corrective maintenance according to a defined schedule that ensures safe and continuous operation. Employers should also provide the

necessary training to workers to ensure the correct and safe use of equipment and take the necessary measures to prevent risks associated with its operation, thereby contributing to a safe and sustainable working environment in line with the requirements of the Sharjah Occupational Safety and Health System.

3.4 Material Safety

Employers shall take all necessary preventive measures to ensure the safety of handling, transporting, and storing materials in accordance with the Sharjah Occupational Safety and Health System, Safety Data Sheets issued by manufacturers, and relevant federal legislation. This includes adopting safe handling practices appropriate to the nature of the materials in terms of physical, chemical, and biological hazards, and ensuring the use of suitable equipment and methods for transport and storage to minimize the risk of incidents such as spills, leaks, or hazardous reactions. Employers shall also carry out periodic inspections and assessments to ensure compliance with approved standards and provide the necessary training to workers on safe material handling procedures, including the use of personal protective equipment and risk control systems. In addition, clear emergency plans should be established to address potential incidents, ensuring the availability of rapid response systems and coordination with the competent authorities, thereby achieving a safe and sustainable working environment in line with the approved legislative and regulatory requirements in the Emirate of Sharjah.

3.5 Contractors Management

The employer shall implement the necessary procedures to manage and evaluate contractors, ensuring their competence and compliance with occupational safety and health requirements, through the application of clear criteria for contractor selection and the supervision of their performance during the execution of tasks and activities within projects, sites, or premises under its management. The employer shall conduct periodic

assessments of contractors' technical and administrative capabilities and ensure their compliance with the provisions of the Sharjah Occupational Safety and Health System, in accordance with the Contractor Management Guideline. The employer shall not engage any contractor who does not comply with the system requirements and shall take the necessary measures to monitor their performance on-site, applying penalties or corrective actions in the event of any non-compliance with the applicable regulations or standards, thereby ensuring that work is carried out at the highest levels of safety and contributing to a safe and sustainable working environment.

3.6 Incident Management

The employer should conduct investigations into incidents and report them in accordance with the approved mechanism in the Sharjah Occupational Safety and Health System, which includes the proper classification of incidents and their accurate and transparent reporting. The employer shall take all necessary actions to identify the immediate and root causes of incidents, analyze the associated risks, and document all relevant details, including the corrective and preventive measures to be implemented to prevent recurrence. The employer should also report incidents within the specified timeframes and ensure the submission of all required data and information in line with system requirements, thereby contributing to the promotion of a safety culture and the achievement of a safe working environment compliant with the approved regulations in the Emirate of Sharjah.

3.7 Pregnant Workers

The employer shall ensure appropriate consideration for the employment of pregnant workers and those who have recently given birth, in compliance with the mechanisms and procedures approved under the Sharjah Occupational Safety and Health System. This includes providing a safe and suitable working environment for such employees by

adjusting working hours, granting additional rest periods, or assigning light duties appropriate to their health condition, ensuring their safety and well-being. The employer shall also comply with all legal and health requirements related to female employees during pregnancy and postnatal periods, and ensure the provision of necessary support to prevent exposure to any occupational risks that may affect their health or the health of their children, while emphasizing the importance of raising awareness among employees regarding their rights and the procedures to be followed in such cases.

3.8 People with Disabilities

The employer should ensure appropriate consideration for the employment of people with disabilities and the provision of essential facilities to create a suitable working environment that accommodates their specific needs and enables their effective participation in occupational activities. This includes adapting workplaces by providing suitable access routes, sanitary facilities, and rest areas that meet their specific requirements, in addition to supplying assistive tools and equipment, and providing the necessary training and support to enable them to perform their duties efficiently and safely. The employer should also ensure the provision of an inclusive working environment that respects the rights of people with disabilities, ensuring equal opportunities and fair protection from work-related risks.

3.9 Compliance Conformity

The employer should register and comply with the requirements of the Sharjah Occupational Safety and Health System, implement the relevant codes of practice, and be guided by applicable guidelines, in a manner proportionate to the nature of the entity's activities and its classification level within the system. This includes applying all preventive and operational measures aimed at enhancing occupational safety and health, regularly monitoring their implementation, and ensuring that all employees and

relevant parties adhere to the established standards. The employer should also update systems and procedures in line with the latest developments in the field of occupational safety and health, contributing to the creation of a safe and sustainable working environment compliant with the approved regulations and legislation in the Emirate of Sharjah.

The requirements according to the levels are presented in the table below:

No.	Level 1 Requirements
1.	Compliance with workplace environment and conditions requirements, including worker welfare and well-being facilities.
2.	Notification to Sharjah Police Headquarters of any incidents resulting in injuries, occupational illnesses, or dangerous occurrences.
3.	Submission of periodic reports on the entity's occupational safety and health system through the electronic platform.
4.	Ensuring the availability of an emergency plan (e.g., fire), including first aid and evacuation procedures.
5.	Raising awareness among workers regarding the standards of the Sharjah Occupational Safety and Health System.
6.	Compliance with mandatory training requirements for workers according to the entity's classification level within the Sharjah Occupational Safety and Health System.

No.	Level 2 Requirements
1.	Availability of an Occupational Safety and Health policy statement.
2.	Compliance with workplace environment and conditions requirements, including worker welfare and well-being facilities.
3.	Conducting risk assessments related to work activities.

4.	Notification to Sharjah Police Headquarters of any incidents resulting in injuries, occupational illnesses, or dangerous occurrences.
5.	Submission of periodic reports on the entity's occupational safety and health system through the electronic platform.
6.	Ensuring the availability of an emergency plan (e.g., fire), including first aid and evacuation procedures.
7.	Raising awareness among workers regarding the standards of the Sharjah Occupational Safety and Health System.
8.	Compliance with mandatory training requirements for workers according to the entity's classification level within the Sharjah Occupational Safety and Health System.

No.	Level 3 Requirements
1.	Availability of an Occupational Safety and Health policy statement.
2.	Establishment of an Occupational Safety and Health management plan.
3.	Conducting risk assessments related to work activities.
4.	Establishment and periodic update of a register for significant risks.
5.	Compliance with workplace environment and conditions requirements, including worker welfare and well-being facilities.
6.	Notification to Sharjah Police Headquarters of any incidents resulting in injuries, occupational illnesses, or dangerous occurrences.
7.	Submission of periodic reports on the entity's occupational safety and health system through the electronic platform.
8.	Raising awareness among workers regarding the standards of the Sharjah Occupational Safety and Health System.
9.	Compliance with mandatory training requirements for workers according to the entity's classification level within the Sharjah Occupational Safety and

	Health System.
10.	Compliance with the guidelines and codes of practice of the Sharjah Occupational Safety and Health System.
11.	Appointment of an Occupational Safety and Health Officer holding membership in the Sharjah Occupational Safety and Health System.

No.	Level 4 Requirements
1.	Availability of an Occupational Safety and Health policy statement.
2.	Development of an Occupational Safety and Health management system.
3.	Conducting risk assessments related to work activities.
4.	Establishment and periodic update of a register for significant risks.
5.	Development and periodic update of emergency preparedness and response procedures.
6.	Compliance with workplace environment and conditions requirements, including worker welfare and well-being facilities.
7.	Notification to Sharjah Police Headquarters of any incidents resulting in injuries, occupational illnesses, or dangerous occurrences.
8.	Submission of periodic reports on the entity's occupational safety and health system through the electronic platform.
9.	Raising awareness among workers regarding the standards of the Sharjah Occupational Safety and Health System.
10.	Compliance with mandatory training requirements for workers according to the entity's classification level within the Sharjah Occupational Safety and Health System.
11.	Compliance with the guidelines and codes of practice of the Sharjah Occupational Safety and Health System.
12.	Appointment of an Occupational Safety and Health Officer holding

	membership in the Sharjah Occupational Safety and Health System.
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No.	Level 5 Requirements
1.	Availability of an Occupational Safety and Health policy statement.
2.	Development of an Occupational Safety and Health management system.
3.	Establishment of an advanced risk management program within the entity/establishment.
4.	Development of a crisis management plan within the entity/establishment.
5.	Compliance with workplace environment and conditions requirements, including worker welfare and well-being facilities.
6.	Notification to Sharjah Police Headquarters of any incidents resulting in injuries, occupational illnesses, or dangerous occurrences.
7.	Submission of periodic reports on the entity's occupational safety and health system through the electronic platform.
8.	Raising awareness among workers regarding the standards of the Sharjah Occupational Safety and Health System.
9.	Compliance with mandatory training requirements for workers according to the entity's classification level within the Sharjah Occupational Safety and Health System.
10.	Compliance with the guidelines and codes of practice of the Sharjah Occupational Safety and Health System.
11.	Appointment of an Occupational Safety and Health Officer holding membership in the Sharjah Occupational Safety and Health System.

3.10 Risk Management

The employer should identify all foreseeable hazards in the workplace, assess the risk of injury or ill health that may affect workers, and implement appropriate preventive

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measures in a consistent manner, through conducting a comprehensive and accurate assessment of risks associated with various activities.

Based on this assessment, the employer should implement suitable preventive measures that are consistent and effective to ensure the protection of workers' safety, health, and well-being. This includes applying appropriate measures to control potential risks, providing a safe working environment, training workers on preventive practices, and supplying them with the necessary personal protective equipment, thereby contributing to comprehensive protection and a risk-free working environment.

3.11 Warning Signs

The employer should display safety and health informational and warning signs in the workplace in Arabic and English, as well as other languages used within the establishment, in a clear and visible manner that ensures all workers and visitors understand such instructions and warnings. This includes placing these signs in clearly designated and strategic locations within the establishment, ensuring they are easily visible to all relevant individuals. The signs should also contain accurate and comprehensive information on potential hazards, methods of prevention, and the procedures to be followed in emergency situations, thereby enhancing awareness and safety in the workplace and ensuring compliance with the approved regulatory requirements.

3.12 Workplace Safety

The employer should provide suitable workplaces for workers when carrying out work activities and ensure adequate supervision to safeguard their safety, health, and well-being. The work environment should be appropriate in terms of ventilation, lighting, temperature, and physical comfort, while complying with all health and occupational

safety requirements. The employer should also ensure the provision of sufficient and effective supervision to maintain workers' safety and health by monitoring their performance and ensuring the proper implementation of occupational safety standards. This includes guiding workers to take necessary precautions and providing continuous training on occupational safety and health procedures, thereby contributing to the creation of a safe and healthy working environment that enhances worker well-being and reduces potential risks.

3.13 First Aiders and Occupational Safety and Health Professionals

The employer should provide one or more qualified and licensed first aider(s) available at the workplace during each work shift and appoint one or more Occupational Safety and Health Officer(s) in accordance with the classification level of the government entity or private establishment, to ensure immediate response to emergencies and compliance with system requirements.

This includes determining the appropriate number of first aiders based on the establishment's classification level, nature of activities, and associated risks, in addition to appointing one or more Occupational Safety and Health Officer(s) as required by the system.

The employer should also ensure that the appointed first aiders and safety officers possess the necessary qualifications and competencies to effectively respond to emergencies and implement occupational safety and health procedures, thereby contributing to the protection of workers' safety and health and reducing risks, incidents, and emergencies within the workplace.

3.14 First Aid

The employer should provide a first aid kit equipped with all necessary supplies in every workplace, ensuring it is easily accessible to all workers in emergency situations. The first aid kit should contain essential medical supplies in accordance with approved occupational safety and health standards, and these supplies should be maintained in a usable condition and appropriate for the types of injuries that may occur in the work environment. The employer should also conduct periodic inspections to ensure the availability and adequacy of all supplies and replenish them as needed, while ensuring that workers are aware of the kit's location and how to use its contents properly in emergency situations.

3.15 Emergency Preparedness

The employer should ensure that workers are competent to carry out work activities safely by providing the necessary training and information on preventive measures, safe work practices, and actions to be taken in emergency situations. The employer should deliver this training and information in an appropriate manner, considering methods and languages understood by workers, to ensure their ability to take correct actions in various situations. This includes providing regular training sessions, workshops, and practical exercises, in addition to written or visual guidance that enhances workers' awareness of safety and preventive practices in the workplace.

3.16 Safe Access and Egress

The employer should provide a working environment that ensures safe access to and egress from the workplace by designing entrances and exits that facilitate movement and provide adequate protection for workers. This includes providing necessary welfare facilities such as sanitary facilities, rest areas, and other amenities that contribute to

workers' comfort and well-being. The employer should also ensure that these facilities comply with occupational safety and health standards and are maintained in a condition suitable for continuous use, always ensuring the safety of workers.

3.17 Personal Protective Equipment

The employer should provide workers where necessary, appropriate personal protective equipment and clothing in accordance with the nature of the activities performed, ensuring that they comply with approved occupational safety and health standards. This includes providing workers with the necessary guidance on the correct use of such equipment, as well as instructions on proper storage and maintenance to preserve its effectiveness and efficiency. The employer should ensure that workers are fully aware of how to properly wear and use the equipment to guarantee their safety and protection from potential hazards during the performance of their duties, while providing ongoing training on any updates or changes in safety standards.

3.18 Reporting Mechanism

The employer should develop an effective mechanism that enables workers to report any incidents, concerns, or hazards that may lead to occupational injury or illness, in a simple and confidential manner that ensures the protection of workers' rights. This includes providing clear and direct communication channels that allow workers to report without fear of retaliation or discrimination, as well as ensuring that the mechanism is efficient and responsive in handling reports and enabling prompt action. The employer should also raise awareness among workers about the importance of reporting incidents and potential hazards and provide the necessary support throughout the process, contributing to the improvement of the working environment and the reduction of occupational risks.

4 Employee Responsibilities

The worker is considered one of the key parties in the occupational safety and health system and bears legal and ethical responsibilities aimed at protecting themselves, their colleagues, the community, and the environment from risks during the performance of work. The following are the worker obligations as stipulated in the Sharjah Occupational Safety and Health System:

Worker Obligations:



4.1 Personal Safety

The workers should perform their duties in a manner that does not pose a risk to their own life or the lives of others and does not cause damage to property or the surrounding environment. This includes adhering to technical and preventive instructions and procedures, avoiding unsafe individual decisions, negligence, or violation of operating procedures. Examples include:

- Not operating heavy equipment without proper authorization or adequate training.
- Not tampering with electrical, gas, or ventilation systems.
- Ensuring the safety of the site before starting any hazardous task.

4.2 Cooperation

The worker should cooperate effectively with the management of the establishment or government entity, whether by complying with written or verbal safety instructions or by following preventive measures such as wearing personal protective equipment (PPE) and applying risk control systems.

The worker should also support general safety policies, such as immediate reporting, participation in meetings, and assisting colleagues in adhering to procedures. Examples include:

- Complying with the instructions of the safety supervisor on site.
- Reporting violations or negligence.
- Participating in internal awareness campaigns.

4.3 Reporting

The worker should remain vigilant in the workplace and report immediately any hazard observed, whether it is an incident that has already occurred, a potential risk, or unsafe behavior by a colleague. This obligation is a key element in incident response and prevention of recurrence, contributing to the achievement of an injury-free working environment. Examples include:

- Reporting chemical spills or gas emissions.
- Reporting slippery floors or poorly lit walkways.
- Reporting near-miss incidents to prevent recurrence.

4.4 Training

Training programs are an essential part of the worker's professional preparation, and the worker should attend training courses and workshops conducted within or outside the workplace, particularly those related to the nature of their duties or associated risks.

Failure to attend or comply with training is considered a direct violation of the Sharjah Occupational Safety and Health System and may lead to incidents that could have been prevented through prior knowledge. Examples include:

- Training in the use of personal protective equipment.
- Attending first aid and fire safety courses.
- Participating in evacuation and emergency drills.

4.5 Psychoactive Substances

The worker must not enter the workplace under the influence of any substance that affects the mind, behavior, or concentration, including alcohol, drugs, or certain sedative medications, as such substances reduce the worker's ability to assess risks and may lead to serious errors that endanger their safety and that of others. Examples include:

- Not using medications that cause drowsiness or dizziness without medical advice and management approval.
- Reporting any worker suspected of being under the influence of substances.
- Complying with the establishment's policy regarding random drug testing.

5 Codes of Practice

To support government entities and the private sector in implementing the Sharjah Occupational Safety and Health System and employer requirements, Codes of Practice have been developed to provide technical and guidance support. This is achieved through offering a comprehensive reference framework that defines the essential procedures and standards required to ensure full compliance with system requirements. The guidance provided in these Codes represents the minimum mandatory requirements that must be adhered to, while allowing establishments the flexibility to adopt higher standards to further enhance occupational safety and health. However, no practices or procedures below the prescribed standards, or those that conflict with the fundamental requirements set out in these Codes, shall be adopted. Codes of Practice are considered a key practical reference that supports the effective implementation of the Sharjah Occupational Safety and Health System in practice.

Table (1): List of Codes of Practice

Codes of Practice		
1 Risk Management and Control	14 Management of OSH Illness and disease	27 Personal Protective Equipment
2 OSH Management In Construction	15 Employee Welfare and Wellbeing	28 Portable Power Tools
3 OSH Control of Contractors	16 First Aid at Work	29 Safety in Lone Working
4 Working at Height Safety	17 Incident Reporting and Investigation	30 Local Exhaust Ventilation
5 Electrical Safety at work	18 Emergency Preparedness and Response	31 Compressed Gases and Air
6 Management of Confined Spaces	19 Waste Management	32 Spray Finishing
7 Management of Hot Work	20 Management of Abestos	33 Safety in Heat
8 Safe Excavation	21 Mobile Plant	34 Permit to work for Hazardous Activities
9 Overhead and Underground Services	22 Mobile Elevated Work Platform	35 Safety Signs and Signals
10 Safe Selection and Use of Lifting Equipment	23 Scaffolding	36 Working On Over or Adjacent to roads
11 Management of Hazardous Substances	24 Mobile Access Tower	37 Barricading
12 Manual Handling and Ergonomics	25 Occupational Safety and Health in Workers Accommodation	38 Working On, Over or Adjacent to Water
13 Safe Work Equipment	26 Employer Supplied Transport	39 New and Expectant Mothers

6 Guidelines

To support government entities and the private sector in implementing the Sharjah Occupational Safety and Health System and employer requirements, Guidelines have been developed alongside Codes of Practice to provide the necessary technical support and information, ensuring a clear and integrated framework that facilitates full compliance with system requirements. The guidance contained in these documents

represents reference practices to be followed in achieving advanced levels of occupational safety and health and constitutes the minimum requirements necessary to ensure effective and integrated implementation of system requirements. Establishments are encouraged to adopt higher standards to enhance occupational safety and health levels, provided that such practices do not fall below the approved requirements or conflict with the fundamental controls outlined in these Guidelines. The Guidelines form an integral part of the Sharjah Occupational Safety and Health System and serve as a practical reference to support the implementation of its requirements in practice.

Table (2): List of Guidelines

Guidelines	
1	OSH General Guideline
2	OSHJ Glossary of Terms
3	Safe Driving
4	Safety in Warehousing
5	Leadership Commitment and Involvement
6	Measuring OSH Performance
7	Managing Buildings Safety
8	Safety in Education Facilities
9	Employee Consultation Communication and Involvement
10	Training and Competence
11	Safety on Farms
12	OSH Practitioner
13	High Rise Buildings Safety
14	Safety of Fairground and Amusement Equipment

7 Registration in the Sharjah Occupational Safety and Health System

Registration is considered the first step in implementing the requirements of the Sharjah Occupational Safety and Health System. Entities subject to registration include government and semi-government entities, entities registered with the Department of

Economic Development and free zones, as well as any external entity with activities in the Emirate. The purpose of registration is to collect basic data about establishments. The registration process for private establishments is based on the trade license number. Based on the information provided, the risks associated with the establishment are assessed, and it is assigned a classification according to the approved evaluation system, which consists of five levels. Level 1 represents the lowest level of risk, while Level 5 reflects the highest level of risk. Based on this classification, the initial requirements for compliance are determined to ensure the achievement of occupational safety and health standards. Each government entity or private establishment is required to nominate two representatives in the Sharjah Occupational Safety and Health System, with at least one authorized to manage system requirements and update the entity's data. For entities classified under Levels 3, 4, and 5, at least one of the representatives must be an Occupational Safety and Health Officer approved by the entity, ensuring the presence of qualified technical expertise to oversee the management of occupational safety and health requirements.

8 Evaluation of Private Establishments and Government Entities

The evaluation process is a systematic mechanism used to determine the level of risk within an establishment, with the aim of assessing the scale and complexity of the risks it faces. This evaluation is based on a set of criteria, including the type of sector, number of workers, nature of engagement with contractors or contracted labor, provision of accommodation and transportation, as well as any additional criteria defined within the system. The activity of a private establishment is determined based on the certificate issued by the licensing authority, whether it is the Department of Economic Development or any other licensing authority, while the classification of a government entity is determined based on the Emiri Decree and the law regulating its functions.

9 Compliance with the Sharjah Occupational Safety and Health System

The Sharjah Occupational Safety and Health System consider the wide diversity of activities carried out by establishments; therefore, Codes of Practice and Guidelines have been developed to provide the necessary support for entities to achieve self-compliance with system requirements. Eighteen main requirements have been identified as the foundation of the system, with minimum requirements determined based on the classification of establishments. The specified requirements are not limited to those that must be complied with exclusively; employers are required to comply with all requirements relevant to their activities whenever such requirements are applicable to their operations.

For private establishments and government entities classified under Levels 1 and 2, advanced occupational safety and health procedures or complex risk monitoring methods may not be required. However, if any hazardous activities are carried out temporarily, they should seek competent advice to ensure proper risk monitoring and control in accordance with the Sharjah Occupational Safety and Health System, thereby ensuring the safety and health of workers in low-risk entities. For example, if an entity needs to undertake temporary construction activities, such as adding new buildings, it should comply with all relevant system requirements related to construction activities, contractor management, excavation safety, working at height, and other applicable Codes developed within the system.

Private establishments and government entities classified from Level 3 to Level 5 should implement advanced systems for monitoring risks in their activities. Where the Sharjah Occupational Safety and Health System require the appointment of an approved Occupational Safety and Health Officer, this is associated with the implementation of advanced procedures for effective risk monitoring, control, and management.

All private establishments and government entities classified under Levels 3, 4, and 5 should commence compliance with the applicable requirements according to their classification level within the system and renew compliance annually through the issuance of a compliance certificate for the Sharjah Occupational Safety and Health System requirements.

The monitoring process is managed based on specific indicators, such as the number of incidents and periodic system performance reports at the Emirate level. Compliance monitoring efforts may be focused more on certain sectors than others to ensure control of risks arising within those sectors, thereby ensuring the safety and health of workers and minimizing occupational incidents and diseases to the lowest possible level.

9.1 Construction Sector Compliance

Due to the complex and multiple risks associated with the construction sector, stricter compliance measures are imposed compared to other sectors to ensure the provision of a safe working environment in accordance with the standards of the Sharjah Occupational Safety and Health System. Construction companies should ensure that all data related to their construction sites are entered into the electronic platform of the Sharjah Occupational Safety and Health System, enabling effective monitoring and continuous oversight of the implementation of occupational safety and health standards. Contractors should also coordinate with the owner/developer and the consulting office to ensure the preparation and implementation of an Occupational Safety and Health plan for each construction site, in accordance with the procedures set out in the relevant guidelines, thereby enhancing regulatory compliance and reducing risks that may affect the safety of workers in construction projects.

9.2 Compliance Monitoring

Entities are subject to strict monitoring to ensure their compliance with the eighteen main requirements stipulated in the Sharjah Occupational Safety and Health System, in addition to adherence to the requirements set out in the Codes of Practice and Guidelines. This is carried out through inspection checklists attached to each guide, which aim to keep employers fully informed of the key elements covered in inspection and audit processes.

9.3 Industrial Sector Compliance

The industrial sector is characterized by the diversity of its operations and its reliance on heavy equipment, processing activities, and hazardous materials, making it one of the sectors most affected by mechanical, chemical, thermal, and noise-related risks. Accordingly, this sector requires the adoption of advanced engineering and administrative control systems, including safe process design, isolation of hazard sources, implementation of an effective hierarchy of controls, and continuous monitoring of performance and compliance. Industrial work also requires the integration of safety with production by incorporating safety requirements into planning, operation, and maintenance stages, ensuring the continuity of operations without exposing workers to risks.

In this context, compliance of industrial establishments depends on the implementation of the requirements of the Sharjah Occupational Safety and Health System through effective risk management, control of operational processes, and adherence to approved safety procedures, including the control of risks associated with equipment, materials, and industrial processes. Compliance also requires the documentation of procedures, performance monitoring, and systematic addressing of deficiencies,

contributing to the reduction of incidents and injuries and enhancing a safe and stable working environment within industrial establishments.

10 Government Entities

The Government of Sharjah comprises approximately 130 government entities with diverse functions and activities, which necessitates the adoption of occupational safety and health requirements that are proportionate to the nature of each entity. Compliance of government entities with the requirements of the Sharjah Occupational Safety and Health System is considered a key element in promoting a safe working environment and establishing a model for the effective implementation of occupational safety and health requirements. Each government entity should develop and implement an internal Occupational Safety and Health system aligned with the nature of its activities and the level of associated risks, ensuring the protection of employees and stakeholders within its scope of work. Government entities also bear the responsibility of supervising contractors and affiliated entities or those operating within their scope of authority, ensuring their registration in the Sharjah Occupational Safety and Health System and their compliance with its requirements, including the implementation of relevant occupational safety and health procedures related to their activities. This ensures the integration of the safety system and prevents the transfer of risks across contracting or operational chains.