



Abu Dhabi Occupational Safety and Health System Framework (ADOSH-SF)

Code of Practice

CoP 9.1 - New and Expectant Mothers

Version 4.0

July 2024

Table of Contents

| | |
|--|---|
| 1. Introduction..... | 3 |
| 2. Training and Competency | 4 |
| 3. Requirements | 5 |
| 3.1 Roles and Responsibilities..... | 5 |
| 3.2 Risk Assessment - Additional Requirements..... | 6 |
| 3.3 Considerations for Breastfeeding Mothers..... | 6 |
| 4. References | 7 |
| 5. Document Amendment Record | 8 |

1. Introduction

- (a) This Code of Practice (CoP) applies to all employers within the Emirate of Abu Dhabi. This CoP is designed to incorporate requirements set by UAE and Abu Dhabi Regulatory Authorities. If requirements of this document conflict with requirements set by another regulatory authority, employers are required to follow the more stringent requirement.
- (b) The requirements set out within this CoP are intended to specify the general requirements for providing protection to new and expectant mothers. Specific requirements aligned to this CoP are referenced within.
- (c) New or expectant mother is defined as an employee who is pregnant; who has given birth to a living child within the previous six months; or who is breastfeeding.

2. Training and Competency

- (a) Employers shall ensure that OSH training complies with the requirements of:
 - (i) *ADOSH-SF - Element 5 - Training, Awareness and Competency;*
 - (ii) *ADOSH-SF - Mechanism 7.0 - Occupational Safety and Health Practitioner and Service Provider Registration.*
- (b) OSH personnel shall be educated on occupational hazards for new and expectant mothers. Training can be classroom, distance learning, or from books.
- (c) New and expectant mothers shall receive training on workplace hazards with special consideration for prenatal and postnatal conditions.

3. Requirements

3.1 Roles and Responsibilities

3.1.1 Employers

- (a) Employers shall undertake their roles and responsibilities in accordance with the general requirements of *ADOSH-SF - Element 1 - Roles, Responsibilities and Self-Regulation Section 3.2.5*.
- (b) Employers shall be responsible for performing a risk assessment in accordance with *ADOSH-SF - Element 2 - Risk Management* to determine the risks associated with new and expectant mothers and ensure that appropriate control measures are put in place to eliminate and mitigate hazards.
- (c) Employers shall ensure all female staff of child bearing capacity are informed of any significant risk that could affect pregnancy, childbirth, or breast feeding associated with the workplace.
- (d) Employers shall ensure appropriate information, instruction, training and supervision is provided to the new and expectant mothers on the health effects of any chemicals, work procedures, and equipment used or to be used.
- (e) Employers shall provide the opportunity for any employee nominated OSH representatives to participate in the risk assessment and implementation of control measures.

3.1.1 Employees

- (a) Employees shall undertake their roles and responsibilities in accordance with the general requirements of *ADOSH-SF - Element 1 - Roles, Responsibilities and Self-Regulation Section 3.2.7*.
- (b) Employees shall notify the employer about pregnancy, birth or breastfeeding as early as reasonably practicable. This shall be a written notification and be accompanied by a certificate, stating expected week of childbirth, from a registered medical practitioner.
- (c) Employees shall cooperate, as required, with their employer when undertaking the risk assessment process.
- (d) Employees shall comply with any systems or control measures introduced following the outcome of the risk assessment process so as to eliminate or reduce risks.
- (e) Employees shall notify their employer immediately of any changes to their condition or health which might impact upon the risk assessment process.
- (f) Employees shall report to the employer any concerns they have in relation to their work.

3.2 Risk Assessment - Additional Requirements

- (a) When performing risk assessments in accordance with *ADOSH-SF - Element 2 - Risk Management*, employers shall:
- (i) take into account how pregnant women may be affected by risks from work activities or working conditions;
 - (ii) conduct a workspace specific risk assessment when a new, expectant or breastfeeding mother notifies the employer of the situation; and
 - (iii) notify new, expectant and breastfeeding mothers of the control measures put in place to prevent hazardous conditions and improve worksite safety and health;
- (b) If a risk is identified which has the potential to have a significant effect upon a new, expectant, or breastfeeding mother, and effective control measures cannot be enacted, one or more of the following actions shall be taken:
- (i) adjust the working conditions and/or hours for the new, expectant or breastfeeding mother;
 - (ii) identify alternative work (if available); or
 - (iii) find alternative work outside the place of employment, at the same pay and benefits, that will remove the new, expectant, or breastfeeding mother from exposure to hazardous chemicals or work conditions.
- (c) Risk assessment shall be regularly reviewed to ensure that any changes in the condition of the new, expectant or breastfeeding mother are addressed. At a minimum, they shall be reviewed:
- (i) when notified of a new, expectant, or breastfeeding mother;
 - (ii) 24 weeks of pregnancy;
 - (iii) 34 weeks of pregnancy;
 - (iv) when returning to work after birth; and
 - (v) anytime there is a change to the new, expectant or breastfeeding mother's health, medication and/or the working environment.

Note: refer to ADOSH-SF -TG - New and Expectant Mothers - A Guide for Employers for more information on risk assessment and specific hazards that may be present in the workplace.

3.3 Considerations for Breastfeeding Mothers

- (a) Employers shall ensure that employees who are breastfeeding are not exposed to hazards or chemicals that could damage health or safety of an infant/child for as long as they continue to breastfeed.
- (b) Employers shall provide a private room for breastfeeding mother to extract breast milk and a refrigerated location specifically for storage of extracted breast milk.
- (c) Employers shall provide appropriate rest, meal and refreshment breaks for women who have given birth in the previous six months and/or are breastfeeding.

4. References

- *Milton Keynes Hospital NHS Foundation Trust, 2005, New and Expectant Mothers at Work*
- *Guidelines for Health and Safety. New and Expectant Mothers at work. Occupational Safety and Health Service. Department of Labour. 1998. New Zealand. <http://www.osh.dol.govt.nz/order/catalogue/pdf/mothers.pdf>*
- *New and Expectant Mothers at Work. Milton Kynes Hospital NHS Foundation Trust. OH & Sgl-1. V2. 2005. Available at: <http://www.mkgeneral.nhs.uk/uploads/documents/ohs-gl-1.pdf>*
- *Expectant & New Mothers/ ACT Workplaces. Guidelines for Employers and Employees. 2004. Australian Capital Territory, Canberra. Available at:http://www.dhcs.act.gov.au/__data/assets/pdf_file/0018/39060/expectantandnewmothersguidelines.pdf*
- *SCC Health and Safety Manual New & expectant mothers at work: HS 017 New and expectant mothers at work. 2008. Available at : <http://www.six.somerset.gov.uk>*

5. Document Amendment Record

| Version | Revision Date | Description of Amendment | Page/s Affected |
|---------|----------------------------|---|-----------------|
| 4.0 | 15 th July 2024 | <i>System acronym updated from OSHAD-SF to ADOSH-SF to accurately reflect document title</i> | Throughout |
| | | <i>Change from OSHAD to ADPHC</i> | |
| | | <i>Change of Logo</i> | |
| | | <i>Minor editorial changes throughout the document without changing requirements.</i> | |
| | | <i>Title of Mechanism 7.0 updated to ADOSH-SF - Mechanism 7- Public and Preventive Health Practitioner and Service Provider Accreditation</i> | |
| | | <i>OSHAD-SF - Mechanism 8.0 - OSH Practitioner Registration deleted</i> | |



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