Expecting a baby... or recently given birth?

Make sure you notify your employer as soon as possible during your pregnancy, after you give birth & when breastfeeding.

There may be hazards in your workplace that could affect your pregnancy.

For further information please visit our website: www.oshad.ae and refer the two manuals: The Pregnant Employees Guide and The Employers Guide.
Expecting a baby...
What should my employer do for me?

Your employer should undertake a specific risk assessment and discuss the outcome in detail with you.

Based on the risk assessment, they have a duty to make reasonable adjustments to the workplace or your role including:

- Removing risks to your health; or
- Adjust working hours or conditions to reduce the risk; or
- Offer alternative duties.
Breastfeeding at Work

What should my employer do for me?

Your employer should provide you with:

• Flexible breaks to allow you to express milk;

• Provision of a clean, warm and private space to express milk;

• Access to a facility to safely store expressed milk;
Pregnant Workers and New Mothers

what should I do as an employer?

- Undertake a risk assessment with the employee;
- Remove any risks that could cause harm to her or her unborn child’s health;
- Make reasonable adjustments to her role or workplace to reduce any risks;
- Provide training and instruction on any risks;
- Continually consult and communicate with the employee;
- Review the risk assessment at regular intervals.
Pregnant Workers and New Mothers

what hazards could I be exposed to?

- Lifting/carrying heavy loads;
- Standing or sitting still for long time;
- Exposure to infectious diseases
- Exposure to lead;
- Exposure to toxic chemicals;
- Work-related stress;
- Uncomfortable Computer office desk and posture;
- Exposure to radioactive material;
- Violence in the workplace;
- Long working hours;
- Exposure to noise at work.

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Pregnant Workers and New Mothers

Carry out a risk assessment

Undertake a specific person risk assessment

- Are there any identified risks?
  - Yes
    - Can the risk be removed?
      - Yes
        - Remove the risk
      - No
        - Can the working hours or conditions be adjusted to reduce the risk
          - Yes
            - Adjust working hours/conditions
          - No
            - Can alternative duties be offered within the workplace
              - Yes
                - Offer alternative duties
              - No
                - Can alternative duties be offered outside of the workplace that will remove the risk
                  - Yes
                    - Offer alternative duties outside the workplace
                  - No
                    - Remove employees from the workplace on same pay and benefits.

- No
  - Monitor and review the risk assessment at regular intervals

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