

# OCCUPATIONAL HEALTH

## Legal Requirements

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# OBJECTIVES

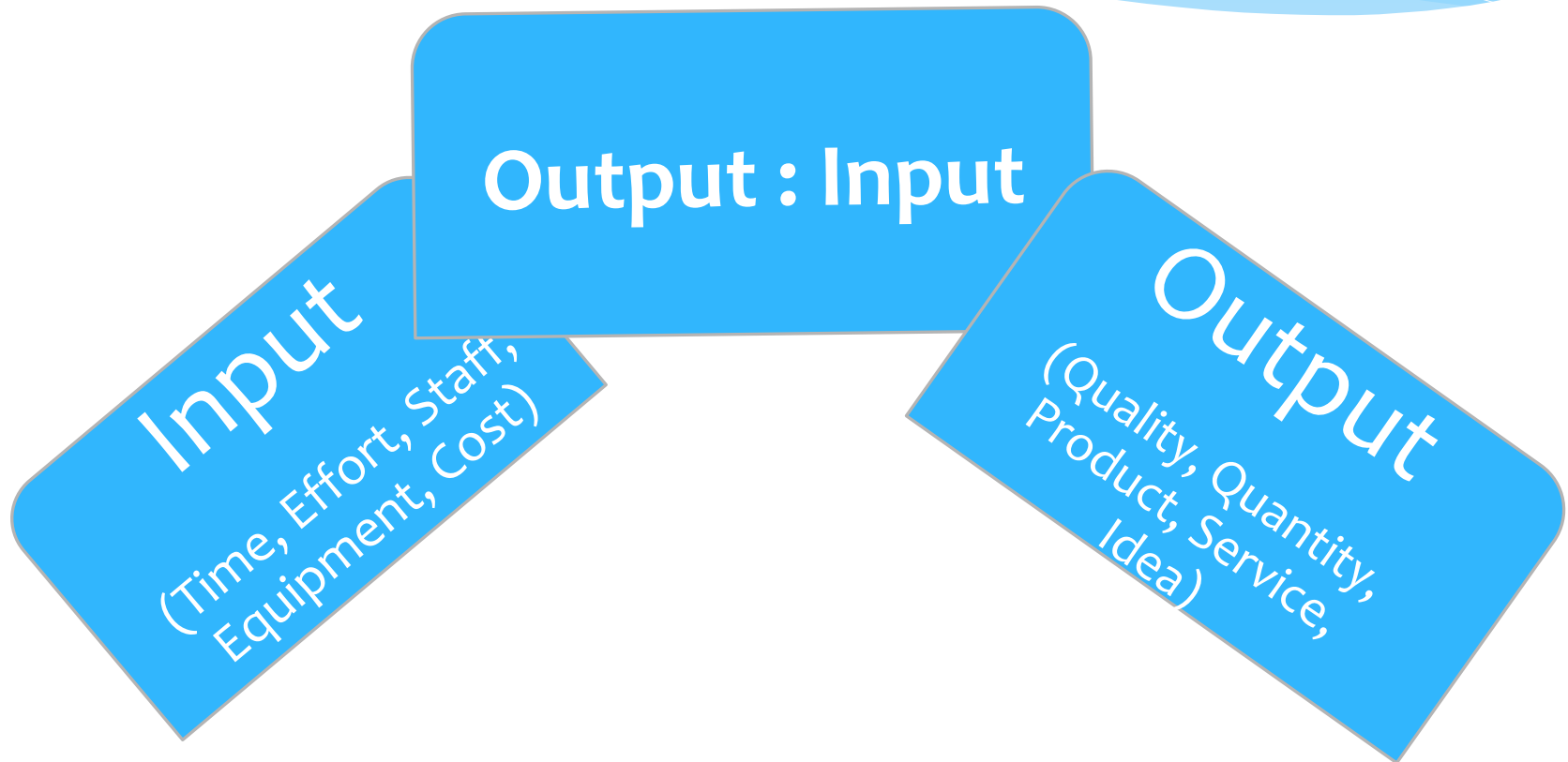
- \* What is occupational health?
- \* Difference between occupational health and occupational safety.
- \* Legal requirements.
- \* Qatar Labor Law
- \* Occupational Health Aspects.
- \* First aid.

# WHAT IS OCCUPATIONAL HEALTH?

The promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations by preventing departures from health, controlling risks and the adaptation of work to people and people to their jobs.

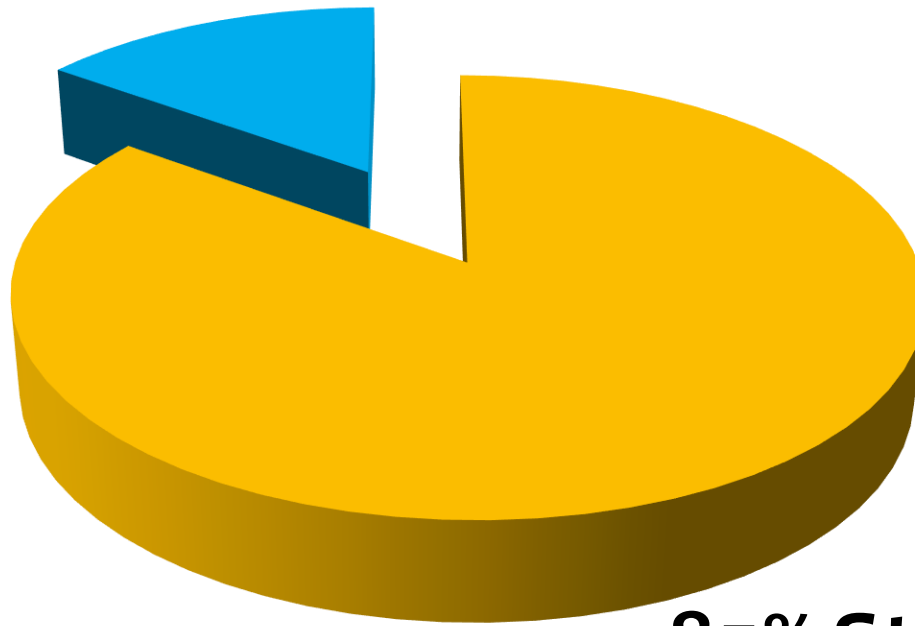
(ILO/WHO definition)

# PRODUCTIVITY



# BUSINESS COSTS

**Property Costs 10-20%**



**85% Staff Costs**

# DIFFERENCE BETWEEN HEALTH & SAFETY

SN	OCCUPATIONAL HEALTH	OCCUPATIONAL SAFETY
1	Employee health	Employee and property safety
2	Employee free from disease	Work free from harm and damage
3	Occupational health training	Safety training
4	Psychosocial, physical, biological, chemical and radiological risks	Fire, explosion, machinery, electrical, driving, ladders, platforms, and material risks
5	KPIs: sick leave days, occupational illnesses, healthcare cost, medical disability, medical retirement, immunization, training programs, health education and promotion activities, travel medicine activities, etc.	KPIs: incidents, loss of property, accident severity rate, accident frequency rate, first aid cases, inspections, training programs, emergency drills, etc.

# LEGAL REQUIREMENTS

- \* Qatar labor law number 14 for year 2004.
- \* HR law.
- \* QCS 2014.
- \* Law number 20 for year 2002 (control of tobacco & derivatives).
- \* Law number 14 for year 1971.
- \* Law number 8 for 1974. (public hygiene)
- \* Civil Service and Housing minister resolutions 17 (repealed by 18 for 2014), 18, 19 and 20 for year 2005.
- \* International Labor Organization

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Granting Sick Leave	82	The worker shall be entitled to a sick leave with pay for every year of the years of his service. This sick leave shall not be granted unless after three months from the commencement of his engagement for the first time provided that the worker proves his sickness by a certificate from a physician approved by the employer.		HR
Subject	QLL Article	Description	Compliance	Enforcement
Paid Sick Leave	82	The worker shall be paid his full wage if the sick leave does not exceed two weeks. If the sick leave extends thereafter the worker shall be paid half of his wage for other four weeks. The extension of the sick leave thereafter shall be without pay until the worker resumes his work or resigns or his service is terminated for health reasons.		HR



# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Termination of Employment for Health Reasons	82	The service of the worker may be terminated at the end of the twelfth week of the sick leave if it has been proved by a report issued by the competent physician that the worker is unable to resume his work at that time.		HR
Subject	QLL Article	Description	Compliance	Enforcement
Pay in case of death or resignation for health reasons	82	If the worker resigns form work because of the sickness and with the approval of the competent physician before the end of the six weeks to which the worker is entitled as a sick leave with pay the employer shall pay to the worker the balance of his entitlement. The provision shall also apply in case of death because of sickness before the end of the said six weeks.		HR

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Hazard Communication	99	The employer or his representative shall on the commencement of every worker's engagement inform him of the hazards of the work and the hazards which may occur thereafter and shall inform him of the safety measures to be taken for the protection there from and shall post up in a conspicuous place his detailed instructions concerning the means of observing vocational health and safety for protecting the workers from the hazards to which they are exposed during performance of their work.		HSE

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Employer Responsibility	100	The employer shall take all precautionary measures for protecting the workers during the work from injury or disease that may result from the work performed in his/her establishment or from any accident, defect or breakdown in the machinery and equipment therein or from fire.		HSE
Subject	QLL Article	Description	Compliance	Enforcement
Employer Violation to Protecting Workers	100	The Department shall in case of the employer omitting to take the precautionary measures referred to or in case of imminent dangers threatening the health and safety of the workers report the matter to the minister for issuing a decision for the partial or total closure of the place of work or stoppage of one or more machines from work pending the elimination of the causes of danger.		HSE

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Hygiene and Good Ventilation	103	The employer shall take the measures capable of securing the hygiene and good ventilation in the places of work and shall provide it with the suitable lighting and potable water, hygiene and drainage in accordance with the regulations and decisions to be issued by the competent authorities in that respect.		HSE

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Number of First Aid Boxes	104	If the number of workers exceeds twenty five workers a first aid box shall be specified for every group of workers ranging from five to twenty five workers.		HSE
Subject	QLL Article	Description	Compliance	Enforcement
Use of First Aid Box	104	The use of the first aid box will be entrusted to a worker trained in providing first aid medical services.		HSE

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Nurse	104	If the number of workers in the establishment exceeds a hundred workers the employer shall appoint a full-time medical nurse in the establishment in addition to the first aid boxes.		HSE
Subject	QLL Article	Description	Compliance	Enforcement
Medical Doctor	104	If the number of workers exceeds five hundred workers the employer shall designate to them a clinic employing at least a physician and a nurse.		HSE

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Periodic Medical Checkups	105	The periodic medical check-ups will be carried out on the workers exposed to the dangers of infection with the vocational diseases in all activities of the work at intervals appropriate to the hazards involved in the work in accordance with the measures to be specified by the competent authorities specifying the type of such check-ups and the intervals in which they shall be carried out. The employer shall keep the results of these check-ups in the files concerning the workers.		HSE

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Occupational Disease Reporting	105	If the result of the check-up shows the infliction of the worker with one of the occupational diseases the employer shall notify the department thereof within three days from the date of his knowing the results of the check-up.		HSE



# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Medical Treatment for Work Injury	109	The worker who sustains work injury shall be entitled to receive medical treatment appropriate to his condition at the cost of the employer in accordance with the decision of the competent medical authority.		HR
Subject	QLL Article	Description	Compliance	Enforcement
Compensation for Work Injury	109	The worker shall receive his full wage during the treatment period or the period of six months whichever is nearer. If the treatment continues for a period exceeding six months the worker shall be paid half of his wage until his recovery or proof of his permanent disability or death whichever is nearer.		HR

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Medical Fitness Referrals	112	If a dispute arises between the worker and the employer as to the ability of the worker to resume his work or as to any other medical matters related to the injury of disease or the treatment prescribed thereof or the applied treatment the Department shall refer the dispute to the competent medical authority. The decision of the said authority on the matters falling within its competence shall be final.		HSE

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Work Injuries and Disease Reporting	115	The employer shall every 6 months provide the Department with a statistics of the work injuries and occupational diseases in accordance with the forms prepared for this purpose and the procedures to be prescribed by a decision of the minister.		HR

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Legal Violations	144	Whoever violates the provisions of articles 7, 12, 19, 21, 22, 23, 27, 28, 35, sub-article 2 of Article 39, Articles 46, 47, 48, 57, 58, 73, 74, 75, 77, 91, 92, 95, 97, 99, 106 and 115 of this law shall be punished with a fine of not less than two thousand Riyals and not more than five thousand Riyals.		Corporate

# QATAR LABOR LAW

Subject	QLL Article	Description	Compliance	Enforcement
Legal violations 2	145	Whoever violates the provisions of articles 104 and 105 of this law shall be penalized with imprisonment for a period not exceeding one month and with a fine of not less than two thousand Riyals and not exceed six thousand Riyals or with any of these two penalties.		Corporate

# Issues Relevant to Advancing Worker Well-being Through Total Worker Health<sup>®</sup>

## Control of Hazards and Exposures

- Chemicals
- Physical Agents
- Biological Agents
- Psychosocial Factors
- Human Factors
- Risk Assessment and Risk Management

## Organization of Work

- Fatigue and Stress Prevention
- Work Intensification Prevention
- Safe Staffing
- Overtime Management
- Healthier Shift Work
- Reduction of Risks from Long Work Hours
- Flexible Work Arrangements
- Adequate Meal and Rest Breaks

## Built Environment Supports

- Healthy Air Quality
- Access to Healthy, Affordable Food Options
- Safe and Clean Restroom Facilities
- Safe, Clean and Equipped Eating Facilities
- Safe Access to the Workplace
- Environments Designed to Accommodate Worker Diversity

## Leadership

- Shared Commitment to Safety, Health, and Well-Being
- Supportive Managers, Supervisors, and Executives
- Responsible Business Decision-Making
- Meaningful Work and Engagement
- Worker Recognition and Respect

## Compensation and Benefits

- Adequate Wages and Prevention of Wage Theft
- Equitable Performance Appraisals and Promotion
- Work-Life Programs
- Paid Time Off (Sick, Vacation, Caregiving)
- Disability Insurance (Short- & Long-Term)
- Workers' Compensation Benefits
- Affordable, Comprehensive Healthcare and Life Insurance
- Prevention of Cost Shifting between Payers (Workers' Compensation, Health Insurance)
- Retirement Planning and Benefits
- Chronic Disease Prevention and Disease Management
- Access to Confidential, Quality Healthcare Services
- Career and Skills Development

## Community Supports

- Healthy Community Design
- Safe, Healthy and Affordable Housing Options
- Safe and Clean Environment (Air and Water Quality, Noise Levels, Tobacco-Free Policies)
- Access to Safe Green Spaces and Non-Motorized Pathways
- Access to Affordable, Quality Healthcare and Well-Being Resources

## Changing Workforce Demographics

- Multigenerational and Diverse Workforce
- Aging Workforce and Older Workers
- Vulnerable Worker Populations
- Workers with Disabilities
- Occupational Health Disparities
- Increasing Number of Small Employers
- Global and Multinational Workforce

## Policy Issues

- Health Information Privacy
- Reasonable Accommodations
- Return-to-Work
- Equal Employment Opportunity
- Family and Medical Leave
- Elimination of Bullying, Violence, Harassment, and Discrimination
- Prevention of Stressful Job Monitoring Practices
- Worker-Centered Organizational Policies
- Promoting Productive Aging

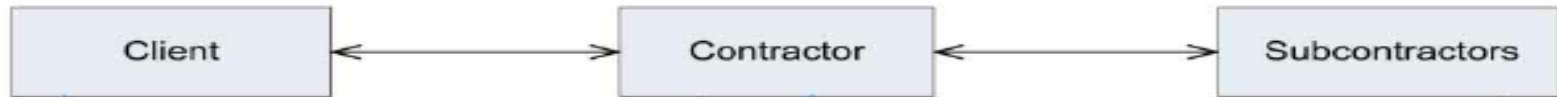
## New Employment Patterns

- Contracting and Subcontracting
- Precarious and Contingent Employment
- Multi-Employer Worksites
- Organizational Restructuring, Downsizing and Mergers
- Financial and Job Security

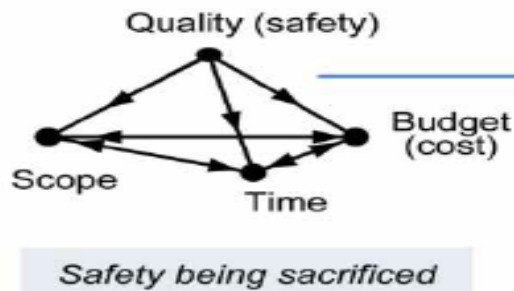
# DRIFTING INTO FAILURE

*Institutional context of power game*

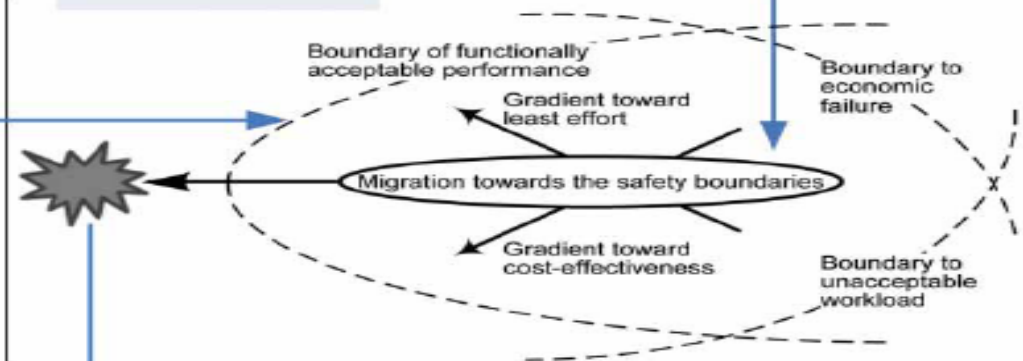
- ❑ Institutional factors: *asymmetric market; infrastructure investment policy; etc.*
- ❑ Organizational factors:
  - Pressures: *resource scarcity; faster-better-cheaper; etc.*
  - Interactions: *authority-responsibility double binds; working at cross-purposes; etc.*



*Contractual arrangement*



*Work-floor level*



**Project failure**

# OCCUPATIONAL HEALTH UNCERTAINTIES

- \* Stochastic (Event Risk)
- \* Aleatoric (Variability Risk)
- \* Epistemic (Ambiguity Risk)
- \* Ontological (Emergent Risk)





**SAFETY IS NOT THE ABSENCE OF  
ACCIDENTS .....**

**SAFETY IS THE PRESENCE OF  
CAPACITY**



# QUESTIONS?

# ANSI Z308.1-2009

	Item	Minimum Quantity
1	First aid guide	1
2	Absorbent compress 4"x 8" minimum	1
3	1"x 3" adhesive bandage	16
4	Adhesive tape 2.5 yard roll	1
5	Antiseptic treatment applications 0.9 gram each	10
6	Burn treatment applications 0.9 gram each	6
7	3"x3" sterile gauze pads	3
8	Pair of medical exam gloves	2
9	Triangular bandage 40"x 40" x 56" minimum	1
10	Antibiotic ointment applications 0.5 gram each.	10
11	Analgesic (oral, non-drowsy formula)	1 strip
12	Bandage compress 2"x2"	2
13	Breathing barrier, single use	1
14	Burn dressing, 12 square inches	1
15	Cold packs, 4"x 5" minimum	1
16	Eye covering, 1/4" thick minimum	1
17	Eye/face wash sterile	1
18	Roller bandage, 2"x 4 yards minimum	1
19	Hand sanitizer	1
20*	Yellow plastic bag specific for biohazard waste disposal 12" x 14"	1



THANK YOU

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