

NATIONAL DOMESTIC WORKERS ALLIANCE

About the National Domestic Workers Alliance (NDWA): NDWA is the nation’s leading voice for dignity and fairness for the millions of domestic workers in the United States. Founded in 2007, the National Domestic Workers Alliance represents 2.2 million domestic workers who work as nannies, home care workers, and house cleaners in private homes, providing essential care and supportive services to children, aging parents, and family members with disabilities every day. NDWA reaches and engages over 250,000 domestic workers on a regular basis through our 63 affiliate organizations in 36 cities and 17 states, our state and local chapters in North Carolina, Georgia, Houston/Harris County (TX), San Jose (CA), Philadelphia, the DMV (Washington D.C., Virginia & Maryland), and New York, and through our digital platforms. Domestic workers are overwhelmingly women, well over half are women of color.

General Principle of Occupational Safety and Health: The employer should be required to identify and correct problems and flaws in the environments of the house where workers carry out their tasks, as well as providing the equipment and tools necessary to carry them out. All equipment or materials required by the worker to perform job duties must be provided by the employer in good condition and at no cost for the workers.

Employment relationship: An occupational health and safety standard should cover domestic workers hired directly by private households / consumers / clients, as well as those who are employed by agencies but work in private households.

Three Sub-industries of Domestic Work

Type of Work	Type of Employees / Duties
Caregiving / Home Care	Caregivers or Home Care workers generally provide direct hands-on assistance with activities of daily living such as dressing, eating, personal hygiene, mobility, and toileting to support aging adults and individuals with disabilities. In addition, these domestic workers may also help with housekeeping chores, meal preparation, medication management, monitoring the individual's safety and

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	wellbeing. Caregivers/ home care workers may include, but are not limited to, individuals referred to by the following titles: home health aide, certified nursing assistants, personal care attendant/assistant, caregivers, or direct support worker.
Housekeeping / Household Cleaning	Household cleaners are primarily responsible for cleaning, but general housekeeping may include additional responsibilities such as: cooking, laundry,, etc.
Child Care / Nannyng	Nannies primarily perform child care within the household of the employer but whose work may also include taking the children to and from school, extracurricular activities or for activities determined by the employer (such as trips to the park or public library).

Overlapping Hazards / Dangers between domestic work and other industries.

- Residential house cleaners perform many of the same tasks as hotel housekeepers and commercial janitors—dusting and vacuuming; scrubbing surfaces, floors, and windows; moving heavy furniture, and organizing storage spaces. Consequently, the hazard and injury profiles of these workforces are similar.
- In-home caregivers face many of the same hazards as nurses and other providers in long-term care facilities: exposure to blood and body fluids, frequent moving and lifting of patients, repetitive motions, and physical assault and other forms of violence from patients and family members.
- Nannies perform similar tasks and have similar resulting hazards as child care providers in day care or in-home centers: ergonomic issues associated with lifting, bending, and squatting; exposure to sick children; biting; and stress.

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Type of Task / Example Job Duties	Hazard	Dangers	ER Prevention	EE Prevention
<p>Using cleaning solutions and agents</p> <p><i>For example:</i> mopping, cleaning, wiping, kitchens, bathrooms, or other surfaces with cleaning products such as fabuloso & bleach</p>	<p>Exposure to Cleaning Chemicals</p> <p>I.e. Chemical splashes and fumes exposure.</p> <ul style="list-style-type: none"> ● Ammonia ● Chloride ● Hydrochloric Acid ● Petroleum Solvents ● Phenol ● Sodium Bisulfate ● Sodium Hypochlorite ● Sodium Hydroxide. <p>Bleach, glass cleaners, detergents, air fresheners and disinfectants can</p>	<p><u>Breathing Problems:</u> Shortness of breath, coughing, wheezing, chest tightness, or pressure Can trigger Asthma</p> <p><u>Irritation:</u> Red, itchy or burning eyes, sore throat.</p> <p><u>Sensitivity:</u> Headaches, dizziness, nosebleeds.</p> <p><u>Skin Contact:</u> Drying of the skin, pain, itching redness, swelling, burning session.</p> <p><u>Contact Dermatitis</u> can</p>	<p>Consumer cleaning product manufacturers are required to carry a warning label that lists potential health risks and precautionary steps.</p> <p>Employers must rely on the caution messages on product labels with regard to the presence of allergens, environmental toxicants, and chemicals linked to harmful health effects and ensure their workers are informed.</p> <p>Do not require and instruct workers not to mix cleaning products that contain bleach and ammonia;</p> <p>If possible - ask workers to use cleaners (cleans by removing dirty) over sanitizers or disinfectants</p>	<p><u>General Tips</u></p> <ul style="list-style-type: none"> ● Read the label of cleaning products ● Keep products out of reach of children and pets. ● Keep products in their original labeled containers. ● Never place chemicals into unmarked containers or containers labeled for a different substance. ● Store products in locations as indicated on the label (i.e., away from heat). ● Keep containers closed when not in use. ● NEVER mix different cleaning products, especially those that contain bleach and ammonia; ● Cleaning chemicals should not be used to wash hands. Wash hands with water after working with a cleaning chemical, especially before eating or drinking . <p><u>Wear appropriate protective clothing:</u> aprons, hand protection, protective eyewear. (i.e. use disposable face masks and latex gloves (if not allergic to latex)to be protected when continuously using these products.</p> <ul style="list-style-type: none"> ● Use thick, well-fitted household cleaning

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	<p>be linked to causing or worsening asthma symptoms.</p>	<p>result from a number of different Irritants, such as cleaning materials, solvents, acids, detergents, and abrasives, cause ongoing injury to the outer layers of skin.</p> <p><i>Allergic reactions</i> may occur from other materials which may be sensitizers, when workers skin becomes in contact with them. Some examples of allergic sensitizers are nickel and chromium metal materials, epoxy glues and resins, rubber chemicals, germicidal cleaners, and</p>	<p>(cleans by reducing microorganisms with chemicals)</p> <p>Find less dangerous chemicals for cleaning (i.e., baking soda, vinegar); Check products for the EPA's "Safer Choice" label. Be wary of "green" labeling. Just because a product is marked "green" doesn't necessarily mean it's safe. Check how the certifying organization defines "green"</p> <p>Ensure you always buy labeled cleaning products and keep the products in their original container with their label. Never change its container (ask worker to do the same). Store products in locations as indicated on the label (i.e., away from heat). Keep containers closed when not in use.</p>	<p>gloves. This is the best way to keep corrosive and irritating cleaning products away from your skin.</p> <ul style="list-style-type: none"> • Use a household odor respirator or dust mask. Make sure it fits properly. • Use chemical safety glasses. Make sure they fit you properly. • Use non-slip footwear. Waterproof and slip- proof shoes will prevent chemicals reaching your feet and also stop you from slipping. • Find less dangerous chemicals for cleaning (i.e., baking soda, vinegar); Check products for the EPA's "Safer Choice" label. <p><u>Do not mix cleaning chemicals:</u> This could cause reactions and produce toxic clouds. For example do not mix:</p> <ul style="list-style-type: none"> - Chlorine & ammonia - Vinegar and Hydrogen Peroxide - Chlorine and alcohol based gels - Chlorine and vinegar. - Baking soda and vinegar - Bleach and rubbing alcohol <ul style="list-style-type: none"> • Bleach includes chlorine. Do not mix bleach with other cleaning products (likely to have ammonia or acids). • Ammonia can be found in some glass and
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		<p>poison ivy.</p> <p>Some chemicals are known or suspected to cause cancer, birth defects, asthma, other serious health effects.</p> <p>Cleaning products work fine by themselves, however mixing can cause gasses and fumes that could kill.</p>	<p>Keep the Poison Control Center number posted in the home: 1-800-222-1222</p> <p>Providing Health and Safety Training to domestic workers and ensure that what you ask of your domestic worker is in line with safety needs, i.e. using hazardous cleaning products and avoiding use of chemicals that require mixing at work. Offer ways to offer adequate ventilation and identify a place to wash up after using chemicals. Instruct domestic workers to report any health effects from working with chemicals immediately to their employer. If the worker has developed symptoms of allergic dermatitis, work together to identify, eliminate or substitute</p>	<p>window cleaners, urine (cat litter boxes, diaper pails); some interior and exterior paints</p> <ul style="list-style-type: none"> • Acids can be found in vinegar, some glass and window cleaners, dishwasher detergents, and many other cleaners contain acids. • Do not use two drain cleaners together, or one right after another. <p><u>When Using the Products</u></p> <ul style="list-style-type: none"> • Read the label. • For spray products, spray on the sponge, towel, or rag, rather than on the surface area. • Turn spray nozzles away from your face and eyes (and those of anybody else!) • Work in a well-ventilated area (i.e., open a window or use a fan). • Wash your hands after using cleaning products. • Avoid smelling to determine if it is a chemical product. If you do not know the product, do not use it. • Properly ventilate the places where chemical products are used. • Avoid eating food near chemical products or while you are using them. • Call emergency medical services for help
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			<p>the irritant and recommend domestic workers seek medical advice from a dermatologist.</p> <p>Provide protective equipment such as: adequate gloves, goggles, and information on when to use them.</p> <p>Provide non-latex gloves if workers are allergic to latex.</p>	<p>in case of an emergency.</p> <ul style="list-style-type: none">• If you develop an allergy from use of latex gloves, request alternatives and seek medical assistance.• Call Poison Control Center: 1-800-222-1222
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<p>Moving through the home to perform duties.</p> <p><u>For example:</u> Sweeping, vacuuming, mopping, dusting, taking out the trash, cleaning toilets, cooking, cleaning windows, carrying and minding small children.</p>	<p>Slips and falls</p> <p>Slipping on wet floors or scatter, rugs, tripping, and falling.</p> <p>Hitting against objects.</p>	<p>Slipped disc, broken bones, sprains and strains, etc.</p>	<p>Ensure that areas where domestic workers are asked to work are not cluttered and there is adequate space to perform duties, walking, carrying clients/children, etc. and no unstable settings where items/furniture is at risk of falling.</p> <p>Make sure there is no grease, oil, or objects such as rags, towels or other tripping hazards on the floor and in the workplaces. Identify the risk conditions and situations in the work areas (cables strewn across areas, buckets, brooms, toys, among others).</p>	<p>Use closed and comfortable shoes with slip-proof soles and without heels.</p> <p>Do not walk on wet floors.</p> <p>Clutter should be cleaned off of floors and stairs before working in such areas.</p> <p>Keep the workplace tidy and clear.</p> <p>Always carry out your activities with proper lighting.</p> <p>Make sure the spaces are safe when you walk from one place to another.</p>

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<p>Repetitive motions / repeated activities without adequate recovery time</p> <p>Domestic work can involve lifting heavy loads, repetitive forceful exertions, awkward postures, twisting and lifting and no muscle rest while working .</p> <p><i>For example:</i> changing beds, cleaning bathrooms, vacuuming, lifting and repositioning patients (more on lifting patients below)</p>	<p>Musculoskeletal injuries</p>	<p>Back injury and other musculoskeletal disorders.</p> <p>A work-related musculoskeletal disorder is an injury of the muscles, tendons, ligaments, nerves, joints, cartilage, bones, or blood vessels in the extremities or back.</p> <p>Symptoms of musculoskeletal disorders include pain, stiffness, swelling, numbness, and tingling.</p>	<p>Ergonomics is the science of ‘fitting the task to the worker’ so that workers are more comfortable and don’t get hurt. Good ergonomic practices will reduce stress on the body and help workers avoid aches and pains.</p> <p>Ensure workers have access to help for lifting heavy objects or necessary supports.</p> <p>Permit the worker to have breaks for resting, and allow them to have varied tasks to prevent overexertion.</p>	<ul style="list-style-type: none"> ● Make sure you vary your daily tasks. ● Make sure you take frequent pauses to rest your arms and feet ● Avoid reaching above your shoulders– try to work at waist level ● For house cleaning, request long handled sponges or dusting devices. ● Do stretching exercises for your arms, forearms, and legs during the day.

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<p>Cleaning windows / curtains, high shelves / cupboards</p>	<p>Falling on different levels/fall from heights</p>	<p>Slipped disc, broken bones, sprains and strains, etc.</p>	<p>Provide double-sided stepladders (lean-to ladders) to reach high objects or to clean windows and walls. If available, provide window cleaners or other far reaching tools. Assure that workers are trained to use stepladders - to never stand on the top of the ladder and always try to stay in the middle. Ladders should only be used on even surfaces.</p>	<p>Review the stepladder before using and use only if they are in good condition. Use the stepladder only when it is totally open and perfectly balanced on a flat and firm surface.</p> <ul style="list-style-type: none"> ● Avoid wearing sandals or flip-flops when going up the stepladder. ● Avoid using chairs, furniture, or boxes to reach high objects or to carry on any other activities at heights. ● Avoid carrying instruments or utensils on your hands when going up the stepladder.
<p>Lifting, pushing, or pulling heavy objects/loads</p> <p><i>For example:</i> carrying strollers, groceries, or moving large items while cleaning.</p>	<p>Excessive efforts and forced postures</p>	<p>Back injury and other musculoskeletal disorders of injured muscles, tendons, ligaments, nerves, joints, cartilage, bones, or blood vessels in the extremities or back.</p>	<p>Provide preventative guidelines, ensure the worker has access to help for moving heavy objects and equipment (like a dolly?)</p> <p>Permit the worker to have breaks for resting, and allow them to have varied tasks to prevent overexertion.</p>	<ul style="list-style-type: none"> ● Lift objects by squatting, that is, flex your legs so that your buttocks are near the ground or resting on your heels. ● With a straight back, place the object near your body. Lift the object using your leg strength and not your back. ● Ask for help when you need to move or lift heavy objects. ● Avoid excessive physical efforts. ● Rest and adopt stretching or relaxation exercises when lifting objects is a regular part of your work.

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<p>Using household electrical appliances.</p> <p><i>For example:</i> Washing, drying, and ironing of clothes involves using household appliance, such as washing machines, dryers, irons.</p>	<p>Electrical burns and body contact with an electrical source</p> <p>Electrical hazards like frayed cords could cause electrical shocks or even fires.</p>	<p>Burns, shocks, etc.</p>	<p>Regularly check and make sure household appliances are in good working order.</p> <p>Ask a domestic worker to identify any damage to irons, washing machines, kitchen appliances, cables, extension cords or any other equipment and do not assign tasks to the worker using damaged appliances.</p> <ul style="list-style-type: none"> • Avoid connecting several appliances to the same outlet in order to make sure that the outlet does not overheat. • Keep electrical appliances well ventilated. 	<ul style="list-style-type: none"> • Avoid operating electrical appliances (washing machines, dryers, and electrical appliances) when your body is wet or when your feet are bare. • Avoid handling electrical appliances in poor condition and do not attempt to repair them. • Avoid connecting several appliances to the same outlet and make sure that the outlet does not overheat. • Avoid leaving electrical appliances running unattended. • Use the iron with caution. Avoid contact with the steam from the iron and, when you have finished using it, put it away when it has cooled down. Never leave the hot iron on the ironing surface or any other surface.

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<p>Lifting and moving persons</p> <p><i>For example:</i> Assistance with activities of daily living for persons with disabilities, elderly, moving/lifting while bathing, dressing, and feeding clients¹.</p> <p>Carrying small children.</p>	<p>Excessive efforts and forced postures</p> <p>Client-handling tasks often involve motions that challenge a domestic worker's body including twisting, bending, stretching, reaching, and other awkward postures.</p> <p>Direct caregivers often have to:</p> <ul style="list-style-type: none"> - Lift and move consumers without help (patient transfers) - Twist and pivot the body while 	<p>Back injury and other musculoskeletal disorders of injured muscles, tendons, ligaments, nerves, joints, cartilage, bones, or blood vessels in the extremities or back.</p> <p>Symptoms of musculoskeletal disorders include pain, stiffness, swelling, numbness, and tingling.</p>	<p>If the patient cannot move themselves, and the caregiver must lift the person from the bed or chair, then the employer must conduct an analysis if lifting equipment is necessary and must be brought in and workers trained in their use.</p> <p>Employers should:</p> <ul style="list-style-type: none"> • Determine if an ergonomic assistive device is necessary to reduce the difficulty and frequency of actions such as patient transfers. • Provide ergonomic assistive devices (such as slide boards or gait belts) when needed. • Provide training on 	<p>When moving or carrying a person you should:</p> <ul style="list-style-type: none"> • Keep the person you are carrying as close to your body as possible. • Keep your feet apart. Make sure one foot is in the direction of the move to avoid rotating the spine. • Avoid twisting and keep shoulders and pelvis aligned. • Bend your knees slightly, without changing your body's center of gravity, and maintain the natural curves of your spine. • Keep movements smooth, avoiding impulsive movements and jerks. <p>Move along the side of the patient's bed to stay in safe postures while performing tasks at the bedside. Do not stand in one location while bending, twisting, and reaching to perform tasks. Pulling a patient up in bed is easier when the head of the bed is flat or down. Raising the patient's knees and encouraging the patient to push (if possible)</p>

¹ Additional resources: [Healthcare - Safe Patient Handling | Occupational Safety and Health Administration](https://www.osha.gov/healthcare/safe-patient-handling); <https://www.osha.gov/healthcare/safe-patient-handling>; [How to Prevent Musculoskeletal Disorders](https://www.cdc.gov/niosh/docs/2012-120/pdfs/2012-120.pdf), <https://www.cdc.gov/niosh/docs/2012-120/pdfs/2012-120.pdf>

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	<p>carrying a load</p> <ul style="list-style-type: none"> - Stand for long periods of time - Reach for things, getting off balance - Navigate places that may be cluttered. 		<p>assistive ergonomic devices</p> <p>For example:</p> <ul style="list-style-type: none"> • Using a rolling toileting or showering chair can reduce the transfers needed for toileting and showering (between bed to wheelchair to toilet, to bathtub). • Equipment such as adjustable beds, raised toilet seats, shower chairs, and grab bars are also helpful. This type of equipment keeps the client at an acceptable lift height and allows the client to help himself or herself during transfer when possible <p>Permit the worker to have breaks for resting, and allow them to have varied tasks to prevent overexertion.</p>	<p>can also help.</p> <p>Take breaks and do stretching and relaxation exercises after overexertion.</p> <p>Use a friction-reducing device such as a slip sheet whenever possible. Using gentle rocking motions can also reduce exertion while moving a patient.</p> <p>If dressing a client and putting on anti-embolism stockings, do so by pushing them on while standing at the foot of the bed. This position reduces exertion compared with standing at the side of the bed.</p>
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<p>Close contact with other persons and biohazardous waste</p> <p><i>For example:</i> While caring for children, elderly or persons with disabilities changing diapers, administering medicine, handling soiled sheets, towels, tissues, sanitary napkins, first aid equipment, and even medical/dental utensils which may be contaminated with blood or body fluids carrying viruses that cause AIDS, hepatitis, or other illnesses.</p>	<p>Infections caused by pathogens</p> <p>Pathogens move from one person to another, spreading disease. This is called transmission of infection:</p> <p>Breathing in tiny droplets from someone's coughs and sneezes or talking</p> <p>Getting stuck by an infected sharp (needle or syringe)</p> <p>Touching people who are infected</p> <p>Touching surfaces—such as</p>	<ul style="list-style-type: none"> ● Colds and influenza ● Respiratory infections ● Diarrhea (such as from the parasite Giardia) ● Staph infections (like MRSA) ● Pneumonia ● HIV/AIDS ● Hepatitis B (HBV) and C (HBC) ● Tuberculosis <p>Bloodborne viruses like hepatitis B virus, hepatitis C virus or HIV, the virus that causes AIDS, are found in human blood and body fluids like</p>	<p>Train domestic workers in handwashing practices, when to use gloves and how to use them, and how to dispose of waste.</p> <p>Provide gloves, hand soap, cleaning materials and other adequate disposal equipment.</p>	<p>Adopt routine practices to avoid contact with consumers' body fluids. (blood, feces (poop or diarrhea), urine (pee)), any sores or broken skin, tears, mucous (phlegm), pus, saliva (spit), sweat, vomit (throw up), semen, vaginal fluid.</p> <p>Prevent or minimize the spread of infection by washing hands and avoiding touching your eyes/mouth (i.e. rubbing eyes).</p> <p><i>Standard Precautions:</i></p> <p><u>Handwashing</u></p> <ul style="list-style-type: none"> ● Take off jewelry on hands and wrists. (Try not to wear jewelry while caregiving!) ● Turn on warm (not hot!) water. ● Wet your hands under running water. Point your fingertips down. ● Apply soap to hands. ● With fingertips pointing down, lather hands well. Rub your hands together in a circular motion. Wash carefully between fingers, under nails and up wrists. ● Remember: You need to wash your hands for at least 20 seconds. (Sing "Happy Birthday" twice to yourself, so you know how long 20 seconds is.)

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	<p>a chair, bed rail, clothing, bedding—that are infected</p> <p>Eating, drinking, or touching infected food and water</p>	<p>semen and vaginal fluid.</p> <p>Bacteria can cause a variety of infections like staph infection. Many staph infections occur when consumers use in-dwelling catheters or IVs.</p> <p>Viruses that cause lung infections—like the common cold—are spread from shaking hands with an infected person then touching your nose or mouth you're your hand.</p> <p>Influenza—the flu—is spread the same way and can cause serious problems in the lungs.</p>		<ul style="list-style-type: none"> ● Rinse off all the soap. Again, make sure your fingertips are pointed down. ● Dry hands with a clean paper towel. ● Use a paper towel to turn off the water and to open the bathroom door. ● Drop the wet paper towel into the trash. <p><u>Use of gloves to prevent bloodborne contamination.</u></p> <ul style="list-style-type: none"> ● Wash and dry your hands carefully. ● Get a new pair of gloves from the box. ● Pull gloves on carefully. If a glove tears or gets a hole, take it off and start again with a new glove. ● Interlace fingers to remove wrinkles, air pockets and achieve a comfortable fit. ● If the gloves might get very dirty, wear two pairs of gloves ● To remove and throw away gloves. Pinch one of the rubber gloves just below the cuff using your opposite thumb and index finger. Lift glove away from wrist area. Pull off the glove, turning inside out. Ball that glove tightly into the palm of your gloved hand. With ungloved hand, slide your index and middle fingers underneath the cuff of the other (infected) glove. Now with ungloved hand slide your index and middle finger under the cuff of the other glove; again pulling it off inside out. The
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		<p>Tuberculosis (TB) is spread from person to person through the air. It usually takes a long time of on-going, close contact with a person who has active TB before you can become infected.</p>		<p>first glove you removed should now be inside the second glove. Pull off that second glove inside out. The first glove you removed should now be inside the second glove. Throw gloves away.</p> <ul style="list-style-type: none"> • Wash your hands. <p><u>Handling and disposing of medical waste:</u></p> <ul style="list-style-type: none"> • Handle garbage as little as possible. • Use waterproof garbage bags or other appropriate containers. • Never reach into garbage or disposal containers with your bare hands. • Watch for sharps sticking out of bags or containers, and listen for broken glass. • Don't compress garbage bags. • Don't overfill garbage bags. Leave enough free space at the top so the bag is light and easy to grab. • Hold bags by their tops, away from your body. Don't hold them against your body. Don't use bare hands to pick up bags or to support them from underneath. <p><u>Handling soiled or contaminated laundry:</u></p> <ul style="list-style-type: none"> • Isolate contaminated laundry from other linen, and bag it separately. • Place wet laundry in leak-proof bags or containers. • Label or color code contaminated laundry bags or containers
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				<ul style="list-style-type: none"> • Wash contaminated laundry and laundry bags in hot water (minimum 70°C) with detergent for 25 minutes. If using lower water temperatures, use an appropriate concentration of cold water and low temperature detergents, which may include bleach.
Working in an unsanitary home.	Unsanitary homes may harbor pests such as rodents, lice, bedbugs, or mites. These unsanitary conditions can cause contamination of medical supplies and equipment, as well as spread disease and infection.	Bites and infections.	Address unsanitary conditions and ensure that domestic workers have proper equipment to handle any issues that arise, including gloves, masks, etc.	<ul style="list-style-type: none"> • Consider using clean pads with plastic on one side to place under equipment and supplies. • Take in only the necessary equipment and supplies so pests infest fewer things. • Avoid setting objects such as purses and bags on a carpeted floor or upholstered furniture. • Use non-latex disposable gloves and hand sanitizer

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<p>Cooking and food preparation.</p> <p><i>For example:</i> washing, cutting, handling, cooking, and preserving food, among other tasks.</p>	<p>Cuts</p> <p>Fires / Hot Material Contact with Skin</p> <p>Smoke inhalation</p>	<p>Puncture wounds</p> <p>Burns</p>	<p>Regularly check and make sure kitchen appliances are in good working order.</p> <p>Keep appliances clean, and wipe surfaces after spills. Clean stove surfaces and ovens regularly.</p> <p>Ensure range hood filters are clean and in good condition and replace when necessary.</p> <p>Assure microwaves have enough room to breathe, that all the vents are cleared of obstructions.</p> <p>Provide proper heat-resistant gloves / oven mitts.</p> <p>Ensure smoke detectors are working and provide</p>	<ul style="list-style-type: none"> ● Make sure there is sufficient lighting when handling sharps. ● Use a stable, smooth cutting board and keep knives and other cutting tools tidy. Make sure that no part of the knife protrudes from the edge of any surface on which it is placed. ● Cut away from your body. Make sure no body parts are in the cutting path. ● Make sure your hands are clean and dry when using knives to prevent them from slipping. ● Avoid using knives for purposes other than those recommended by the manufacturer (eg for opening cans). ● After cleaning, leave knives or sharp objects in the drainer with the tips downwards. ● Avoid using cooking equipment that is in poor condition. Tell the employer when they need to be replaced ● Protect your hands and forearms from heat and splashes of hot water or oil. Wear tight-fitting sleeves, or roll them up when cooking. Keep flammable objects, including pot holders, dish towels and curtains, at least three feet away from the

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			<p>domestic workers instructions on what to do in case of kitchen fires. Provide and show where there is a fire extinguisher.</p> <p>Ensure that the worker has sufficient lighting when handling sharps objects such as knives for cooking.</p> <p>Provide a stable, smooth cutting board and provide proper storage where you keep knives and other cutting tools tidy.</p> <p>Provide wide-based containers that do not tip over easily and have heat-insulating handles.</p>	<p>stove. Wear heat-resistant gloves when moving hot containers or handling them inside a hot oven.</p> <ul style="list-style-type: none"> ● Try to cook on grills or stoves that are farther away from the edge. ● Place the frying pan handle inward, making sure that it does not protrude from the grill, to avoid overturning. ● When frying food, use a lid to avoid burns from splashing hot oil. ● If while cooking there is a knock on the door, the phone rings or you need to leave the house, turn off the stove. Never leave food on the stove unattended. ● If there is a microwave fire, keep the door closed and unplug the microwave. ● Do not pour water if there is a fire in the pan. A grease fire occurs when oil or greasy foods are heated and ignite. The simplest way to fight a grease fire is to carefully slide a lid over the pan. Turn off the burner, don't move the pan, and keep the lid on until the pan cools completely. NEVER PUT WATER ON A GREASE FIRE. Water causes the grease to splatter and the fire to spread.
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Possible Secondary Duties Related to Outdoor Maintenance

Type of Task / Example Job Duties	Hazard	Dangers	ER Prevention	EE Prevention
Shoveling snow and removing ice.	Slips and falls and musculoskeletal strains	Slipped disc, broken bones, sprains and strains, etc.	Provide adequate equipment in good working order. Provide salt where necessary on icy surfaces. Provide boots and outerwear, and gloves to protect domestic workers from cold.	<ul style="list-style-type: none"> • Ensure you are dressed warmly enough. • Make sure you take frequent pauses to rest your arms and feet.
Gardening <i>For example:</i> taking care of, maintaining, and pruning trees, shrubs, and bushes	Insect bites Sun exposure Awkward postures Cutting instruments Use of electrical appliances	Heatstroke / Cuts / Burns Back injuries	Provide all the necessary protective equipment: e.g. boots, gloves, insect repellent, and face and head protection, sunscreen, wide-brimmed hats, and UV protective outerwear, Avoid assigning domestic worker outdoor tasks when there are harsher weather conditions, i.e. do not ask for work outdoors when the sun's rays are the most intense	Use protective equipment appropriate to the task, e.g. boots, gloves, insect repellent, face and head protection, as well as other items that cover arms and legs. <ul style="list-style-type: none"> • Avoid exposure to the sun's rays when they are most intense (commonly between noon and four o'clock in the afternoon) or work in the shade. • Use sunscreen, wide-brimmed hats, and UV protective clothing, • • Remember that trees, umbrellas, and awnings do not fully protect against solar radiation. • Drink water regularly.

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			<p>in the afternoon.</p> <p>Ensure tools are in good working order - that they are not defective and electrical items have protective shields and guards.</p> <p>Provide adequate space to store tools.</p> <p>Ensure workers are given short / frequent breaks and may vary tasks to avoid overexertion.</p>	<ul style="list-style-type: none"> • Avoid awkward postures. • Take short, frequent breaks. Rest for 10 to 15 minutes every 1 to 2 hours of continuous work. Try to stretch your muscles while resting. • Change your posture, for example, by combining tasks that require movement of different body parts. • Before using sharp tools, such as shovels, rakes, knives or scissors, check that they are not defective. • Check that electric cutters have protective shields or guards and that switch contacts are in good condition. If you do not know how to use electrical equipment, ask before using them. • Stay away from areas where there are many insects such as bees, wasps, or hornets. If an insect attacks you, move away slowly and calmly
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