ORR/Rail Trade Unions Conference 2015

Gender sensitive health and safety in the Rail Industry



Ten steps to equality

- 1. Spot the difference
- 2. Spot the stereotype
- 3. Involve women & men
- 4. Gender-sensitive risk assessment
- 5. Apply the general principles of prevention

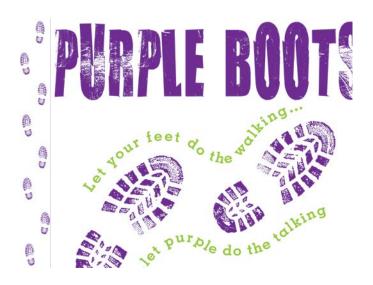
- 6. Improve reporting
- 7. Improve research
- 8. Integrate gender & health
- 9. Take effective action
- 10. Ensure equal

protection

Step 1 Spot the difference

Men - Women Different. Equal

Step 2 Spot the stereotype







Step 3 – Involve all





Help make your workplace safer



Step 4 Gender sensitive risk assessment



Including gender issues in risk assessment

Continuous efforts are needed to importe the working conditions of odd isothers and treel, isothers, taking a "gender-involter" the significant real at work, in asstoch, maxing logical series from the working being underefinationed areas global dispetition where we have about hazaful at work, we are now likely to this of a holdy series that uses how and excession of a secience of a secience of a second at work in the prevention is now an end working we have had working to this of a holdy second take work we are now likely to this error index uses to be all dispetition is now an end working second takes have a working in same and social were on mean uses to be all dispetitions.

Table 1. Examples of log with and visits from 1 is finnels-dominated work

Work and	and factors and haptit problems indular						
	(Bullend	Poted	Oanua	Performant			
nation	erlactione diseases, a p Mandhorna, supratory ato,	Manual handing and chematics postaria; keeping foductor	Charles series and derivery aperty drugs anarthetic part	Ensterally demositing sold off and regist work, stokens from cheres and the public			
Anatomy workers	Infactions diseases, e.g. particularly registatory	Marcal harding strenuns postures	Sec. No. 616	tratory eak			
Churing	efectina diasec dematto	Marcal handing immunis postures, sign and falls, with family	Charing agents	Westing a solution of late			
teel producture	ofacture disease, e.g. annultone and from modil, spino, organe dum	Repetitive movements, e.g. Perticular working open and desphering pits or desphering pits and address cold temperatures, more address cold temperatures, more pits of temperatures, more pits of temperatures, more pits of the pits		Iten annial with spattle anaribly ite work			
Catering and restaurant work	Ownates	Maxwal handling reporting chapping cuts from knews and thone dips and falls task charging apents		tites from hards work, dealing with the public, relitions and haracoment			
tette un daheg	Organic alum	Now repetition freemants and policiparts post-rate results inpurse	Oper and other chemicals, including framadiatepte in participant previous and stain temoral scients, dust	these associated with repetitive association in work			
Landre	mfected invert, e.g. m hospitule	Manual handing and minume postures, head	Dry-dearing solvarity	then associated with repetitive and fast pain work			
Caratrics and ar		Supelifies monortunits. manual handling	Chans, head, sites dust.	Inter approach with operative appendix free work			
Sight manufacturing		Repartine movements, e.p. In assertity work, and marti- postures, manual familing	Clenical in namelectories	item associated with repetition assertibly line work			
Calverni	Secondary .	vitica problems associated with taking anisolati profilates, anisolate atting	Paor industrate quality	then anotated with during with clarits, pace of work and repetitive work.			
Education	infectious diseases, e.g. respirating maailes	Prolotopel standing votes	Paur induce an quality	Emotorally damanding work', reliance			
nucleurg		Iteranis poters, spetter mountanti, pelonged menting wat hands rulo	Chamical ignaps, dyns, etc.	lites associated with dealing with charts, fast paced with			
Christwork		Repetitive maximum, anterart portune, backpain from uting	Fair noiser ar quality photosoper farms	Itres, e.g. annotated with lack of control coar work, frequent interceptors, menetoreus avait			
Agitakan	infactour disease, e.g. annulterne and hon- nexit, gene, organi duts	Marcal handling, strenuous penturies, strendade acets acceptants and penturities chetting hat, cold, wet condition	Perforder				

8 Assets to the pursuit and source to commit statego in halfs and using all with 2002-bit Committation has the backgoor Committation (CORDEC) 10 has

Gender sensitive risk assessment

TUC Gender sensitivity checklist

Step 5 Apply the general principles of prevention

- Avoiding risks
- Evaluating the risks which cannot be avoided
- Combating the risks at source
- Adapting the work to the individual, especially as regards the design of the workplaces, the choice of work equipment and the choice of working and production methods, with a view, in particular, to alleviating monotonous work and work at a pre-determined workrate and to reducing their effect on health ...
- Adapting to technical progress
- Developing a coherent overall prevention policy..
- •
- Giving collective protective measures priority over individual protective measures
- Giving appropriate instructions to employees

Step 6 Improve reporting

- Report work-related ill health in addition accidents and near misses
- ✓ Are workers aware of the importance of reporting?
- Collect sex-disaggregated data men and women
- ✓ Analyse ill-health statistics

Step 7 Improve research

NET PRIMA	WYA MEN	COLUMN STATE					
	APR 144 3	VALUE AND	7.1	1. S.	A PARADELP	P	
			10 A 10	CHANNEL OF	10000		
		C. TOULLT	100 20	A TANK PARTY.			wice store a
			Section and the section of the secti				Street Street in
			-1174		ADVACUATE	Sec.	anter aller all
Sec. Sec.	Sector Sector	AST	STATISTICS.	B-last	Jan and An annual	54 K	10000
ACCORTEC SE							Transis al
	ALT-14477	ALC: NO.		HAVIENAS	(downey)		Water and
		Children of the local division of the local		immerial and			Carling and C
-AIPA+ 12-1	IN THAT WHY	AND STREET, ST.		ALL DO DO DO	Same and		10.00.00
	12 11 12 5 14	100 100	210,000		ATCS TAT		be dertife
			1000011/0	1.0 24	12119417950		-0.78
	47522546		ALC: NO.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	100000000000		
			1000	100			AP N
		10 /01			a la com		0 (
THU MERLINS	11 344 34 42 4		4423344	in Plan	a second		1 1
ALL	2712 M2W		10.000	The second	distant rest in the	~ /	a al las
		A 885	한 성화 관 것	14 242 20	THE ALLON CO	- 1	1) . (# II).
	STATISTICS.	- CE (CE)	0.03300	1 10000	nue ava		- 10 GE
		V BRUE		APPENDING N	Alfred States		W W
		- 1 HERE					副柄 14
	STATIST	144	COLUMN IN	244-5544	diam.		8V V
		100	1 1102	13			
		1000	1 1285			Bill lange	
		100	0120			Storebralling.	teres ball and a
			1000		_	nine Male group	and the set
100000	ALL A PLOK	1742	- 123	-		Ban Barbard Almains	
		100	1000	12-12-22-22-23	No.	palies has such	
		1000		CARGO AND	100	Strates and	1000
		1000	1000	_		the second second	100000
frame and the						Contra and April	ALC: NOT
	adjantik same en			V-PWIPS.I	10.0	and a	1000
distances of the	this laborate, it		100 100	Standing of the			1000
	in the second state						M. R. St.
	anfanfamilitt	·	- 1	100.00	STATES AND		a second a
Belatified				A NUMBER OF STREET	(MARK)		
_	_	-		•			
	-		- 5	ev			
		v				-	ce
	- u						
And an appropriate		-	This Part work to be			1	-
or second the	THE PARTY OF			in a second		an of Parcels	mars malan
Init birts	2555.						Russ
and place					A statements	and a lot of the	BA USA.
							ENDVER!
							ACCESSION OF THE
		2.1		12. 24.55	1000		STAATS.
		The set of the set of the	AMER STORE		Sector.		A DOWNER OF
					PROPERTY.	Might.	10.00
		******			1010 14110	21.1.1.10	000203-007
							SHE MANUTAL PROPERTY AND A
			grante.	Thing's at Manag	(1	an drades	27362751-S-7
					inglasses.		
	1						
				-			

1000 1000 000 ALL STORE MAN The second states STRUCTURE STR

where the magnet Linter of Longs Balls

ALL DE TRANSPORT te dertiftet

IS NOT WORK OF STREET, ST.



in a figs. Be



Mapping out

shalonyse. manufact test les adminute and are printed. beite gibte alle Induite stress and entries dilater amir delaterit. diam rest in the path decises and the lot should de lor bet with the second second -In deservations of performance in 1 pitters (base jute offician bald. Historia and manteria. in the second second ----applie in palities -

from the description

(pairs) and



and! terrangement ----Contra Contra a dans. The second secon ----and the state of the party of -----..... 1..... inemeria mita -----..... ingener. Charling. ----

with the second second retrette services. and the second second ----...... CONTRACTOR OF a destaurant ---------1.00 Date into 1.114 se aprintation ---the little ----the seatof (194 h) -..... 1.121

the second second second TARGET STATES tin the 18.1.1.P.1. 10.0018 120 Imaria ma mitta. STRATA Merena a Colore - avenues Providents. Constant NORVINI N

angua dapat

and the second second second second Charles and an and a second a second as a

The Property is not the strength of the streng

.....

-

.....

Step 8 Integrate (or mainstream) gender & occupational health

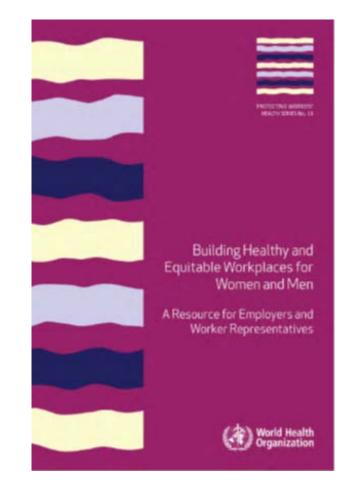
European Agency for Safety and Health at Work

Risks and Trends in the Safety and Health of Women at Work

European Risk Observatory A summary of an Agency report

Safety and Health

ty and health at work is everywar's concern. It's good for you, it's good for taulows.



Step 9 Take effective action





Look for it Find it Fix it



Step 10 Ensure Equal Protection: how gender-sensitive is your workplace?

- H&S management
- Agreements and policies
- Working with safety reps, equality reps, learning reps
- Risk assessment and prevention
- Sickness absence management
- Reporting and monitoring
- Rail specific HS issues

...gender sensitivity is more than comparing men's and women's disease and injury rates. It is a re-examination of workplace reality..."

Messing et al (2003)

