

# Gender and its Relationship to Occupational Safety and Health

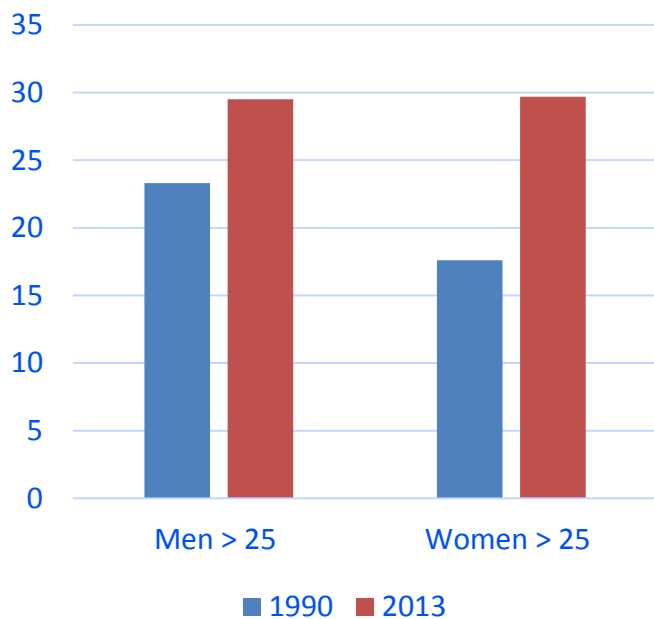
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# Background

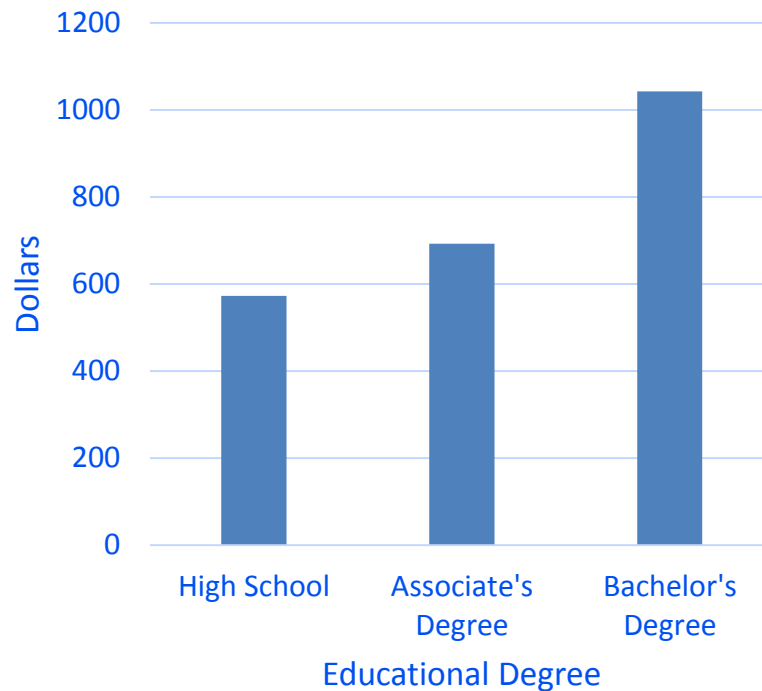
- Women constitute 42% of the global working population; about 50% in developed countries
  - ✓ Children born to working mothers in the US: more than doubled in the past 40 years from 31% to 72%
- On average in the EU-27 in 2010, 45 % of all workers were women
- Women are under-represented in management, and professions with decision-making opportunities

# Gender and Education (US)

## Percent of Men and Women with College Degrees



## Weekly Earnings by Educational Level for Women (2013)

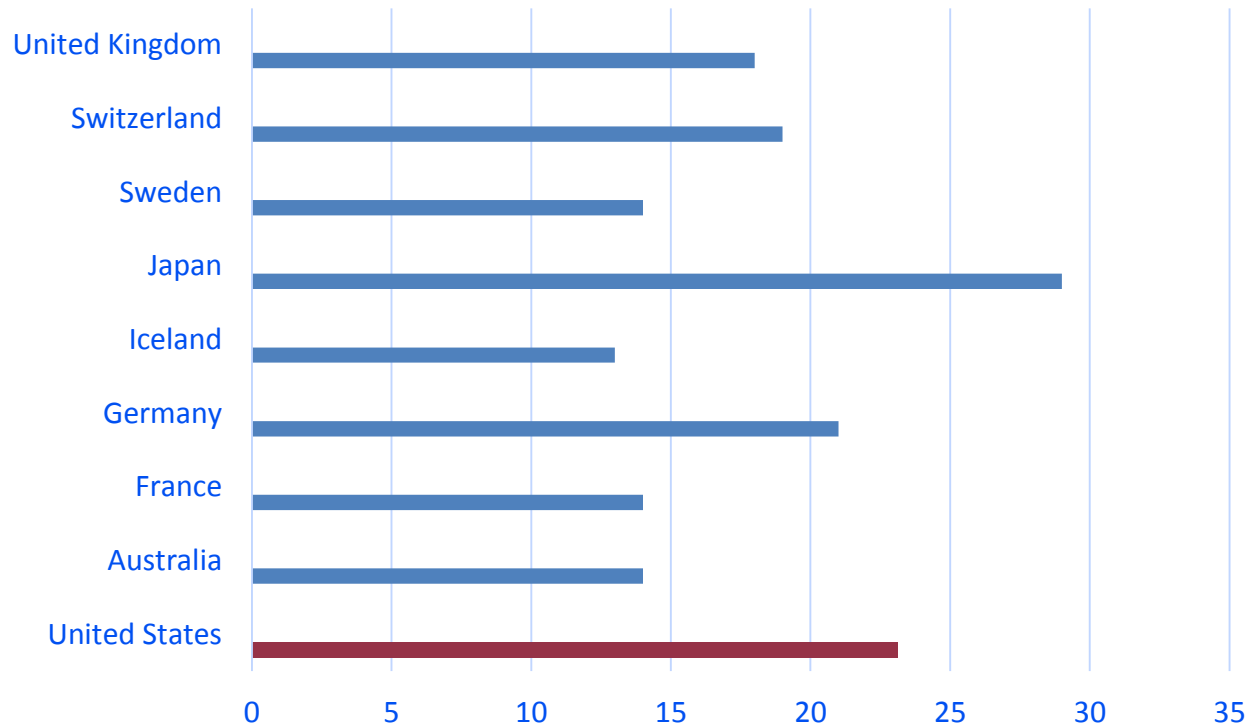


# Gender Representation in Sectors

- Women more likely to be employed in service work while men dominate jobs associated with heavy machinery
- Majority of women work in healthcare and social services, retail, education, public administration, business activities and hotels and restaurants
- Male workers are concentrated in fields of construction, public administration, retail, business activities, agriculture and land transport

# Gender and Earnings by Country

Gender Wage Gap (%) by Country, 2010



# Differences in Exposures

- Women more often exposed to sexual harassment and monotonous work than men
- Men tend to have more exposure to noise, vibrations, extreme temperatures, chemicals and heavy lifting
- Female jobs more likely to have high demands and low job control; these stressors are associated with cardiovascular, mental and musculoskeletal outcomes
- Heavy lifting, working at night, and exposure to reproductive toxicants may affect women more than men, especially during pregnancy

# Job Tasks and Equipment

Differences in shape and average body sizes between men and women → tools and equipment designed for men are often unsuitable for women

# Gender differences in Personal Protective Equipment (PPE)

- PPE designed for men, so sizing is often too big and not protective for women
- Very few considerations for pregnancy in design
  - Goggles, gloves, boots, lab coats



Photos: <http://www.elcosh.org/record/document/1198/d001110.pdf>



# Occupational Health Outcome Inequalities

- Women more likely
  - To be victims of workplace violence, especially sexual or psychological
  - To have occupational disease, such as musculoskeletal diseases and adverse reproductive effects
  - To have work-related fatigue, repetitive strain injury, infections and mental health problems
- Men more likely
  - To have fatal and non-fatal workplace accidents
  - To be victims of physical assault

# Work/Life Balance

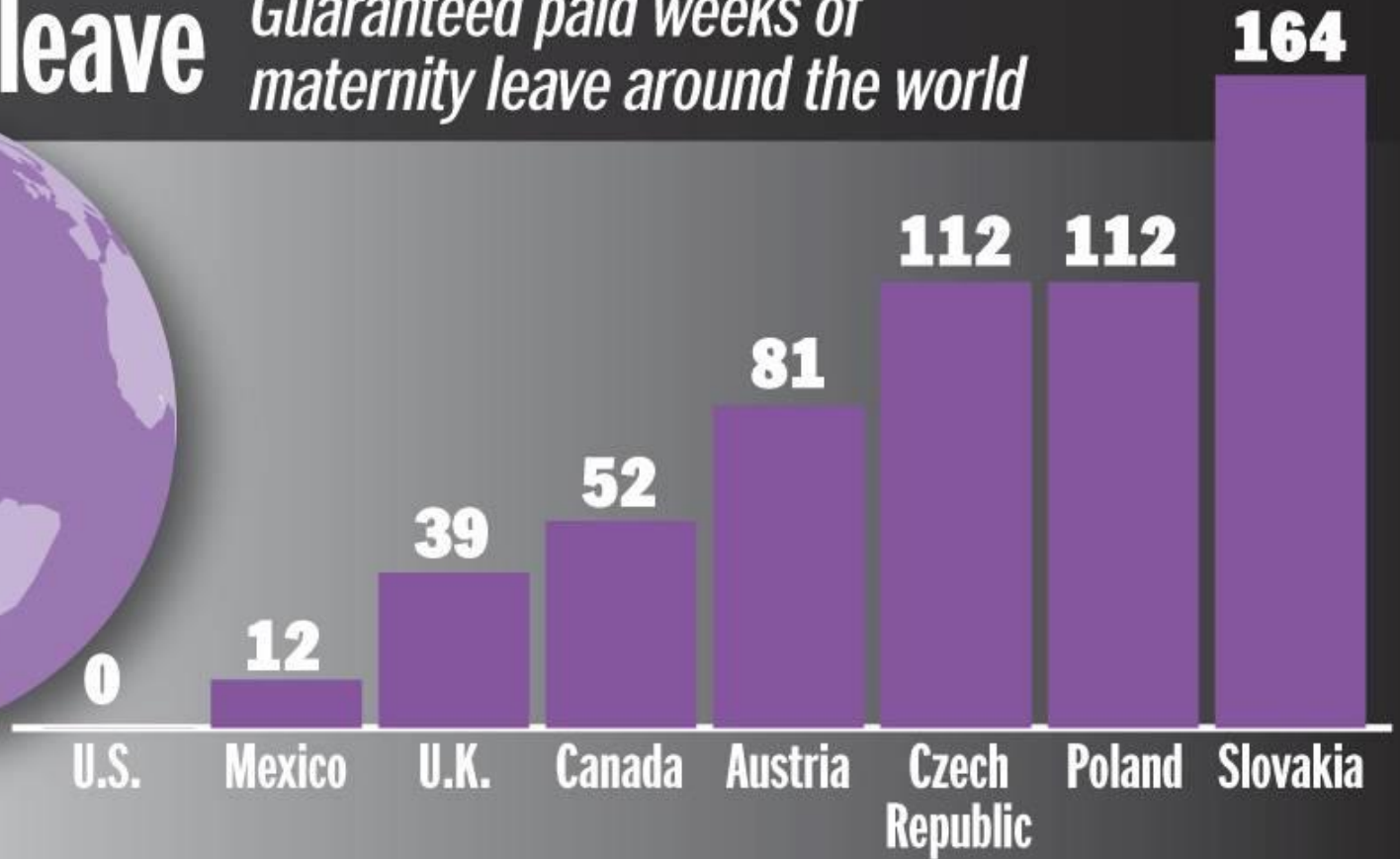
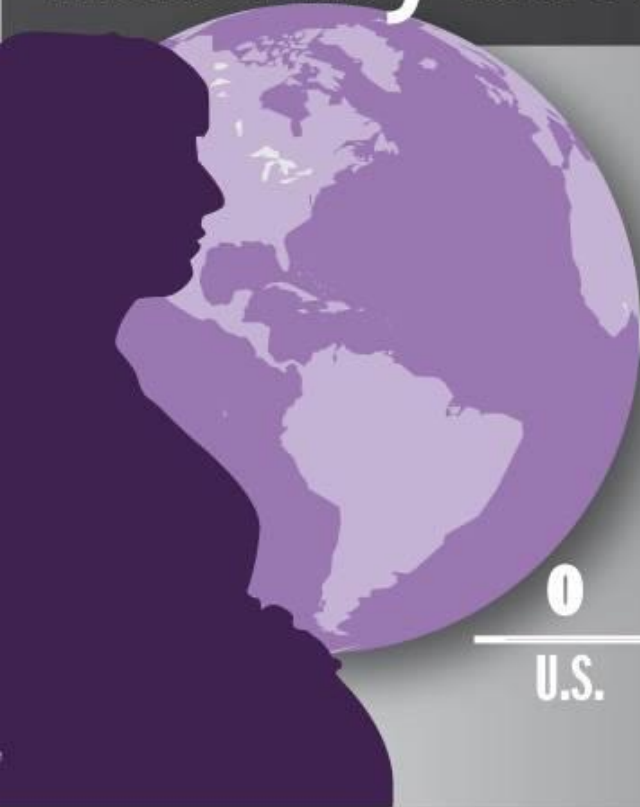
- Childcare and eldercare arrangements
- Household activities
- Financial resources
- Leave policies
- Predictability and type of work schedules
- Flexibility in working hours and telework

# Gender-sensitive policies

- Policies need to address gender-specific hazard protection without restricting women's access to jobs, including alternative duty policies
- Similar protection should be extended to men and women workers who are planning a child
- Breastfeeding mothers
- Family friendly policies

# Maternity leave

*Guaranteed paid weeks of maternity leave around the world*



SOURCE: OECD, gov.uk

DESERET NEWS GRAPHIC

# Data Gaps/Research Needs

- Future research needs to include unpaid employment and domestic work, using a more holistic approach
- Data on occupational injuries and illnesses by gender: research should adjust for working hours (weekly work hours differ by gender)
- Most toxicological data come from male workers; thus occupational exposure limits were based on the average healthy young male
- More research needed on male reproductive health outcomes
- Women have been underreported in CVD studies

*Questions?*

