MAINSTREAMING GENDER INTO OCCUPATIONAL SAFETY AND HEALTH (OSH) PRACTICE
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Introduction Women and men are different, and the jobs they do, their working conditions and circumstances and how society treats them are different, affecting the occupational risks they face: a gender-sensitive prevention approach is required. However, gender mainstreaming and taking a gender-sensitive approach are not always well understood in OSH. Practice needs to be exchanged and experiences shared in order to debunk some of the myths and barriers. This project researched examples of policies, programmes and practices from across the EU and worldwide to illustrate gender approaches in OSH.

Methods The cases cover approaches by national and intermediary organisations and gender-sensitive approaches to OSH in the workplace. Detailed descriptions of a range of cases were made, covering the development process and what was achieved. Brief summaries of additional examples were made. The cases were analysed for success factors, challenges, drivers and transferability.

Results The cases were varied, covering: integrating gender mainstreaming into organisations’ planning, administration and daily working practices; developing methods and tools to promote gender mainstreaming; facilitating working conditions suitable for both women and men, including both health and human resources management; the reconciliation of work and family life and thereby promoting better work-life balance; ensuring women are encouraged and supported in working in male-dominated professions; designing and promoting personal protective equipment (PPE) for women; conducting awareness-raising campaigns on health.

Discussion Men and women benefit when gender differences are recognised and are addressed in OSH. The report shows that this is happening in many different ways, through policy and strategy, research and at the workplace. Those taking action include scientific associations, OSH organisations, equality organisations, health organisations, employers and trade unions. The cases range from comprehensive gender-mainstreaming projects to simple steps that organisations can take to ensure that the OSH of both male and female workers is covered.

WORKING WOMEN AND MIGRATION: NEVER-ENDING CHALLENGES?

The aim of this special session To address the challenging working, employment and living conditions that migrant women workers face in unequal foreign the labour markets.
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MIGRANT WORKERS OF THE HEALTH SECTOR

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Introduction The severe shortage of health workers in developed and developing countries is a critical issue that must be addressed as an integral part of strengthening health systems. Migration of health-care workers has a long history. Each country facing shortages of health workers needs to identify the underlying reasons for the shortages, determine what motivates health workers to remain in the health sector, and evaluate the incentives required for maintaining a competent and motivated health workforce.

Objectives Highlight the situation of health workers in developed countries as well as developing countries, to gain a better understanding of the contributing factors to health worker motivation, dissatisfaction and migration.