

### 1740b 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, equalities 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.

### 1740c BALANCE OF INFORMAL WORKERS IN LATIN AMERICA: CHALLENGES AND BARRIERS TO ACCESS TO HEALTH AND SOCIAL SECURITY

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**Introduction** Employment and working conditions are recognised as social determinants of health; however, there are limited data on the relationship of informal work and employment conditions with health inequalities.

**Methods** As part of The Work, Employment, and Health Equity Program was conducted a study to identify available data on informal work and access to health and social security in 12 countries in Latin America. We then measured the magnitude of informality, contextual factors related to informal

work, and the characteristics of informal workers and their health. The methodology included Case Studies were oriented to analyse access to health and social security, their employment and working conditions and their relationship to the characteristics of the countries' economic structure; Focus group Studies collected the primary information based on the informal workers' perception and measured the magnitude of informality, contextual factors related to informal work, and the characteristics of informal workers and their health

**Result** In Latin America, informal work is higher among women than among men. Analyses showed that health status, access to services and financial protection was poorer among informal compared to formal workers. People work informal economy are higher rate of work among eldest and youngest groups and living in urban and rural.

**Discussion** Despite limited secondary data on informal work and health in some countries, our results suggest that informal workers are a large and diverse proportion of the working population in Latin America. Employment and working conditions must be studied further to understand the unique risks and drivers of health inequalities in addition to informing effective policies and programs to promote the health of workers worldwide. The lack of evidence on this subject has been detrimental to the development of sound policies addressing access to health by people-WIE and their families.

### 1739 WORKING WOMEN AND MIGRATION: NEVER-ENDING CHALLENGES?

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**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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### 1739a 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.

**Methods** Understand the factors leading to migration. Examine global evidence on initiatives to retain a competent and motivated health workforce, whether from North to South and vice versa or East to west and vice versa. The review draws on literature and information gathered through a targeted search of websites and databases regarding migration of health care workers

**Results** Decision-making factors and responses to financial and non-financial incentives have not been adequately monitored and evaluated.

**Conclusion** Efforts must be made to build evidence base so that countries can develop appropriate workforce strategies and incentive packages.

### 1739b ANALYSING THE MIGRATION CORRIDORS OF WOMEN IN LATIN AMERICA

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The challenges of the globalised economy, the increase of international transportation and other technological developments should make migration an easy move for those interested in moving to and from other countries. However this is not the common scenario of migrant workers, particularly women. Globalisation, economic crises, unemployment and increasing poverty have prompted many workers in low income countries of the Americas to seek work out of their country of origin. Women have done so but mostly reaching low-skilled-labour.

The phenomenon of migration affects Latin America and the Caribbean, just as the rest of the world. It continues to increase in volume, dynamic s and complexity since several decades, and is strongly linked to people chasing better opportunities of employment, income and work. Most of the countries are involved either as destination, transit or origin for migrators. The United States is by far the most attractive destination for most migrant workers of Latin America (ILO, 2016). However, there are also many intra-regional destinations such as Argentina, Barbados, Brazil, Costa Rica, Chile, Dominican Republic, Panama, Canada and Trinidad and Tobago; as well as other trans-continental destinations including Spain, Italy and Portugal.

This presentation will make an overview of the recommendations of ILO Regional Report, the Organisation of American States OAS, the Pan-American Health Organisation PAHO, and the Economic Commission for Latin America and the Caribbean ECLAC, within others. It will highlight the challenges migrant workers face for achieving better working, equitable and fair migration, often worst for women than for men. It also illustrates critical cases of inequities between and within countries, trying to understand the needs of the ever-changing migration movements, and the concentration of migration in low-skilled work such as construction, agriculture, domestic servers and homecare, within other occupations. And the conditions under which workers are integrated to the labour market (salaries, working conditions, health and safety, social protection, etc.).

In conclusion, although the phenomenon is now more visible due to research, social media and communication technologies reaching all corners of the world, policy and governance challenges remain to be a target for improving the conditions

of working migrants, particularly women, in the Americas. This is an invitation to maintain research of this phenomena as a priority.

### 1739c GLOBAL HEALTH CHALLENGES AND ILO POLICY RESPONSES FOR MIGRANT WORKERS

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The estimated number of migrant workers has reached 150.3 million, of these 66.6 million are women. 11.5 million are domestic workers with the vast majority of domestic workers, 8.5 million, being women. Migrant workers are at a significantly greater risk of being injured or becoming ill due to work in large part because they are engaged in 3D jobs. When they are injured or become ill due to work, few are covered by the social protection laws of the countries where they are working and even if covered face significant barriers to accessing needed assistance and services.

The ILO promulgated international standards and related instruments which address many of these challenges including conventions and recommendations on Migrant Workers (C. 97, C.143, R. 86, R. 151), Social Protections (C. 118, C. 157, R. 167) and Domestic Workers (C. 189, R. 201). Domestic work is one of the least regulated sectors of the economy and, as such, is of particular concern to the ILO due to its concentration of migrant women workers and relatively low visibility of the workforce.

More recently the ILO has launched a fair recruitment initiative in response to concerns about the growing role of unscrupulous employment agencies, informal labour intermediaries and other operators acting outside the legal and regulatory framework that prey especially on low-skilled workers. The ILO is also playing a leading role in development of the Compact for Migration and the inclusion of provisions addressing migrant worker health along with the IOM and WHO. The global compact is a significant opportunity to improve the governance on migration, to address the challenges associated with today's migration, and to strengthen the contribution of migrants and migration to sustainable development.

### 1529 WOMEN HISTORY AND CHALLENGES WORKING IN THE ARMED FORCE

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**Introduction** The Argentine Republic is a nation where women workers have struggled exhaustively to insert themselves in the working field, having achieved a relatively positive change during the last decades. Beyond this new and prosperous paradigm for women, it must be acknowledged that one of the places where a substantial change is observed is in the armed forces, where historically the role of women has been relegated to a secondary plane, fulfilling tasks of support to complement the tasks of male workers. Nowadays, it is a fact that