



Mainstreaming Gender Equality in Safety Procedure

September 2023



INTRODUCTION

- The 110th International Labour Conference held in June 2022, recognizes **health and safety as one of the Principles and Rights Fundamental at Work**
- The “feminine” and “masculine” sector **exposed women and men workers to different risks and hazards.**
- Three major issues that differentiate genders in the industry: **(1) segregation; (2) gender roles; (3) Sexual and Reproductive Health**
- **Recognizing diversity**, including gender differences, in the workforce is vital in ensuring the safety and health of both men and women workers (ILO, 2013).

Session Objectives

Understand the importance of mainstreaming gender equality into safety procedure



Encourage women to be an effective member of OSH committee



Encourage women to speak up for safety and be heard for their specific needs

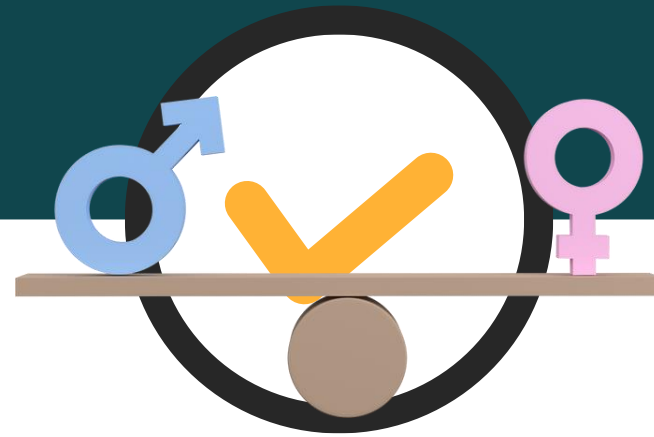


Understanding of Gender, Gender Balance, and Gender Bias in Work Environment



Gender

Gender refers to the characteristics of women, men, girls and boys that are constructed by social and cultural



Gender Balance

Gender balance is about ensuring that there are equitable opportunities for individuals notwithstanding their gender



Gender Bias

Gender bias exists when a person faces unfair disadvantages (or benefits from unearned advantages) because of their gender.

Understanding of Gender, Gender Balance, and Gender Bias in Work Environment



Example of sex and gender: Sexual (refers to biological characteristics):

- Women give birth and lactate
- Men produce sperm

Gender (refers to societal roles):

- Men earn a living and women take care of the household
- Men are strong and Women are weak



Example of gender balance:

- Jobs that require standing for long periods of time will be more burdensome for women (physiologically) than men. For this reason, such a job can provide more rest space for female workers.



Example of gender equality:

- The opportunity to become a leader in the company is open to all (men and women) by paying attention to the special needs of each person.



Example of gender bias:

- Women are weaker than Men
- Men are less emotional than women

Ensuring Gender Equality into Safety Procedure

(Specific condition of women: pregnant women, menstruation, lactating, risk of Gender Based Violence during hazard, people with disabilities).

Pregnant Women

- Safe and accessible evacuation route (e.g., Locate workplace at the ground floor nearest to the exit point)
- Emergency birth kits
- Nutrition and vitamin supplements
- Access to maternal healthcare service
- emotional support

Lactating Women:

- A designated lactation room or private space with a comfortable environment and necessary amenities, such as a breast pump, refrigerator
- Access to sanitation and welfare facilities at work
- Access to sanitary products
- Nutrition and vitamin supplements

Persons with Disability:

- Develop Inclusive evacuation plan by considering accessibility and reasonable accommodation
- Identify any barriers
- Involve employees with disability in drills and simulation
- Accessible information
- Establish a buddy system
- segregated data

Menstruation/ Reproductive Health:

- Access to clean, safe, secure and separate toilet and welfare facilities at work
- Access to sanitary products
- Hygiene kit
- Emergency reproductive kit

Gender Based Violence:

- Training programs about the risk of GBV in the workplace
- Practice culture of respect and zero tolerance for harassment that is incorporated in the company code of conduct
- Establish reporting mechanism with accessible channel
- Develop SOP for GBV case response and management
- Establish referral pathways
- Appoint and train GBV focal point

ACCESSIBLE EARLY WARNING SYSTEMS

National and international guidelines on inclusive disaster risk reduction prescribe that early warning systems, as critical-life saving tools, be available in both visual and audible formats.

GAATES' Guidelines on Inclusive Disaster Risk Reduction



SIRENS,
either mechanical or electronic



RADIO



TV



FLAGS
can be raised to indicate that an emergency warning has been issued.



ELECTRONIC SIGNAGE SYSTEMS
to supplement audio systems, especially in outdoor situations such as stadia, airports, and road and highway message boards.



VOLUNTEERS
can go door to door by using motorcycles, auto rickshaws or bicycles to alert those who may not receive an early warning.

Office of Civil Defense's Lahat Handa



AUDIO SIGNALS
(bells, alarms, sirens, radio, drums, loud speaker announcements)



VISUAL SIGNALS
(leaflets in Braille, posters and flags in big font and flashy colors)



SPOTLIGHTS
repeatedly turned on and off



WRITTEN DOCUMENTS
(if the person could read)



BODY & SIGN LANGUAGE



CLEARLY ARTICULATED WORDS
(for people hard of hearing or able to do lip reading)



SIGNAGE FOR DIRECTION
(evacuation center, medical facilities etc., possible to make it in picture)



BUDDY SYSTEM
to alert and assist

Sources:
GAATES' Guidelines on Inclusive Disaster Risk Reduction
Office of Civil Defense's Lahat Handa

[verafiles.org](#) [f /verafiles](#) [@verafiles](#)

Fire Alarm Appliances



Courtesy of (left to right)
Johnson Controls, Gentex Corp., and Eaton

Audible and visual components can be included in one device (left) or as separate audible (center) and visual appliances (right).

Examples of Emergency Stair Travel Devices



A carry-type device.
Courtesy of Evacuscape Inc.



A carry-type device in use.
Courtesy of Evac+ Chair



A sled-type device.
Courtesy of Garaventa Lift



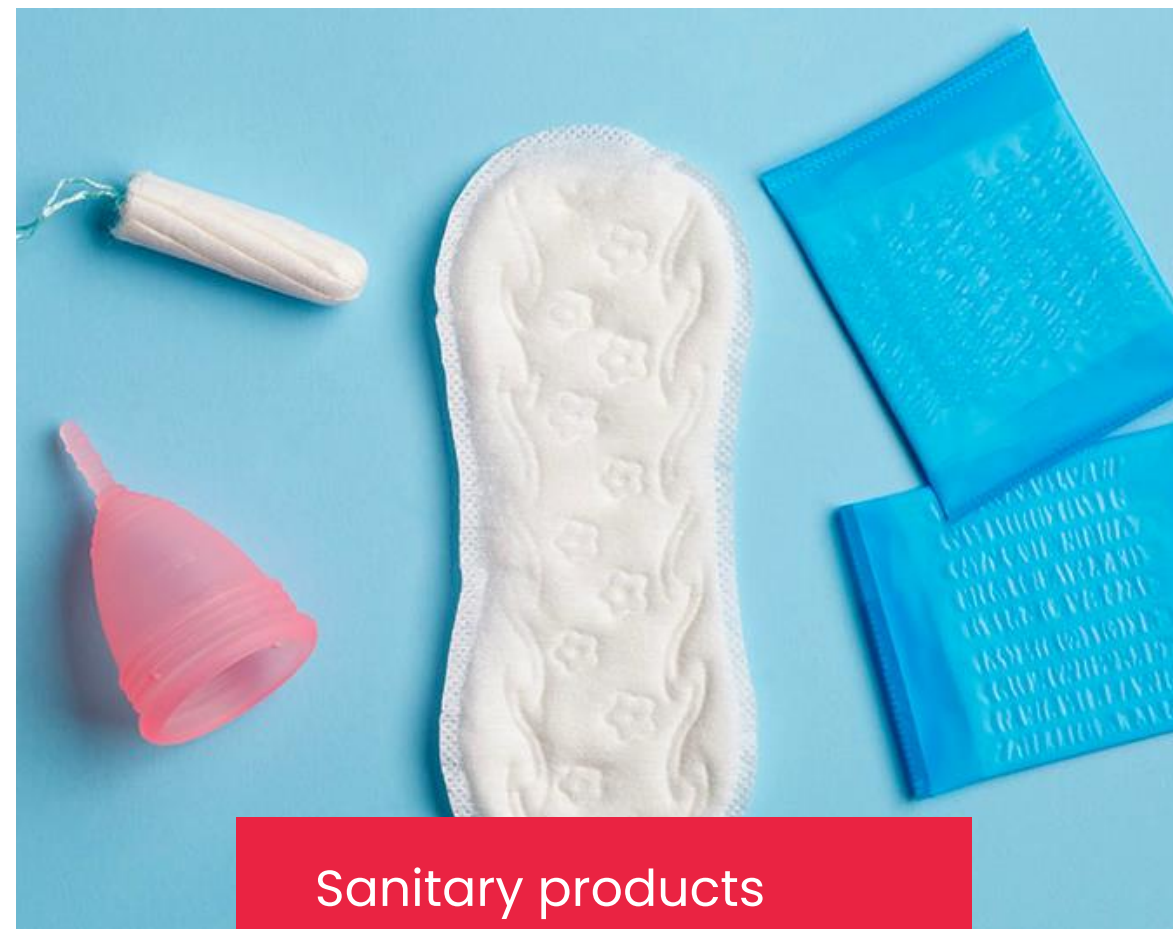
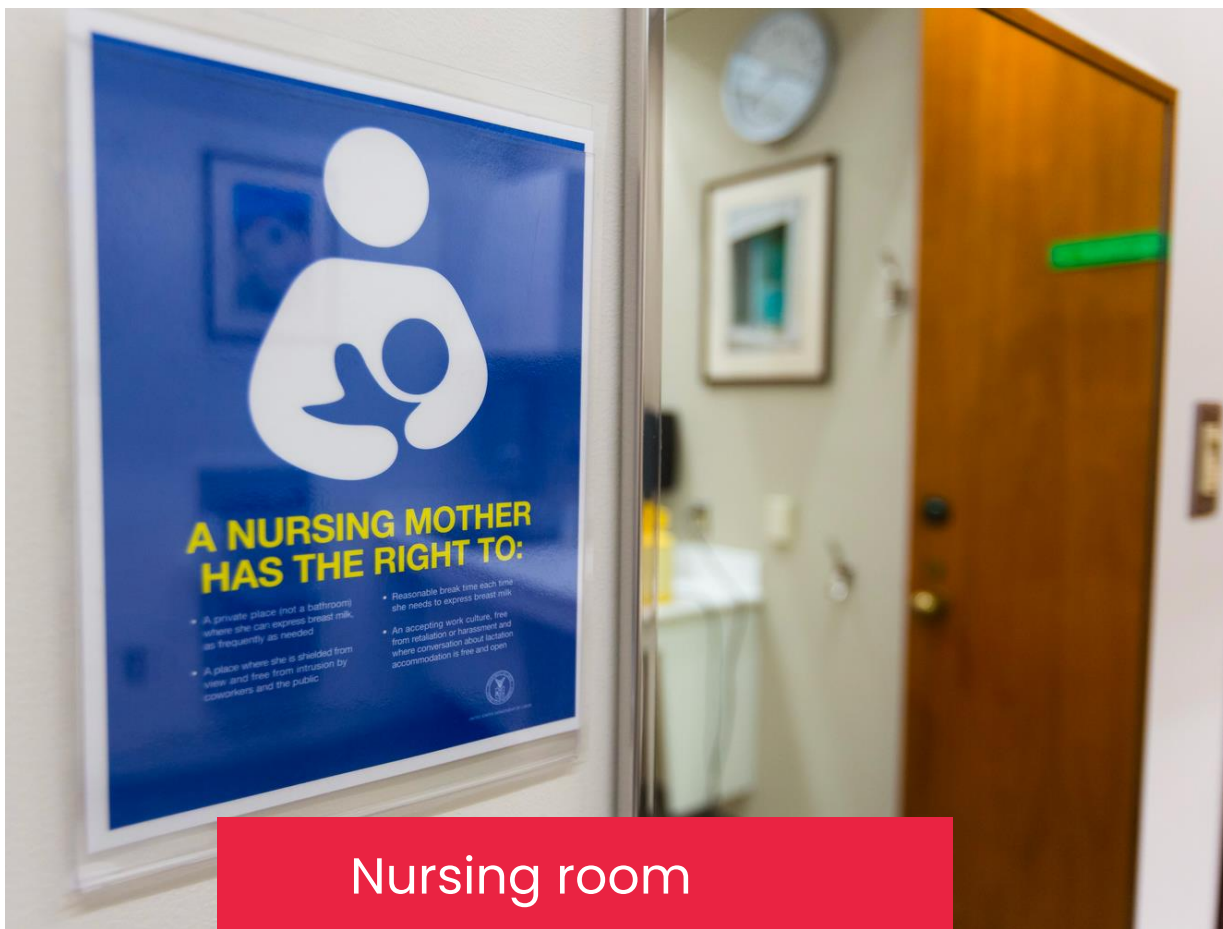
Horizontal exits



Ramp for wheelchair



Braille modification



MODALITIES

- **LABS initiative to integrate gender equality and related issues into their work**, which also recognizes the need to catalyze progress through issue-focused strategic initiatives.
- **Over 4,700 women have been trained on safety** parameters through LABS Safety Training since the program inception (LABS Annual Report 2022).

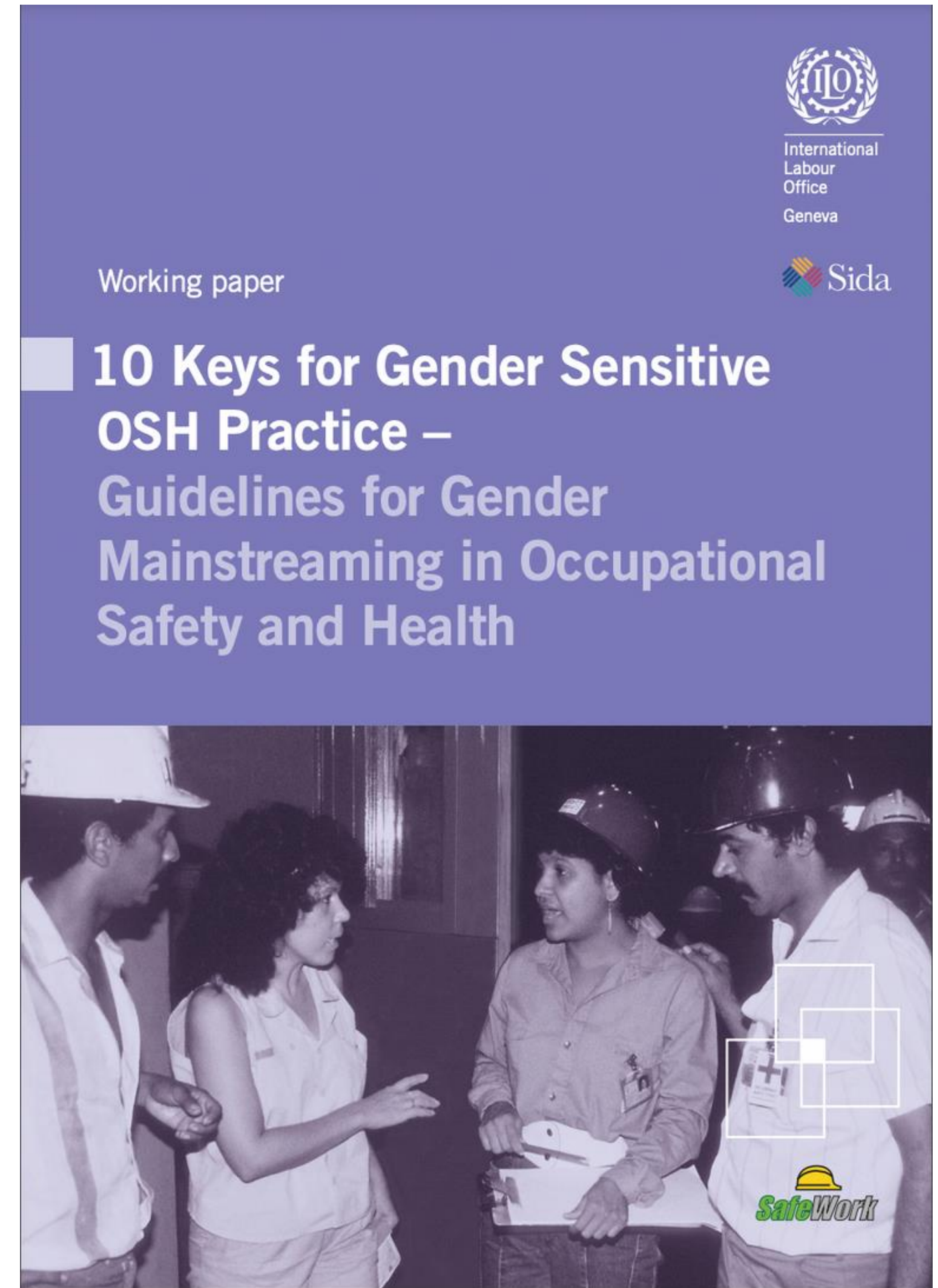
CHALLENGE

- **Women are less involved** than men in OSH decision-making due to a **patriarchal structure** or culture which renders them especially subordinate and powerless. For example, because **they are less likely to hold managerial positions**, and are less represented in trade union hierarchies. This way it is challenging to address their specific needs.
- Women often have to balance competing work and domestic tasks which creates **double load burden**

Check points on where women can play a role in safety elements of the office & factory

Policy actions:

- **Measures to protect women's reproductive and maternity capacity:** maternity protection, special conditions of employment for pregnant women and mothers breastfeeding.
- **Actions to protect women** because of perceived vulnerability and the "need for protection."
- **Include it in written regulations** regarding the proportion of women who must be involved in OSH



Check points on Actions Workers Can Take

- **Get information and training** on OSH reporting and handling systems in the workplace they are actively involved in.
- **Identify the person to whom workers should report accidents, injuries and illnesses.** This person can be a direct supervisor or elected health and safety representatives in the workplace.
- Understand their reporting tasks and **familiarize with what forms or anything needed to mark a condition, injury, or illness** that is not Safe.
- Obey workplace reporting requirement in case of accidents,
- **Exercising their right to refuse unsafe work.**

LABS Chat Platform

We are excited to announce the launch of LABS Chat Platform. We encourage all our factories to use the new platform to report safety issues and help us in our mission to create a safe and secure work environment. The Chat platform can be accessed by going to www.labs-chat.com.

Example in India

Boosting Women's Participation in Workforce along with their Safety

The Occupational Safety, Health and Working Condition Code, 2020

Progressive Code stands for gender equality

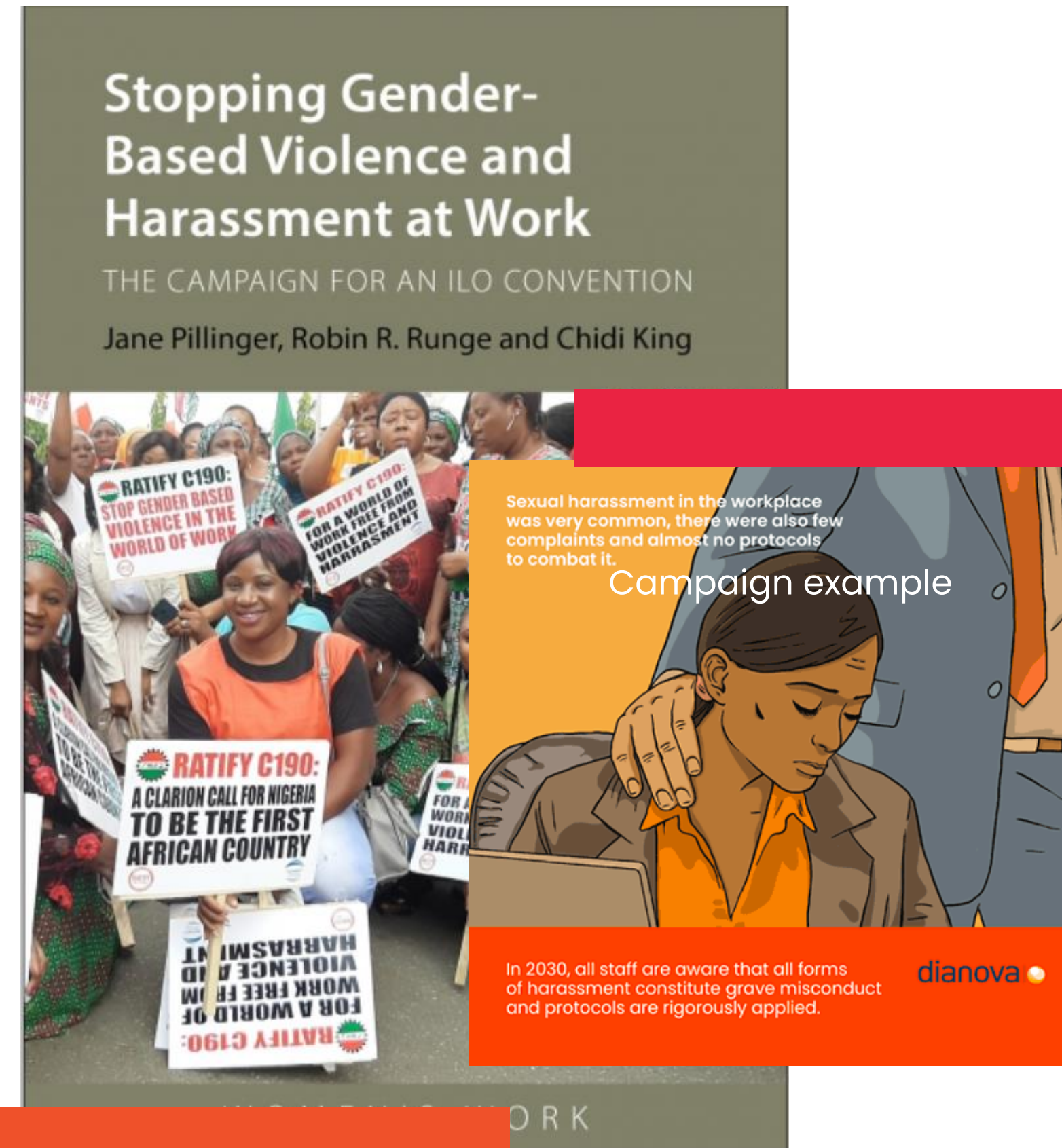
Women entitled to all types of work, can even work night shifts

Consent of the women for employing them at night made mandatory

Govt shall prescribe conditions for safety, holidays & working hours

Check points on Actions OSH Committee & Management Can Take

- Ensuring that **adequate safety and health programs are included in the workplace** and the program **addresses the specific needs of women** and enables the **participation of women** workers.
- **Campaign against gender-based discrimination and any harmful practices**
- Taking precautions early on at every level for the collective as well as individuals through **training**.
- Establish a team and channels that serves for **reporting mechanism and referring cases**



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Check points on Actions Workers Union Can Take

- Maintaining an **independent occupational health and safety committee** and ensuring the gender balance is in place
- Management obligation to **ensure the OSH Committee is functioning** as per defined governing policies
- **Train and encourage women to know their rights** and overcome their health problems quickly.
- **Establish mechanisms for reporting and handling** work-related injuries or illnesses in ways that are accessible to all workers
- Ensure that the employer conducts the **necessary risk assessments**.



Check points on Actions Company Can Take

- Conduct **risk assessment** and identify **segregated data to** identify potential hazards and appropriate measures
- **Develop inclusive evacuation plan and regular drills**
- **Develop inclusive reporting mechanism and referral pathways**
- Ensure that the **OSH mechanism in the company is well publicized** for all employees and accessible for all.
- Create an **equitable proportion for female workers** to be **actively involved** in OSH mechanisms applicable in the company
- Ensure that **company policies provide equitable treatment for all workers** (including women worker) and **encourage women participation.**



LABS Helpline launched in India and Vietnam



Life and Building Safety (LABS) Initiative Launches Platform for Gender Equality in Apparel & Footwear in Cambodia



THANK YOU

If you have further questions or concerns, please
contact us through:
email: indahskp@gmail.com