

► Mainstreaming gender into OSH

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► ILO Declaration on Fundamental Principles and Rights at Work (1998) as amended in 2022

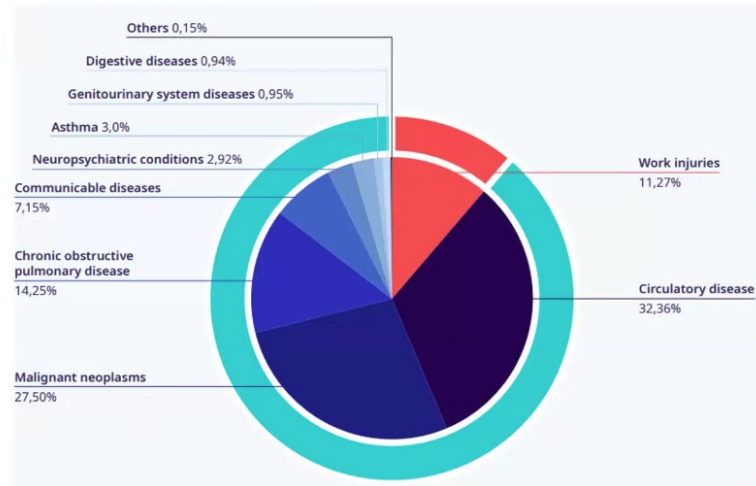
- Freedom of association and the right to collective bargaining;
- Elimination of all forms of forced or compulsory labour;
- Abolition of child labour;
- Elimination of discrimination at work;
- A safe and healthy working environment



► Nearly 3 million people die of work-related accidents and diseases

► **2.6 million**
deaths from work-related
diseases globally

► **395 million**
non-fatal occupational
injuries globally



► Gender difference in health outcomes

Death/100,000 working age	
Male	Female
51.4	17.2

DALY/100,000 working age	
Male	Female
2361.1	752.2



▶ **Issues on safety and health at work**

- ▶ Women and men do not face the same OSH problems
- ▶ The traditional OSH approach has not taken into account these gender differences

▶ **Difference between female and male workers**

- ▶ Differences in the hazards/risk factors to which men and women are exposed
- ▶ Differences in women's and men's response to the same exposure
 - Biological and physiological differences
 - Occupational gender segregation
 - Social factors

► How to address those differences?

- A gender sensitive approach to OSH recognises and makes visible the differences in the hazards and risks to which male and female workers are exposed.
- Gender mainstreaming enables employers and workers to tackle the gender specific patterns of OSH problems in order to promote equally safe and healthy workplace for both men and women.

► Workplace risk assessment and management

5 step process

Step 1: Identify the hazards

Step 2: Identify who might be harmed and how

Step 3: Evaluate the risks – identify and decide on the safety and health risk control measures

Step 4: Record who is responsible for implementing which control measures and the timeframe

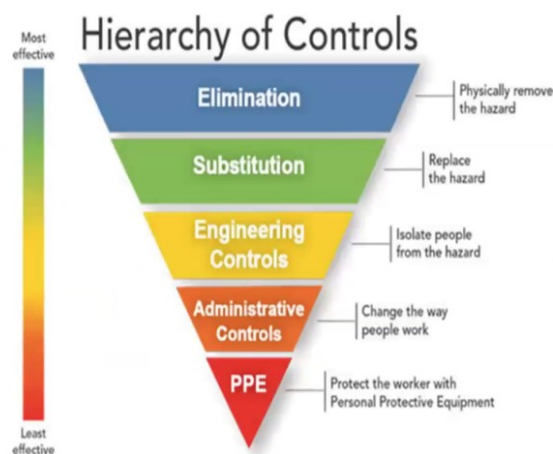
Step 5: Monitor and review your risk assessment and update when necessary



https://www.ilo.org/safework/info/publications/WCMS_232886/lang-en/index.htm

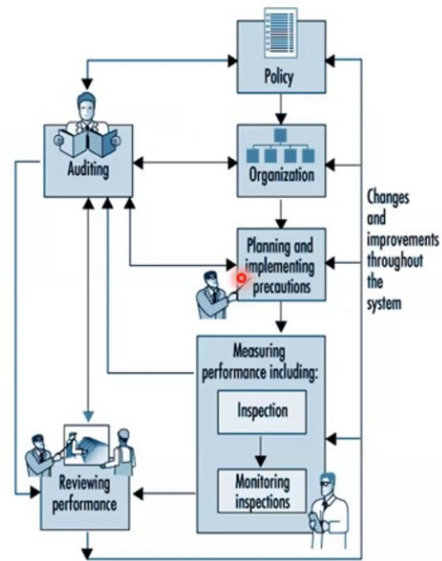
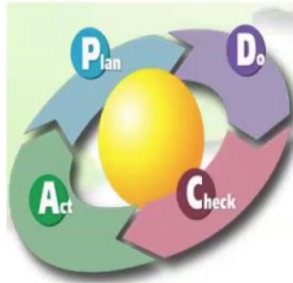
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► Adopt appropriate control measures following the hierarchy of control



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► Integration gender into OSH management system

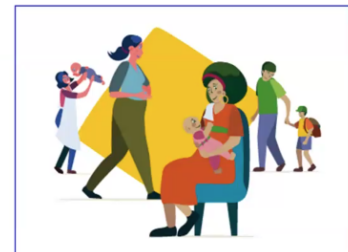


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► OSH Management System

Implementation of preventive and protective measures in an efficient and coherent manner

- Establishment of pertinent policies
- Management's commitments
- Hazards and risks of all workplace elements to be assessed
- Involvement of management and workers



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► Elements to be addressed at national and workplace level

- **Psychosocial risks – including stress, violence, and sexual harassment at work**
- **Musculoskeletal disorder risks**
- **Male and female reproductive health issues at work**
- **Work-life balance**
- **Design, provision and use of work equipment tools and PPE**

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► Eliminating Violence and Harassment through OSH

NORMLEX Information System on International Labour Standards Search

C190 - Violence and Harassment Convention, 2019 (No. 190)

Display in: French - Spanish - Arabic - German - Portuguese - Russian - Chinese

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Preamble

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 108th (Extraordinary) Session on 10 June 2019, and
Recalling that the Declaration of Philadelphia affirms that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, and
Reaffirming the relevance of the fundamental Conventions of the International Labour Organization, and
Recalling other relevant international instruments such as the Universal Declaration of Human Rights, the International Covenant on Civil and



https://www.ilo.org/global/publications/books/WCMS_908897/ang-en/index.htm

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► Policy Brief: Mental Health at Work

- Joint publication: ILO and WHO
- The brief illustrates practical strategies for governments, employers, workers, and their organizations in the public and private sectors.

https://www.ilo.org/global/topics/safety-and-health-at-work/areasofwork/workplace-health-promotion-and-well-being/WCMS_856976/lang--en/index.htm



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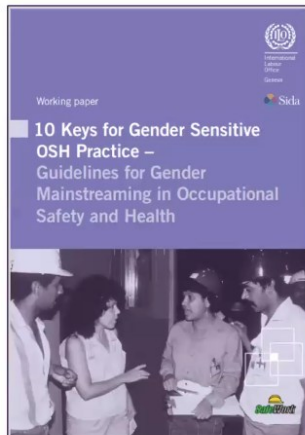
► Principles and guidelines for human factors / ergonomics (HFE) design and management of work systems

- Joint publication: ILO and International Ergonomics Association
- Human factors in designing and developing work systems

https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/publication/wcms_826596.pdf



► [ilo.org](https://www.ilo.org)



https://www.ilo.org/global/topics/safety-and-health-at-work/resources-library/publications/WCMS_324653/lang-en/index.htm



https://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_193968/lang-en/index.htm



https://www.ilo.org/sector/Resources/publications/WCMS_821061/lang-en/index.htm

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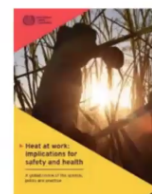
Climate change and heat at work

- ▶ Global Report: Ensuring safety and health at work in a changing climate

<https://www.ilo.org/publications/ensuring-safety-and-health-work-changing-climate>

- ▶ Heat at work: Implications for safety and health: A global review of the science, policy and practice

<https://www.ilo.org/media/578371/download>



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- ▶ **Workplace awareness tool**
- ▶ **Joint product by multiple ministries and agencies**
 - ▶ Department of Labour Protection and Welfare
 - ▶ Thailand Institute of Occupational Safety and Health
 - ▶ Department of Disease Control (MPH)
 - ▶ Department of Climate Change and Environment
 - ▶ Association of Occupational and Environmental Diseases of Thailand
 - ▶ WHO Country Office for Thailand
- ▶ **Language version (Thailand, Myanmar, Cambodia)**



<https://www.ilo.org/resource/training-material/be-cautious-excessive-heat>

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- ▶ **What OSH tool JAGASAWTTAN want?**
 - ✓ **Practical**
 - ✓ **Gender-responsive**
 - ✓ **Easy-to-apply**
 - ✓ **Focus on chemical exposure**

► Suggestion No.1

**Based on good practices,
achievements, and
experiences in the past**

► Participatory Action-oriented Training (PAOT) - WIND



Action-checklist exercise



Technical presentation



Action planning



Small group discussions

► WIND training in palm oil sector since 2022

► DAFTAR AREA PENGAMATAN

6. Menggunakan gerobak dorong, kereta tangan atau alat/kendaraan beroda untuk memindahkan bahan dan alat kerja

Apakah Anda memiliki usulan tindakan?

☐ Tidak ☐ Ya ☐ Prioritas

Penjelasan:.....

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Medan, Aug 2022



Palembang, Nov 2022

► Suggestion No.2

Addressing specific needs and demands in palm oil sector in Indonesia

► Task-based OSH guide on chemical handling

1. Planting
 - Prepare the soil
 - Clear weeds
 - Pest control
2. Ongoing care
 - Regular irrigation
 - Fertilization
3. Maintenance
 - Weeds management
 - Growth
4. Harvesting
5. Processing
6. Cross-cutting (cleaning, waste management)



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► Task-based OSH guide on chemical handling

1. Planting
 - Prepare the soil
 - Clear weeds
 - Pest control
2. Ongoing care
 - Regular irrigation
 - **Fertilization**
3. Maintenance
 - Weeds management
 - Growth
4. Harvesting
5. Processing
6. Cross-cutting (cleaning, waste management)

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► Transport of fertilizer

- Men>Women
- Risk: medium



Hazard	Prevention measures
Materials handling	machinery aids (forklift), tools (lamp), proper container , work organization (2 or more workers)
Vehicle	safety manual, daily maintenance, qualification
Chemicals	safety card and manual, labelling, training , PPE
Heat/sun exposure	working time adjustment, PPE

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► Task-based OSH guide on chemical handling

1. Planting
 - Prepare the soil
 - Clear weeds
 - Pest control
2. Ongoing care
 - Regular irrigation
 - Fertilization
3. Maintenance
 - Weeds management
 - Growth
4. Harvesting
5. Processing
6. Cross-cutting (**cleaning**, waste management)

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► Cleaning of contaminated materials

- Women
- Risk: medium



Hazard	Prevention measures
Materials handling	tools (container, cart), clear transport route, work organization
Working posture	adjustment of working height (step), sitting chair, frequent change of posture
Wet floor	slip guard, handrail, regular wiping, PPE
Chemicals	safety card and manual, labelling, training, PPE

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► Feedback and discussion