

Session: Building capacity, research, and networking for gender mainstreaming at work: A glance to global achievements

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ILO Policy guidelines for gender mainstreaming in occupational safety and health

Recognition of the diversity of the workforce is essential in promoting safer workplaces and healthier outcomes for all workers. Women and men may be exposed to different physical and psychological risks at the workplace. In addition, exposure to the same risks may also impact women and men differently. The gender division of labour, biological differences, employment patterns, social roles and social structures can all contribute to gender-specific patterns of occupational hazard and risks. In order to ensure that workplaces are safe for men and women, gender differences must be taken into account in the design of occupational safety and health (OSH) policies, programmes and preventive measures. The ILO has developed policy guidelines for gender mainstreaming in occupational safety and health. The guidelines are expected to contribute to improve the competences and capacity of governments and employers' and workers' representatives to develop and implement gender sensitive policies and strategies on OSH in the framework of Decent Work Country Programmes. They will also be used as an advocacy tools to raise awareness among ILO member States and promote informed action and support efforts in creating an inclusive preventive safety and health culture. They reflect 10 key measures and mechanisms to incorporate the gender dimensions into OSH policy-making and preventive strategies at both national and workplace levels. The guidelines will be validated through their application in Decent Work Country Programmes and will be published at the end of 2012. Their key elements will be presented in this session.