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IMPLICATIONS OF GENDER AND CULTURE ON OCCUPATIONAL SAFETY AND HEALTH IN CONSTRUCTION; THE CASE OF UGANDA (SAFETY MANAGEMENT IN THE CONSTRUCTION INDUSTRY)

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WHAT TO EXPECT:

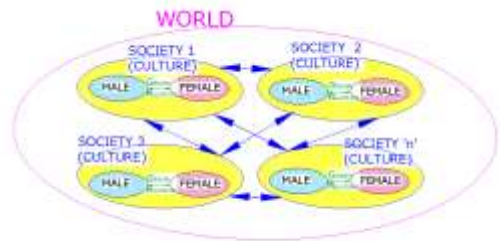
- Introduction
- Objective of the study
- The process
- Conclusions

INTRODUCTION

Definitions

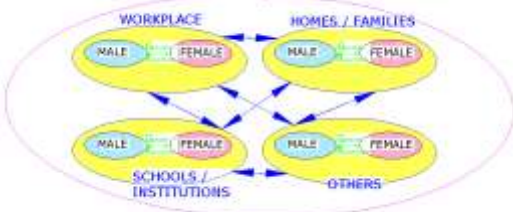
- **Culture:** The totality of a people's norms, ethics, values, beliefs, codes of socially acceptable conducts, modes of life, religion, philosophy and ideology, including communal informal education and technology.
- **Gender:** The socially constructed differences and distinctions between men and women; the culturally specific set of characteristics that identifies the social position of women and men and the relationship between them.
- **Literacy:** The ability to read and write with understanding in any language (literacy) empowers people to acquire information, as well as to communicate with others.
- **Economic Activity:** Any work which involved the production of goods and/or services for sale, exchange or own consumption.

THE WORLD AND CULTURE



CULTURE AND GENDER

SOCIETY (CULTURE)



THE WORKPLACE

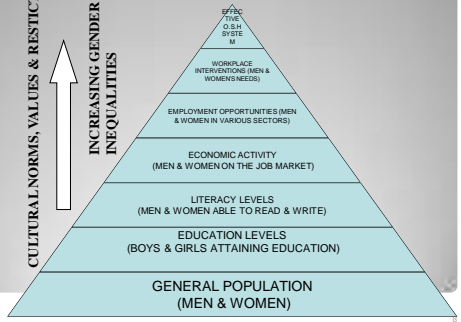


OBJECTIVE

The study was aimed at examining the gender inequalities arising out of cultural norms and beliefs and highlighting how these cultural attitudes and institutions, affect Safety and Health within the Construction sector.

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THE CONCEPT

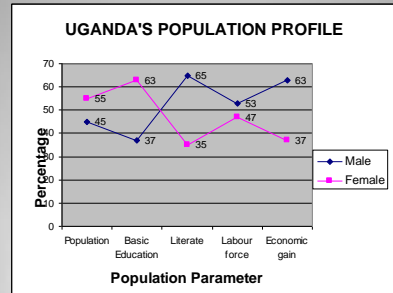


THE PROCESS

- A retrospective study of Uganda's Population Statistics, with special focus on the involvement of men and women in the labour market.
- Trends observed in society in general and within the construction sector in particular
- Relating the findings to safety and health at the workplace

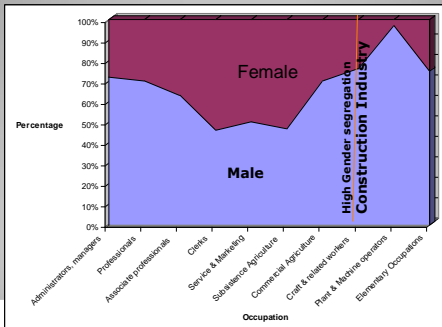
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RESULTS



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UGANDA'S LABOURFORCE PROFILE



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THE SITUATION IN UGANDA'S CONSTRUCTION INDUSTRY

In keeping with Gender Equality and Equity, Proper OSH systems should;

- ensure provision of appropriate and adequate welfare amenities & sanitary conveniences, separate (and labelled) for each sex.

But in reality... →



Site pit latrines offering little privacy to male and female users



THE SITUATION IN UGANDA'S CONSTRUCTION INDUSTRY

In keeping with Gender Equality and Equity, Proper OSH systems should;

- discourage exposure of children to hazardous work



Men and Women exposing their children to hazardous work



But in reality... →
Reproductive and Social Roles

THE SITUATION IN UGANDA'S CONSTRUCTION INDUSTRY

In keeping with Gender Equality and Equity, Proper OSH systems should;

- Prohibit child labour



Children engaged in hazardous work



But in reality... →

THE SITUATION IN UGANDA'S CONSTRUCTION INDUSTRY

In keeping with Gender Equality and Equity, Proper OSH systems should;

- Provide workplaces that are of sound construction and with safe access to places of work



Precarious Working Environment



But in reality... →

THE SITUATION IN UGANDA'S CONSTRUCTION INDUSTRY

In keeping with Gender Equality and Equity, Proper OSH systems should;

- Minimise Excessive Manual Handling



Men and women involved in manual labour (Material Handling)



But in reality... →
Ergonomic Considerations

THE SITUATION IN UGANDA'S CONSTRUCTION INDUSTRY

In keeping with Gender Equality and Equity, Proper OSH systems should;

- Ensure provision of PPE for both men and women
- Allow for provision of adequate welfare amenities including meals and meal areas



Lack of basic welfare amenities including tools and Personal Protective Gear



But in reality... →



Discussion

Gender, Culture & Economic Activity



Hair covering must be worn

- Participation in economic activities generates an earning for the individuals and hence empowers them to take decisions.
- Women's under-representation and marginalisation in the productive economy, can be strongly attributed to their weak participation in higher education as well as other literacy drives.
- This is due to some negative traditional practices that marginalise, inhibit and subordinate women, particularly in the male dominated construction sector.
- Women's opportunities to benefit from developments and interventions in the construction sector are constrained due to these cultural norms and gender biases.

CONCLUSION

Future strategies for effective management of occupational safety and health should mainstream culture and gender through:

- Analysis and documentation of workplace gender relations
- Identification of gender specific OSH risks
- Development of appropriate interventions
- Emphasis on equality and equity in resource distribution, plans and interventions



NO ONE CAN GO BACK AND
START A NEW BEGINNING

BUT ANYONE CAN START
TODAY
AND MAKE A NEW ENDING !

Maria Robinson

THANK YOU

