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

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.

THE CONCEPT

CULTURAL NORMS, VALUES & RESTRICTIONS
INCREASING GENDER INEQUALITIES

EFFECTIVE O.S.H SYSTEM

WORKPLACE WELFARE FOR Males VS. Females

EMPLOYMENT OPPORTUNITIES FOR MEN & WOMEN (VARIOUS SECTORS)

EDUCATION LEVELS (BOYS & GIRLS ATTAINING EDUCATION)

LITERACY LEVELS (MEN & WOMEN ABLE TO READ & WRITE)

GENERAL POPULATION (MEN & WOMEN)

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

RESULTS

UGANDA’S POPULATION PROFILE

Population Basic Education Literate Labour force Economic gain

Population Parameter

Percentage

Male
Female

UGANDA’S LABOURFORCE PROFILE

Percentage

Female
Male

Occupation

High Gender segregation in Construction Industry

Male

Female

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...
In keeping with Gender Equality and Equity, Proper OSH systems should:
- discourage exposure of children to hazardous work

**But in reality...**
Reproductive and Social Roles

In keeping with Gender Equality and Equity, Proper OSH systems should:
- Prohibit child labour

**But in reality...**
Ergonomic Considerations

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

**But in reality...**
Precarious Working Environment

In keeping with Gender Equality and Equity, Proper OSH systems should:
- Minimise Excessive Manual Handling

**But in reality...**
Lack of basic welfare amenities including tools and Personal Protective Gear

**Discussion**
Gender, Culture & Economic Activity
- 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