

RECOGNIZING DIVERSITY IN THE WORKFORCE

Are the risks to workers at your workplace
influenced by sex or gender?

Can the risk differences be attributed to sex and
gender?

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AGENDA

In this presentation, we will examine the following:

- 1) Sex/Gender definitions
- 2) Risk differences that can be influenced by Sex or Gender
- 3) The Labour Market, the Gig Economy and Precarious Work



DEFINITIONS

Sex – refers to biological attributes including physical features, genes, hormones and anatomy.

Gender – refers to the socially constructed roles, relationships and behaviours of men and women and gender diverse people, that influence how people perceive themselves and others.



OCCUPATIONAL EPIDEMIOLOGY

Is an examination/study of health outcomes among workers, and their potential association with conditions in the workplace including noise, chemicals, heat, or radiation, or work organization, such as schedules.

IT MUST BE REMEMBERED THAT WOMEN, AS MUCH AS MEN, ARE NOT A SINGLE CATEGORY OF WORKERS; THEY ARE A DIVERSE LABOUR FORCE AND THE NEEDS OF THE DIFFERENT AGE GROUPS AND DIFFERENT CULTURES WITHIN THIS BODY OF WORKERS MAY NOT BE CONSISTENT.

WOMEN AND MEN ARE NOT HOMOGENOUS GROUPS

- ▶ Depending on characteristics such as age, ethnicity, socioeconomic status, sexual orientation, and geographic location, women and men face different forms of social stigma and difficulties in life.
- ▶ The risk of injury is greater for those in less privileged socioeconomic groups.



GENDER-SPECIFIC HEALTH AND SAFETY CONCERNS

Taking a gender sensitive approach improves the understanding that the sexual division of labour, biological differences, employment patterns, social roles and social structures, all contribute to gender-specific patterns of occupational hazards and risks.



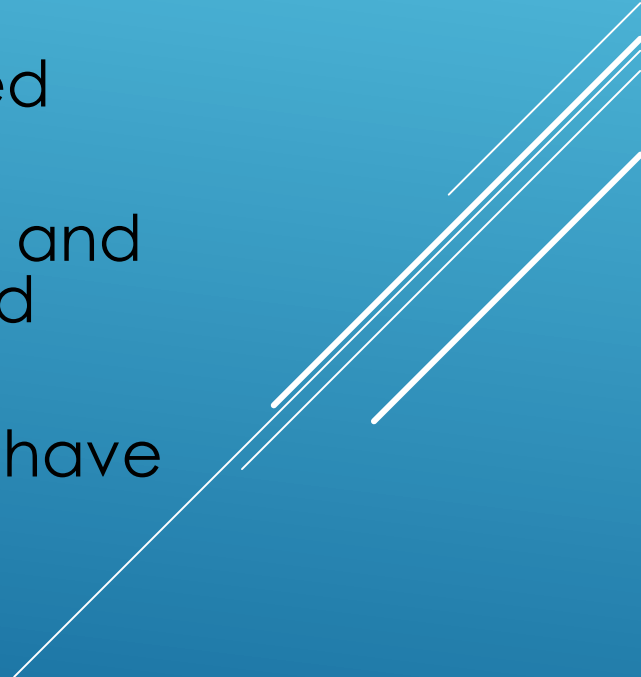
EXPOSURE TO INCREASED RISK

- ▶ Treating everyone the same, although well-intended, can result in missed opportunities to consider the specific needs and experiences of different groups.
- ▶ For instance, providing all workers with equipment of the same size ignores the differences in average body dimensions between men and women.
- ▶ This can lead to equipment being difficult to use or even dangerous for one of the sexes.



POTENTIAL RISK FACTORS

PPE/Tools and Equipment

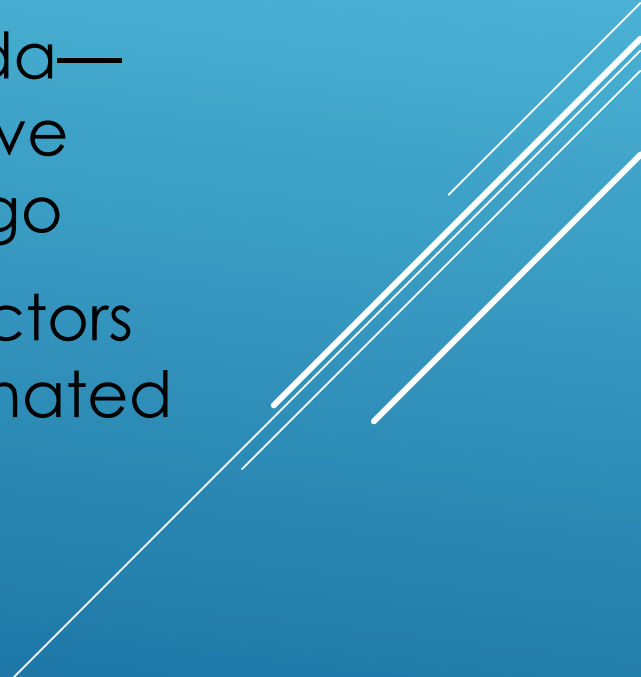
- ▶ CSA Standards, specifically those associated with head and foot protection, have had a direct impact upon the manufacture and availability of PPE for non-standard sized workers.
 - ▶ Hand tools and working heights are often uncomfortable and potentially unsafe for workers who are smaller or taller and larger, than the “standard” worker.
 - ▶ Poor fitting PPE or inappropriately designed work stations have been determined to be a root cause in several incident investigations.
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POTENTIAL RISK FACTORS

Psychological safety – the absence of harm and/or threat of harm to the mental well-being that a worker might experience

- ▶ Working in a hostile workplace can cause a worker to become distracted. Distractions while working can lead to overlooking proper safety protocols, resulting in on-the-job injuries.
- ▶ Mental health claims are the fastest growing category of disability costs in Canada, accounting for 30 to 40 percent of disability claims, according to the Canada Safety Council.

LABOUR MARKET

- ▶ The labour market remains heavily segregated, women and men still do different work
 - ▶ The 11 most gender-segregated occupations in Canada—from construction trades to child-care and administrative support—are the same today, as they were 25 years ago
 - ▶ There are more women working in male-dominated sectors than there are men working in traditional female-dominated sectors
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WHY IS IMMIGRATION IMPORTANT TO CANADA?



25% of Canada's population will be over 65 by 2035



5,000,000

Canadians set to retire by 2035



Canada's worker-to-retiree ratio TODAY



Canada's worker-to-retiree ratio in 2035



1.6 Canada's fertility rate, which is ranked **181st** globally, is well below Canada's replacement rate of **2.1**

Immigrants TODAY make up 65% of Canada's net annual population growth



Almost **100%** of Canada's net population growth will be through immigration by 2035

350,000

Estimated number of immigrants Canada will need annually by 2035 to meet its workforce needs



The Conference Board of Canada

Le Conference Board du Canada

Canada's acceptance of immigrants on humanitarian grounds demonstrates **compassion, leadership and enhances** Canada's global standing



IMMIGRANTS...



boost trade ties between Canada and the world

strengthen culture and diversity



are motivated, innovative and entrepreneurial



THE FUTURE OF WORK



A labor market characterized by the prevalence of short-term contracts or freelance work as opposed to permanent jobs.

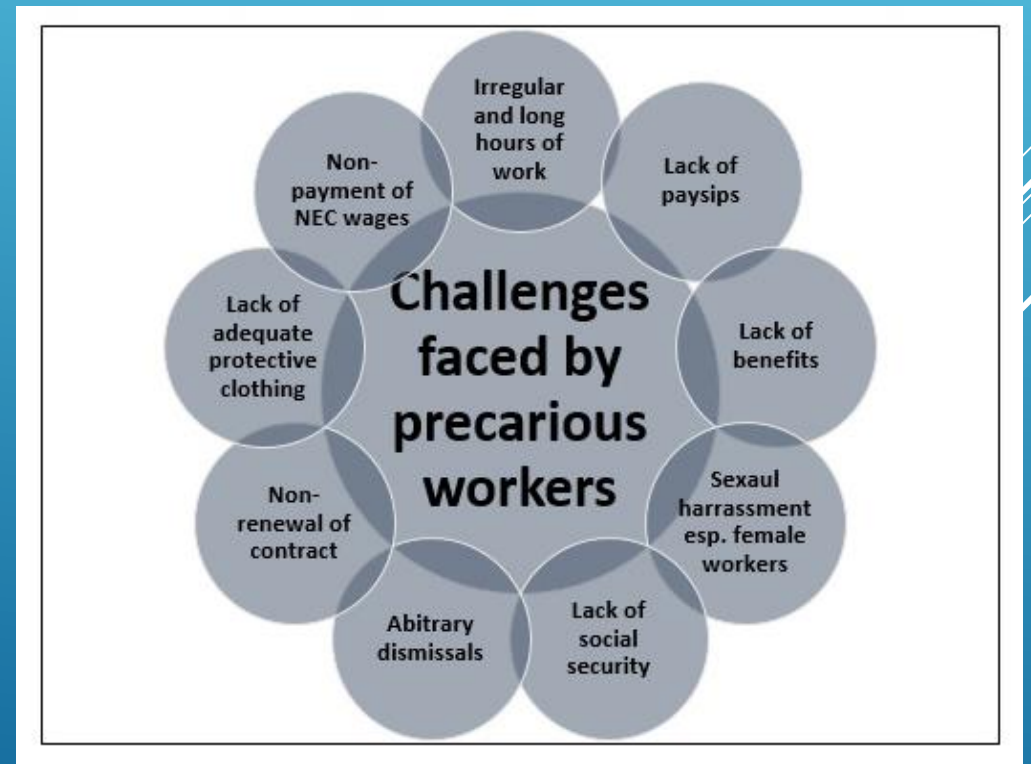
PRECARIOUS WORK

Part-time workers may not always receive equal health and safety protection and although they spend less time at work, their injury rate per hour worked is higher than those working full-time.



PRECARIOUS WORK

- ▶ Precarious work (also referred to as non-standard employment) – is described as any deviation from standard employment and is characterized as being temporary or casual in nature, lacking benefits, lacking in certain legal protections, and usually associated with low income.

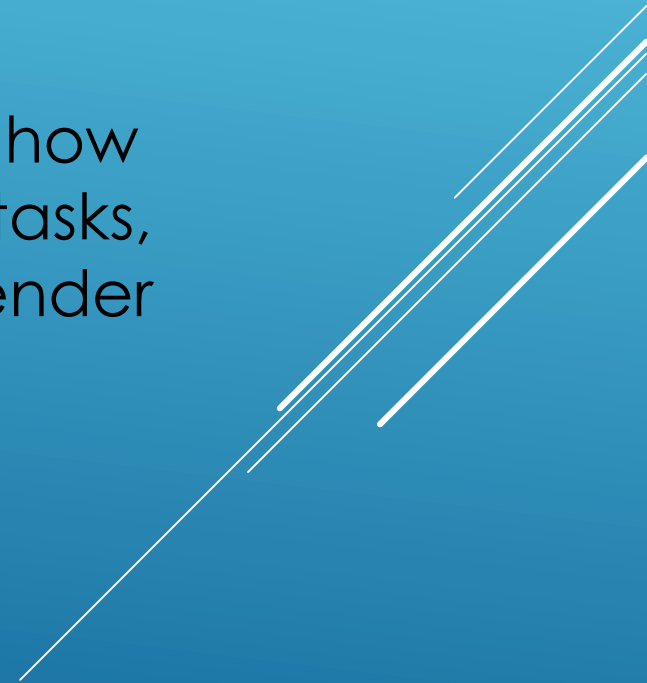


SHIFTING INTO THE FUTURE

Investigate how claims, return to work and health and safety representatives can work to support workers better.

View the root cause and effect through a different lens.

Beyond the biological and cultural differences, consider how men and women differ in their employment status, jobs, tasks, and assigned responsibilities and how it all equates to gender differences in risk exposures.



GENDER DISPARITIES AND HEALTH AND SAFETY PROTECTIONS

Gender Mainstreaming

- ▶ Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels.

Making the Shift

Here are some questions to consider:

- ▶ Does my advice cover both men and women workers?
- ▶ Will my advice have positive results for both men and women workers?
- ▶ Have I asked the right questions?

CALL FOR RESEARCH

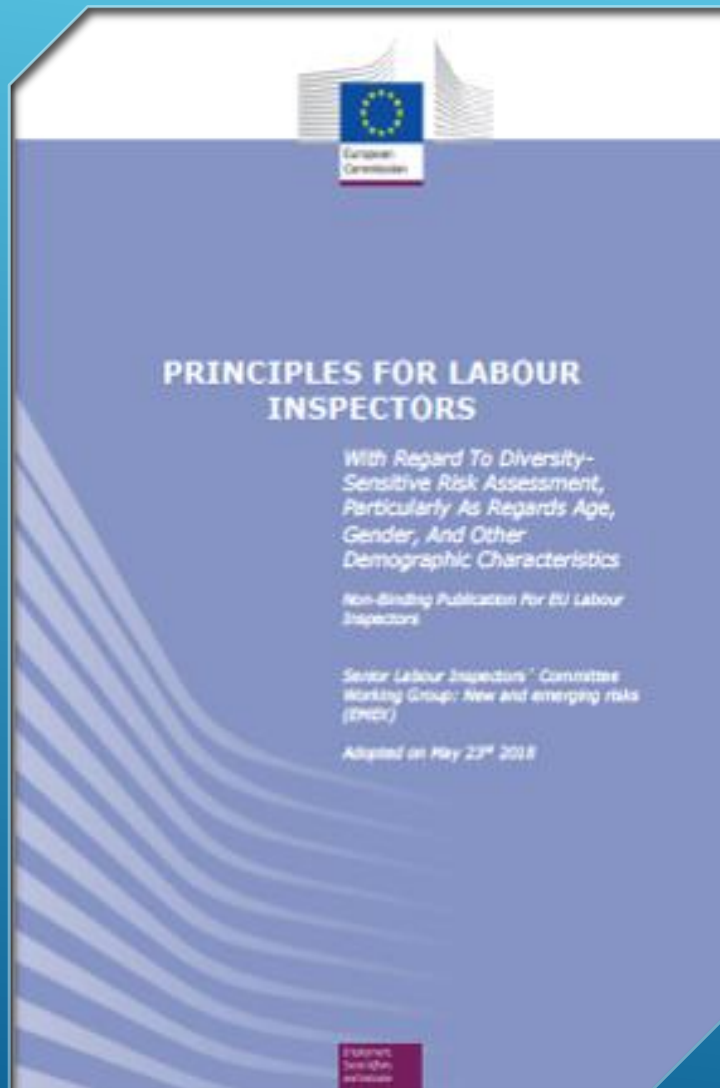
Going forward, research and interventions must take into account the real jobs that men and women do, and differences in exposures and working conditions there within.

This can be accomplished with targeted funding for research and monitoring which systematically includes gender dimensions in data collection, studies, projects, initiatives and other risk management activities.

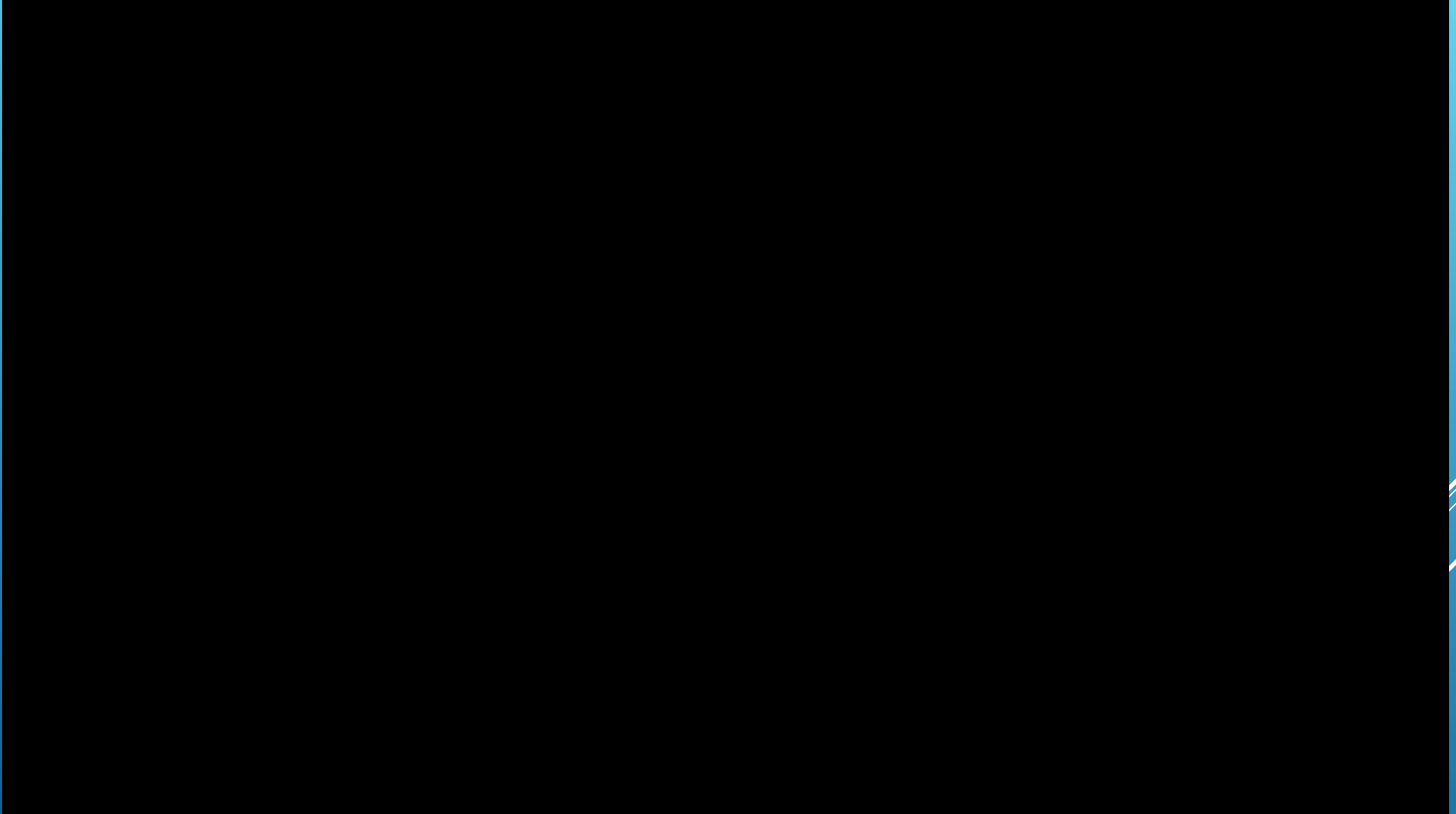


SENIOR LABOUR INSPECTORS' COMMITTEE WORKING GROUP FOR NEW AND EMERGING RISKS

The publication was created to assist with inspection procedures and to increase the confidence of Labour Inspectors when addressing diversity-sensitive risks in the workplace.



WORKSAFEBC WITT VIDEO





Do you have questions?