

From Menstruation to menopause! Why do we need a gender sensitive approach to occupational safety and health?

Resources for safety reps

You may be thinking "Where do I start?" Here are some links to helpful information produced by the TUC and other organisations.

Also check your own union websites for information, advice and guidance as I have only included information from individual unions referred to in my presentation.

The TUC guide, Gender in occupational safety and health, and the Gender checklist on occupational safety and health can be found on its website at:

<https://www.tuc.org.uk/workplace-issues/health-and-safety/gender-and-occupational-safety-and-health>

The results of the TUC's 2016 sexual harassment survey, Still just a bit of banter?, can be found at: <https://www.tuc.org.uk/research-analysis/reports/still-just-bit-banter>

The Wales TUC trade unionist toolkit, The menopause in the workplace, can be found on the TUC website at:

https://wtuclearn.tuc.org.uk/sites/default/files/Menopause%20toolkit%20Eng_0.pdf

NAPO's guide to the menopause at work can be downloaded from:

<https://www.napo.org.uk/health-safety>

CWU information on progress in improving women's workwear at Royal Mail can be found at: <https://www.cwu.org/news/new-workwear-royal-mail-women/>

Prospect information on gender and occupational health, including Gender in occupational safety and health and the One size does not fit all report on women's personal protective equipment (PPE) can be found on its website at:

<https://www.prospect.org.uk/at-work/health-and-safety/gender-occupational-safety-and-health>

The Women and Equalities Committee report, Pregnancy and maternity discrimination, can be found at:

<http://www.parliament.uk/business/committees/committees-a-z/commons-select/women-and-equalities-committee/news-parliament-2015/pregnancy-and-maternity-report-published-16-17>

The Petitions Committee and Women and Equalities Committee report, High heels and workplace dress codes, found "troubling experiences of workers affected by discriminatory dress codes". More information about their inquiry can be found at:

<https://www.parliament.uk/business/committees/committees-a-z/commons-select/petitions-committee/inquiries/parliament-2015/high-heels-workplace-dress-codes-inquiry-16-17/>

New government guidance on discriminatory dress codes was published in May 2018 and can be found at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/709535/dress-code-guidance-may2018-2.pdf

The European Agency for Health and Safety at Work has several guides and tools on gender and occupational safety and health, including a fact sheet on Including gender in risk assessment on its website at: <https://osha.europa.eu>

Presentations from a 2015 conference, Women's health and work. Sharing knowledge and experiences to enhance women's working conditions and gender equality, can be found at: <https://www.etui.org/Events/Women-s-health-and-work.-Sharing-knowledge-and-experiences-to-enhance-women-s-working-conditions-and-gender-equality>

A report produced as part of the European Trade Union Confederation (ETUC) Safe at Home, Safe at Work Project pulls together evidence collected from interviews carried out as part of 11 country case studies of European-level developments on gender-based violence and harassment at work, including domestic violence and can be found at: <https://www.etuc.org/en/document/safe-home-safe-work-final-report-national-country-studies>

An International Labour Office (ILO) working paper, 10 keys for gender sensitive OSH practice – guidelines for gender mainstreaming in occupational safety and health, is aimed at national governments and employer and trade union organisations and can be found at: http://www.ilo.org/safework/info/publications/WCMS_324653/lang--en/index.htm

Information about Canadian scientist Karen Messing's 2014 book, Pain and Prejudice, can be found at: <https://btlbooks.com/book/pain-and-prejudice>

From Pink to Prevention is a campaign to stop breast cancer before it starts. Its demands include calling for a "fundamental shift in perception and action on acknowledging and eliminating environmental and occupational MERCs linked to breast cancer". More information can be found at: <https://frompinktoprevention.org/>

Greater Manchester Hazards Centre Don't Pink for Me resources for Breast Cancer Awareness Month can be found at: <http://www.gmhazards.org.uk/wordpress/wp-content/uploads/2016/10/dont-pink-for-me-1.pdf>

Hazards magazine's challenge to "bad science" giving "cancer all-clear for night work can be found at: <http://www.hazards.org/cancer/graveyardshift.htm>