MSDs prevention
Why a Gender Equality perspective?

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Workforce diversity and MSDs: review of facts, figures and case examples
Reported Work Related Disorders 2019 - Sweden

- Disorders due to psycho social factors
- Musculoskeletal disorders
- Disorders of the respiratory tract
- Hearing deficiencies, Tinnitus
- Nervous System disorders
- Skin disorders
- Cardio Vasculary disorders
- Others

n = 6784

Disorders due to psycho social factors
Musculoskeletal disorders
Disorders of the respiratory tract
Hearing deficiences, Tinnitus
Nervous System disorders
Skin disorders
Cardio Vasculary disorders
Others

n = 3850

From: Swedish Work Environment Authority (ISA)
Women’s work environment
Commission by the Swedish Government 2011 - 2016

Preventing the exclusion of women from working life due to factors in work environment

- Compilation of the state of knowledge
- Development of methods
- Training of inspectors
- Performance of inspections
- Communication
- Cooperation with social partners and other actors
- Continuous evaluation
<table>
<thead>
<tr>
<th>Jobs</th>
<th>Tasks</th>
<th>Loads</th>
<th>Effects</th>
<th>Behaviours</th>
<th>Factors (Examples)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Same physiological effect, different effects</td>
<td>Same physiological effect, different effects</td>
<td>Same loads, different physiological effects</td>
<td>Same task, different loads</td>
<td>Same job, different loads</td>
<td>Hormone profile, muscle endurance</td>
</tr>
</tbody>
</table>
| Different jobs | Different jobs | Different jobs | Different jobs | Different jobs | Segregated labour market | Lewis & Mathiassen Physical Work, Gender & Health in Working Life Report 2013:
The organisation makes the difference for women's work environment

https://www.youtube.com/watch?v=xurUalBMa8Y&index=1&list=PLEIRHW0U5qegN4qt2rgZ74OVsxBcji
Unconscious bias
How to manage OSH with a gender perspective?

• Risk identification and evaluation
• Applies to all employers and includes all employees
• Includes all conditions
• Specifies requirements for the basic activities in OSH management
Define OSH policy
Annual evaluation

Investigate conditions
Investigate ill-health and accidents
Assess the risks

Carry out measures
Write an Action Plan
Check measures

Collaborate
Create procedures
Allocate tasks
Acquire knowledge

Improved Safety and Health at work

Exemple
OSH management system shown as a process
A way to visualise the gender perspective in OSH management system.
A holistic approach for a sustainable worklife H T O

Human
Human beings are different

Technique
The technology relieves the human

Organisation
The organisation creates the prerequisites
Tools
Thank you for your attention!

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