Risks’ perception at workplaces: gender differences or structural constraints?

Empirical support from a survey of 800 cases

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A stratified two stages sample (N=800)

- **Higher risk**: 47%
- **Lower**: 46%
- **Other**: 7%

**Regions**:
- **Sud e Isole**: 25.2%
- **Nord Ovest**: 27.7%
- **Centro**: 21.8%
- **Nord-Est**: 25.3%

**Firms' dimension**:
- Up to 15: 48%
- 16-49: 32%
- 50 & more: 20%

**Gender**:
- **Male workers**: 55%
- **Female workers**: 45%

**Firms' dimension**:
- **Indefinite**: 47%
- **No-standard**: 25%
- **Fixed-term**: 28%
Presence of risk factors at the workplace

- No risks
- Minimum risk level
- Risk at the limit of concern

Male
Female

- Moderate or high risk

Percentages: 21.6, 22.7, 33.6, 32.5, 34.5, 19.9, 9.4
Risk level ill.- health caused by physical risks

- Minimum: Male -64.2, Female -21.5
- Medium: Male -19.3, Female -13.9
- Maximum: Male -35.6, Female -15.1

Risk level - ill-health caused by psychosocial risks

- Minimum: Male 45.2, Female 40.9
- Medium: Male 46.7, Female 38.2
- Maximum: Male 13.9, Female 5.1
The most interesting correlations are those stemming from the cross tabulations between perception of risks and contractual typology. Women are more "atypical" then men and our survey results show that the contractual typology is a significant variable correlated to perception of risks.

No-standard female workers perceive less risks (either physical or psychosocial) than those who have indefinite contracts.
Has elected the own representative for health and safety

- Total: 72.20% Yes, 27.80% No
- Female: 79.40% Yes, 20.60% No
- Male: 66.30% Yes, 33.70% No
Our research is one of the few in Europe that tries to cross cultural dimensions of osh risks with the structural ones. As our survey results show variables like job insecurity has deep impacts on female workers risks’ perception: they tend to narrow work-related risks behind the feeling of insecurity. In this sense, women’s health and well being promotion at workplaces is a social structure shift closely linked to macro-level changes to promote gender equality.