

Women and occupational diseases: how blatant discrimination can be made invisible

Laurent Vogel

with the cooperation of Daniela Tieves

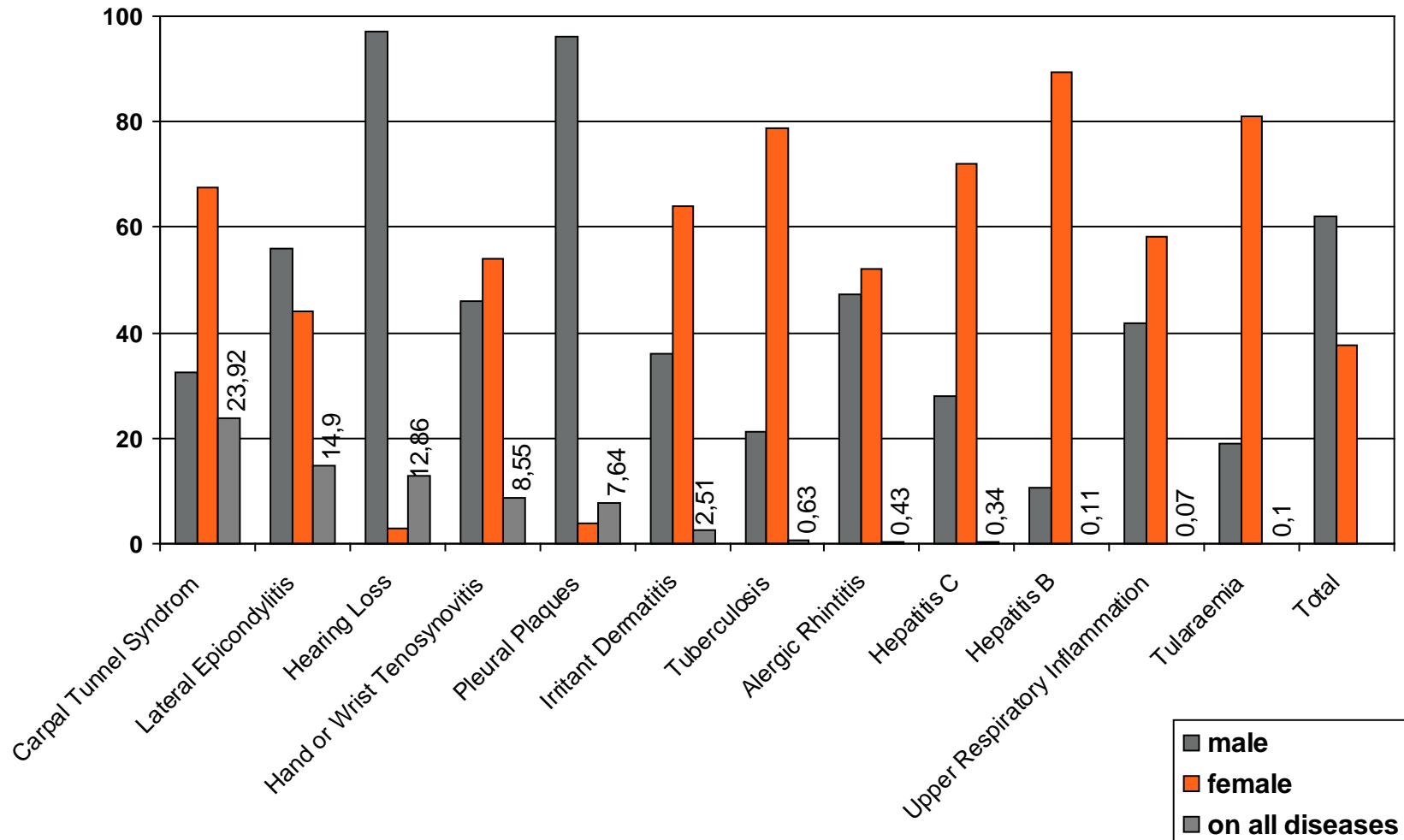
Etui

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1. In most of the EU countries
OD statistics tell an idyllic story
about women

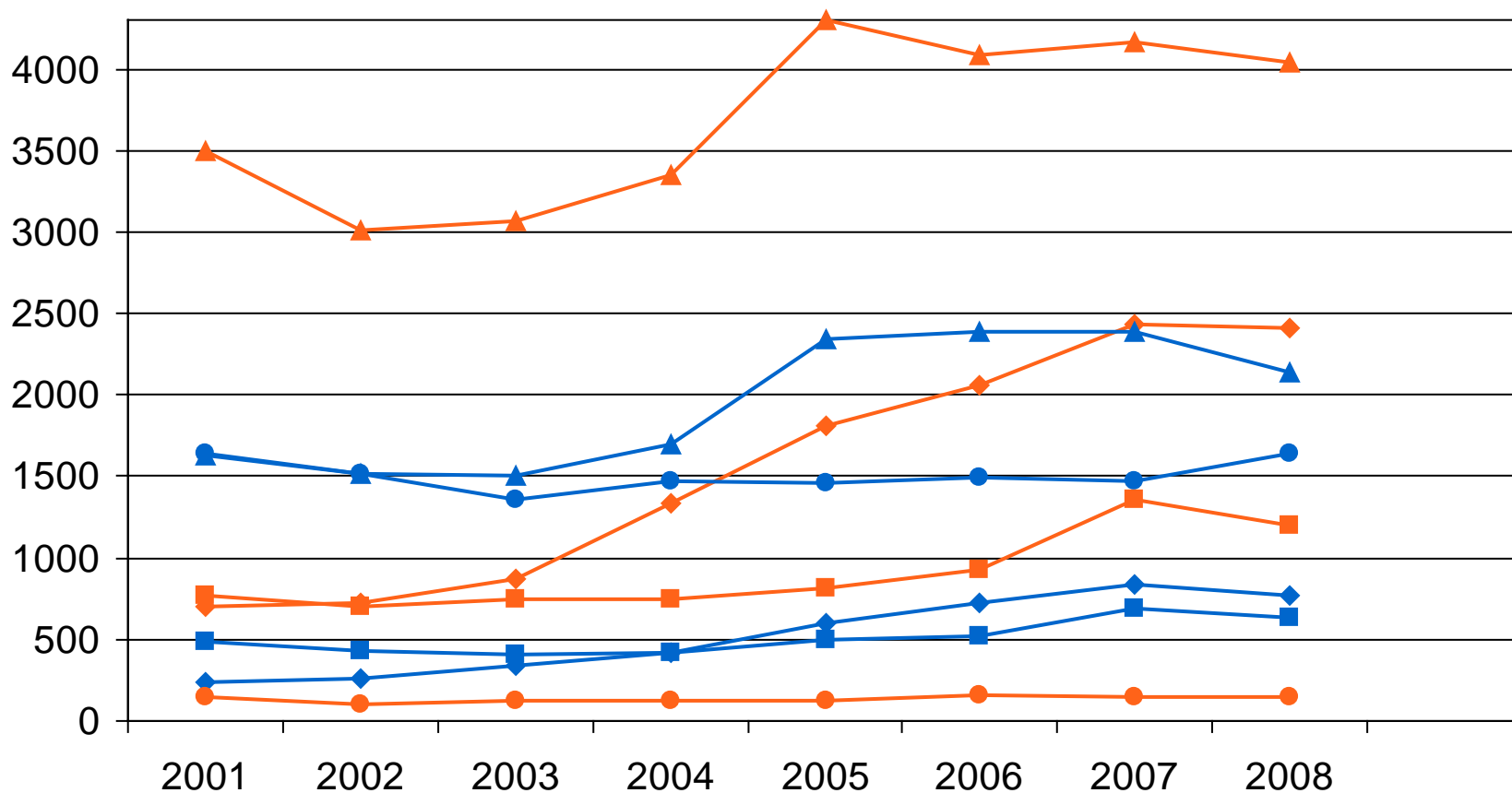
The 5 most frequent diseases and diseases which are more frequent for women 2007 (EODS-data)



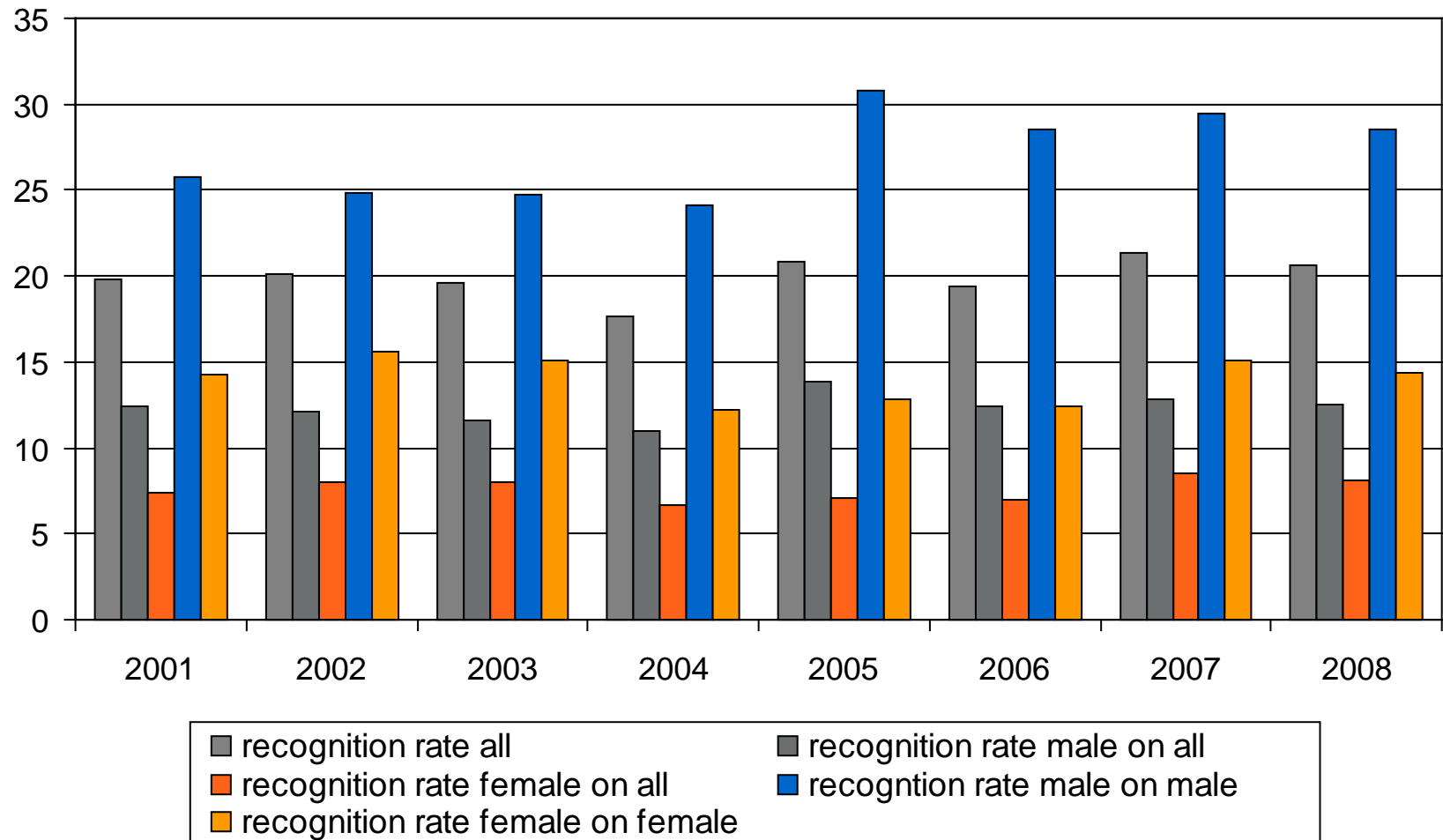
Belgium 2009

	Men	Women
OD Notifications	742	649
Positive decisions OD/permanent (list)	776	74
Positive decisions OD perm. (open syst.)	28	16
Total OD/perm.	804	90

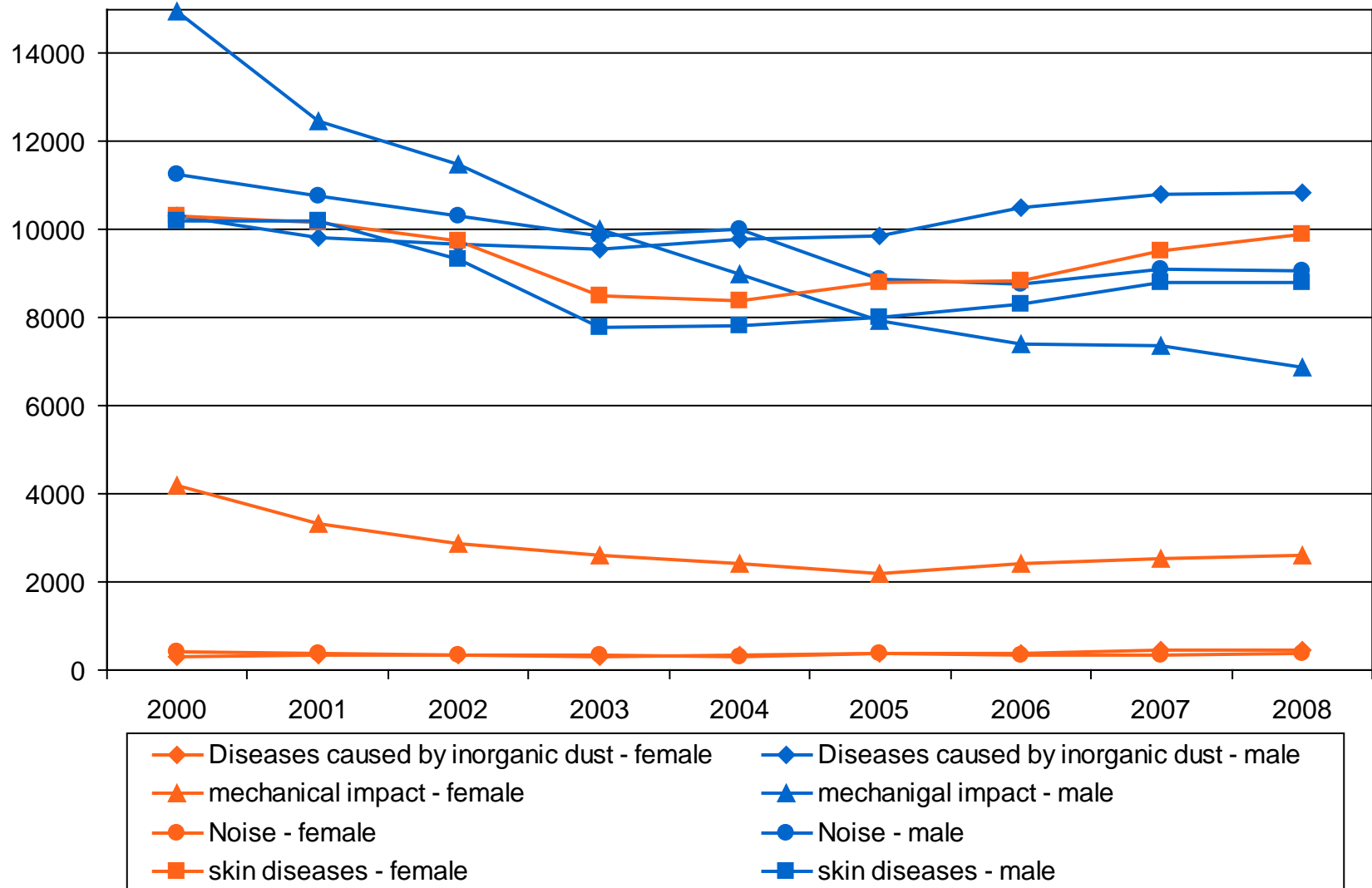
Denmark – Notifications of diseases



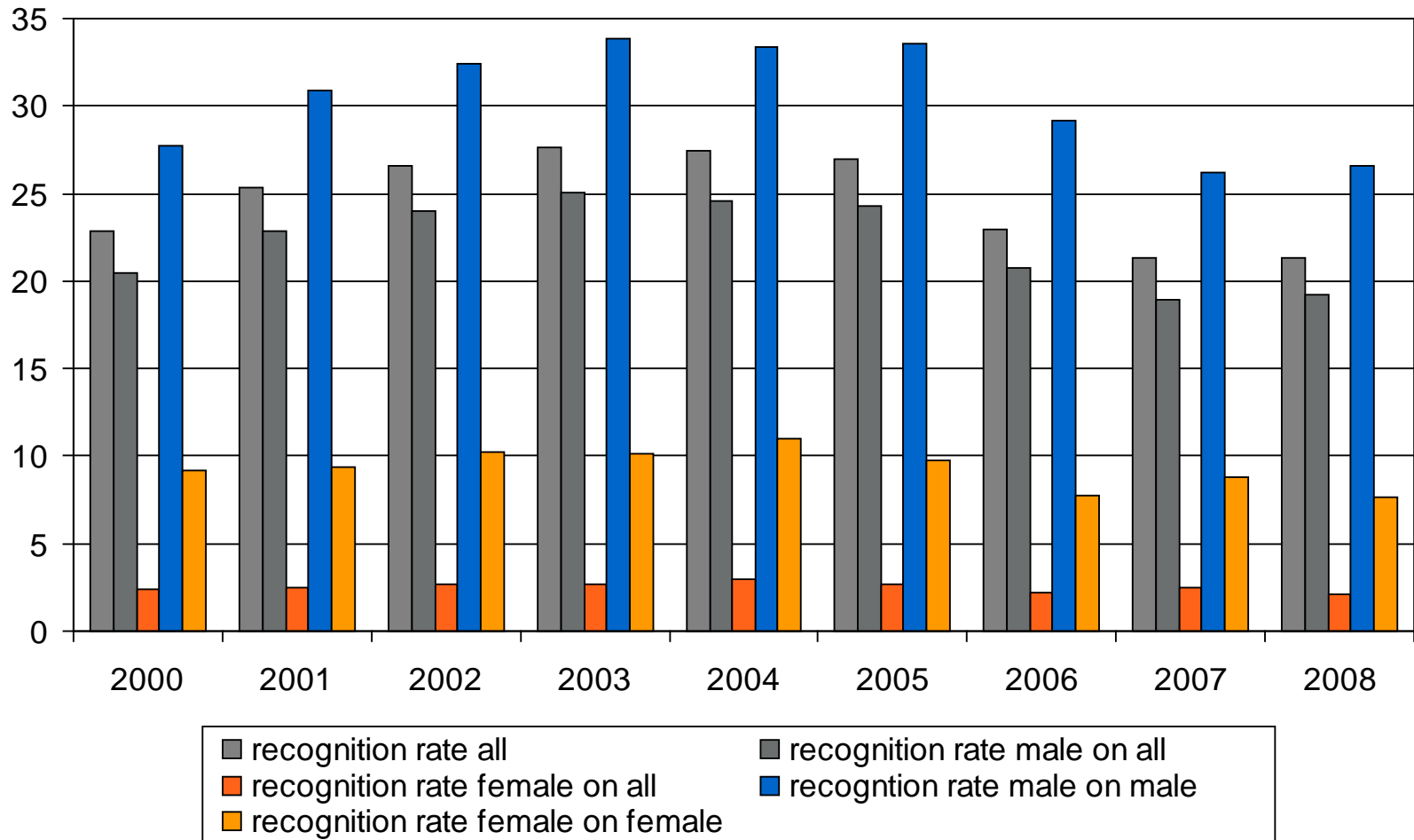
Denmark – recognition rates



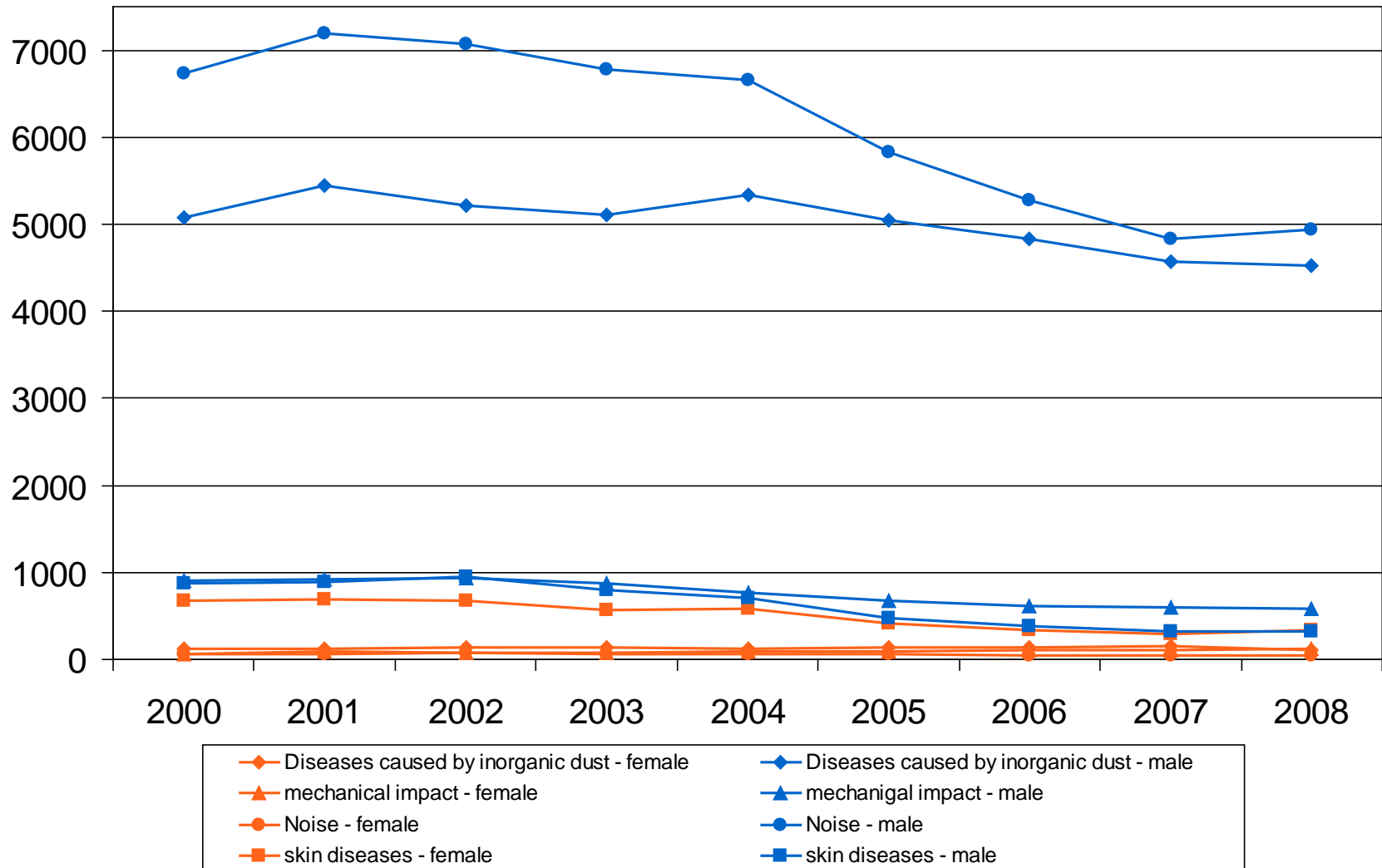
Germany – Notifications of diseases



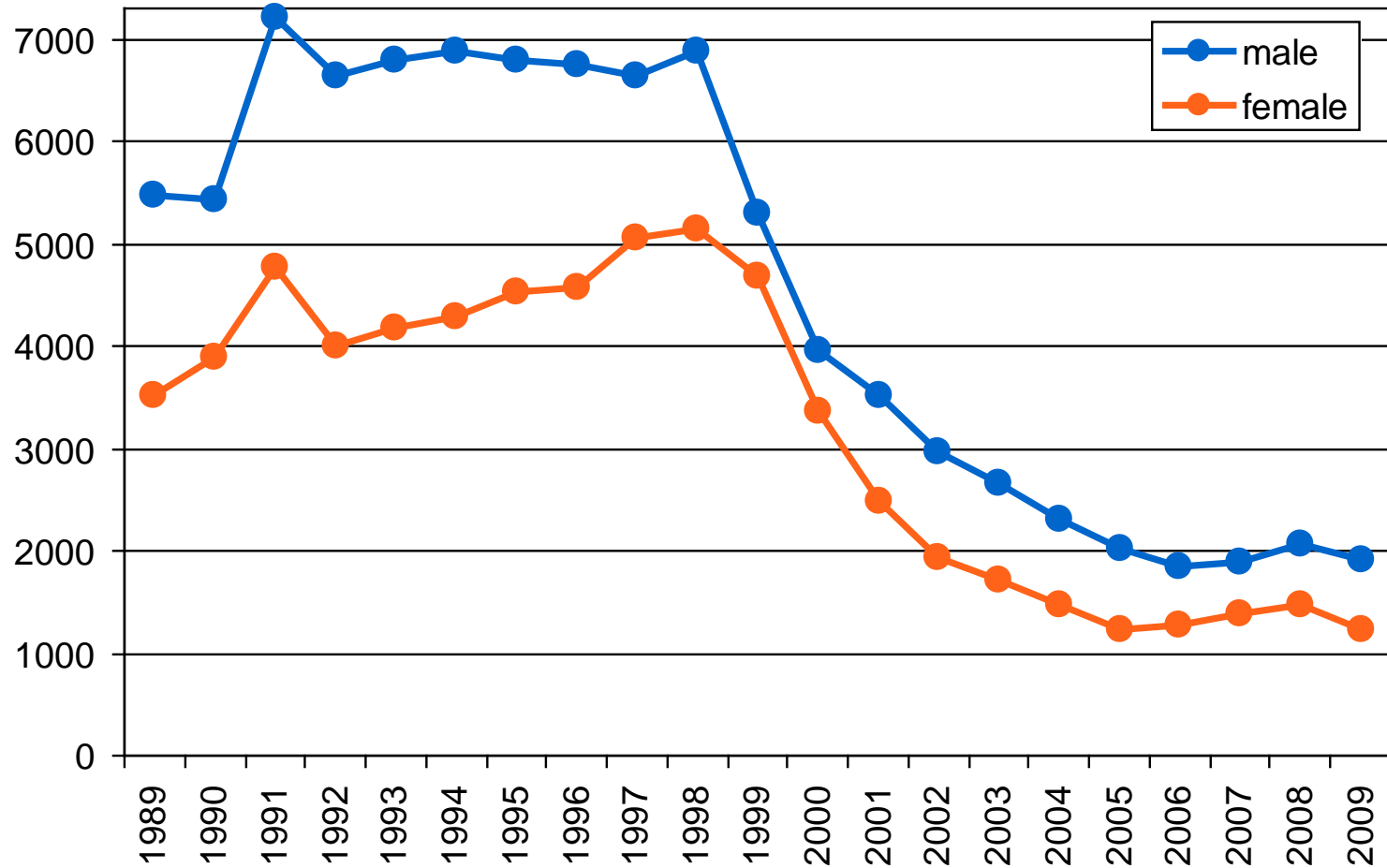
Germany – recognition rates



Germany – recognitions of diseases



Poland: the good news



Poland: the bad news

Male		Female	
Disease	N - % in disease	Disease	N - % in disease
Pneumoconioses	589 – 92,9%	Chronic voice disorder	537 – 86,2%
Infectious and parasitic diseases and their sequels	580 – 65,3%	Chronic diseases of peripheral nervous system	136 – 84,5%
Hearing loss	257 – 98,5%	Chronic diseases of locomotor system	74 – 67,3%
Malignant neoplasms	80 – 91,9%	Skin diseases	38 – 65,4%
Vibration syndrome	77 – 90,6%	Acute general allergic reactions	1 – 100%



2. Beyond the idyllic story...

Beyond the idyllic story

- Exploring other sources than compensation statistics
- At EU level: EWCS, LFS, etc...
- At national level: a mix of instruments
 - National working conditions surveys
 - Some public health surveys
 - Systems of health monitoring on work related diseases (THOR in the UK)

Do you think that your health and safety are at risk because of your work ? (EWCS 2010)

	Male	Female	Total
EU 27	28.7	18.8	24.2

Do you think you will be able to do your current job when you are 60 years old? YES

	Male	Female	Total
EU 27	59.0	58.3	58.7
Belgium	59.6	54.2	57.1
Sweden	73.8	77.1	75.4

Do you think you will be able to do your current job when you are 60 years old? YES (EWCS, 2010, EU 27)

High skilled clerical	71,7%
Low skilled clerical	61,3%
High skilled manual	49,3%
Low skilled manual	44,1%
Total	58,7%

**Does your job require that you hide your feelings?
(EWCS 2010, EU 27)**

	Male	Female	Total
EU 27	23.0	28.5	25.5
Portugal	25.1	27.9	26.4
Finland	19.0	31.2	25.0

Are you exposed to chemical products or substances? EWCS 2010, EU 27

	2000	2005	2010
Male	18.4	16.9	17.0
Female	10.2	11.4	13.2
Total	14.8	14.5	15.3

Over the past 12 months did you work when you were sick?
EWCS 2010

	Male	Female	Total
EU 27	37.8	41.0	39.2
Belgium	45.7	50.9	48.0
Denmark	53.9	56.7	55.2

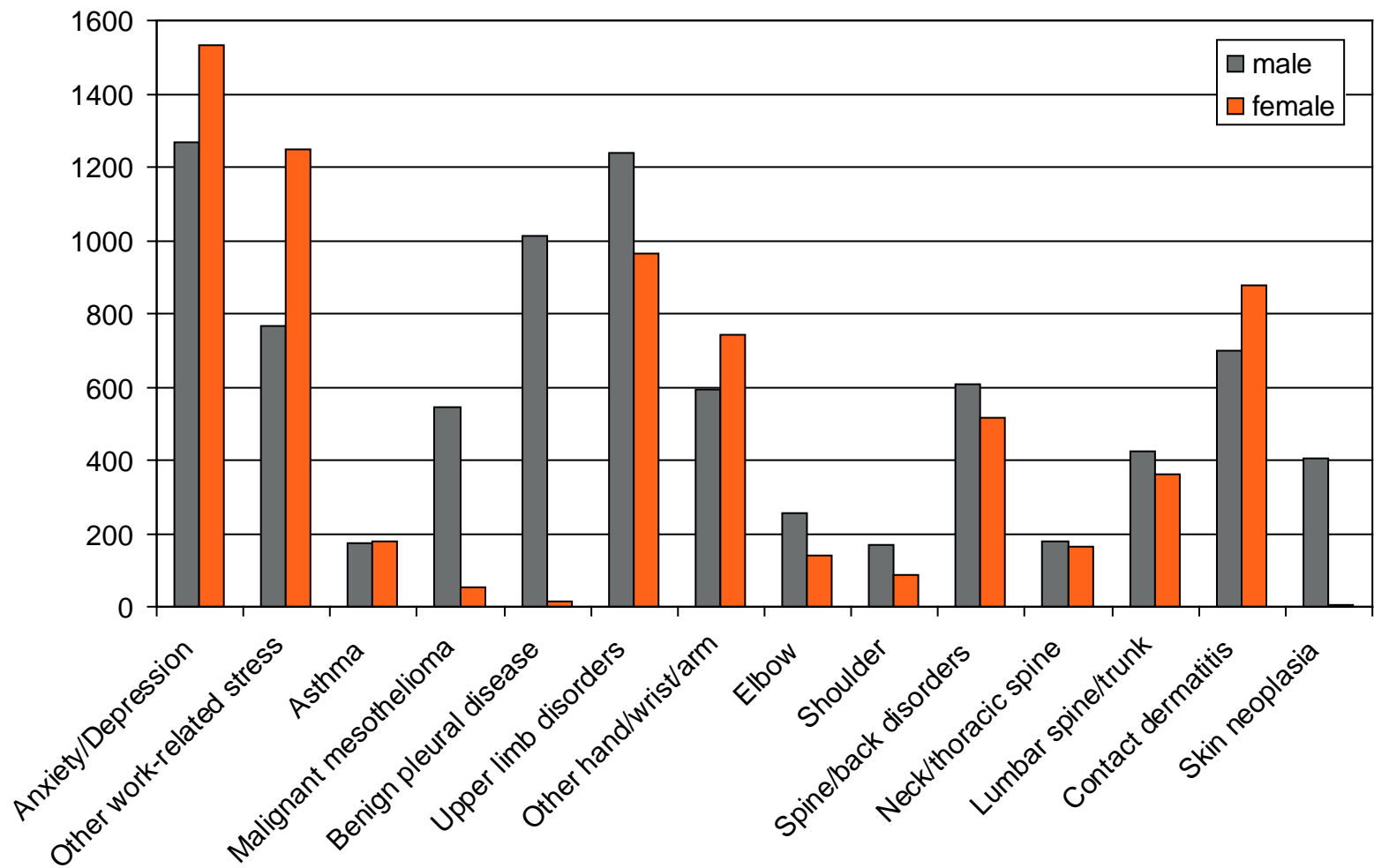
% of workers who experienced one or more work-related health problem during the last year (LFS 2007)

	Male	Female	Total
EU 27	8.6	8.5	8.6

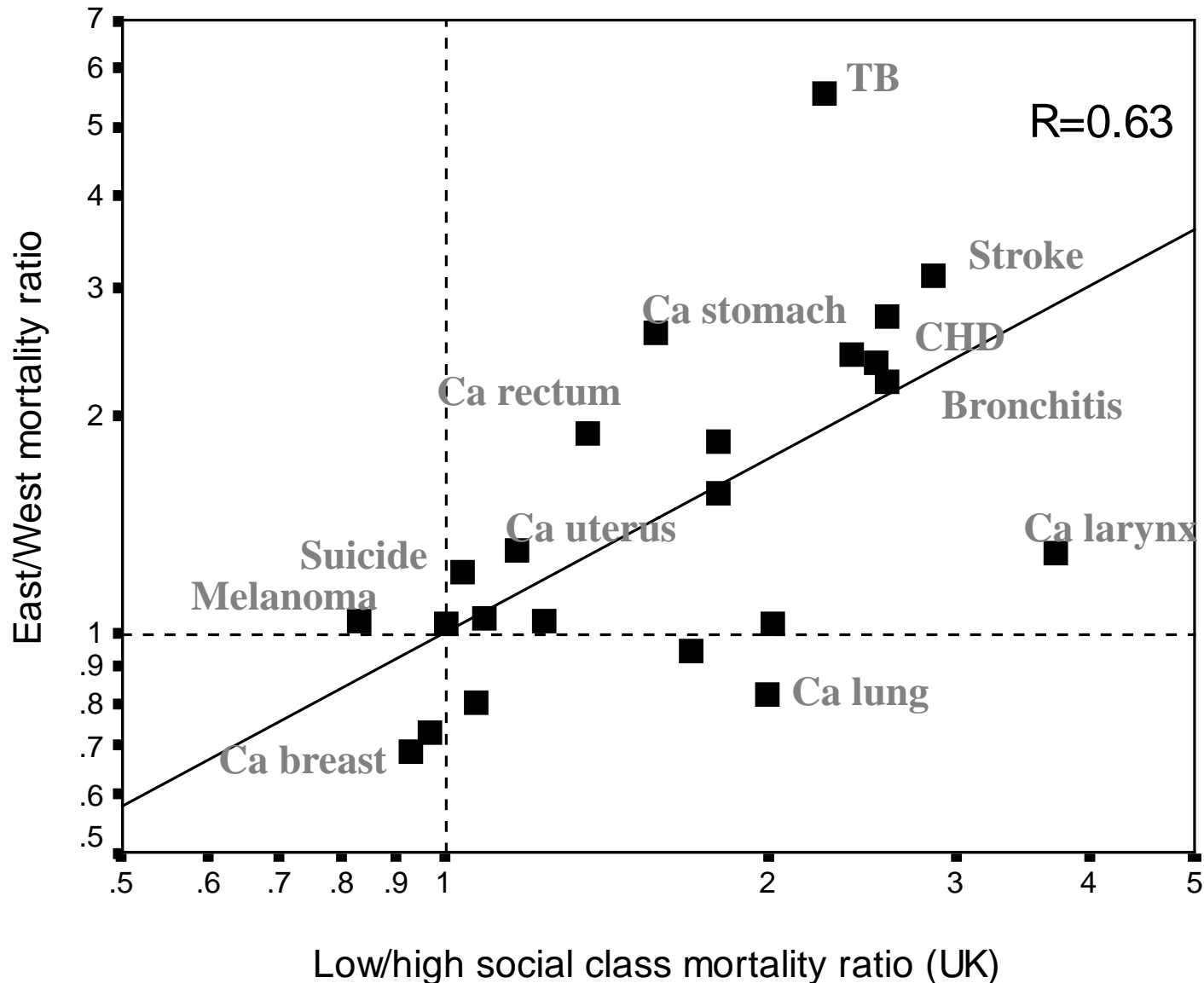
Exposure to one or more factors adversely affecting mental well-being and physical health (LFS 2007)

	Male	Female	Total
Affecting mental well being	28.1	27.6	27.9
Affecting physical health	47.5	32.4	40.7

United Kingdom – selected diagnoses from THOR 2008



Mortality ratios: East/West and Low/High social class in the UK, women



Life expectancy (Women, France, 1999-2003)

	LE at 35 yrs with handicap	LF at 35 yrs without handicap	LF at 35 total
Managers	15.5 yr	35.4 yr	50.9 yr
Blue collar workers	21.8 yr	26.8 yr	48.6 yr
Total population	20.0 yr	28.8 yr	48.8 yr



3. Building an analytical framework

Gender and Working Conditions

- Segregation
- Stereotypes
- Different distribution of the risks
 - Less fatal accidents
- Different perception/visibility of the risks
 - Carcinogens

Gender and Employment Relations

- Much more part time
 - Associated often with worse working conditions and lower positions in the hierarchy
- Slightly more temporary contracts

Gender and Social Classes

- Different distribution of men and women in the top of the social hierarchy
- Articulation between paid and unpaid work: cumulative effects of poor working conditions in employment and at home

Interaction paid/unpaid work

- Combined exposures
 - Ex.: asthma
- Reduced freedom in time
- A part of the real workload in paid jobs is hidden by the gender stereotypes

Some conclusions

- Reverse the vicious circle: research, policy and action are needed
- Link the equality agenda with the OSH agenda: segregation is unhealthy
- Gender evaluation of EU strategy: focusing on accidents results in a biased agenda
- Occupational diseases:
 - For a gender analysis
 - Enlarging the lists
 - Better integration of chemical related diseases
 - Opening to the psychosocial factors and their impact