



Supporting Inclusive Resource Development (SIRD) East Africa TRAINING PROGRAM 2019



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Gender and Health and Safety in the workplace

- Safe and healthy work environment is fundamental human right for all workers, men and women. However, Women face different workplace health challenges than men. This is partly because men and women tend to have different kinds of jobs.



Gender dimension of hazards exposure

- As women move beyond their traditional occupations, they meet new health hazards which may either replace or add to their existing occupational exposure.
- Women and Men are differently affected by hazards such as chemical and ergonomic hazards.
- The situation is worse for lactating woman breastfeeding.
- Most women's work is focused on "people", it is face-to-face work, direct contact with clients like:
 - Shop salespersons
 - Domestic and related helpers, cleaners etc.
 - Personal care and related workers
 - Other office clerks
 - Administrative associate professionals
 - Housekeeping and restaurant service workers



Legal Requirements

- OSHA is responsible for administering Occupational health and safety of workers at all workplaces in Mainland Tanzania by enforcing Occupational Health and Safety Act, No.5 of 2003.
- Section 71 of the Occupational Health and Safety Act, No. 5 of 2003 -Prohibits employees to carry out work that is not adapted to their physical and cognitive capabilities and limitations. Also section 13(2) of the same Act, provides that, OHS committee shall consists of such number of members at least one third of whom shall be women.



Gender segregation by industrial sector in Tanzania

- Women still work mainly in services while men work mainly in construction, utilities, transport and manufacturing.
- Female workforce ageing in some sectors – manufacturing, agriculture, this Increase in informal works like home/domestic services, assistance in small family enterprises which is difficult for authorities to access.
- Construction- more men
- Transport, communication - more men
- Manufacturing- more men
- Financial services – more men
- Sales, hotels, catering - more women
- Other community services – more women
- Health, education – more women
- Private households etc. services- more women



Informal Sectors

- Women concentrated in part-time and casual jobs, particularly in the retail trade and consumer services sector; impacts on their salaries and their career perspectives.
- Move towards mini-jobs, not covered by Occupational Health and Safety Laws.
- The Laws regulating health and safety at workplaces in Tanzania are not implemented in the informal sector to provide for the right to protection of health and safe working environment to the workers who are working in informal sector.

Woman makes batik: She may face; Chemical, Biological, Ergonomics and Physical-hazards



Batik ready for use



Woman cleans road: She may face; Biological, Ergonomics and Physical-hazards



Health problems at work from a gender perspective

- Women have more work-related cases of tendonitis, respiratory diseases, infectious and parasitic diseases, anxiety and stress disorders. Social, economic and cultural factors also put women at risk for injury and illness.
- Women are more likely to perform contingent, part-time, temporary or contract work than men. Compared to workers in traditional job arrangements, contingent workers have lower incomes and fewer benefits. Like all workers in insecure jobs, women may fear that bringing up a safety issue could result in job loss or more difficult work situations. They may also avoid to report a work-related injury.

Health problems at work from a gender perspective cont.....

- Exposure to biological & chemical agents
- Working in service sectors
- Working at clients premises
- Jobs not covered by OSH legislation
- Multiple roles
- Lack of information and training
- Low control, autonomy and support
- Prolonged standing and sitting
- Static postures
- Monotonous and repetitive work
- Moving loads repetitively and moving people
- Client and patient contact

Women make gravels: They may face; Biological, Ergonomics, physical, Environmental-hazards



Women cook and sell food: They may face Biological, Ergonomics, Physical and Environmental-hazards.



Remember



**Health & Safety
isn't just a
slogan, it's
a way of
life**
