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**TUC Gender and Occupational Safety  
and Health (G&OSH)**  
January 2008

## **TUC Gender and Occupational Safety and Health 'Gender-sensitivity' Checklist**

### **Checklist : How gender-sensitive is your workplace?**

#### **1. Your employer's workplace agreement or policy**

- Does the employer's health and safety policy or workplace agreement recognise that there are sex and gender differences in occupational safety and health (OSH)?
- Has gender-sensitive health and safety been discussed with the union?
- Does the agreement or policy commit the employer to addressing diversity in OSH?
- Does the workplace agreement / policy commit the employer to consulting with all workers and their representatives – male and female, full-time and part-time, permanent and temporary, about OSH issues including risk assessments?

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#### **2. Your union policy**

- Does your union policy recognise that there are sex and gender differences in occupational safety and health?
- Have you discussed gender-sensitive health and safety at your Branch meetings or at meetings of safety reps or equality reps?
- Has the union discussed gender-sensitive health and safety with the employer?

- Does your union policy commit the union to consulting all members– male and female, full-time and part-time, permanent and temporary, about OSH issues including risk assessments?
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### **3. Health and safety management**

- Are women as well as men involved in health and safety management in the workplace?
  - Is there an appropriate gender balance on the Joint Health and Safety Committee (JHSC) or other consultative structures?
  - Are all sections of the workforce represented on the JHSC or other consultative structures ?
  - Are health and safety issues and priorities of concern to women regularly discussed at the JHSC or other consultative structures, and are they taken seriously?
  - Are the employer's occupational health and safety advisors / managers aware of sex and gender differences affecting men's and women's health and safety at work?
  - Does the employer include gender awareness for all staff as part of their health and safety training, and in other training, such as inductions?
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### **4. Safety reps and equality reps**

- Do all sections of the workforce, including predominantly female occupational groups, have access to a union safety rep?
- Does this include part-time workers and temporary staff?
- Do union safety reps regularly consult with women members as well as men about their health and safety concerns?
- Are women members' concerns and priorities adequately reflected in the workplace health and safety agenda?

- Are there any women safety reps in the workplace?
  - Do women safety reps attend JHSC/consultative meetings?
  - Does the union / branch have a policy of encouraging more women members to become safety reps and equality reps?
  - Do equality reps (if you have them) also discuss health and safety-related issues such as work-life balance, maternity protection, harassment or stress with the employer? If so, are these also discussed jointly with safety reps and union negotiators?
  - Does your union include gender awareness in their safety rep training?
  - Does your union offer health and safety courses for women representatives?
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## **5. Risk assessment and prevention**

- Are risk assessments carried out and implemented by the employer?
- If so, do risk assessments take account of sex and gender differences?
- Are women as well as men consulted about risk assessments?
- Are reproductive health risks to both men and women adequately assessed?
- Are risk assessments relating to expectant, new and nursing mothers (and the unborn or breastfeeding child) carried out properly and in good time?
- Do employers provide a private space for breastfeeding mothers to express milk, and also provide a safe and hygienic place for the milk to be stored?
- Are any special reproductive health concerns of women and men such as work-related issues relating to fertility, prostate cancer,

menstruation, menopause, breast cancer or hysterectomy adequately addressed?

- Are risks of violence – including concerns about working alone on site or late into the evening, and access to safe parking - or work-related stress to women and men adequately addressed through risk assessment?
- Are sex and gender differences taken into account in COSHH and manual handling risk assessments and in assessments of postural problems including prolonged standing or sitting?

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## **6. Sickness absence management and investigation**

- Does the employer have a sickness absence management policy or workplace agreement?
- Does the policy and practice ensure that any work-related health problems are properly investigated with a review of risk assessments where necessary?
- Are members and union safety reps involved in any investigations?
- Are members satisfied that the sickness absence management workplace agreement or policy is fair and non-discriminatory?

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## **7. Reporting and monitoring procedures**

- Are all accidents and incidents regularly reported and reviewed, including near misses and work-related health problems (and those that may be made worse by work)?
- Are all accident and ill health statistics systematically reviewed at JHSC/consultative meetings?
- Is sex-disaggregated data (showing men and women separately) on accidents and ill health routinely collected?

- Does the data differentiate not only between women and men but also between different jobs and job levels and between different shift patterns?
- Are trends in the ill-health statistics analysed as well as trends in accidents and near misses?
- Are all workers aware of the importance of reporting work-related ill health and health problems made worse by work, as well as accidents and near misses?
- Does the union carry out any confidential surveys of members' health and safety concerns, and if so, are all members consulted?
- Do union surveys allow the union to differentiate between men's and women's responses in the questionnaire design, analysis and findings?
- Are the findings of any surveys reported and discussed with management, with feedback to all members?
- Are women's and men's health and safety concerns and priorities treated equally seriously by the union and by management in these discussions?
- Does the Union's bargaining agenda reflect member's gender-specific concerns?
- Do the employer and trade union have the necessary negotiating machinery in place to consult and negotiate on health and safety changes and gender equality?

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**8. Any other issues identified specific to your workplace?**

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