



Finnish Institute of
Occupational Health

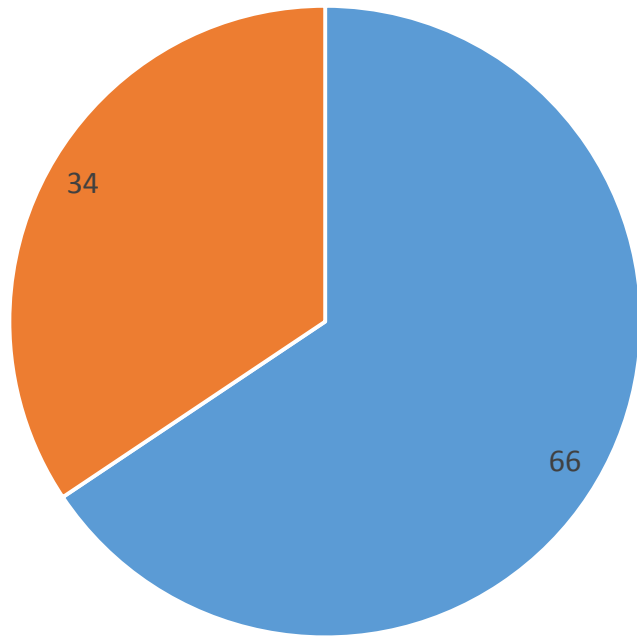
Well-being through work



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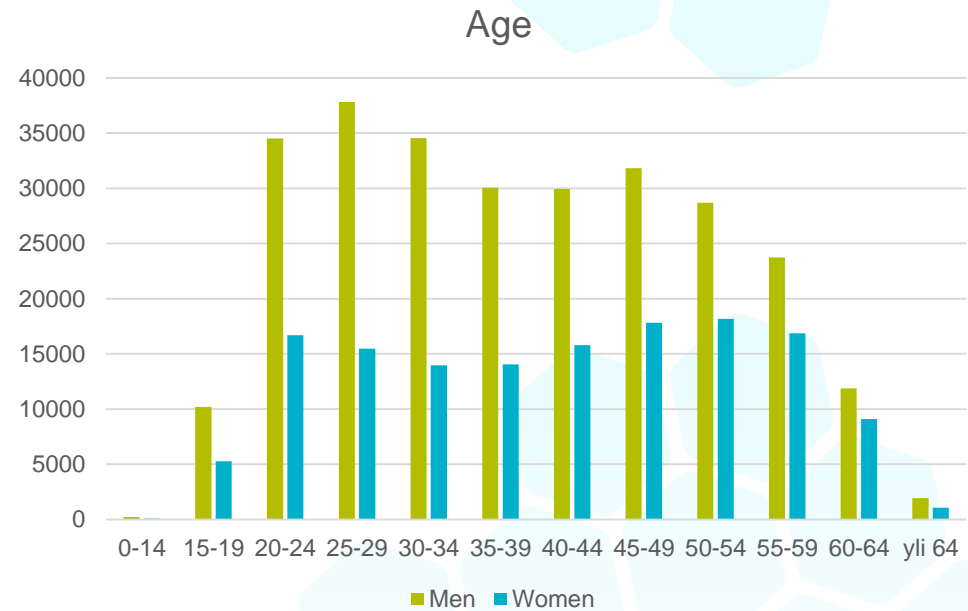
Gender differences and occupational safety

Gender and workplace accidents



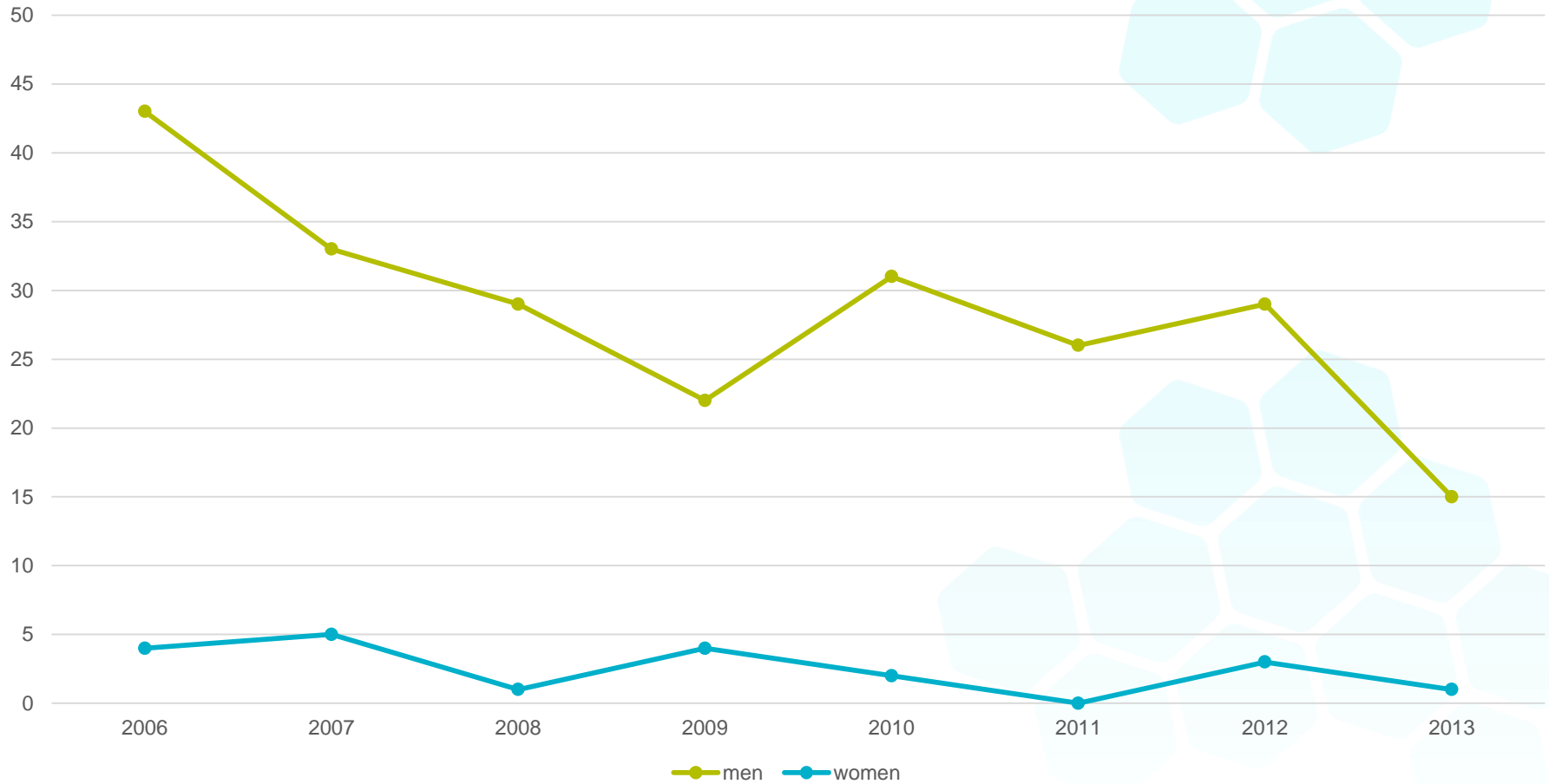
N=419620
(2010-2013)

■ Men ■ Women



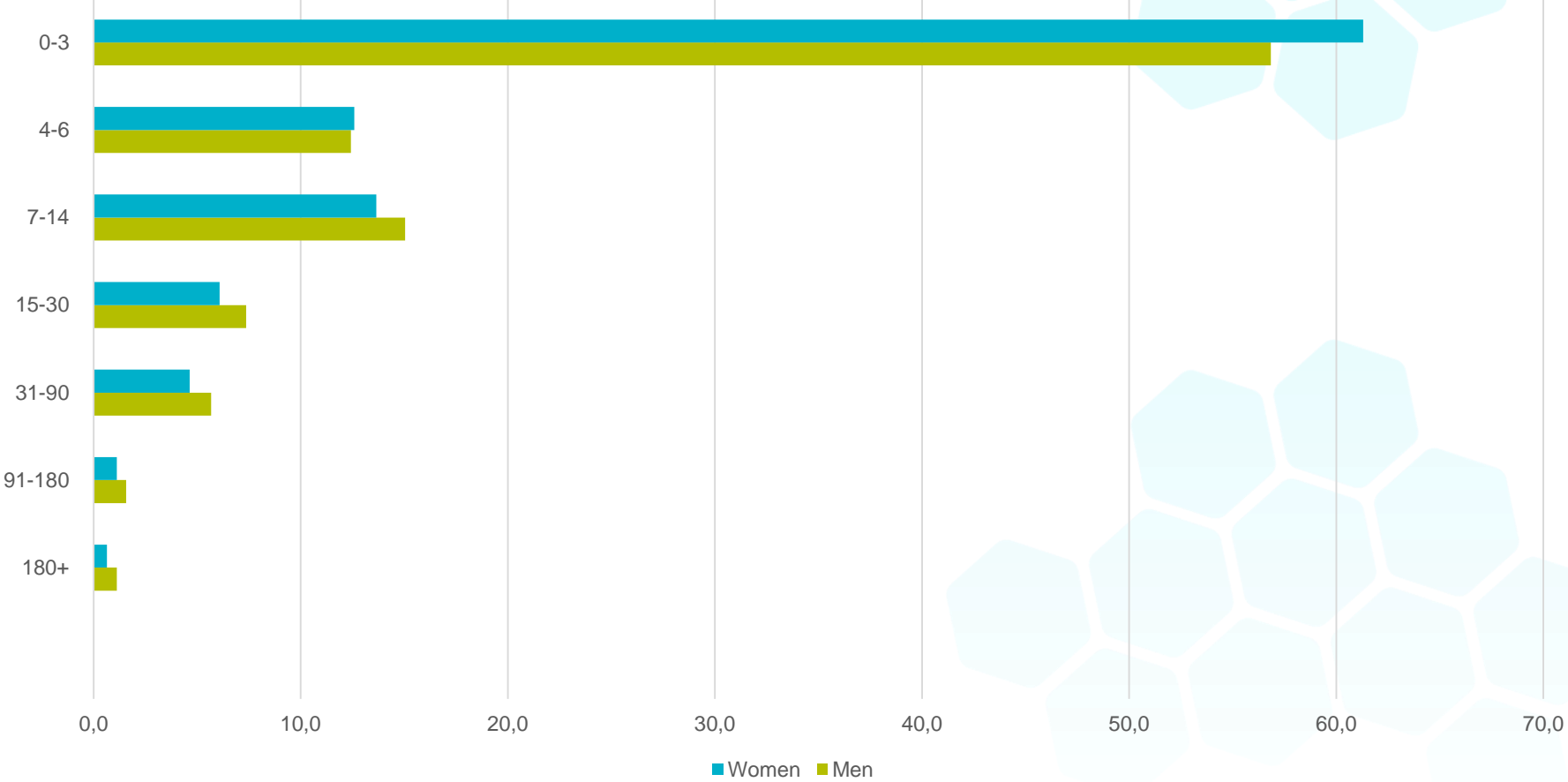
(Federation of Accident Insurance Institutions)

Fatal workplace accidents in Finland



Occupational accidents: Length of disability

N = 419 620
(2010-2013)



(Federation of Accident Insurance Institutions)

Gender and accident risks

- According to previous reviews

Men have 3 times higher risk of occupational accident than women

- Fatal accidents

- Men face 13 times more than women

Why?

- More dangerous work (construction, agriculture)
- Do men tend to take more risks than women?

Gender and accident risks – what different studies tell us

- Statistics indicate that men have an increased risk of work-related accidents (Simth & Mustard, 2004)
- 96% of fatal accidents occur to men and 76% of non-fatal
 - even though 54% of the workforce are men (Oortwijn et al. 2011)

When men and women perform same work (earlier studies)

According to Zwerling: postal employees

- Compared to men, women had increased risk for occupational injuries
- The increased risk for women were noted only during the first year of employment

Discussion: it is possible that women are more likely than men to report minor occupational injuries

According to Nielsen et al (2015)

- Men are more prone to violate safety regulations
- Masculinity is more than risk-taking

Human errors at work – a case study from warehouse

- Question: Have you prevented accident -> women answered significantly more often "I have not faced these occasions"
- Question: Why accidents or incidents happen in your workplace -> women answered more often
 - "problems with machines, equipment or system"
 - "essential things are unnoticed"

(N=925)

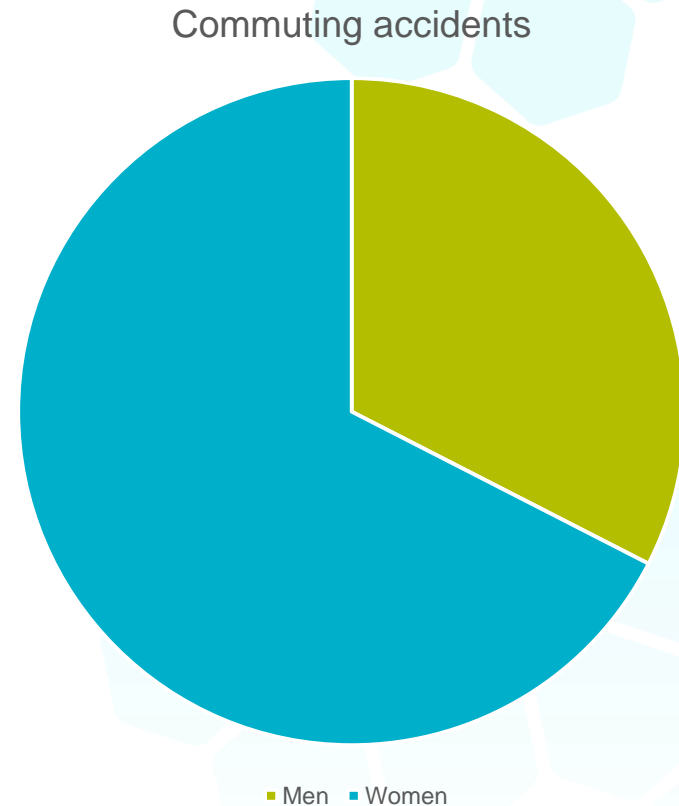
Protection of pregnant workers and workers who have recently given birth or are breastfeeding

Council Directive 92/85/EEC

- **A study about safety and health directives on national level in EU countries**
- **Findings from Finland:**
 - No significant differences because of the size of the workplace
 - No measures to facilitate compliance
 - Women do not breastfeed at work (in practice the alternatives are not to work or quit breastfeeding).

Women at risk: Commuting

- 1,4 * more commuting accidents for women than for men (per 1000 workers)
 - Especially women over 50 years: 2,5 * more than for men
 - Most typical type of injury: falling (75%)

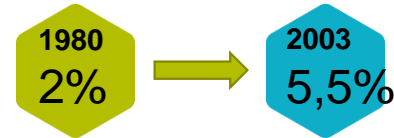


Women at risk: Violence at work

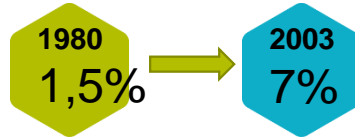
Violence at work

- The research has been conducted since 1980's

- Violence at work has increased from



- Women: from



- Health and Social care
- Education

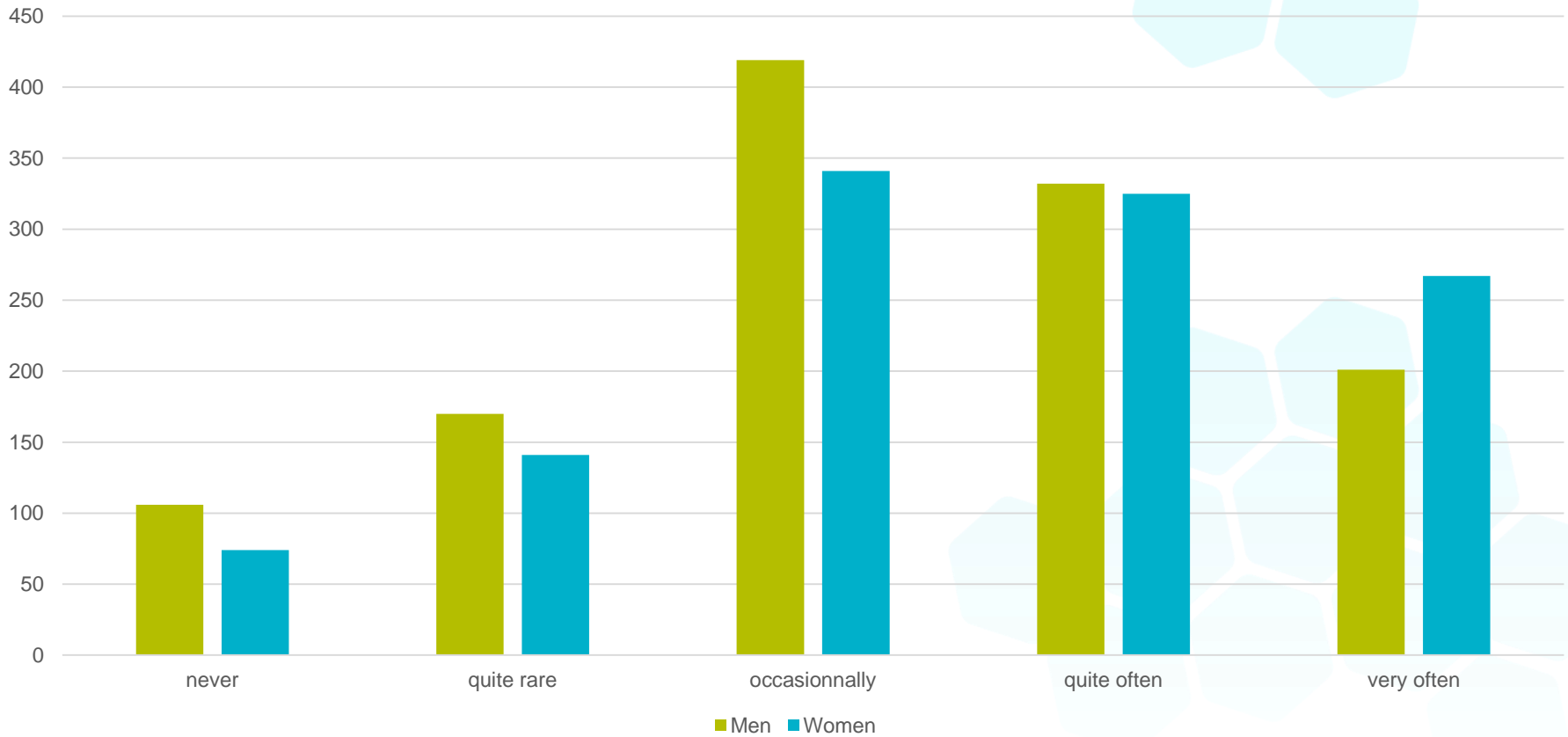
For women:

- 50% of violence was threats
- Over half of the violence were done by clients of patients

[Victims of accidents in Finland. 2009]
[Salminen 2013. Violence in the Finnish Workplaces: A review of literature]

Haste as a risk factor

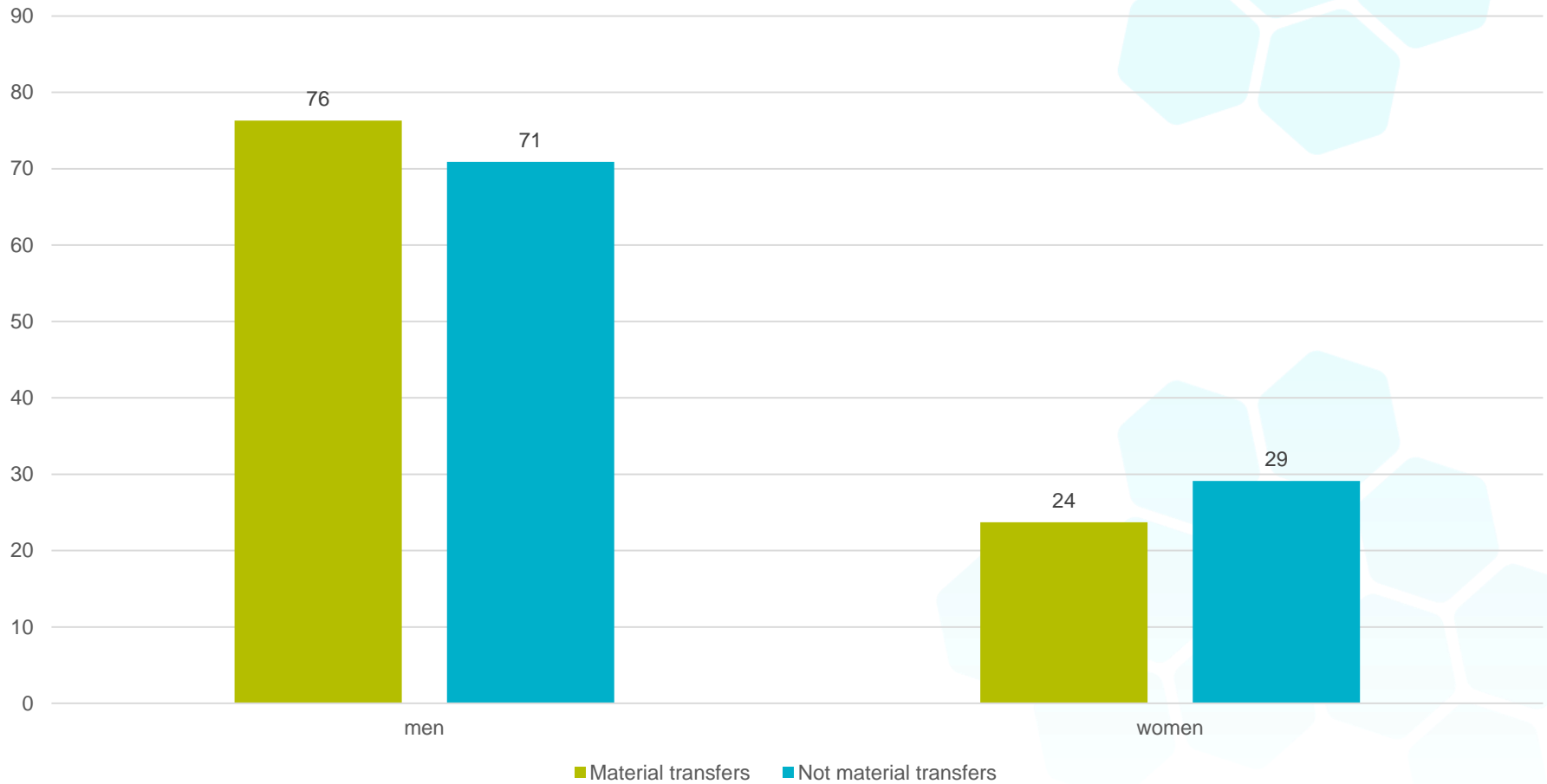
How often do you have to hurry to get your work done?



N=2376

Material transfers

N= 538 159
(2003-2007)



Discussion

- In general: gender issues are not very typically taken into account on occupational safety questions
- Physical demands of certain professions affect the male-domination (for example waste transport drivers)
- Finnish workplaces do not very often have differentiation on the basis of gender in OSH issues
- The importance of safety communication
- Risk assessment: including individual features



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Thank you!



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