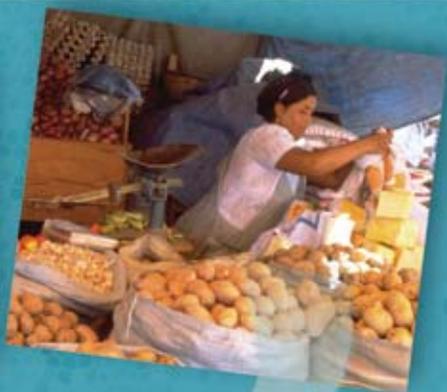


Gender Equality, Work and Health: A Review of the Evidence



World Health
Organization

WHO Library Cataloguing-in-Publication Data

Gender equality, work and health : a review of the evidence.

1.Women's rights. 2.Occupational health. 3.Women, Working. 4.Women's health. 5.Health policy. 6.Research. I.WHO Symposium on Gender and Work-Related Health Issues: Moving the Agenda Forward (2002 : Stockholm, Sweden) II.World Health Organization.

ISBN 92 4 159353 9

(NLM classification: WA 491)

© World Health Organization 2006

All rights reserved. Publications of the World Health Organization can be obtained from WHO Press, World Health Organization, 20 Avenue Appia, 1211 Geneva 27, Switzerland (tel.: +41 22 791 3264; fax: +41 22 791 4857; e-mail: bookorders@who.int). Requests for permission to reproduce or translate WHO publications – whether for sale or for noncommercial distribution – should be addressed to WHO Press, at the above address (fax: +41 22 791 4806; e-mail: permissions@who.int).

The designations employed and the presentation of the material in this publication do not imply the expression of any opinion whatsoever on the part of the World Health Organization concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. Dotted lines on maps represent approximate border lines for which there may not yet be full agreement.

The mention of specific companies or of certain manufacturers' products does not imply that they are endorsed or recommended by the World Health Organization in preference to others of a similar nature that are not mentioned. Errors and omissions excepted, the names of proprietary products are distinguished by initial capital letters.

All reasonable precautions have been taken by the World Health Organization to verify the information contained in this publication. However, the published material is being distributed without warranty of any kind, either expressed or implied. The responsibility for the interpretation and use of the material lies with the reader. In no event shall the World Health Organization be liable for damages arising from its use.

Printed in Switzerland

Gender Equality, Work and Health: A Review of the Evidence

Karen Messing, PhD

CINBIOSE, Université du Québec, Montréal, Canada

and

Piroska Östlin, PhD

Karolinska Institute, Stockholm, Sweden



**World Health
Organization**

**Department of Gender,
Women and Health (GWH)
Family and Community
Health (FCH)**

**Department of Public Health
and Environment (PHE)
Sustainable Development
and Healthy Environments (SDE)**

Table of Contents

Acknowledgments	IV
Preface	V
1. Introduction	1
2. The sexual division of labour: “women’s work” and “men’s work”	2
The division of labour in unpaid work	5
Health and safety issues arising from the sexual division of labour	6
Occupational health-related sex and gender differences	8
3. Health implications of sex and gender differences	11
Compensation for occupational health problems in the industrialized world	14
Occupational health problems of women in low-income countries	15
Specific problems for men	18
4. Relevant legislation and policy	20
Special treatment for women?	22
5. Gender bias in occupational health research	24
6. Recommendations	28
Research	28
Databases	28
Research topics	28
Research tools and methods	29
Occupational health policies and programmes	30
Changing the context	30
Changing international and national policies	31
Changing workplace practices	33
Occupational health and safety training and capacity development	34
Occupational health service delivery	35
Legislation and ethical norms	35
Bibliography	36

Acknowledgments

This publication was produced for WHO by Dr Karen Messing from CINBIOSE, Université du Québec à Montréal, Canada and Dr Pirooska Östlin from the Karolinska Institute in Stockholm, Sweden, with input from Dr Claudia García-Moreno, Department of Gender, Women and Health (GWH) and Dr Gerry Eijkemans, Occupational and Environmental Health Unit in the Department of Public Health and Environment (PHE), WHO.

The planning of this publication began at a WHO Symposium entitled “Gender and Work-related Health Issues: Moving the Agenda Forward”, which Dr Östlin coordinated for WHO at the Women Work and Health Conference, held June 2-5, 2002, in Stockholm, Sweden. The contributions to the Symposium provided valuable input to this overview paper, and they covered: ‘Gender and health-related work concerns in agriculture’ by Dr Sophia Kisting, Occupational and Environmental Health Research and Education Unit, University of Capetown, South Africa; ‘Global gender issues in health and industrial work’ by Elisabeth Lagerlöf, European Foundation for the Improvement of Living and Working Conditions, Dublin, Ireland, and ‘Women sex workers’ lives and prescriptions for their health’ by Meena Shivdas, Gender and development specialist in Singapore. These papers were edited by Drs Östlin and Messing and can be found on the website of GWH on <http://www.who.int/gender/publications>.

WHO would also like to thank Dr Salma Galal, previously in GWH and Dr Marilyn Fingerhut, previously in PHE, for their valuable contributions to the development of this publication.

We hope that this collective work of women in the field of gender, work and health can make a contribution to all working women in the world.

Preface

Work – formal and informal, paid and unpaid – plays an important part in determining women’s and men’s relative wealth, power and prestige. This generates gender inequalities in the distribution of resources, benefits and responsibilities. The workplace can be a setting where gender inequalities are both manifested and sustained, with consequent impacts on health.

Work affects women’s and men’s bodies and minds in many ways. Workers can gain great satisfaction from their jobs, but they can also be exposed to hazards that can affect their health. Toxic chemicals may lead to cancer, reproductive problems, and even to death. Repetitive movements and heavy loads can damage bones, joints, muscles and nerves. Working in overly hot or cold temperatures can affect the cardiovascular and reproductive systems, causing pain and illness. Working under pressure with little power to change the work environment can cause psychological and physical distress.

All over the world, women and men suffer discomfort, disease, injuries and death from their work. In general, the problems associated with men’s work are better known, since men do visibly heavy and dangerous work such as mining, cutting trees, fishing and building. More recently, a number of risks have been identified in women’s work, and this publication presents some of these.

Increasingly, key studies have been undertaken examining the effects of the working environment on health, but this research has not yet touched on many of the extremely harsh conditions in which the majority of the world's women work, and the consequent harm to their health and that of their families.

Women will be more and more involved in the global workforce, in both formal and informal work

To bring more attention to gendered aspects of women's working conditions and health, the Department of Gender, Women and Health (GWH) organized, together with the Occupational and Environmental Health Programme (OEH) within the Department of Public Health and Environment (PHE), a WHO Symposium, entitled "Gender and Work-related Health Issues: Moving the Agenda Forward" at the Women, Work and Health Conference, held June 2-5, 2002, in Stockholm, Sweden. The purpose of the symposium was to discuss gender and women's health issues related to industrial work, agricultural work and sex work and to summarize key gender issues in work and health. The presentations at the symposium provided valuable input for this global overview paper.

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_29780

