

## Triennial Report of IEA Technical Committee 2015-2018

Name of Technical Committee: **Gender and Work**  
 Website (URL): <http://www.iea.cc/about/technical.php?id=51dd5e2ab3de5>  
 Chairs: Sandrine Caroly, Professor in ergonomics, Laboratory PACTE- Grenoble Alpes University, France, [sandrine.caroly@univ-grenoble-alpes.fr](mailto:sandrine.caroly@univ-grenoble-alpes.fr)  
 Appointment date of chairperson: 2015-2018  
 Co-chairs : Marie Laberge, ergonomist PhD, Professor, Rehabilitation Sciences, Medicine Faculty, Université de Montreal, Canada, [laberge.marie@sympatico.ca](mailto:laberge.marie@sympatico.ca) and recherche at the CHU Ste-Justine Research Centre, Montreal  
 Rima Habib, PhD, Professor and Chair, Department of Environmental Health, Faculty of Health Sciences American University of Beirut [rma.habib@aub.edu.lb](mailto:rma.habib@aub.edu.lb)  
 Appointment date of co-chairperson: 2015-2018

Reporting Year	Work Group (WG) / Executive Members (EM) (see current membership of WG and EM in appendix)	Activities accomplished for the reporting years 2015-2018
2015	Working Group (WG) 1 Francophone  Working Group (WG) 2 Québec  <b>Conference/Seminar/ Workshop</b>	<b>2015- IEA 2015 Gender and Work Technical Committee Sessions as follows:</b>  <b>Session I.</b> Gender, Work and Health (chaired by Rima Habib) <b>Session II.</b> Gender, Risk and Ergonomic Interventions (chaired by Sandrine Caroly): <ol style="list-style-type: none"> <li>1. Title: Effect of lifting two different weights for female workers in a transfer of boxes during a palletizing task. Primary author: Andre Plamondon</li> <li>2. Title: Gender differences in selecting good practices in hospital cleaning work. Primary author: Silvana Salerno</li> <li>3. Title: The work of outsourced cleaning agents in a public university. Primary author: Sandra Gemma</li> <li>4. Title: The relationship of female workers to nanomaterial-related risks: how do requests for ergonomic intervention emerge? Primary author: Sandrine Caroly</li> <li>5. Title: Using an ergonomic lens to foster Integrated Prevention and Gender equity. Primary author: Bénédicte Calvet</li> </ol> <b>Session III.</b> Gender perspectives on musculoskeletal health at work – a Swedish initiative (chaired by Svend Erik Mathiassen): <ol style="list-style-type: none"> <li>1. Title: Physical work, gender and health in working life. Primary author: Svend Erik Mathiassen</li> <li>2. Title: Working conditions in female and male dominated sectors in Swedish municipalities. Primary author: Christina Jonsson</li> <li>3. Title: Initiatives for prevention specifically focusing women’s physical workloads. Primary author: Kersti</li> </ol>

		<p>Lorén</p> <ol style="list-style-type: none"> <li>4. Title: Women’s work environment, health and ergonomics: the impact of the project within the Swedish Work Environment Authority. Primary author: Minke Wersäll</li> <li>5. Title: A gender perspective in occupational health projects – a success story? Primary author: Annika Sjostedt-Landen</li> </ol> <ul style="list-style-type: none"> <li>• <b>Gender and Work TC Meeting</b></li> </ul>
2016	WG2 <b>Conference/Seminar/ Workshop</b>	<p><b>PREMUS 2016 Toronto</b></p> <p><b>Title Symposium:</b> <i>Sustainable prevention of WMSD: gender analysis and development of effective interventions</i></p> <p><b>Session 1:</b> <u>Intervention Development</u></p> <ol style="list-style-type: none"> <li>1. Title: S/g and motor control: what should you know before planning an intervention? – Authors: Côté, Emery.</li> <li>2. Title: Gender differences in duration of work absence due to non-traumatic WMSD: Reflections on the determinants of these differences and the implications for prevention of prolonged work disability. Author: Stock.</li> <li>3. Title: Development of integrated prevention to improve workers' health: a gender-sensitive approach. Authors: Calvet, Laberge, Saint-Charles, Vézina.</li> <li>4. Title: When management indicators make women’s work invisible: the case of personal support workers in Ontario. Authors: Chadoin, Messing, Daly.</li> </ol> <p><b>Session II</b> <u>Intervention Implementation</u></p> <ol style="list-style-type: none"> <li>5. Title: WMSD prevention and education: Why the supervision tools used by teachers in charge of trainee placements in male-dominated training for semi-skilled trades must be gender-sensitive. Authors: Tondoux, Laberge.</li> </ol> <p><u>Intervention Evaluation</u></p> <ol style="list-style-type: none"> <li>6. Title: Utilization-focused evaluation of the implementation of OHS learning tools by teachers of the Quebec work-oriented training path: Is gender considered? Authors : Laberge, Pinet.</li> <li>7. Title: How is gender taken into account in the action plans of participatory ergonomic interventions aimed at preventing WMSDs ?  Authors: Albert, Vézina, Bilodeau.</li> </ol>

		<u>Discussion</u>
2016	WG1 <b>Conference/Seminar/ Workshop</b>	<p><b>Symposium SELF 2016 Marseilles-France</b> Title Symposium: Intervention practice on Gender in ergonomics.</p> <ol style="list-style-type: none"> <li>1. Introduction- Sandrine Caroly</li> <li>2. Title : Les ergonomes peuvent-ils rester borgnes? A propos de la relation intervention-formation-genre. Authors : Marianne Lacomblez, Edmée Ollagnier, Catherine Teiger</li> <li>3. Title: Rendre visible les expositions des femmes à partir des diagnostics photos Authors: Margaux Vignet, Florence Chappert, Philippe Sarnin</li> <li>4. Title: Appréhender et prévenir les risques CMR: le genre en action? Authors : Fabienne Goutille, Marie Vanderghote, Alain Garrigou, Laurence Thery</li> <li>5. Title: De la pénibilité des horaires à l’articulation des temps professionnels et familiaux : les suites d’une intervention dans une entreprise de transports publics . Author : Isabelle Probst.</li> </ol>
2016	WG1, WG2 <b>Publications</b>	<p><b>Publication PISTES special issue</b></p> <ol style="list-style-type: none"> <li>1. Title: Editorial- L’ergonomie du genre : quelles influences sur l’intervention et la formation ? Author: Sandrine Caroly</li> <li>2. Title: Why Are There Still One-Eyed Ergonomists? The Connection Between Intervention, Training, and Gender. Authors: <b>Marianne</b> Lacomblez, <b>Edmée</b> Ollagnier <b>et Catherine</b> Teiger</li> <li>3. Title: Ergonomic interventions : What to do with personal characteristics. Such as sex and gender ? Authors: Nicole Vézina, Céline Chatigny, Bénédicte Calvet.</li> <li>4. Title : Equality and Occupational Health. How does a gender approach transform working condition interventions? Authors : Florence Chapper et Laurence Théry</li> <li>5. Title: The Why and How of Integrating Sex and Gender in Ergonomics Interventions at the Work Situation Selection Stage Authors: Marie Laberge, Sandrine Caroly</li> <li>6. Title: Are Male and Female Teachers Equal in Terms of the Organizational Constraints They Face in Secondary Teaching Establishments ? Author: Dominique Cau-Bareille</li> <li>7. Title: Gender and Statistics: Can Cluster Analysis Help Us to Understand the Place of Gender in the Search for Better Working Conditions? Authors: Karen Messing, France Tissot et Mélanie Lefrançois</li> <li>8. Title: Sustainable Prevention of Musculoskeletal Disorders in Seasonal Work Context: The Need for Work Activity Analysis. Authors: Marie-Ève Major, Nicole Vézina.</li> <li>9. Title : “If It’s Not Documented, It Hasn’t Been Done” : Management Indicators of Workload Can Make Women’s Work Invisible. Authors: Martin Chadoin, Karen Messing, Tamara Daly, Pat Armstrong, Nicole Vézina</li> <li>10. Gender Inequality in Companies: developing work interventions conducive to changes. Authors: Laurence Théry et Florence Chappert</li> <li>11. Gender Bias in the Recognition of Occupational Diseases: The Case of Musculoskeletal Disorders in Italy and Switzerland. Authors : Isabelle Probst, Silvana Salerno</li> </ol>

2016	WG1, WG2 <b>Publications</b>	<p><b>Publication ETUI HesaMag#12</b>  <b>Dossier special 29/34: Femmes au travail: en quête de reconnaissance.</b>  Coordonné par Marianne de Troyer et Laurent Vogel.</p> <ol style="list-style-type: none"> <li>1. Title: Chausser les lunettes du genre pour comprendre les conditions de travail. Author: Laurent Vogel</li> <li>2. Tile: Karen Messing, la passe-murailles. Author: Emanuelle Walter</li> <li>3. Title: L'approche genre comme soutien à la prevention. L'exemple français. Authors: Florence Chapert, Pascale Mercieca, Helène Plassoux, Laurence Thery.</li> <li>4. Title: Des femmes secourues par des femmes. Author: Berta Chulvi.</li> <li>5. Title: Suède: l'inspection du travail en croisade contre l'exclusion des femmes. Author: Hans Olof Wiklund.</li> <li>6. Title: Equipement de protection individuelle: le défi de l'adaptation aux femmes. Author: Aida Ponce Del Castillo</li> <li>7. Title: dans les entrailles de la terre, aux côtés des dernières femmes mineurs d'europe. Author: Barbara Matejcic</li> </ol>
2016	<b>Publications</b>	<ul style="list-style-type: none"> <li>• Rima Habib et al. (In Press). Intersectionality: The Value for Occupational Health Research” <i>The Value for Occupational Health Research</i>. In: Gideon, J. (editor). The International Handbook on Gender and Health, Edward Elgar: Cheltenham. This chapter explored the applicability of intersectionality to occupational health research, including its value-added to sex/gender research.</li> </ul>
2016	WG2 <b>Research</b>	<p>Team grant from the Fonds de recherche Société-Culture du Québec. <u>Program</u> : <i>Soutien aux équipes de recherche</i>.  <u>Title</u> : La santé au travail à travers une analyse de genre : quels défis et quelles interventions pour favoriser la santé et l'égalité au travail ? <u>Team</u> : Jessica Riel, Stéphanie Bernstein, Rachel Cox, Nathalie Houlfort, Marie Laberge, Valérie Lederer, Marie-Eve Major, Karen Messing, Johanne Saint-Charles, Hélène Sultan-Taïeb, Nicole Vézina, Anne-Renée Gravel, Dalia Gesualdi-Fecteau, Katherine Lippel. Demande déposée en octobre 2016.</p>
2016	WG2 <b>Research</b>	<p>Obtention d'une subvention de la Commission de la construction du Québec (dirigé par Eric Charest de l'ENAP).  Thématique : Intimidation et du harcèlement sur les chantiers de construction. Analyses différenciées selon le genre.  <u>Équipe</u> : Céline Chatigny, Jessica Riel, Marie Laberge</p>
2017	WP1 <b>Conference/Seminar/ Workshop</b>	<p>Seminar <b>European Trade Union Institute (ETUI)</b> 'His and Hers: occupational hazards, health, justice and prevention actors</p> <p>Seminar introduction- Authors: Marianne De Troyer, Laurent Vogel:</p> <p>Plenary session: The European survey on working conditions and gender. What are the prospects?  Authors: Agnès Parent-Thirion, Eurofound, EU</p> <p><b>Workshop 1: Gender and occupational cancers</b></p>

		<p><b>Workshop 2: Gender and musculoskeletal disorders</b></p> <p><b>Workshop 3: Gender and return to work</b></p> <p><b>Speakers' presentations:</b></p> <ol style="list-style-type: none"> <li>1. Title: Men and women facing carcinogenic hazards at work: the right to compensation. Author: Anne Marchand</li> <li>2. Title: Hairdressers' occupational exposure and the European social dialogue. Authors : Dimitra Penidis</li> <li>3. Title: Carcinogens and reprotoxic in the hairdressing sector - an inventory. Author: Laurent Vogel</li> <li>4. Title: Breast cancers and trade union action. Author : Loly Fernández Carou</li> <li>5. Title : Gender differences and MSD recognition in Italy. Author: Silvana Salerno</li> <li>6. Title : Gender, work organization and prevention of MSD: the case of cattle breeding. Author : Silvana Salerno</li> <li>7. Title : Occupational diseases in Portugal: ground for gender-based trade union action. Author : Isabel Ferreira, Paula Sobral</li> <li>8. Title: The organization makes all the difference. Author : Minke Wersäll</li> <li>9. Title: Gender inequality on employment in France : when cancer interferes. First results from the French VICAN Surveys. Author : Caroline Alleaume</li> <li>10. Title: Return to employment after a work-related accident: how he/she defines himself/herself in relation to others. Authors: Liliana Cunha, Marta Santos, e Cláudia Pereira</li> <li>11. Title: Gender on return to work or/and health problem. Author: Maria Elisabeth Berner</li> <li>12. Title: Gender and return to work: the gap between legal prescription and real work improvement on parenting. Author: Nuno Bessa</li> <li>13. Title: Hidden treasures: the condition of maimed and injured women within the Italian Society and Labour Market. Author: Maria Giovannone,</li> <li>14. Title: Reproductive risks including endocrine disruptors -gender issues. Author: Elke Schneider</li> <li>15. Title: 6th European Working Conditions Survey. Author: Agnès Parent-Thirion</li> </ol>
2017	WG2 <b>Publications</b>	<b>Publication in <i>NEW SOLUTIONS: A Journal of Environmental and Occupational Health Policy</i></b>
2017	WG2 <b>Research</b>	Team Grant funded by the Canadian Institutes of Health Research: Impact of gender on knowledge translation interventions. <u>Title</u> : Generating and passing on gender-conscious knowledge about equality, equity and occupational/environmental health. <u>Team members</u> : Marie Laberge, Donna Mergler, Karen Messing, Jessica Riel,

		Johanne Saint-Charles, Hélène Sultan-Taïeb, Cathy Vaillancourt, Jena Webb, Lise Gervais, Caroline Voyer, Marie Bellemare, Jacques Bernier, Stephanie Bernstein, Céline Chatigny, Julie Côté, Daniel Côté, Myriam Fillion, Valérie Lederer, Katherine Lippel, Marie-Ève Major, Jeffery Masuda, Lise Parent, André Plamondon, Stéphanie Premji, Dave Saint-Amour, Nicole Vézina, Patrice Duguay .
2018	All TC members	Three symposia at the IEA International conference (Florence). Chairs: Marie Laberge, Sandrine Caroly, Jessica Riel and Rima Habib

Have you held a TC meeting at the IEA 2015 World Congress in Melbourne? Yes

Sandrine Caroly, Gender and Work Technical Committee Chair (since 2015)

Marie Laberge, Gender and Work Technical Committee Deputy Chair (since 2015)