



Joint webinar

Ergonomic Work Analysis and Training - Gender & Work TCs

- Marta Santos & Catherine Delgoulet (EWAT TC)
- Marie Laberge & Christelle Casse (Gender & Work TC)
- June the 11th 2025

Occupational health, vocational training and gender

*My little story of the ergonomic
crossroads of three parallel roads*

GESTE pour le partage
des connaissances
→ Genre-Équité-Santé-Travail-Environnement



Observatoire
de la **formation**
professionnelle
du Québec



UQÀM | IREF
Institut de recherches
et d'études féministes



- **Question from Mrs. Catherine Delgoulet, Co-TC
Chair EWAT**

Research-interventions, teachings and trainings

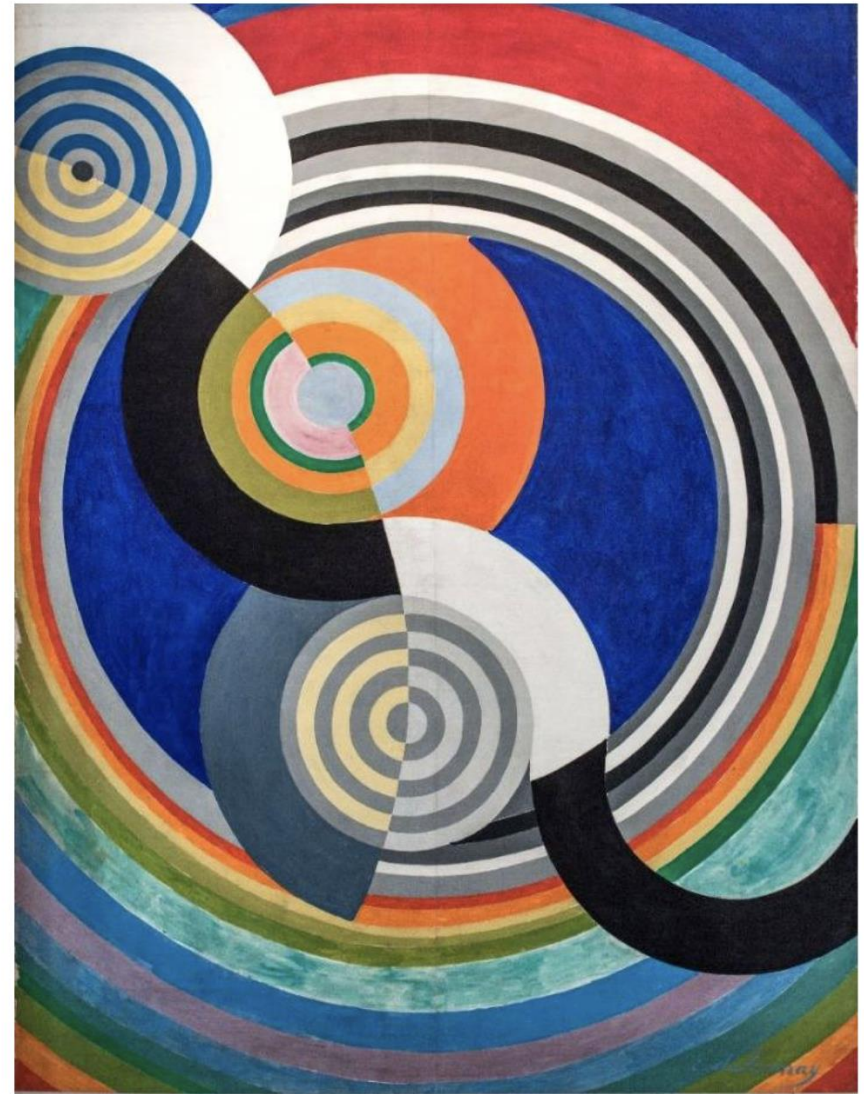
3 Axes

2 Theoretical and methodological
frameworks +

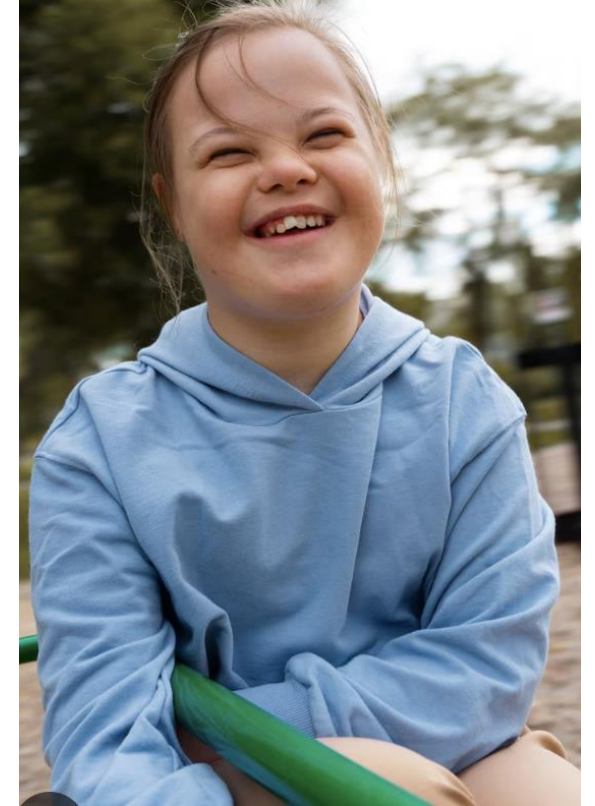
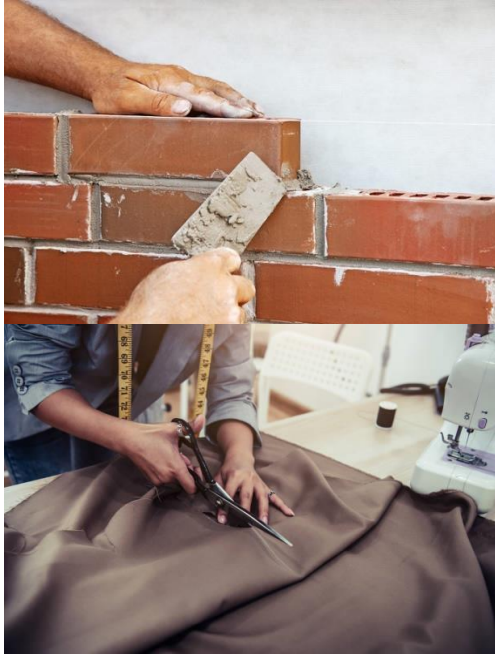
2 Perspectives

Workplaces & Training Centers

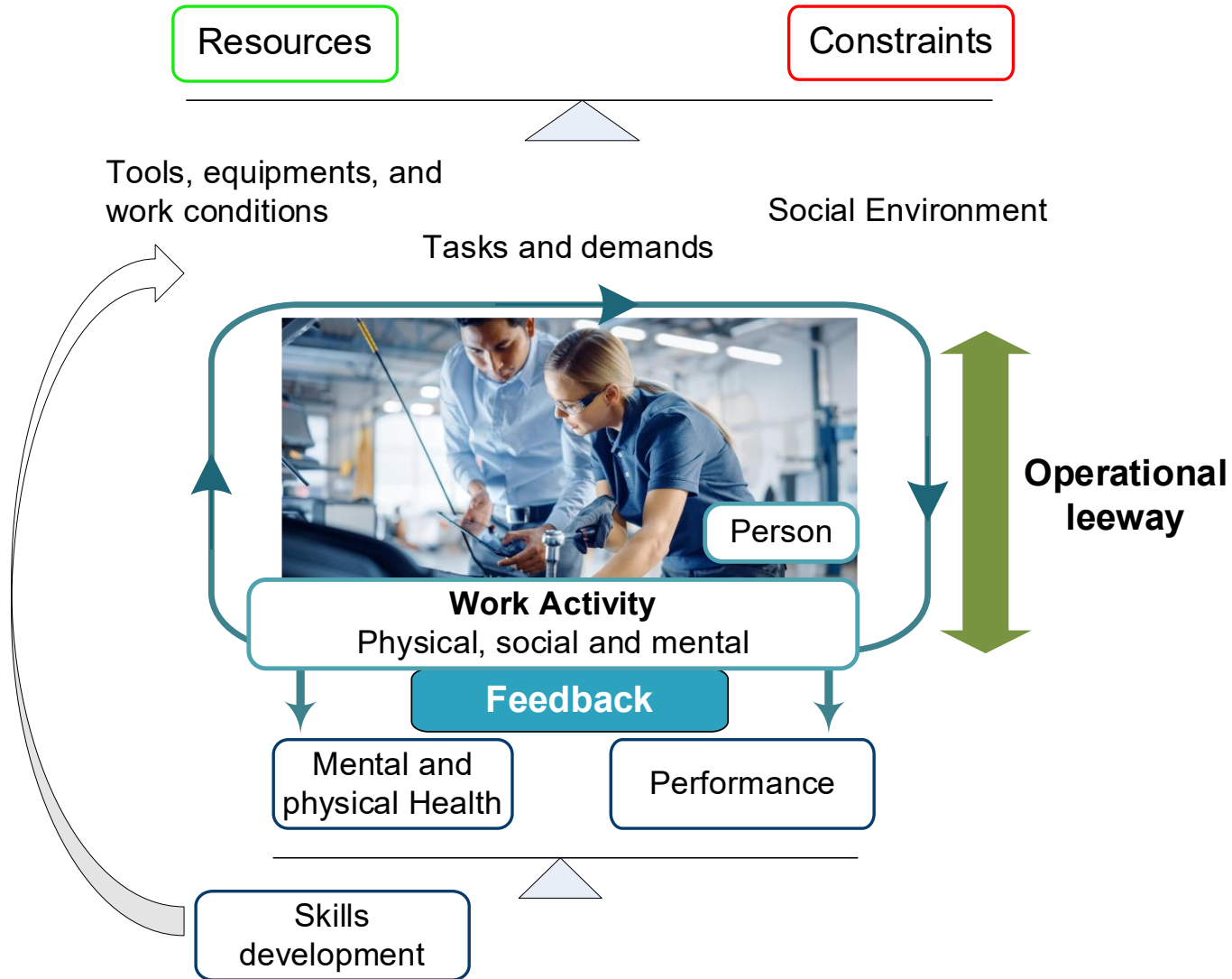
♀, ♂, ♀ & ♂



Origin of my research concerns



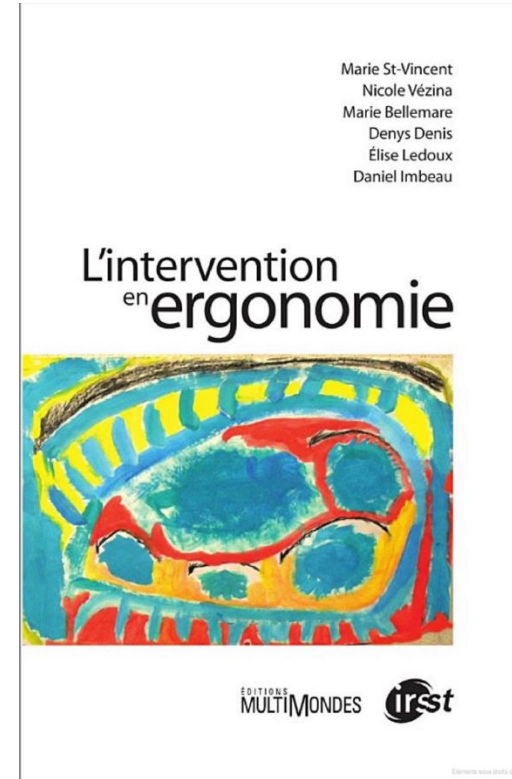
Ergonomic Analysis of Work



Getting closer to reality and its complexity - without getting lost in it



Min Jong-Yeon (2019)
The real and the illusion of the real



St-Vincent & al., 2011

My network

Sylvie
Ouellet

Julie
Courville

Ana Maria
Seifert

Jessica
Riel



Nicole Vézina,
CINBIOSE, UQÀM



Karen Messing,
CINBIOSE, UQÀM

Marta
Santos

**Réseau
EWAT**

**Réseau
G&W**

Marianne
Lacomblez

Catherine
Delgoulet

Christine
Vidal-Gomel



Catherine Teiger
(1939-2024)
CNAM, Paris

Élisabeth
Wendelen

Marianne
De Troyer

Dominique
Cau-Bareille

**Pierre
Falzon**

**Sylvie
Montreuil**

Vanessa
Remery

Pascal
Simonet

Robin
Castonguay

Nadia
Lamamra
Barbara
Duc

- **Question from Mrs. Christelle Casse, TC Chair
Gender & Work**

Sex/Gender & OHS



Couture, Thibault, Chatigny, Messing (2004)



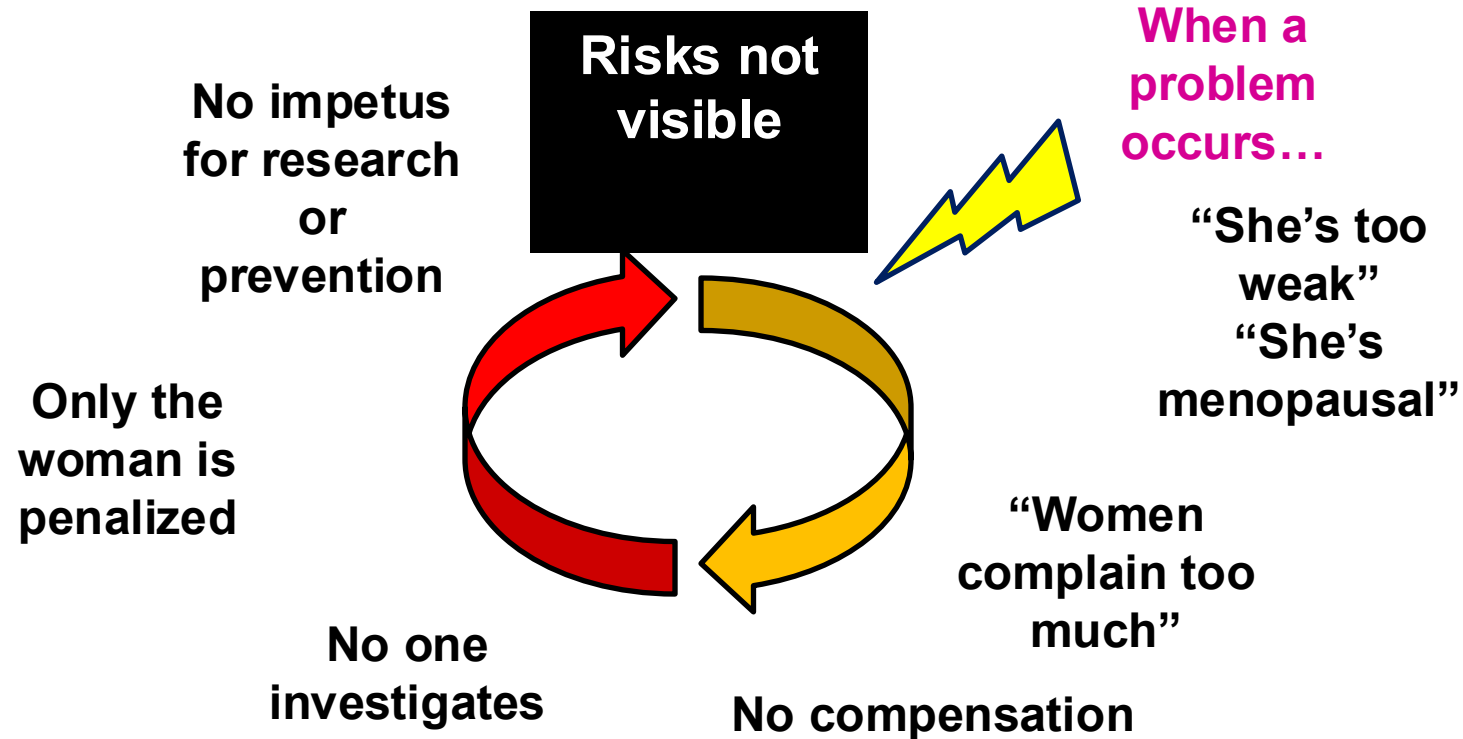
*A union tool to keep
women in traditionally
male jobs*



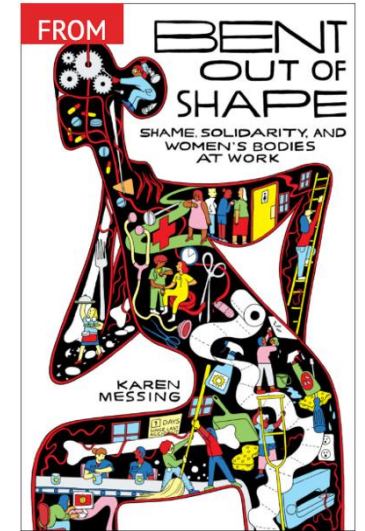
FTQ, 2007

*Building a
new
employment
tradition
together*

Sex/Gender & OHS



The « vicious cycle in prevention » (Messing et Riel. 2024)



Messing, 2012

GESTE

Marie Laberge
team
[ehhttps://equipe
geste.org/](https://equipe.geste.org/)

Ergonomic Analysis of work and training

"The use of training alone to reduce load can be as misleading as wallpapering over cracks in a wall [...] training [...] should not be a substitute for proper device design"

(Taylor & Garvey, 1959 in Leplat, 1994)



Teiger &
Lacomblez,
2013

Master study
2 Axes : OHS & Training

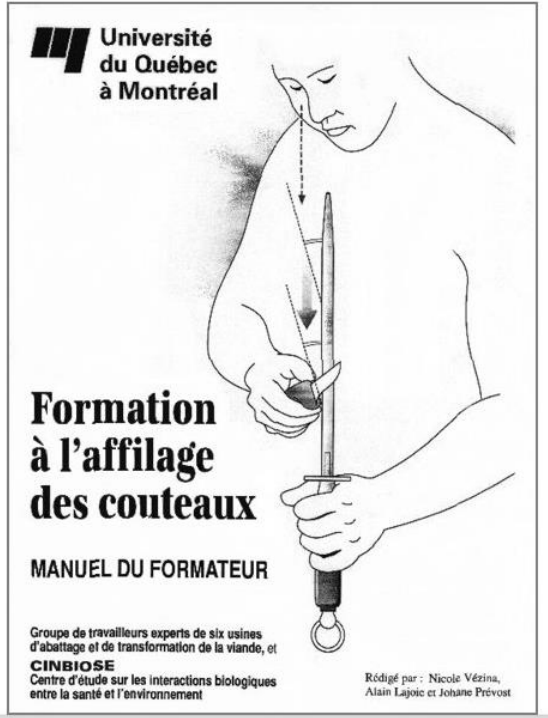


Slaughterhouse



<u>Pression sur le fusil</u> : effort exercé avec la lame sur le fusil	Légère Grande	
<u>Sensation tactile</u> : par laquelle on sent ce qui se passe sous le couteau par l'intermédiaire de la lame	Inconnues	
<u>Vitesse</u> : rapidité d'exécution des mouvements de glissement de la lame sur le fusil	Lente Moyenne Rapide	
<u>Souèvement de la lame</u> : lors de l'alternance, la lame doit être soulevée pour protéger le taillant	Soulevée Glissée	
<u>Équilibre du corps</u> : l'équilibre facilite le contrôle des mouvements et l'exécution de l'affilage	En équilibre En déséquilibre	
<u>Type de prise des outils</u> : façon de tenir le couteau et le fusil	Lâche Ferme	

Chatigny & Vézina, 1994, 1995



Vézina & al. 1999

Doctoral study 2 Axes OHS + Training

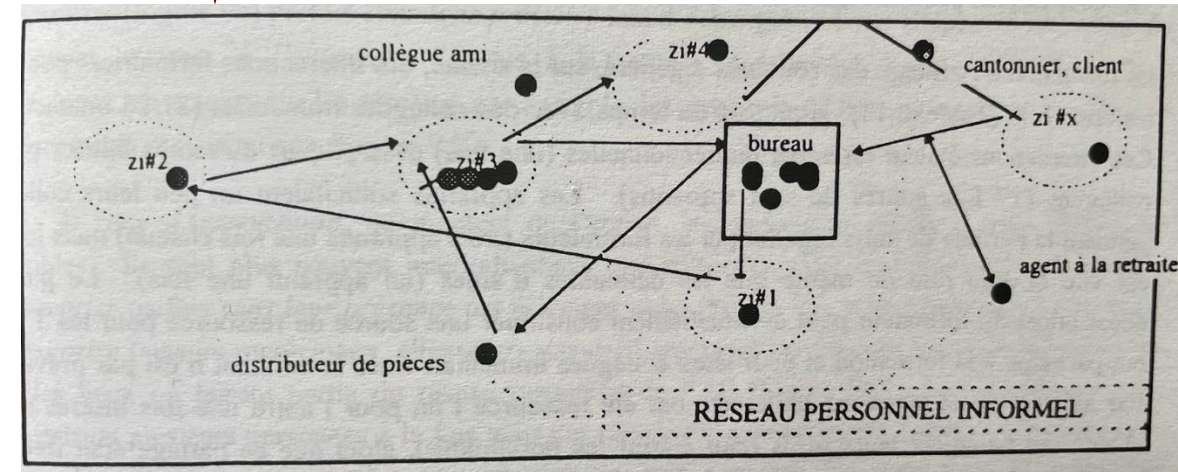
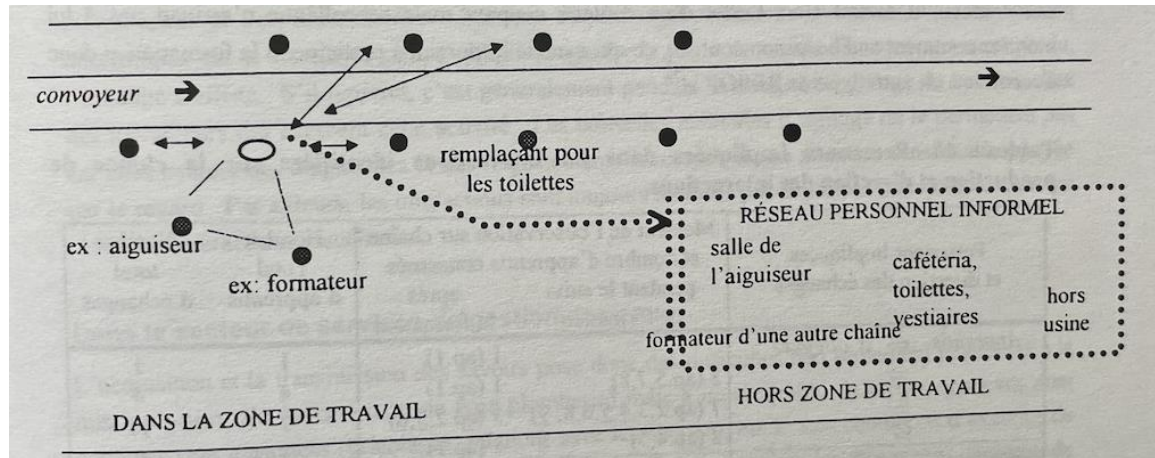
Slaughterhouse



Collective
knowledge
elaboration

Operational
ressources

Water network



Falzon, Sauvagnac, Chatigny (1996); Chatigny (2001)

- **Question from Mrs. Marie Laberge, previous TC Chair Gender & Work**

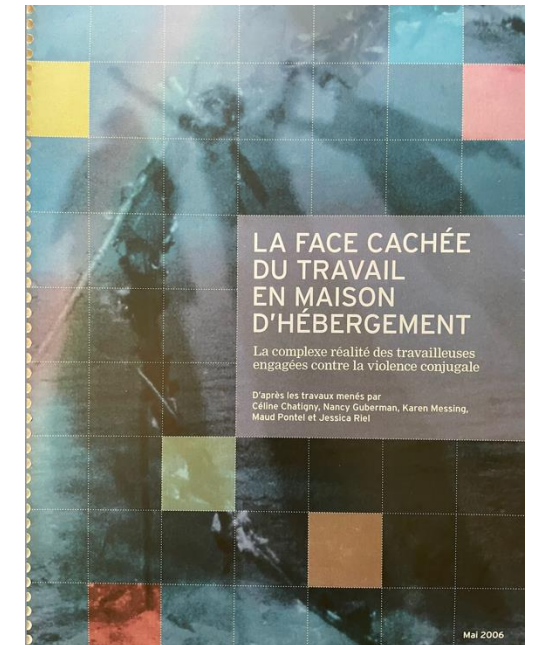
3 explicit axes: OHS + Gender + Training

**Shelters for
women victims
of domestic
violence**



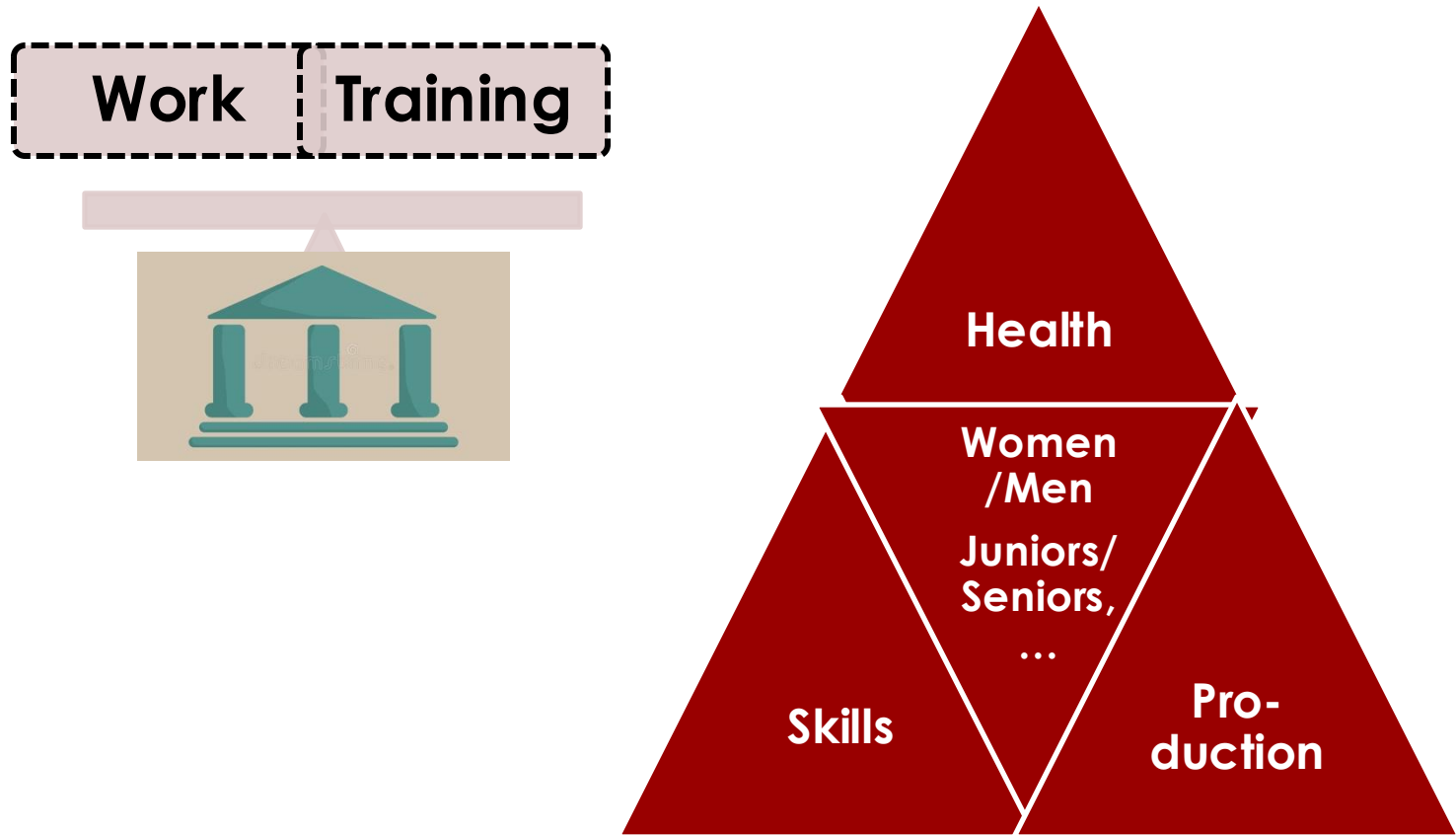
L	Ma	Me	J	V	S	D
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

The hidden side of
working in shelters



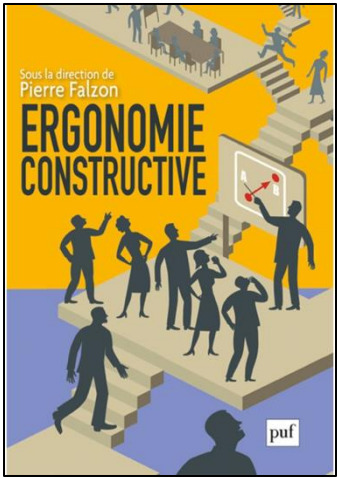
Chatigny et al., 2006;
Chatigny, 2006; Messing &
Chatigny, 2024

Capability conditions for the individual, the group and the organization

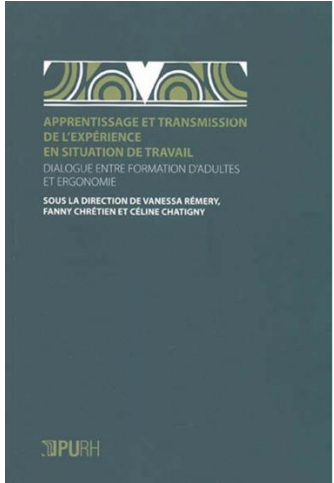
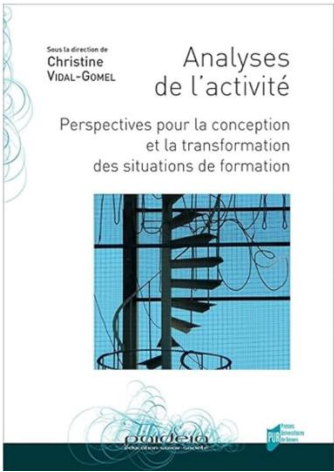


Delgoulet & Santos, 2022; Delgoulet & al., 2019; Delgoulet et Vidal Gomel, 2013

Chatigny (2025), Webinaire IEA



Falzon, 2013



Vidal-Gomel, 2018; Remery & al.;
Chatigny et al., 2019. 2018;
Ouellet et al., 2018;

Teacher training - vocational training sector



Occupational Health and Safety: From the Trade to Teaching the trade



Learning to Think Through the Trade

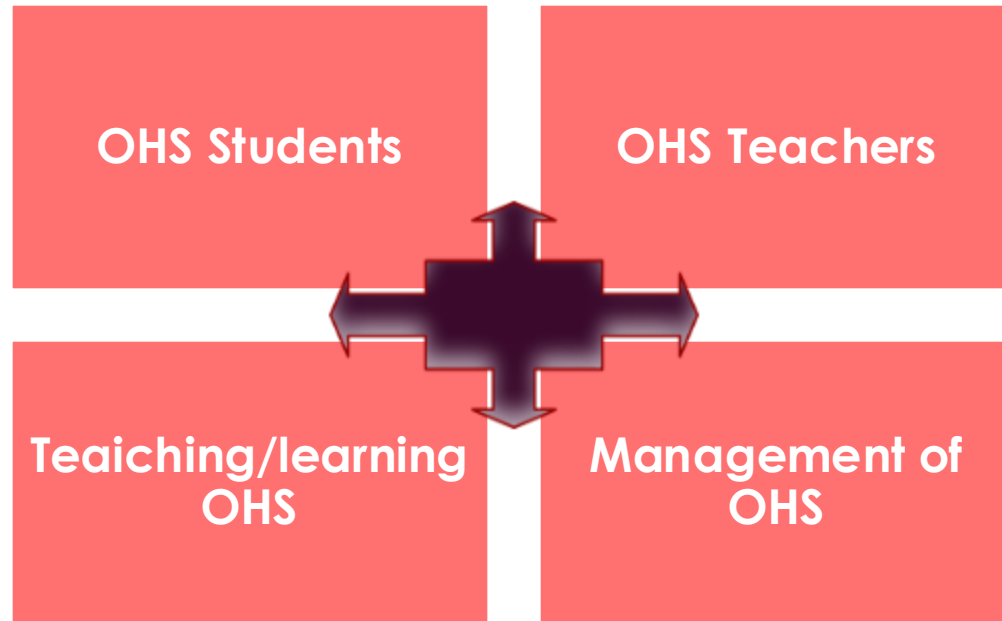


Ergonomics in the Service of Vocational Training

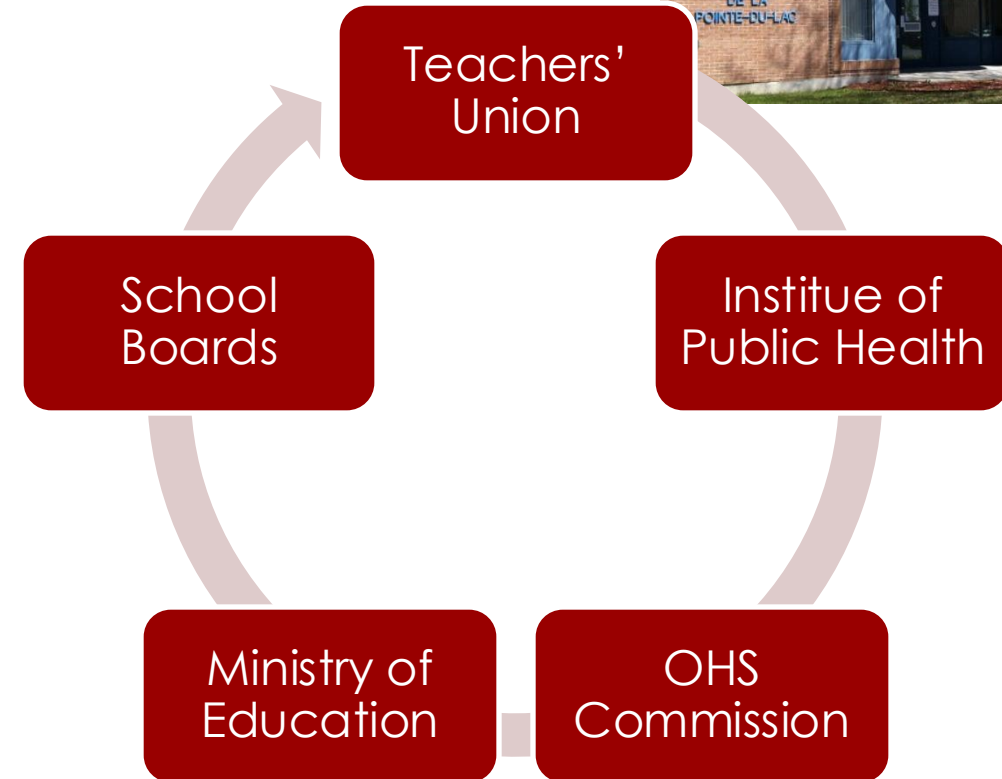


3 explicit axes : OHS + Gender + Training

Vocational Training Center (VTC) ♀, ♂, ♀ & ♂:



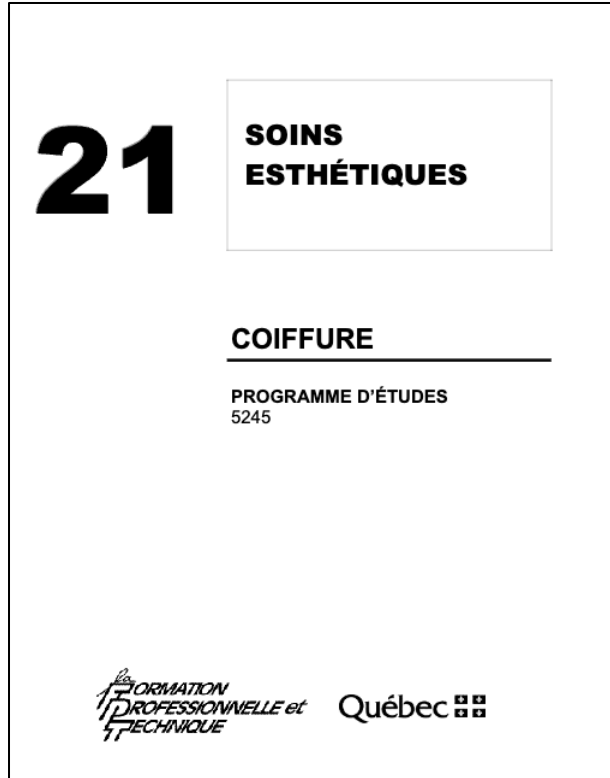
Chatigny & al,



■ Granting source:

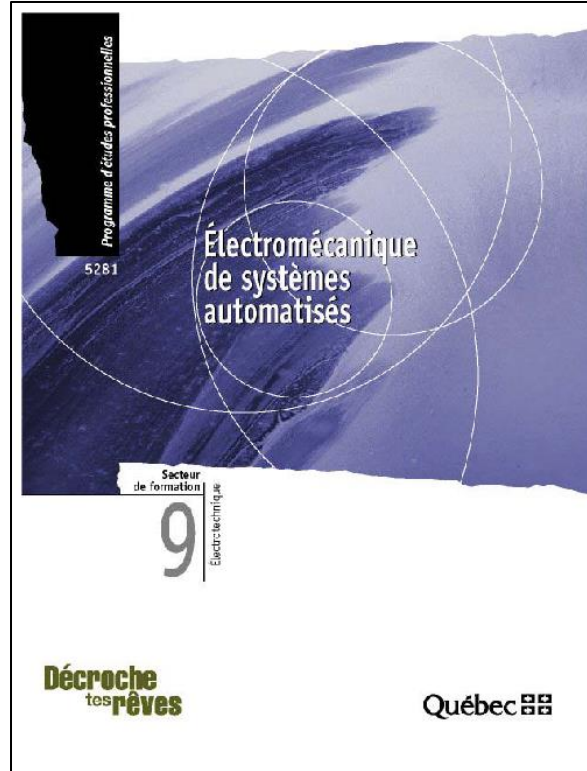
Institut de recherche Robert Sauvé en santé et en sécurité du travail (IRSST)

Hairdressing Program ♀



Ministère de l'Éducation, 2001

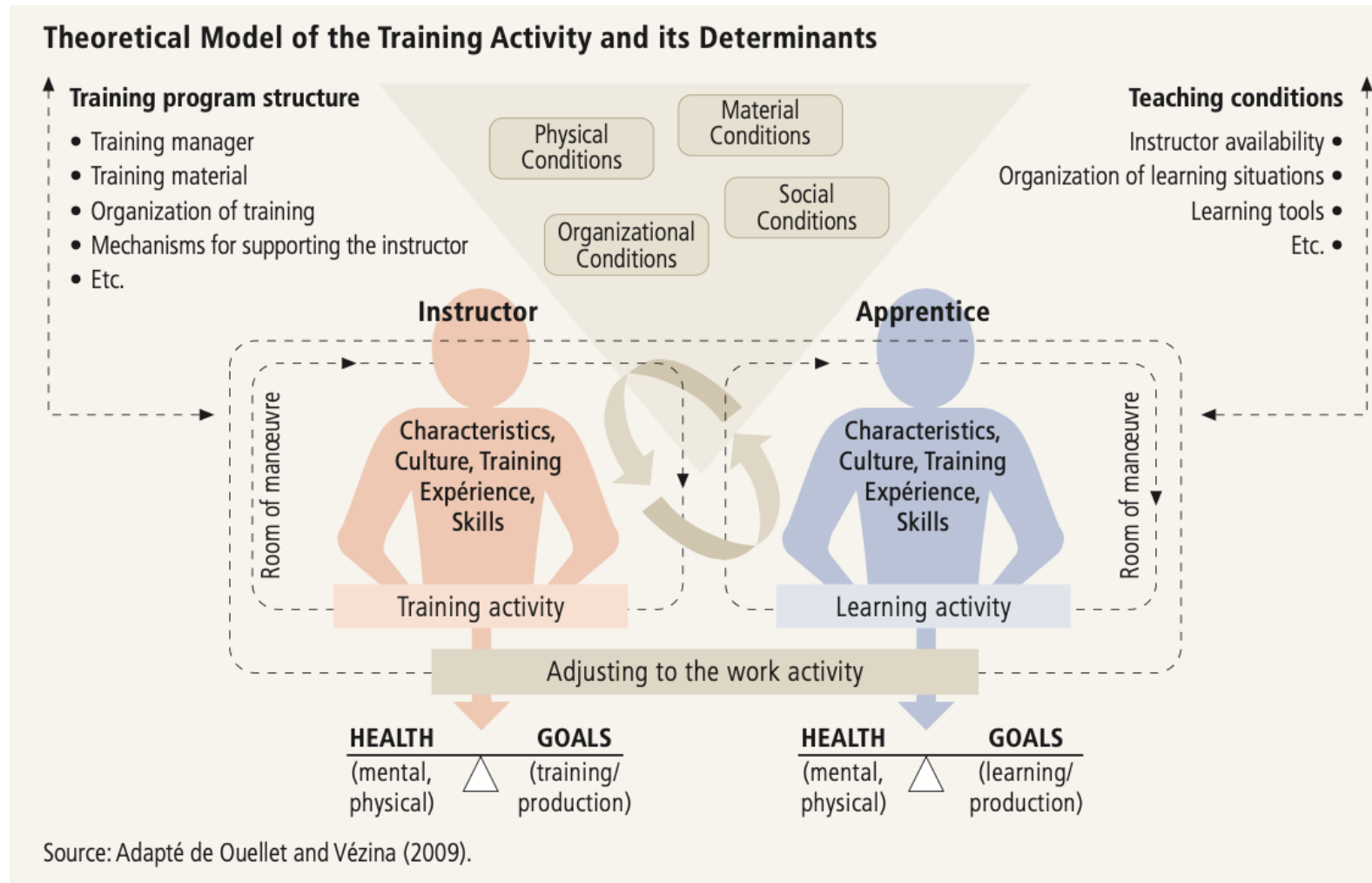
Electromechanics Program ♂ + 1♀



Ministère de l'Éducation, 2004



Trained – Trainers: inseparable for better or for worse

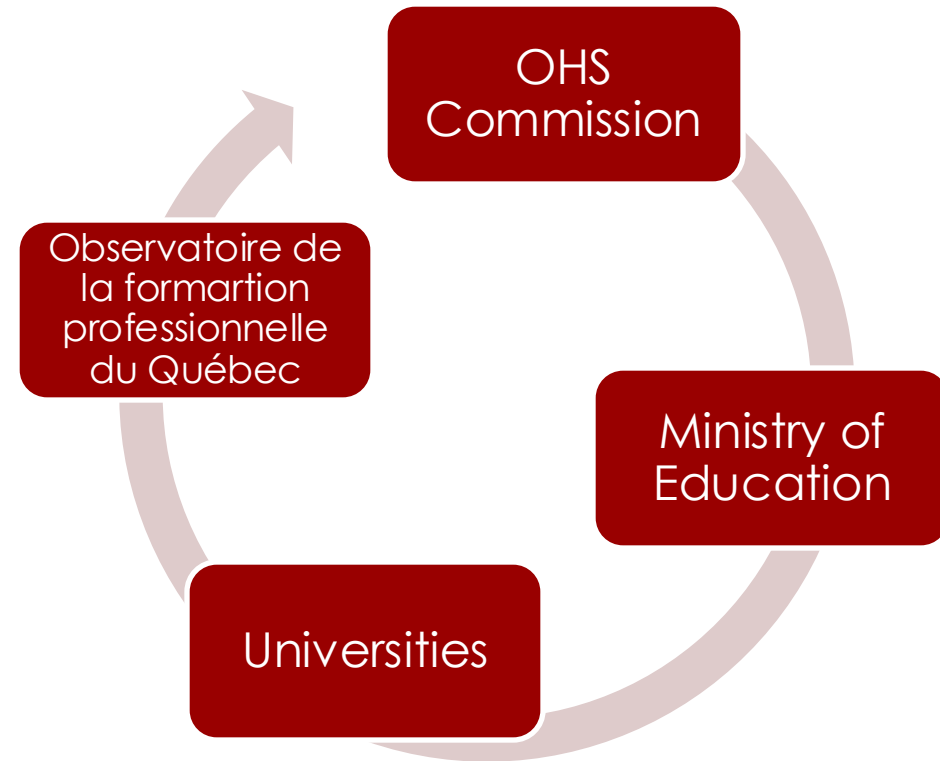


Delgoulet & al.
Chatigny & al.
2019

Ouellet, S. (2012). Chatigny & Ouellet, 2005



Chatigny et Tondoux, 2014)



And Now

*Equitable and
empowering
research-
interventions ?*





All of you

TC Chairs EWAT & G&W

IEA

Henri Beauregard

**The PPT and bibliographic references
will be available on IEA Website**

Translation from French to English with Google Translate

Free access images from: istockphoto, Shutterstock, freepik

- **Question from Mrs. Marta Santos, Co-TC Chair
EWAT**
- **Questions from participants**