

Diversity

Is this topic relevant to OSH?

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Topics

- Theoretical input
 - Different approaches to OSH
 - Diversity Management – a definition
 - Dimensions of diversity
- Diversity and OSH – some examples
- Summary

Theoretical input (1)

- It is the employers' responsibility to look after the health and safety of their employed staff
 - Until 1989: a reactive approach, action was only taken when it was required by a regulation or an authority
 - After 1989 (RL 89/391 EWG): a preventive approach, evaluation and reduction of occupational hazards
 - After 2000 – EU guideline: a prospective approach, „to maintain the work ability“

Theoretical input (2)

- **Diversity Management** = a „strategic managerial approach with the aim to observe and utilise the diversity of persons and relevant stakeholders, in order to create structural and social conditions under which all staff can develop their performance and motivation for the benefit of all parties and for the improvement of the organisation’s performance“

Source: ÖNORM S 2501: 2008, p. 5

Theoretical input (3)

6 Dimensions of Diversity:

1. Age
2. Persons with disabilities
3. Gender
4. Sexual orientation
5. Ethnic group
6. Religion

Source: Seidler, Horniak „Vorsicht alle!“, 2014, p. 24

Diversity and OSH (1)

Dimension **Age**

- Newcomers vs older workers
- Young, dynamic, quick and inexperienced vs experienced, thoughtful, smart and practiced

OSH's fields of action:

organisation of working time, workplace health promotion, training, mentoring

Diversity and OSH(2)

Dimension **Persons with Disabilities**

- Barrier-free buildings vs „old structures“
- Integration vs inclusion

OSH's fields of action:

organisation of working time, workplace health promotion, training, workplace design, barrier-free buildings and occupational rehabilitation management

Diversity and OSH (3)

Dimension **Gender**

- Biological: male vs female
- Gender: team-minded, diplomatic, social and emotional vs thinking strategically, determined, decided and willing to take risks

OSH's fields of action:

organisation of working time, ergonomics, prevention culture, workplace health promotion, arrangements related to (parental) leaves, collective bargaining agreements, selection of PPE

Diversity and OSH (4)

Dimension **Sexual Orientation**

- Heterosexual vs homosexual
- Or one of the other approx. 60 variations?

OSH's fields of action:

design of the working premises, workplace health promotion, training, prevention culture

Diversity and OSH (5)

Dimension **Ethnic Group**

- Migrants vs local population
- Population groups vs „Melting Pot“

OSH's fields of action:

on-siteinstruction, language, work organisation, training,
organisation of working time, workplace health promotion,
mentoring

Diversity and OSH(6)

Dimension **Religion**

- Five world religions (Christianity, Islam, Hinduism, Buddhism, Judaism) vs without religious denomination
- Holiday vs everyday

OSH's fields of action:

organisation of working time, workplace health promotion, work organisation

Summary

- You have heard some examples how companies have dealt with six dimensions of diversity.
- There is a standard for Diversity Management – at least in Austria, ÖNORM S2501:2008
- OSH and diversity may promote the results of your daily work.
- **Managing Diversity means to observe and utilise the diversity of persons.**
- **15 books „Vorsicht Alle!“ on prevention and diversity available today (in German) – first come first serve 😊**

Appeal

Be brave!

Try the different dimensions of diversity one by one and experience through trial and error how diversity and OSH go hand in hand with each other.

You can only win!



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