

### DID YOU KNOW?

Handle size and tool weight are designed to accommodate the size and strength of men, yet the average hand length of women is 2 centimetres shorter than the average man's, which means a woman's grip strength is about two-thirds the power of a man's grip.

For females in male-dominated industries, this means that the grips of tools are typically too thick. Tools like pliers require a wide grasp, which puts too much pressure on the palm, leading to the loss of functional efficiency. In addition, women often do not receive training on how to best use tools and equipment designed for men.

## Providing Safety for Women in Male-dominated Industries

As increasing numbers of women enter male-dominated trades, concerns about their health and safety are growing. In addition to the primary safety and health hazards faced by all workers in male-dominated industries, such as construction, manufacturing and agriculture, certain safety and health hazards are specific to female workers.

**Workplace culture** – On many job sites, female workers do not feel welcome. Working as the only female on a job site or being ostracized by co-workers may cause stress and fear of assault.

**Sexual harassment** – Sexual harassment is a serious problem for

female workers in male-dominated industries. Sex discrimination and anti-women attitudes are still prevalent on many worksites, despite the fact that sex discrimination is illegal. Sexual harassment incidents at worksites range from subtle forms such as being stared at to more blatant forms such as unwanted sexual remarks (including comments on appearance) and sexual assault.

**Hazard reporting** – Workplace culture—combined with female workers' more tenuous hold on their jobs than that of male workers—often deters women from reporting unsafe or unhealthy working conditions. Many female workers in male-dominated industries say that they are reluctant to report workplace safety and health problems for fear of being tagged as “complainers” or “whiners,” which would further strain their workplace relationships and jeopardize their employment.

**Access to sanitary facilities** – Access to sanitary facilities is frequently a problem on worksites. Temporary facilities are usually unisex, often without privacy and generally not maintained well. The availability and cleanliness of washroom facilities are often major concerns for women.

**Poorly fitted personal protective equipment (PPE) and clothing (PPC)** – Many women in nontraditional jobs, such as the construction trades, complain of ill-fitting PPC and PPE. Clothing or equipment that is not sized properly or does not fit can compromise personal safety.

You can take several steps to help minimize the hazards that women face on your job site. Or, if you do not currently employ any female workers, these recommendations can help you create a work environment that is better suited to both genders, if and when you

## Special Events Insurance

If your business is hosting an event, such as a concert, festival, conference, trade show, sporting event or celebration, a variety of liabilities and risks must be considered in order to avoid costly litigation or other losses if something goes amiss.

Appropriate coverages for special events include the following:

- **Special events general liability insurance** provides broad protection for situations in which an event holder or concessionaire must defend itself against lawsuits or pay damages for bodily injury or property damage to third parties. When alcohol is served, the policy can also include host events and liquor liability. Limits and premiums vary greatly depending on the type of event and location.
- An **additional insured endorsement** to the policy provides protection to the venue and sponsors of the event.
- A **third-party property damage liability** policy pays for damage, destruction or loss of property belonging to others while it is in the care, custody or control of the policyholder.
- **Contractual liability insurance** is coverage for any legal obligation voluntarily assumed under the terms of a contract, as distinguished from liability imposed by the law (legal liability).
- **Automobile liability coverage** pays for damages resulting from the ownership, maintenance or use of a covered vehicle.
- **Events and liquor liability coverage** is necessary if you are charging for alcoholic beverages at an event or if a liquor licence is required to distribute them.
- **Employer's liability insurance** protects your business against lawsuits due to employment-related injuries or illnesses attributed to alleged employer negligence.
- **Cancellation insurance** is essential to preventing serious financial consequences in case of the event's cancellation.

Contact Beyond Insurance Brokers Inc. today to make sure you have the coverage you need for your special event.

## Providing Safety for Women, Cont.

do hire female employees.

- Include sexual harassment prevention training in safety and health programs.
- Ensure all communication materials are gender-neutral and include women. Visual materials should include examples of female workers to promote an integrated workplace.
- Make sure supervisors are trained in ensuring the safety of female workers and can answer any questions that workers may have.
- Gender-separated sanitary facilities should be provided on worksites where both genders are present.
- Employers and unions should make skills training courses available and encourage **all** workers to take advantage of them.
- The design of PPE and PPC for women should be based on female measurements.