

# Diversity Management from OSH perspective

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**SIPLO**

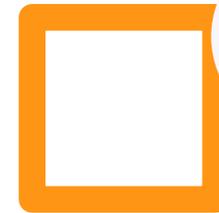
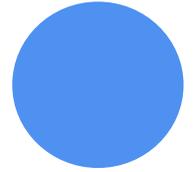
Società Italiana di Psicologia del Lavoro e dell'Organizzazione



# Introduction

## What means diversity in the workplaces?

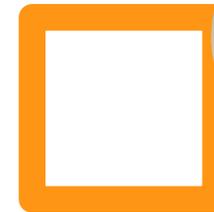
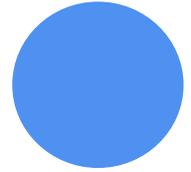
Workforce diversity means similarities and differences among employees in terms of **age, cultural background, physical abilities and disabilities, race, religion, gender, and sexual orientation.**  
**No two humans are alike.**



# Introduction

## Diversity and H&S

Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and using those differences to create a productive and effective workforce. **It's important to take account of diversity and involve people when assessing risk and managing health and safety.**

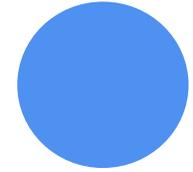


# Introduction

## Workforce Diversity and Risk Assessment

Risk assessment is the start of the risk management process. It enables employers to understand the action that **they need to take to improve workplace health and safety, as well as productivity.**

The EU Framework Directive (89/391/EEC)<sup>1</sup> emphasises the need to **'adapt the work to the individual'** (article 6.2), the obligation for the employer to 'be in possession of an assessment of the risks to safety and health at work, including those facing groups of workers exposed to particular risks' (article 9.1) and that 'sensitive risks groups must be protected against the dangers which specifically affect them' (article 15).

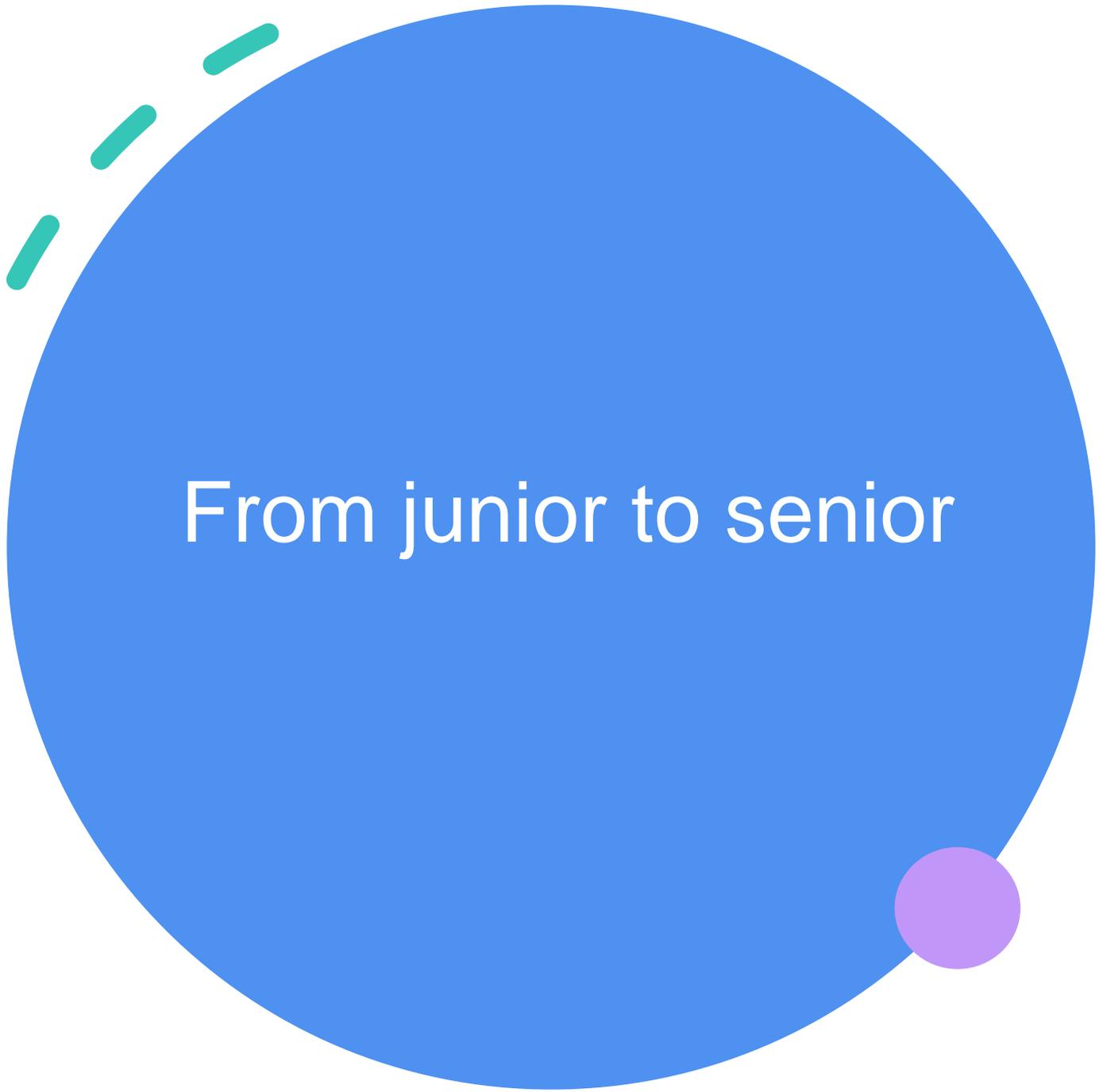




# Diversity at workplace



From Junior to Senior  
Disability  
Gender



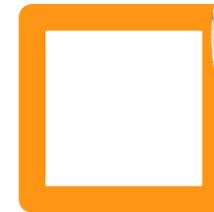
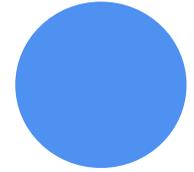
From junior to senior

# Ageing at work

## THE AGEING@WORK PROJECT

By 2030, workers aged 55-64 will make 30% or more of the workforce in many countries. According to WHO, about 30% of men and women in the age group of 50-64 years are considered to need urgent adjustments at work due to health problems related e.g. to musculoskeletal and mental disorders, to prevent the risk of early retirement and work disability. Additionally, the industry is changing fast and new technologies are introduced every day, with ageing workers needing to adapt to new technologies and new processes.

To tackle the above mentioned challenges, Ageing@Work -a three year EU-funded HORIZON 2020 project- aims to develop a series of highly adaptive, personalized ICT tools for the ageing workers' working and living environments, to allow them to remain healthy, active and productive for longer.



# Multigenerational

A multigenerational workforce is a personnel comprised of people from several generations. The average lifespan for humans has been increasing, so more individuals are choosing to work well past the typical retirement age.

The age diversity in the current workforce is the widest ever. It is now common for organizations to have employees working side-by-side who represent four to five generations.

These groups are defined as:

Silent Generation (Traditionalists) – born 1928-1945

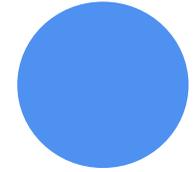
Baby Boomers – born 1946-1964

Generation X – born 1965-1980

Generation Y (Millennials) – born 1981-1996

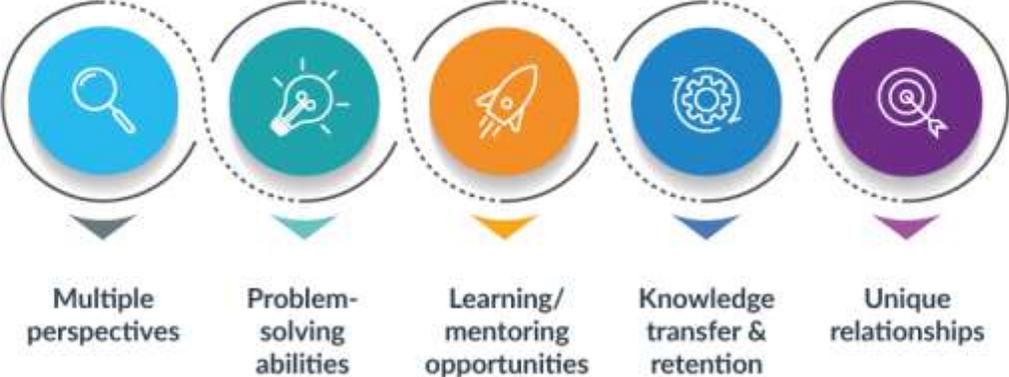
Generation Z – born 1997-2012

The presence of multiple generations expands the pool of available talent and shifts its demographics.



# Multigenerational

## Multigenerational Workforce Benefits



# Challenges

- Communication issues – There are likely differences in preferred communication styles and interpretation of tone between the generations.
- Negative stereotypes – As with any type of diversity, people have preconceived notions about those in a different age group.
- Varying employee expectations – People from different generations may not hold the same expectations for their employment
- SAVIA is a non-profit project led by the Endesa Foundation. The Foundation's activity focuses on four areas of action: education, employment training, environment and culture. The project falls within the area of training for employment.



Disability

# Disability

‘Disabled person’ is defined as a person with a permanent physical, mental, intellectual or sensory disability that may prevent them from participating in working life fully and effectively equally with other workers. Such a disability may be congenital or caused by an accident. Disability can also be a consequence of a chronic disease.

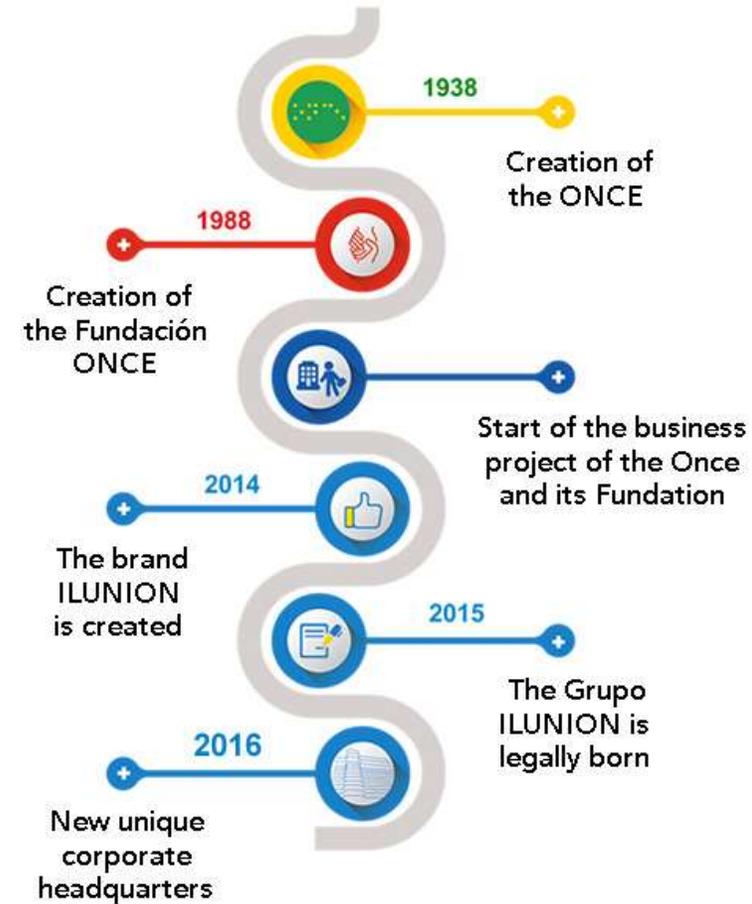
Health and safety should not be used as an excuse for not employing or not continuing to employ disabled people. **In addition, a workplace that is accessible and safe for people with disabilities is also safer and more accessible for all employees, clients and visitors.** People with disabilities are covered by both European anti-discrimination legislation and occupational health and safety legislation.

# Disability

## FUNDACIÓN ONCE

The ONCE Foundation for Cooperation and Social Inclusion of People with Disabilities was created in February 1988.

## ILUNION GROUP



# ILUNION GROUP

ILUNION is a unique business model conceived from the perspective of and for people, the goal of which is to create quality employment for people with disabilities.

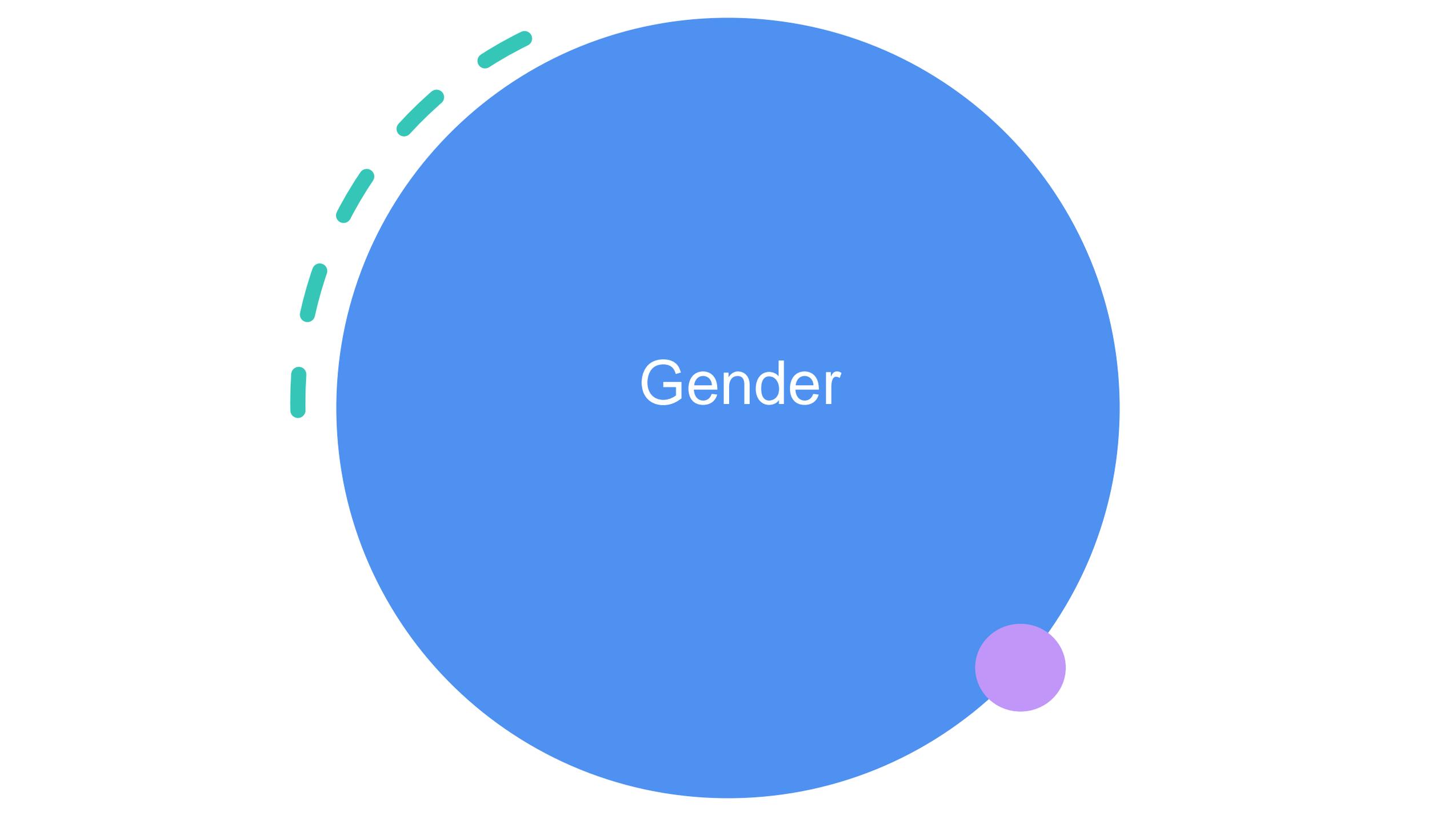
ILUNION is staffed by 35,000 professionals, 13,000 of whom are people with disabilities (38%). Moreover, attesting to diversity as one of our most important values is the fact that over 55% of our staff are women and nearly 5% of different national extraction.

## OUR DIVISIONS

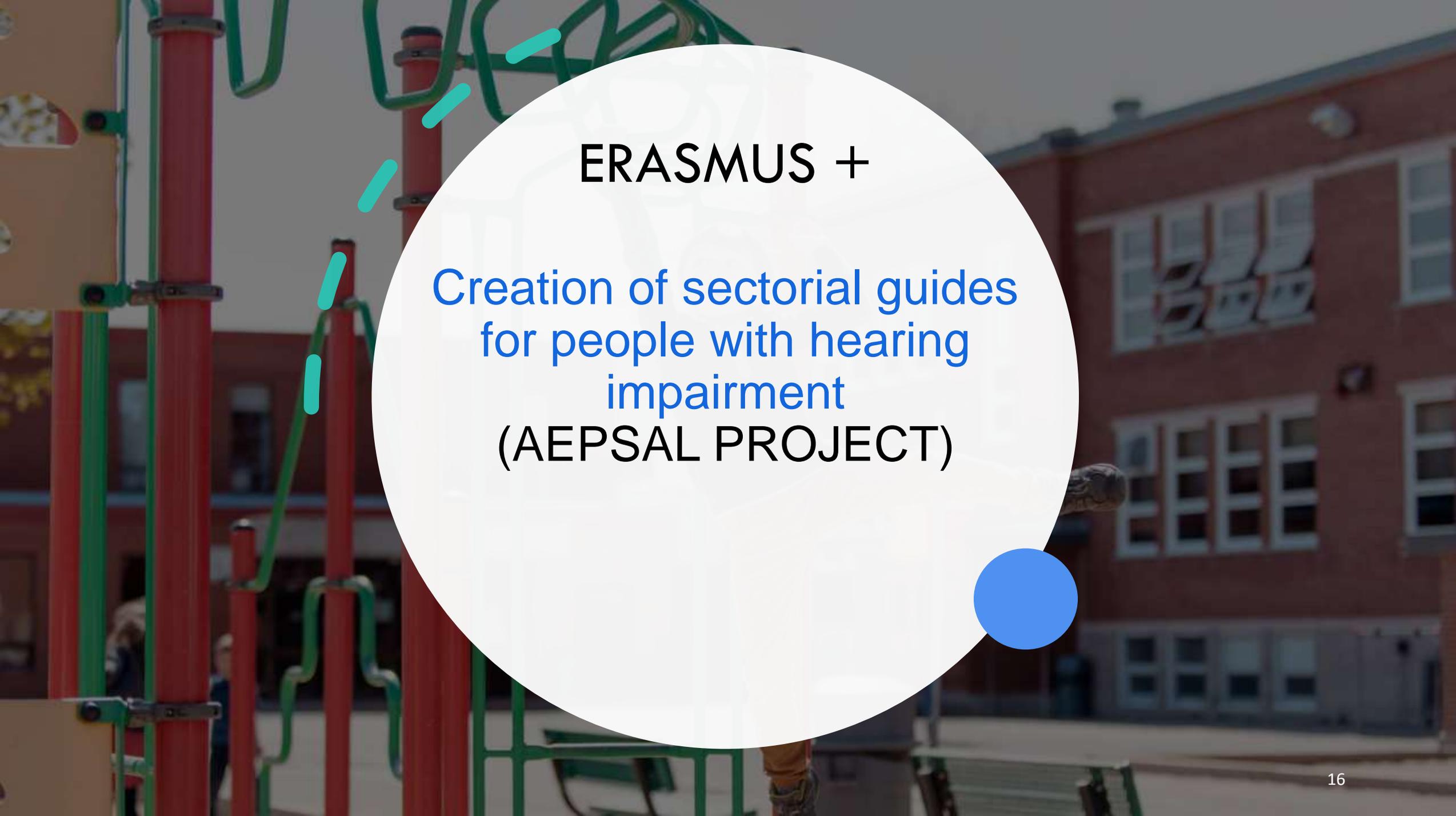
- Services
- Health and social care
- Business Solutions
- Tourism
- Consultancy
- Circular Economy

## SECTORIAL SOLUTIONS

- Healthcare
- Hotel Sector
- Service Retail
- Industria, energy, telecommunications, transport and logistics sector
- Banking, insurance and services professional sector
- Education Sector
- Private individuals



Gender



ERASMUS +

Creation of sectorial guides  
for people with hearing  
impairment  
(AEPSAL PROJECT)

# GENDER

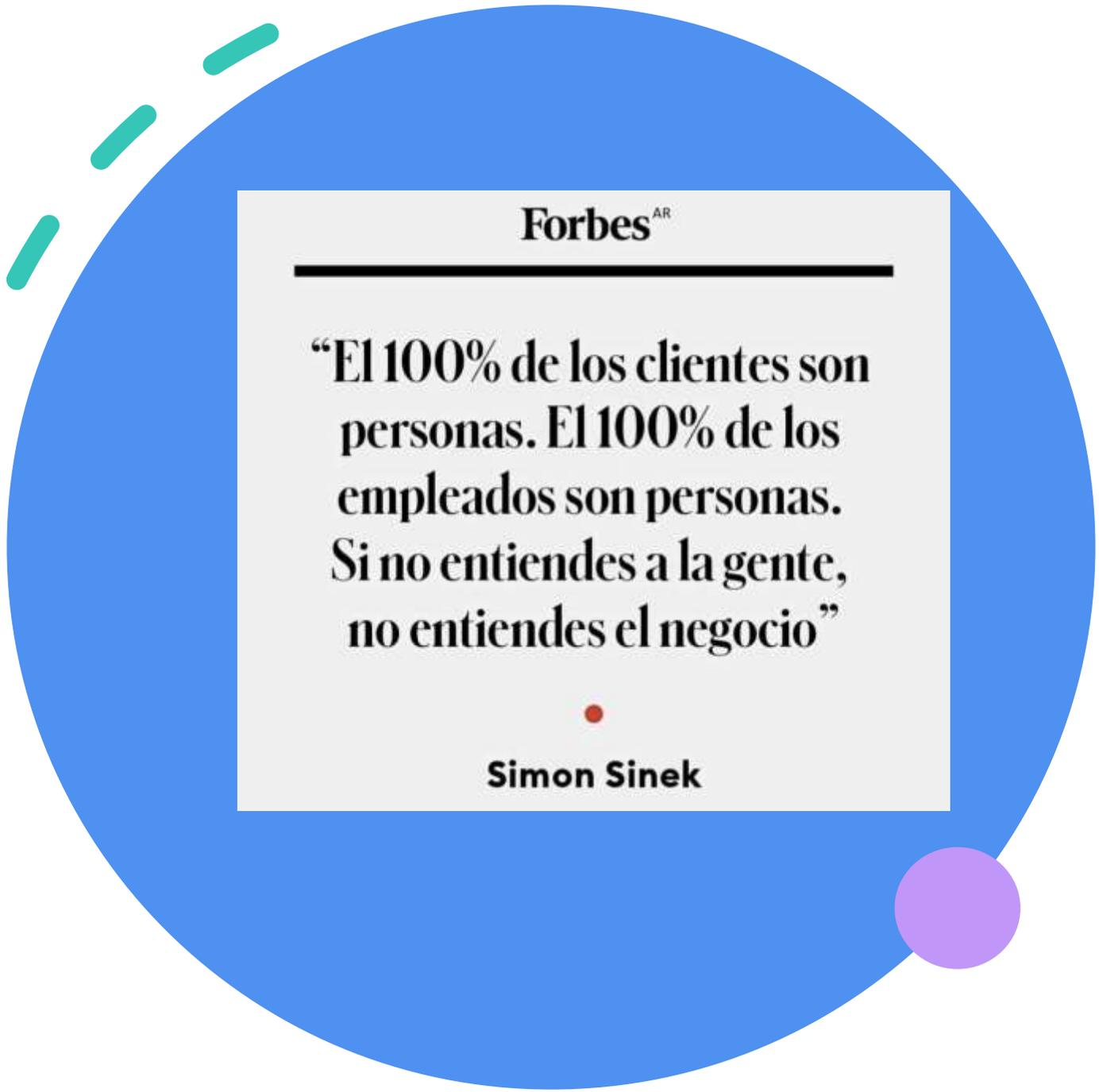
Women and men are not the same and the jobs they do, their working conditions and circumstances and how society treats them are not the same.

All these factors can affect the risks they face at work and the approach that needs to be taken to prevent these risks.

Consequently, an understanding of gender differences which is then systematically incorporated and applied to occupational safety and health (OSH) strategies, policies and actions will improve risk prevention measures for the benefit of female and male workers

# PROJECT "360°PRL: APPROACHING H&S WITH A GENDER PERSPECTIVE".

- This project was born with the main objective of bringing to light and disseminating information on the approach to gender in the field of H&S .The subject is approached from the perspective of industrial hygiene, ergonomics and safety. In addition, attention is paid to psychosocial aspects: sexual harassment at work, the segregation suffered by women when it comes to accessing levels of responsibility and salaries, and gender differences in terms of the burden of domestic and care work.



**Forbes<sup>AR</sup>**

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**“El 100% de los clientes son personas. El 100% de los empleados son personas. Si no entiendes a la gente, no entiendes el negocio”**

•  
**Simon Sinek**



Thank you very much  
for your attention

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