Workplace policy
- Does the employer’s health and safety policy or workplace agreement recognise that there are sex and gender differences in occupational safety and health (OSH)?
- Has gender sensitive health and safety been discussed with the union?
- Does the policy commit the employer to address the issue?
- Does the policy commit the employer to consult with all workers and their representatives – male and female, full-time and part-time, permanent and temporary – about OSH issues including risk assessments?

Union policy
- Does your union policy recognise there are sex and gender differences in occupational safety and health?
- Have you discussed gender sensitive health and safety at your union meetings or at meetings of safety reps or equality reps?
- Has the union discussed gender sensitive health and safety with the employer?
- Does your union policy commit the union to consult all members – male and female, full-time and part-time, permanent and temporary – about OSH issues, including risk assessments?

Management issues
- Are women as well as men involved in health and safety management in the workplace?
- Is there an appropriate gender balance on the health and safety committee or other consultative structures?
- Are all sections of the workplace represented?
- Are health and safety issues and priorities of concern to women regularly discussed at safety meetings – and are they taken seriously?
- Are the employer’s occupational health and safety staff aware of sex and gender differences affecting health and safety at work?
- Does the employer include gender awareness in health and safety and other training, such as induction of new workers?

Safety and equality reps
- Do all sections of the workforce, including female dominated areas, have access to a union safety rep?
- Do this include part-time workers and temporary staff?
- Do safety reps consult with women members as well as men about their health and safety concerns?
- Are these concerns adequately reflected in the workplace health and safety agenda?
- Are there any women safety reps in the workplace?
- Do women safety reps attend safety and related consultative meetings?
- Does the union at all levels have a policy of encouraging more women members to become safety reps and equality reps?
- Do equality reps (if you have them) also discuss health and safety-related issues such as work-life balance, maternity protection, harassment or stress with the employer? If so, are these also discussed jointly with safety reps and union negotiators?
- Does your union include gender awareness in its safety rep training?
- Does your union offer health and safety courses for women reps?

Risk assessment
- Are risk assessments carried out and acted on by the employer?
- Do risk assessments take account of sex and gender differences?

Are women as well as men consulted about risk assessments?
Are reproductive health risks to both men and women adequately assessed?
Are risk assessments reflecting the expectant, new and nursing mothers (and the unborn or breastfeeding child) carried out properly and in good time?
Do employers provide a private space for breast-feeding mothers to express milk, and a safe and hygienic place for the milk to be stored?
Are work-related issues relating to fertility, prostate cancer, menstruation, menopause, breast cancer or hysterectomy adequately addressed?
Are risks of violence – including concerns about working alone on site or late into the evening, and access to safe parking – or work-related stress to women and men adequately addressed?
Are sex and gender differences taken into account in GOSH and manual handling risk assessments and in assessments of postural problems including prolonged standing or sitting?

Sickness absence
- Does the employer have a sickness absence policy or workplace agreement?
- Does the policy and practice ensure that any work-related health problems are properly investigated, with a review of risk assessments where necessary?
- Are members and union safety reps involved in any investigations?
- Are members satisfied that the sickness absence management workplace agreement is fair and non-discriminatory?

Monitoring procedures
- Are all accidents and incidents regularly reported and reviewed, including near misses and work-related health problems?
- Are all accident and ill-health statistics systematically reviewed at safety committee or other consultative meetings?
- Is sex-disaggregated data (showing men and women separately) on accidents and ill-health collected routinely?
- Do these data differentiate not only between women and men but also between different jobs and job levels and between different shift patterns?
- Are trends in the ill-health statistics analysed?
- Are all members aware of the importance of reporting work-related ill-health and health problems made worse by work?
- Does the employer carry out any confidential surveys of members’ health and safety concerns – and are all members consulted?
- Do union surveys allow the union to differentiate between men’s and women’s responses?
- Are the findings of any surveys reported and discussed with management, with feedback to all members?
- Are women’s and men’s health and safety concerns and priorities treated equally seriously by the union and by management in these discussions?
- Does the union’s bargaining agenda reflect members’ gender-specific concerns?
- Do the employer and trade union have the negotiating machinery in place to consult and negotiate on health and safety changes and gender equality?

Missed anything?
- A bodymapping exercise, survey or more general inquiry by reps might identify unanticipated problems – lack of access to toilets, concerns about particular clients or lone working, for example.