

WOMEN IN THE WORKPLACE AS OHS PROFESSIONALS

Roya Gorjifard

**NZISM Prof Member, HASANZ Registered
PhD Candidate, Victoria University of Wellington**

rgorjifard@gmail.com or roya.gorjifard@vuw.ac.nz

LinkedIn: Roya Gorjifard (link: <https://www.linkedin.com/in/royagorjifard/>)

Please be informed that this presentation is part of a PhD research by the above presenter under a PhD programme with the Victoria University of Wellington. Any citation must be appropriately referenced. Thank you.

WHAT IS THIS PRESENTATION ABOUT? OR NEXT SLIDE?

- Future of Work
- Future of Women at Work
- Why & How is it related to OHS and Women in OHS?
- Where are women in the workplace? (Summary of my last research paper in 2020)
- Wrap up the presentation
- Some useful references
- Q & A.

THE FUTURE OF WORK



This Photo by Unknown Author is licensed under [CC BY-SA-NC](#)

- Transition due to digital technology or Industrial revolution (*Industry 4.0*)
- Industry 4.0 appears in the form of automation, robotics, AI, smart sensors, etc.
- Changes in the form of biomanufacturing, nanotechnology
- Changes due to climate change, natural disasters, pandemics, such as covid-19

WHAT WILL CHANGE AT FUTURE OF WORK?



This Photo by Unknown Author is licensed under [CC BY-SA-NC](#)

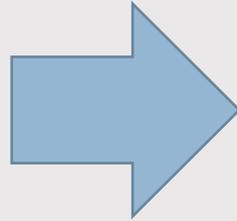
• Changes may entirely or partly revolutionize:

- Work (such as job displacement)
- Workplace (AI, robotics,...)
- Workers (skills, demographics)

OCCUPATIONAL HEALTH AND SAFETY AT FUTURE WORK

Transitions in :

- work
- workplace
- workers



- VUCA situation (volatility, uncertainty, complexity, ambiguity)
- New risks, new risk management (approach, exploring, understanding, explaining, knowledge)
- New policies & decision making! New approaches!

HOW DO WE WANT TO BE INVOLVED IN FUTURE? (AS FEMALE OHS PROFESSIONAL)

Research shows we need to have:

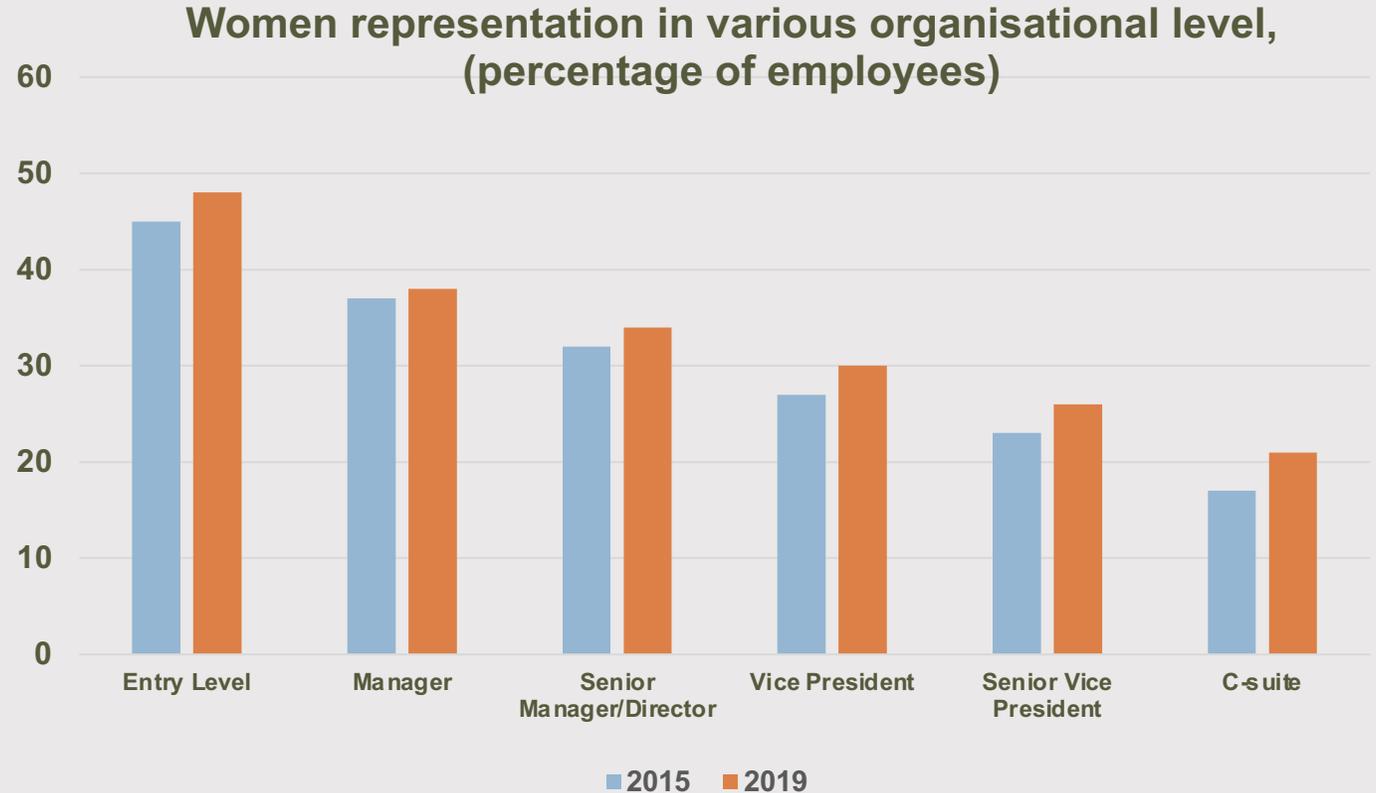
- More Women in Higher Managerial Roles
- More Women in board rooms
- **Future decisions and policies could be made differently with more women in board rooms, nationally, internationally.**
- NZ is a country with several good examples of women in higher leadership roles and role models.
- Still, at corporation levels, SMEs, and most industries, more women need to grow and level up.



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

WOMEN IN THE WORKPLACE

- Progress at every level
- Women still underrepresented
- The most challenging is stepping up to the first managerial roles
- Vs. every 100 men promoted, 72 women were promoted (same source as the graph's data source)
- Female share on employment remained almost unchanged (39%) from 2000 to 2019, but their share in management level improved 3% (source ILOSTAT,2020)

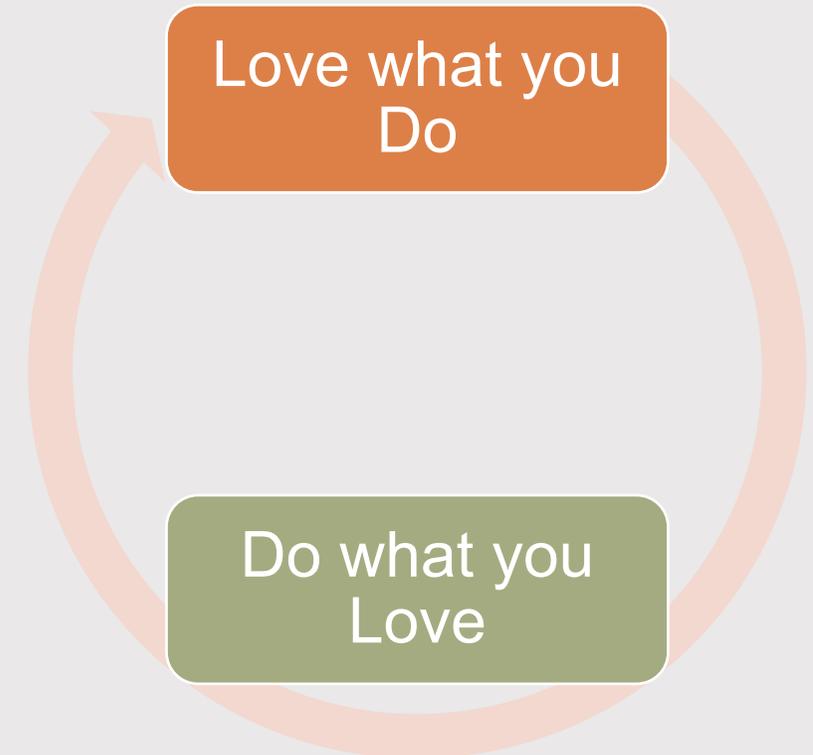


Source of data: 2019 McKinsey & Company and LeanIn.Org Women in the Workplace study, Data expands over 600 companies, >250,000 survey respondents & >100 interviews.

HEALTH AND SAFETY PROFESSIONALS STATUS

(SUMMARY OF MY LAST RESEARCH PAPER)

- Women in H&S are growing quantitatively & qualitatively
- Balance between technical skills and soft skills matters
- Women's initiative on this role: (Purposeful life, helping people, make a difference)
- Gender gap – such as pay gap, challenge attaining higher roles, achieving credibility, etc. (A further resource of pay difference is an article in SAFEGUARD Sep/Oct 2020 by Pater Batemen.)



COMMENTS TO BRIDGE THE FUTURE

- Learning on purpose & consistently
- Be aware of the shifts in your industry and upcoming changes.
- Support each other, mentoring, training, etc
- Apply for your role upgrade when an opportunity arises, be brave to inquire.
- Some of us should be more thoughtful upskilling & targeting to Senior Leadership H&S Teams and presenting in Board rooms.



NZISM and WISE support diversity and inclusion.
Source of picture <https://www.nzism.org/peer-support-network/>

SOME REFERENCES

- Gorjifard, R. (2020). Female Health and Safety Professional in the Workplace. In: New Zealand Institute of Safety Management (NZISM)/Members/Papers.
- Huang, J., Krivkovich, A., Starikova, I., Yee, L., & Zanoschi, D. (2019). Women in the Workplace 2019. In: McKinsey&Company.
- MGI. (2019). The future of women at work: Transitions in the age of automation. In. New York: McKinsey Global Institute.
- Peetz, D., & Murray, G. (2019). Women's employment, segregation and skills in the future of work. *Labour & Industry: a journal of the social and economic relations of work*, 29(1), 132-148. doi:10.1080/10301763.2019.1565294
- ILOSTAT. (2020). Labour statistics on women. Retrieved from ILO: <https://ilostat.ilo.org/topics/women/>

SOME REFERENCES (BOOKS)

- Criado-Perez, C. (2019). *Invisible women : exposing data bias in a world designed for men*. London: Chatto & Windus.
- Gates, M. (2019). *The moment of lift: How empowering women changes the world*: Flatiron Books.
- Lupushor, S., & Fradera, A. (2017). The Future of Work. In *The Wiley Blackwell Handbook of the Psychology of the Internet at Work* (pp. 481-508): Wiley
- Peetz, D. (2019). *The Realities and Futures of Work*. Canberra: ANU Press.
- Sandberg, S. (2013). *Lean in : women, work, and the will to lead* (First edition. ed.). New York: Alfred A. Knopf.

YOUR SHARING INTEREST

If you are interested in sharing your experience related to one of the following topics or having a conversation, please email me. I'd be glad to hear from you!

- Your experience as a woman H&S professional or an obstacle you resolved.
- How your industry would be involved with the future of work?

(This will be under ethical approval of the Victoria University of Wellington)

- rgorjifard@gmail.com or roya.gorjifard@vuw.ac.nz
- **LinkedIn:** Roya Gorjifard (link: <https://www.linkedin.com/in/royagorjifard/>)

THANK YOU FOR YOUR ATTENTION!

And:

Thank you NZISM and *Selena Armstrong* for supporting the initiative of the research for the women in health & safety.

Thank you *Margaret Van Schaik* and WISE for offering this platform to contribute.

Thank you *Carlie Yukich*, we're going to miss you, best of wishes on your new journey!