

Occupational Health & Safety

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Occupational health compliance programs promoting gender equity

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Abigail Adams penned a letter to her husband, John Adams, in 1776. In the letter, written 95 days before John Adams signed the Declaration of Independence, Abigail urged her husband to “remember the ladies” when declaring independent su rage for human beings lacking the divine right of kings. She wrote in her letter: in the new code of laws which I suppose it will be necessary for you to make, I desire you would remember the ladies and be more generous and favorable to them than your ancestors.” Mrs. Adams First Lady when her husband was elected the President of the US and was also the mother of John Quincy Adams, President of the U S. She successfully ran the family farm while her husband was away, rising above the challenges of business, accomplish child rearing and education, and combating their illness although she was not allowed to vote or own property min her lifetime. e concept of gender equity is therefore an old conundrum as old as our American Revolution, problem, but this problem has garnered signi cant attention in recent decades, both in individual nations and under international law. Many of the concerns expressed by Mrs. Adams are still relevant in contemporary discussions of gender equity. International and US regulations associated with gender equity have been in place for several decades, but implementation is slow. is presentation examines some occupational safety and health (OSH) problems that have still not been resolved regarding the role of women in paid work: because health at work impacts men and women di erently and o ers methods for implementing equitable occupational health programs under law, using due

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