

**uvex**

# Empowering women with perfectly fitted PPE

protecting people

[uvex-safety.co.uk](https://uvex-safety.co.uk)

# Women's increasing presence in traditionally male-dominated industries

The traditional gender divide in the workplace is gradually fading.

**Not only is the rate of female employment at 72.4%\*, a mere 0.3% behind its record high in 2019, the number of women venturing into industries that were once considered exclusively male domains is also on the increase.**



With 15.7 million females in full and part-time employment, this shift is driven by factors such as increased educational opportunities, changing societal attitudes towards gender roles and the growing recognition of women's capabilities and contributions in various fields.

According to the Higher Education Statistics Agency (HESA), data shows 40% more women have moved into professional and technical jobs since 2010,\*\* known as STEM fields (science, technology, engineering, and mathematics), and there is an increasing number of women enrolling what were historically 'masculine' degree courses in the UK.

As more women enter patriarchal industry sectors, the unique needs of female workers often get overlooked particularly when it comes to Personal Protective Equipment (PPE). Ensuring the safety of individuals through the availability of appropriate protective equipment has therefore, become more critical, especially due to young women currently being the fastest growing working group into employment.\*\*



Source: According to the Office of National Statistics, between May and July 2023 the rate of female employment for those between 16 and 64 years old was at 72.4% slightly down from the record high of 72.7% between December 2019 and February 2020. Comparatively, the male employment rate was 79.0%\*. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/timeseries/lf25/lms>  
 \*\*<https://www.gov.uk/government/news/two-million-more-women-in-work-since-2010-as-uk-unemployment-remains-low>

# Empowering protection through our fit programme

As advocates for gender inclusivity, we understand that a ‘one size fits all’ approach to PPE is simply not adequate.

Ill-fitting, uncomfortable, or impractical PPE can pose significant safety risks, hinder performance, and erode confidence. Through our comprehensive PPE fit programmes, working onsite with the wearers themselves, our mission is to identify the most suitable safety products that can be tailored to the individual's needs, taking into account factors such as gender, body shape, size, and preferences.

**We believe that correctly fitting women's PPE is not just a matter of necessity; it's about respect, equity, and the path toward a safer, more inclusive world. Our fit programme incorporates:**



### Safety without compromise:

We believe that safety should never be compromised due to ill-fitting PPE. Each uvex product is engineered with **WEARABILITY**, to meet or exceed safety standards, while balancing comfort, fit, technical performance and style to ensure our wearers remain compliant and confident.



### Customised sizing:

We offer a variety of sizes and styles, acknowledging that every woman is unique. Our size charts, fitting guides, and expert support will assist you in finding the perfect fit for your needs. We also offer a range of options that allow you to customise the fit of your footwear to your individual requirements.



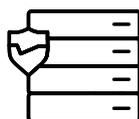
### Quality and durability:

Our PPE is made from high-quality materials in our own production facilities across Europe. Each product is built to withstand the rigors of your profession or daily activities, ensuring that our products offer value for money.



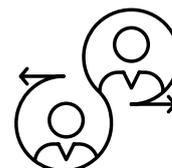
### Comfort and style:

Safety doesn't mean sacrificing comfort or style. Discover PPE that not only keeps you protected but also reflects your personal style and professionalism.



### Industry-specific solutions:

Explore our range of PPE tailored to various sectors, including construction, utilities, automotive, manufacturing and more. We understand the nuances of each field and offer products accordingly.



### Resources and support:

As you embark on this journey with us, we're here to provide guidance and resources to help you make informed choices about your PPE. Our team of experts take a consultative approach to PPE and are dedicated to ensuring you find the products you need.

### Did you know?

The manufacturing sector is witnessing a growing presence of female workers. In 2022, women made up 25.8% of the manufacturing workforce in the UK, up from 22.7% in 2012.

## Safety Eyewear



If your protective eyewear doesn't fit properly, it can lead to discomfort, eye strain and may even increase your risk of injury.

Our range of safety eyewear includes spectacle and goggle designs specifically for those with smaller faces. We understand that women often find it challenging to find safety eyewear that offers optimal protection, a close and secure fit and is comfortable to wear the entire working day.

Part of the uvex **WEARABILITY** and **eyewear fit programme** also looks at the lens shades and coatings options available for a variety of workplace environments and lighting conditions.

uvex **WEARABILITY** also takes into account, fit, comfort, the product performance and style.



### uvex safety eyewear fit programme

uvex has devised a highly successful fit programme that ensures everyone can find a safety spectacle or goggle that best suits them. Our highly knowledgeable team of experts work alongside you and your employees to ensure they find something that really fits them.

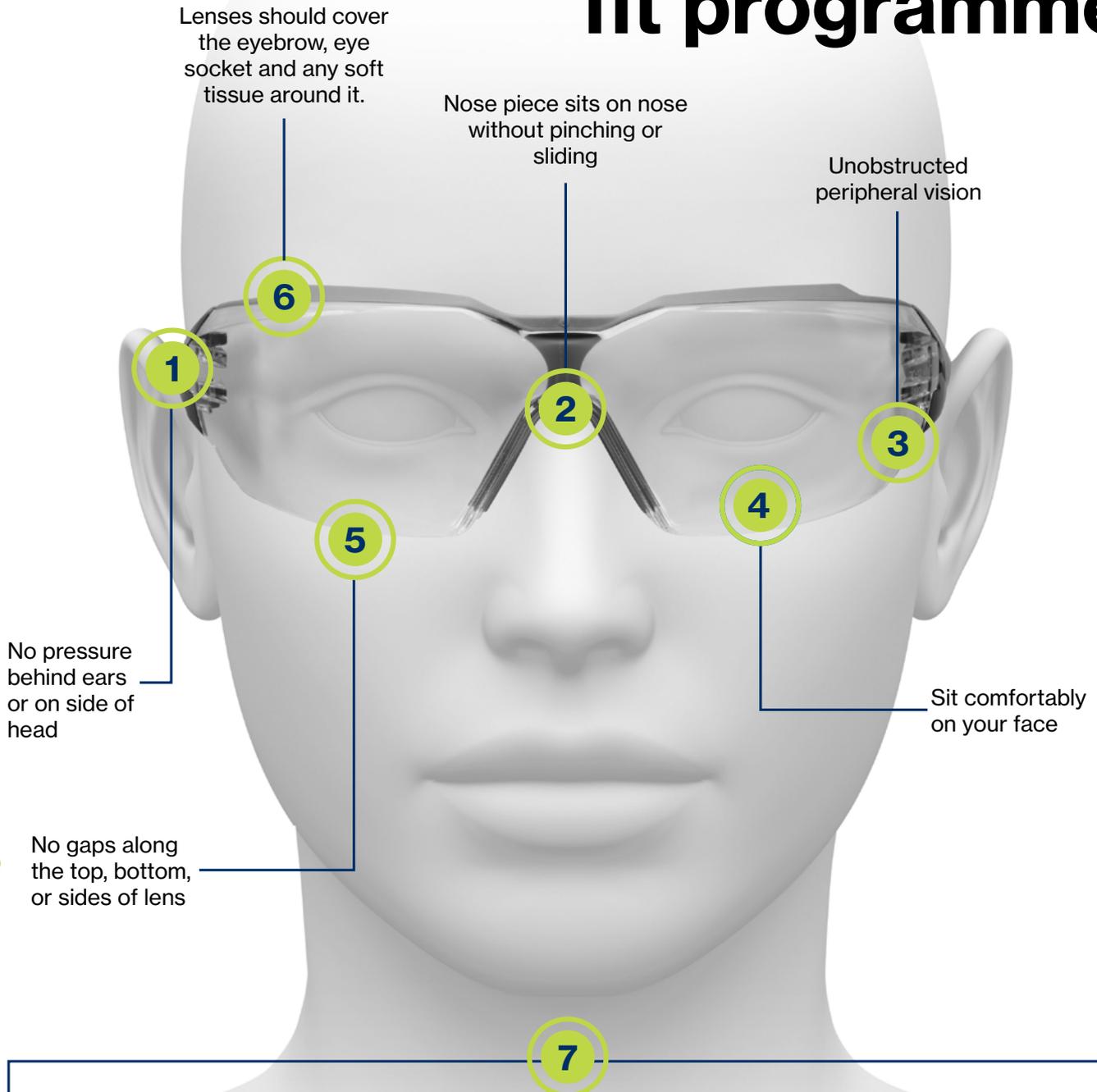
Our approach takes into account the employee's features, work environment and personal requirements e.g. compatibility with other PPE.

By involving the wearer in the selection process, this not only ensures a proper fit - crucial for their safety - but it also increases the likelihood of that eyewear remains worn throughout the day.



◀ Scan to find out more

# uvex safety eyewear fit programme



Eyewear should stay in place when you move your head front-to-back and side-to-side.



**Did you know?**

The oil and gas industry, traditionally dominated by men, is also experiencing a shift towards greater gender diversity. Women now account for 22.3% of the oil and gas workforce in the UK, up from 18.5% in 2017.

# Safety Gloves

While it is important to choose the correct safety gloves for the job, it is equally important to ensure your safety gloves fit properly.

Correctly fitted gloves increase comfort levels and therefore, workers are more likely to keep them on and stay protected. If gloves are too big they can slip off, affect grip and dexterity or get caught in moving parts or tools.

Oversized gloves may not shield against the intended cuts, chemicals or other workplace hazards. Similarly, gloves that are too tight are more likely to restrict movement and cause circulation issues.

Find out about uvex **WEARABILITY** and how it can enhance the wearing of safety gloves.



uvex phynomic  
lite:  
sizes 5 to 12



Scan to find out more ▶

# uvex safety gloves fit programme



For guidance only.

## You know what shoe size you need, but what about your glove size?

uvex gloves are available in a range of sizes so download our hand size chart and find your perfect fit.

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### Did you know?

According to the ONS, the number of female workers in the UK construction industry has been steadily increasing. Women accounted for 12.9% of the total UK construction workforce in 2022, up from 9.7% in 2016.

## Safety Footwear

**Men and women have different shaped feet.** Women generally have a smaller Achilles tendon, lighter bone weight, with softer and more flexible joints.

Poorly fitted safety footwear can lead to discomfort, reduced productivity, and increased risks of slips, trips, and falls. Simply reducing the male last and product size for females is not sufficient. They should be designed using a special last and have adaptive features such as the uvex custom insoles ensuring you find the perfect fit.

To ensure a proper fit for both men and women the last used to make the footwear should vary according to the intended gender.

uvex have a range of safety footwear styles which have been produced in sizes 35-40 (3-6.5) using a last which mimics the contours of the female foot to deliver a comfortable fit. The uvex 1 ladies footwear is available in sizes 3 to 9.

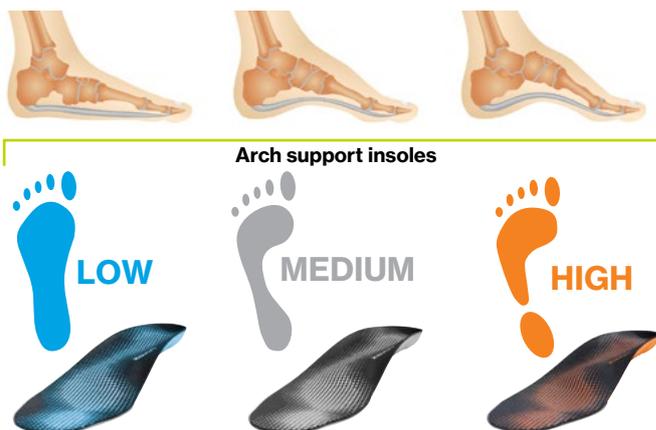


◀ Scan to find out more

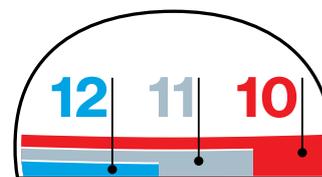
# Customised footwear fitting for increased comfort

## Arch support insoles uvex tune-up

Designed to increase wearer comfort by providing optimum support for the arches of the feet, which helps to reduce foot fatigue. Certified for use in uvex 1, uvex 1 G2 and uvex 2 safety footwear ranges.



If you are unsure of your foot arch size, uvex has a **tune-up board** which changes colour when exposed to the heat from your feet. This leaves an impression of your arch type and helps to find the right fit.



## Customised width fitting uvex multiple fit system

The insole changes the volume inside the footwear.

- Width 10 insole is thicker, reducing space inside the footwear for a narrower fit.
- The width 12 insole is thinner increasing space inside the shoe for a wider fit.
- Certified for use in uvex 1, uvex 1 G2, uvex 2, uvex 2 construction and uvex 3 safety footwear.



### Did you know?

In the warehousing, distribution, and logistics (WDL) sector, women are making significant inroads. In 2022, women accounted for 28.7% of the WDL workforce in the UK, up from 24.9% in 2016.

## Hearing Protection

Women often have smaller ear canals when compared to men. It is therefore, important to find hearing protection that is designed to fit comfortably in smaller ears.

Choosing the wrong size can severely reduce the protection value, exposing wearers to harmful noise, and makes the earplugs uncomfortable to wear. Foam or soft thermoplastic plugs can mould to the shape of the ear canal to provide a snug fit.

Alternatively, earmuffs with adjustable headbands to accommodate various head sizes along with cushioned earcups also add comfort.



Scan to find out more

# Hearing protection

## Size and fit

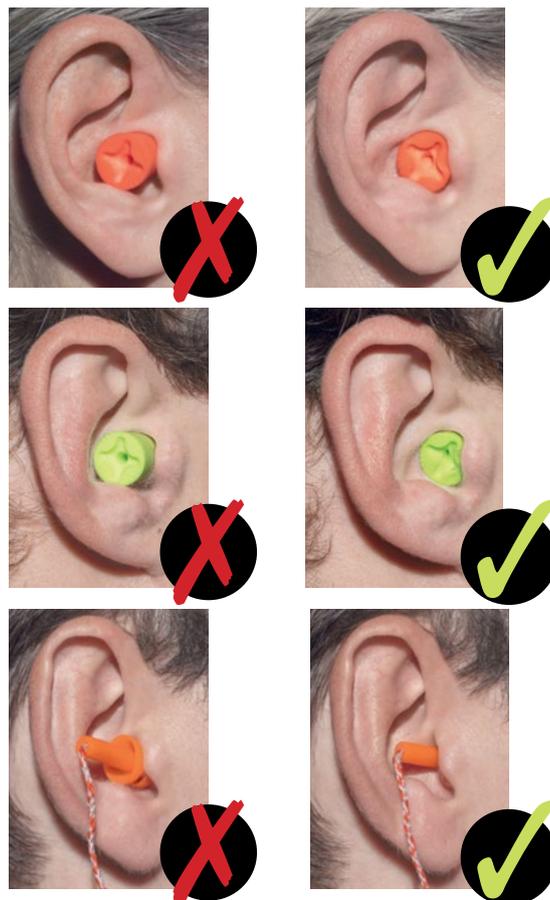


**Everyone's ear canal is unique** – much like a fingerprint. Which is why it's all the more important that you choose adequate and suitable hearing protection that is the correct size to achieve a good fit. uvex offers a complete range of hearing protection to ensure all wearers are able to achieve a fit that's right for them.

**Choosing the wrong size can severely reduce the protection value, exposing wearers to harmful noise, and makes the ear plugs uncomfortable to wear.**

- If the earplugs are too large, they are unlikely to sit deep enough in the ear canal, so the specified protection level cannot be achieved. They'll also feel uncomfortable
- If the earplugs are too small, although they may be comfortable to wear, there could be noise leakage and reduced protection capacity which over time can cause noise-induced hearing loss.
- Round earplugs don't necessarily completely seal an oval-shaped ear canal. It is on this premise that we developed the uvex xact-fit range of hearing protectors.

**It is best to try different sizes to find the one that gives you the best protection and fit. With the uvex com4-fit and uvex x-fit, we offer something for the majority of ear canal shapes.**



## How **protected** are you?

**uvex xact-fit test** helps establish how much protection you're receiving from your hearing protection, regardless of brand or model.

This innovative portable kit works by using the Real Ear Attenuation at Threshold (REAT). Users undergo a series of tests where they must determine their Hearing Threshold score, both with and without hearing protection.

This is the lowest volume at which a sound can be detected, and it is different for every person.

The difference between the two scores determines their Personal Attenuation Rating (PAR), which represents the amount of protection they are receiving based on how they fit their earplug.



**Did you know?**

A 2020 report by the UK Space Agency, estimated that women make up 22% of the UK aerospace workforce and is slowly increasing. It is hoped that various initiatives will help to close the gender gap in the industry.



# Breathing Protection

Where respiratory protective equipment is used, it must provide adequate protection for the wearer – RPE can't protect if it leaks and one of the main reasons for this is poor fit. It should also be compatible when worn in conjunction with other items of PPE.

Masks should create an air-tight seal to be effective. People come in all sorts of shapes and sizes so it is unlikely that one particular type or size of RPE facepiece will fit everyone.

Some women may have smaller facial features compared to men, and therefore, need a respirator that is designed to fit smaller dimensions.



Scan to find out more

# Face Fit Testing

## Size and fit



Where respiratory protective equipment (RPE) is used, it must be able to provide adequate protection for individual wearers. RPE can't protect the wearer if it leaks. A major cause of leaks is poor fitting masks which need to fit the wearer's face to be effective.

### Face fit testing for women

Respiratory protection face fit testing is a crucial aspect of maintaining the health and safety of workers in hazardous environments.

For women, face fit testing serves an even more important role due to the unique facial structures and features they possess. Moreover, women's facial features may not be adequately accommodated by some facemask designs, increasing the risk of leaks and compromising the respirator's effectiveness.

During the face fit testing procedure, the wearer performs a series of activities while wearing the respirator, and a trained professional observes for any leaks or signs of inadequate fit.



### One size doesn't fit all

Our masks are available in three sizes, small and medium/large preformed cup or a fold flat. Our uvex silv-Air c mask designs have been influenced by our uvex safety eyewear to ensure they fit and work together to provide uncompromised protection levels and enhanced performance.

# uvex academy

## Training and Support Solutions



### Our customer promise:

To provide our customers with the information and support required to optimise 'fit for purpose' product selection, which delivers:



### Background:

uvex is committed to the design and manufacture of personal safety products which respect the maxim that 'one size does not fit all' - enabling Personal Protective Equipment (PPE) solutions to be tailored to individual requirements - delivering absolute consistency of protection and performance levels.

We surround our products with an array of services which support PPE decision makers in selection and safety strategy implementation ensuring that PPE wearers derive maximum benefit in terms of protection and 'issue free' WEARABILITY.

### Delivery:

Our support team operates without geographic limitation and is highly skilled in developing and delivering a range of support specific to individual customer requirements.



To find out more about any of the services offered visit: [uvex-safety.co.uk/tss](https://uvex-safety.co.uk/tss)



# Want to find out **more?**

To find out more about any of the services offered by uvex, contact us:

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07768 616788 / [n.day@uvex.co.uk](mailto:n.day@uvex.co.uk)

# Established sustainability

## Discover the power of transparency with uvex!

Committed to the European Green Deal, we are aiming for climate neutrality by 2045 – five years ahead of the European goal. How? We’re calculating, measuring, and refining processes to identify potential savings and reduce our CO<sub>2</sub> footprint. The calculations developed have been used for our benchmark planet range of products and will serve as a foundation for future design and product development processes.

Look for the CO<sub>2</sub> symbol on our products – your key to clear and reliable information for well-informed PPE choices. Scan the QR code to find out more.

uvex calculates the carbon footprint of its products using the methodology outlined in the international standard ISO 14067.\*

## uvex protects people and the planet



Scan for more information



Date created: 06/2023\*  
Example: uvex Bamboo TwinFlex® D xg  
Item No. 60090

\*We calculate carbon footprints using SimaPro software and the ecoinvent database's cut-off system model, information we collect from our suppliers and datasets based on our own measurements. The calculation method corresponds in summary: IPCC 2021 GWP 100a (based on ISO 14067) SimaPro 9.4.02 Database ecoinvent 3.8. Scope: cradle to customer. The CO<sub>2</sub> values stated apply to the calculation period and may be subject to permanent changes.

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PPE for females 17012024