

Policies for Equality between Men and Women in Europe: Work, Health, and Everyday Life

Code: 42715
ECTS Credits: 6

Degree	Type	Year	Semester
4313228 Social Policy, Employment and Welfare	OT	0	2

Contact

Name: Josep Espluga Trenc
Email: JosepLluis.Espluga@uab.cat

Use of languages

Principal working language: spanish (spa)

Teachers

Pilar Carrasquer Oto
Enrico Mora Malo
Ana Maria Gonzalez Ramos
Clara Aurora Llorens Serrano

Prerequisites

There are not.

Objectives and Contextualisation

The general objective is to address the issue of gender equality from a health perspective, from a set of policies that impact on the intersection of work and people's daily lives, as well as providing useful conceptual tools for its critical analysis and for the elaboration of proposals for action, from a European perspective.

Skills

- Aplicar l'enfocament de gènere a l'anàlisi de la relació entre mercat laboral, cures i desigualtats socials.
- Design, implement and evaluate social and labour policies affecting the relationship between work, employment and welfare.
- Design, implement and evaluate social policies and processes for resource redistribution and improvement of citizens' welfare, in different contexts and from a European perspective.
- Use and manage bibliography and IT resources in the field of study.

Learning outcomes

1. Design actions within policies on equality between men and women, at the local level and focusing on daily life.
2. Evaluate policies in support of everyday living from a gender approach.
3. Evaluate policies towards workplace equality between men and women from a gender approach.
4. Evaluate the policies pursued in this area.

5. Identify policies on health and the means used to implement these.
6. Identify the interplay between the contexts of work and daily living, paying special attention to the impacts of employment policies on health, from a gender perspective.
7. Identify the main current lines of research on the relationship between work, employment and welfare in daily life, in advanced societies.
8. Interpret the general principles that guide workplace health policies, and existing prevention models.
9. Suggest lines of intervention on factors affecting health inequalities and their links to gender inequalities, in the field of employment.
10. Suggest new lines of research on work and daily welfare issues.
11. Use and manage bibliography and IT resources in the field of study.

Content

- 1- Policies of equality between women and men in employment: work, occupational health and daily life.
- 2- Employment policies, working conditions and gender inequality. An analysis from the perspective of health.
- 3- Preventive policies, occupational risk factors and gender.
- 4- Psychosocial risks, organization of work and its impacts on daily life.
- 5- Policies of regulation of the working time. Business practices of flexibilization and its effects on work and life conditions.
- 6- Influence / interference of technologies in work patterns and daily life from a gender perspective.
- 7- Bodily policies of social inequality from an intersectional gender perspective.
- 8- European overview of the regulation of the intersection between work and daily life from the perspectives of health and gender inequality.

Methodology

The sessions will combine:

- a) Teaching presentations of a theoretical nature.
- b) Seminars to discuss texts and practical cases and / or intervention proposals.
- c) Preparation of an individual work, which will previously be discussed in groups in the classroom.

Activities

Title	Hours	ECTS	Learning outcomes
Type: Directed			
Master class	24	0.96	5, 7, 6, 8
Type: Supervised			
Workshop	8	0.32	3, 2, 4, 1
Type: Autonomous			
Individual paper	48	1.92	3, 2, 4, 11

Evaluation

The evaluation is based on the following activities:

- Active participation in two discussion seminars and exposition of texts and / or practical cases. Each seminar will represent 25% of the final marks (x 2 = 50%). The evaluation will be carried out according to the active participation in the sessions and the subsequent delivery for each of them of a brief individual reflection as a response to the debate question.
- Writing a short essay (10-15 pages) on the state of the art or a theoretical debate in relation to any of the proposed topics in the module as a whole (50%).
- It is also necessary to guarantee at least 80% attendance at the sessions.

Evaluation activities

Title	Weighting	Hours	ECTS	Learning outcomes
Individual paper	60	30	1.2	3, 2, 4, 1, 5, 7, 10, 11
Workshop paper	40	40	1.6	3, 2, 4, 1, 6, 8, 9, 11

Bibliography

Annesley, C. (2007) Lisbon and social Europe: towards a European 'adult worker model' welfare system. *Journal of European Social Policy* [<http://esp.sagepub.com/content/17/3/195>]

Arcas, M., Novoa, A., Artarcoz, L. (2012) "Gender inequalities in the association between demands of family and domestic life and health in Spanish workers" , *European Journal of Public Health*, vol 23/ nº5, pp. 883-888.

Baruch, Yehuda (2000), *Teleworking: Benefits and Pitfalls as Perceived by Professionals and Managers*, *New Technology, Work and Employment*, 15(1):34-49.

Bettio, F. and Verashchagina, A. (2012). Long-Term Care for the elderly. Provisions and providers in 33 European countries. European Commission. Executive summary.

Campos-Serna J, Ronda-Pérez E, Artarcoz L, Moen BE, Benavides FG. Gender inequalities in occupational health related to the unequal distribution of working and employment conditions: a systematic review. *Int J Equity Health*. 2013; 12: 57. doi: 10.1186/1475-9276-12-57.

Drobnic, S.; Guillén Rodríguez, A.M. (2011) "Tensions Between Work and Home: Job Quality and Working Conditions in the Institutional Contexts of Germany and Spain", *Social Politics*, vol. 18/2, pp. 232-268. Doi:10.1093/sp/jxr008.

Espluga, J. & Caballero, J. (2005) *Introducción a la prevención de riesgos laborales. Del trabajo a la salud*. Barcelona: Ariel. [Caps. 2 y 4, disponibles en el aula Moodle]

Eurofound (2015), *Industrial relations and working conditions developments in Europe 2013*, Publications Office of the European Union, Luxembourg.

Eurofound (2017), *Sixth European Working Conditions Survey - Overview report (2017 update)*, Publications Office of the European Union, Luxembourg

European Agency for Safety and Health at Work (2002), *New forms of contractual relationships and the implications for occupational safety and health*. Luxembourg: Office for Official Publications of the European Communities

European Agency for Safety and Health at Work (2003), *Gender issues in safety and health at work - A review*. Luxembourg: Office for Official Publications of the European Communities.

European Agency for Safety and Health at Work (2013). *New risks and trends in the safety and health of women at work*. Luxembourg: Publications Office of the European Union.

Evergeti, Venetia y Ryan, Louise (2011), Negotiating transnational caring practices among migrant families. En Krailer, Albert, Kofman, Eleonore, Kohli, Martin and Schmoll, Camille (eds.) Gender, Generations and the Family in International Migration, Amsterdam, Amsterdam University Press.

González, Ana M. (2017), "Las eMigrantes: la mediación de las tecnologías en las experiencias de movilidad de las mujeres cualificadas". In Roldán, Guerra y Pérez (coords.) Las Odiseas de Penélope. Feminización de las Migraciones y Derechos Humanos. México, D.F.: Instituto de Investigaciones Económica, UNAM, 239-278.

González, S.; Guillén Rodríguez, A.M. (2009), "La calidad del empleo en la Unión Europea: debate político y construcción de indicadores" Revista del Ministerio de Trabajo e Inmigración, 81, pp. 71-88.

Karhula K, et al. Are changes in objective working hour characteristics associated with changes in work-life conflict among hospital employees working shifts? A 7-year followup. *Occup Environ Med* 2018; 0: 1-5. doi:10.1136/oemed-2017-104785.

Kelly E.L., Moen P, Tranby E. Changing Workplaces to Reduce Work-Family Conflict: Schedule Control in a White-Collar Organization. *Am Sociol Rev.* 2011 April ; 76(2): 265-290.

Lunau T, Bambra C, Eikemo T, van der Wel A, Dragano N. A balancing act? Work-life balance, health and well-being in European welfare states. *European Journal of Public Health* (2014), Vol. 24, No.3, 422-427. doi:10.1093/eurpub/cku010.

Messing, K. ; Lippel, K. (2013) « L'invisible qui fait mal. Un partenariat pour le droit à la santé des travailleuses » Travail, genre et sociétés, Vol 1, n° 29, pp. 31-48.

Moncada S, Llorens C (2014). Factores psicosociales. En: Ruíz-Frutos C et al. Salud Laboral. Conceptos y técnicas para la prevención de riesgos laborales. Elsevier Masson, Barcelona.

Moré, P. (2014) « Les employé(e)s domestiques dans le travail de care : corps et investissement de soi entre éthique et contrainte », Travailler, Vol. 2, n° 32, p. 33-53. DOI 10.3917/trav.032.0033

Moreno, S.; Carolina R.; Borràs, V.; Torns, T. (2016) Significados e imaginarios de los cuidados de larga duración en España. Una aproximación cualitativa Desde los discursos de cuidadoras, Papeles del CEIC, vol 1. [n° 145, en papel] <http://dx.doi.org/10.1387/peic.15195>

Plaisier, I.; Broese van Groenou, M.I.; Keuzenkamp, S. (2015) "Combining work and informal care: the importance of caring organisations", *Human Resource Management Journal*, Vol 25, n° 2, pp. 267-280. doi: 10.1111/1748-8583.12048

Schiller H, et al. Total workload and recovery in relation to worktime reduction: a randomised controlled intervention study with time-use data. *Occup Environ Med* 2017;0: 1-9. doi:10.1136/oemed-2017-104592.

Schnall PL, Dobson M, Landsbergis P. Globalization, Work, and Cardiovascular Disease. *Int J Health Serv.* 2016 Oct; 46(4):656-92. doi: 10.1177/0020731416664687.

Sullivan, C. y Lewis, S. (2001), Home-based Telework, Gender, and the Synchronization of Work and Family: Perspectives of Teleworkers and their Co-residents. *Gender, Work & Organization*, 8: 123-145. doi:10.1111/1468-0432.00125

Complementary references

Policy challenges on gender equity

Arcas, M.; Novoa, A.; Artarcoz, L. (2013) "Gender inequalities in the association between demands of family and domestic life and health in Spanish workers" *European Journal of Public Health*, Vol. 23, No. 5, pp. 883-888.

Alujas, J.A. (2010) "La igualdad de género en el mercado de trabajo: el papel de las políticas de empleo en España". *RUCT. Revista de Ciencias del Trabajo*, n°11, pp. 61-80.

Annesley, C. (2007) *Lisbon and social Europe: towards a European 'adult worker model' welfare system*. *Journal of European Social Policy* [

<http://esp.sagepub.com/content/17/3/195>

Astelarra, J. (2005) *Veinte años de políticas de igualdad*. Madrid: Cátedra.

Astelarra, J. (2005b) "Políticas públicas de igualdad en España y Europa", en M. De la Fuente (dir.) *Repensar les polítiques de gènere des de l'àmbit local*. Barcelona: Institut de Ciències Polítiques i Socials, Col. Ciutats i Persones.

Behning, U. ; Serrano Pascual, A. (2001) *Gender Mainstreaming in the European Employment Strategy*». Bruselas: European Trade Union Institute.

Bustelo, M.; Lombardo, E. (2007) *Políticas de igualdad en España y en Europa*, Madrid: Càtedra.

Daly, M. (2011) "What Adult Worker Model? A Critical Look at Recent Social Policy Reform in Europe from a Gender and Family Perspective", *Social Politics*, vol. 18, nº 1, pp. 1-23.

Fagan, C.; Walthery, P. (2011) "Individual Working-time Adjustments between Full-time and Part-time Working in European Firms", *Social Politics*, vol. 18, nº 2, pp. 269-299.

Lewis, J. (2009) ***Work-family balance, gender and policy***. Cheltenham, UK: Edward Elgar.

Maruani, M.; Rogerat, Ch.; Torns, T. (eds.) *Las nuevas fronteras de la desigualdad. Hombres y mujeres en el mercado de trabajo*. Barcelona: Icaria. [Versión francesa en M. Maruani (dir) (1999) *Les nouvelles frontières de l'inégalité*. Paris : La Découverte]

Stratiragi, M. (2005) "Gender mainstreaming vs. Positive Action: An ongoing conflict in EU Gender equality Policy". *European Journal of Women's Studies*, nº12, 165-186.

Occupational health policies and gender

DEO (2012) *Enquesta Catalana de Condicions de Treball de Catalunya 2011*. Barcelona: Departament d'Empresa i Ocupació. Generalitat de Catalunya.

http://empresaiocupacio.gencat.cat/web/.content/03_-_centre_de_documentacio/documents/01_-_publicacions/0

Espluga, J.; Caballero, J. (2005) *Introducción a la prevención de los riesgos laborales. Del Trabajo a la Salud*. Barcelona: Ariel.

Eurofound (2012), *Fifth European Working Conditions Survey*, Publications Office of the European Union, Luxembourg.

<http://www.eurofound.europa.eu/publications/htmlfiles/ef1182.htm>

Eurofound (2015), *First findings. Sixth European Working Conditions Survey*, Publications Office of the European Union, Luxembourg.

English: http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1568en.pdf

Spanish: http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1568es.pdf

Eurofound (2014), *Industrial relations and working conditions developments in Europe 2013*, Publications Office of the European Union, Luxembourg.

http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1465en_0.pdf

European Agency for Safety and Health at Work (2015). *Second European Survey of Enterprises on New and Emerging Risks (ESENER 2). Summary*. Luxemburgo: Oficina de Publicaciones de la Unión Europea.

English: <https://osha.europa.eu/sites/default/files/publications/documents/esener-ii-summary-en.PDF>

Spanish: <https://osha.europa.eu/sites/default/files/publications/documents/esener-ii-summary-es.pdf>

INSHT (2012) *VII Encuesta Nacional de Condiciones de Trabajo*. Madrid: Instituto Nacional de Seguridad e Higiene en el Trabajo.

<http://www.oect.es/InshtWeb/Contenidos/Documentacion/FICHAS%20DE%20PUBLICACIONES/EN%20CATALU>

European Agency for Safety and Health at Work (2003), *Gender issues in safety and health at work - A review*. Luxembourg: Office for Official Publications of the European Communities.

<https://osha.europa.eu/en/publications/reports/209>

European Agency for Safety and Health at Work (2005). *Mainstreaming gender into occupational safety and health*. Luxembourg: Office for Official Publications of the European Communities

<https://osha.europa.eu/en/publications/reports/6805688>

European Agency for Safety and Health at Work (2013). *New risks and trends in the safety and health of women at work*. Luxembourg: Publications Office of the European Union.

<https://osha.europa.eu/en/publications/reports/new-risks-and-trends-in-the-safety-and-health-of-women-at-work>

Moreno, N.; Solé, M.D. (dir.) (2005) *Dones, salut i treballs*. Barcelona: CTESC.

Psychosocial risks and organizational issues at work

Eurofound (2017): Working time patterns for sustainable work 2017. Publications Office of the European Union, Luxembourg. Disponible en:

https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1720en.pdf

Harvey SB, Modini M, Joyce S, Milligan-Saville JS, Tan L, Mykletun A, Bryant RA, Christensen H, Mitchell PB. Can work make you mentally ill? A systematic meta-review of work-related risk factors for common mental health problems. *Occup Environ Med*. 2017; 74(4):301-310. doi: 10.1136/oemed-2016-104015.

Llorens, C., Alós, R.; Cano, E.; Font, A.; Jódar, P.; López, V.; Navarro, A.; Sánchez, A.; Utzet, M.; Moncada, S. (2010) "Psychosocial risk exposures and labour management practices. An exploratory approach" *Scand J Public Health* vol. 38 no. 3 suppl. 125-136. http://sjp.sagepub.com/content/38/3_suppl/125.full.pdf

Montano D, Hoven H, Siegrist J. Effects of organisational-level interventions at work on employees' health: a systematic review. *BMC Public Health* 2014 14:135. <http://www.biomedcentral.com/1471-2458/14/135>

Niedhammer I, Lesuffleur T, Memmi S, Chastang JF. Working conditions in the explanation of occupational inequalities in sickness absence in the French SUMER study. *Eur J Public Health*. 2017 Dec 1;27(6):1061-1068. doi: 10.1093/eurpub/ckx052.

Nijp HH, Beckers DGJ, GeurtsSAE, Tucker P, Kompier MAJ. Systematic review on the association between employee worktime control and work-non-work balance, health and well-being, and job-related outcomes. *Scand J Work Environ Health* 2012; 38(4):299-313. Accesible en:

http://www.sjweh.fi/show_abstract.php?abstract_id=3307

Schütte S, Chastang JF, Parent-Thirion A, Vermeylen G, Niedhammer I. Psychosocial work exposures among European employees: explanations for occupational inequalities in mental health. *J Public Health (Oxf)*. 2015 Sep;37(3):373-88. doi: 10.1093/pubmed/fdv044.

Theorell, T., Jood, K., Järvholm, L.S., Vingård, E., Perk, J., Östergren, P.O., Hall, C. A systematic review of studies in the contributions of the work environment to ischaemic heart disease development, *European Journal of Public Health* 2016; 26 (3): 470-477.

Utzet, M; Navarro, A; Llorens, C; Moncada, S. "Intensification and isolation: psychosocial work environment changes in Spain 2005-2010". *Occupational Medicine(Lond)* (2015) 65 (5): 405-412.

Long term care policies and daily life

Aragón, Jorge y Cruces, Jesús (2007), *Sector de atención a la Dependencia y Negociación colectiva*, Madrid, Ministerio de Trabajo e inmigración.

Aragón, Jorge; Cruces, Jesús; Rocha, Fernando (2008), *Las condiciones laborales en el sector de atención a la dependencia: una aproximación a la calidad en el empleo*, Madrid, Fundación Primero de Mayo, Documento de Trabajo, 3. [Disponible: <http://www2.1mayo.ccoo.es/publicaciones/doctrab/doc308.pdf>]

Carrasco, C.;Borderías, C.; Torns, T. (2011) *El trabajo de cuidados. Historia, teoría y políticas*. Madrid: La Catarata.

England, Paula (2005) "Emerging theories of care work", *Annual Review of Sociology* 31, pp.381-399.

Glendinning, Caroline y David Bell (2008) *Rethinking social care and support: What can England learn from other countries?* Informing Debate. York: Joseph Rowntree Foundation.

Pérez Salanova, Mercè; Yanguas Lezaún, José Javier (1998), "Dependencia, personas mayores y familias. De los enunciados a las intervenciones", *Anales de Psicología*, 15 (1), pp. 95-104.

Rodríguez Cabrero, Gregorio (2007) "La protección social de la dependencia en España. Un modelo *sui generis* de desarrollo de los derechos sociales" *Política y Sociedad* 44 (2), pp. 69-85.

Rodríguez, Pilar (2006), "El sistema de servicios sociales español y las necesidades derivadas de la atención a la dependencia", *Documentos de Trabajo*, 87, Fundación Alternativas.

Rubery, Jill; Urwin, Peter (2011) "Bringing the employer back in: why social care needs a standard employment relationship", *Human Resource Management Journal* 21 (2), pp. 122-137.

Thomas, Carol (1993) "De-constructing concepts of care". *Sociology*, 27(4): 649-669.

Tobío, Constanza et al (2010) *El cuidado de las personas. Un reto para el siglo XXI*, Barcelona, La Caixa.

<http://www.laCaixa.es/ObraSocial>.

Ungerson, Claire (2005). "Care, work and feeling" *The Sociological Review*, vol.53, nº 2.