

**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

The proposed teaching and assessment methodology that appear in the guide may be subject to changes as a result of the restrictions to face-to-face class attendance imposed by the health authorities.

Contact

Name: Sara Moreno Colom
Email: Sara.Moreno@uab.cat

Use of Languages

Principal working language: spanish (spa)

Teachers

Josep Espluga Trenc
Clara Aurora Llorens Serrano
Sara Moreno Colom

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.

Competences

- 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.
- To apply the gender approach in the analysis of the relationship among labour market, cares and social inequality.
- 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- 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.

Annotation: Within the schedule set by the centre or degree programme, 15 minutes of one class will be reserved for students to evaluate their lecturers and their courses or modules through questionnaires.

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

Assessment

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 20% of the final marks (x 2 = 40%). 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 (60%).
- It is also necessary to guarantee at least 80% attendance at the sessions (face-to-face or on-line).

Assessment Activities

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

Bibliography

Bettio, F.; Sansonetti, S. (ed.) (2015) Visions for Gender Equality, Luxembourg: Publication Office of the European Union. Part 1 "New frontiers: what should the next 'big thing' in gender equality policy be?" (pp. 12-24). Disponible en: https://ec.europa.eu/info/sites/info/files/150902_vision_report_sep_en.pdf

Campos-Serna J, Ronda-Pérez E, Artazcoz 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. Disponible en: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3765149/>

Collins, C., Landivar, L. C., Ruppanner, L., y Scarborough, W. J. (2020). COVID-19 and the gender gap in work hours. *Gender, Work & Organization*.

Craig, L., y Churchill, B. (2020). Dual-earner parent couples' work and care during COVID-19. *Gender, Work & Organization*.

Eurofound (2017), Sixth European Working Conditions Survey - Overview report (2017 update), Publications Office of the European Union, Luxembourg
<https://www.eurofound.europa.eu/publications/report/2016/working-conditions/sixth-european-working-conditions>

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

Eurofound (2020), *Women and labour market equality: Has COVID-19 rolled back recent gains?*, Publications Office of the European Union, Luxembourg. Disponible en: <https://www.eurofound.europa.eu/publications/policy-brief/2020/women-and-labour-market-equality-has-covid-19>

Eurofound (2017), Sixth European Working Conditions Survey - Overview report (2017 update), Publications Office of the European Union, Luxembourg
<https://www.eurofound.europa.eu/publications/report/2016/working-conditions/sixth-european-working-conditions>

Espluga, J. & Caballero, J. (2005) Introducción a la prevención de riesgos laborales. Del trabajo a la salud. Barcelona: Ariel. [Capítulo 2 - Salud y trabajo, disponible en el aula Moodle]

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. [Páginas 14-53]

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

European Agency for Safety and Health at Work, (2002) "Research on New Forms of Contractual Relationships and the Implications for Occupational Safety and Health", FACTS, 25.

<https://osha.europa.eu/en/publications/factsheets/25/view>

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 [Full report] [<https://osha.europa.eu/en/publications/reports/206>]

Espluga, J. (2014) "La evolución del trabajo y la prevención". En CNCT, El futuro de la prevención. Nota Técnica de Prevención n. 1000. Barcelona: INSHT.

<http://www.insht.es/InshtWeb/Contenidos/Documentacion/NTP/NTP/Ficheros/996a1007/ntp-1000%20w.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.

Kantola, J., & Lombardo, E. (2017). Gender and the politics of the economic crisis in Europe. In *Gender and the economic crisis in Europe* (pp. 1-25). Palgrave Macmillan, Cham.

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. Disponible en :

<http://oem.bmj.com/content/early/2018/01/24/oemed-2017-104785>

Lomazzi, V., Israel, S., & Crespi, I. (2019). Gender equality in Europe and the effect of work-family balance policies on gender-role attitudes. *Social Sciences*, 8(1), 5.

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. Disponible en: <https://academic.oup.com/eurpub/article/24/3/422/477763>

Llorens C, Navarro A, Salas S, Utzet M and Moncada S (2019) For better or for worse? psychosocial work environment and direct participation practices. *Safety Science* 116: 78-85.

<https://doi.org/10.1016/j.ssci.2019.02.028>

Mergaert, L., & Lombardo, E. (2014). Resistance to implementing gender mainstreaming in EU research policy. In: Weiner, Elaine and Heather MacRae (eds): 'The persistent invisibility of gender in EU policy' European Integration online Papers (EIoP), Special issue 1, Vol. 18, Article 5, pp. 1-21. Disponible en:

<http://eiop.or.at/eiop/texte/2014-005a.htm>

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

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>

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

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; 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

OIT (2016) The ILO's Decent Work Agenda. <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm>

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, nº 2, pp. 267-280. doi: 10.1111/1748-8583.12048.

Rubery, J. (2015) "Regulating for Gender Equality: A Policy Framework to Support the Universal Caregiver Vision", *Social Politics: International Studies in Gender, State and Society*, Vol. 22, nº 4, pp. 513-538.

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. Disponible en: <http://oem.bmj.com/content/early/2017/12/15/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.

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.

Taouk Y, Spittal MJ, LaMontagne AD, Milner AJ. Psychosocial work stressors and risk of all-cause and coronary heart disease mortality: A systematic review and meta-analysis. *Scand J Work Environ Health*. 2020; 46(1): 19-31. doi:10.5271/sjweh.3854

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.

VV.AA. The Gender Equality Strategy (2020-2025). Disponible en: <https://eur-lex.europa.eu/legal-content/ES/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>

VV.AA (2010): 10 porqués para una salud y una seguridad laboral con perspectiva de género. Col 10XQ (Igualdad de las Mujeres en el Trabajo), 3. Generalitat de Catalunya. Departament de Treball, Barcelona 2010. Capítulo 4. Para reducir los riesgos psicosociales. Disponible en: <http://www20.gencat.cat/docs/treball/03%20-%20Centre%20de%20documentacio/Documents/01%20-%20Public>

Software

-