

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

Code: 42715 ECTS Credits: 6

2024/2025

Degree	Туре	Year
4313228 Social Policy, Employment and Welfare	ОТ	0

Contact

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

Teachers

Sara Moreno Colom Mireia Bolibar Planas (External) Maribel Càrdenas Jiménez

Teaching groups languages

You can view this information at the <u>end</u> of this document.

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 conceputal 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. Equality policies between women and men in Europe: work, health and everyday life
- 2. Resistances and challenges of gender mainstreaming at work
- 3. Gender-based violence: theoretical and conceptual framework
- 4. Tools for addressing gender-based violence
- 5. The case of sexual and gender-based harassment in the workplace
- 6. Social production of health: social and political determinants
- 7. Inequalities in health: characteristics, causes and approaches
- 8. Labor, work and health conditions
- 9. Occupational health, risk factors and prevention

Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Master class	22	0.88	5, 6, 7, 8
Type: Supervised			
Workshop	10	0.4	1, 2, 3, 4

Type: Autonomous			
Individual paper	48	1.92	2, 3, 4, 11

The sessions will combine:

- a) Teaching presentations of a theoretical nature.
- b) Seminars to discuss papers, practical cases and 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.

Assessment

Continous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Attendance and participation	10	28	1.12	5, 6, 7, 8
Individual paper	50	22	0.88	1, 2, 3, 4, 5, 7, 10, 11
Workshops	40	20	0.8	1, 2, 3, 4, 6, 8, 9, 11

The evaluation is based on:

- Active participation and work group in the workshops (40%).
- Individual essay on the state of the art in relation to one of the topics proposed in the module as a whole (50%).
- Attendance and participation (10%).

Unique assessment

In accordance with the Academic Regulations of the UAB, the possibility of the single evaluation is foreseen, which must be notified within the deadlines established for the Faculty. Specifically, the single assessment will consist of an examn, an individual essay and a specific practical work on the seminar subject. All of these activities will be carried out and delivered on the same date following the assessment calendar established by the Faculty.

To appear as "no avaluable" in the official records

Only those who have not provided sufficient evidence of assessment throughout the course will be graded as "not present": those people who have not attended 50% of all scheduled assessment activities.

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 (EloP), 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, n^a 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

-

Language list

Name	Group	Language	Semester	Turn
(TEm) Theory (master)	1	Spanish	second semester	afternoon