



**UNIVERSIDADE FEDERAL DE MINAS GERAIS**  
**School of Medicine**  
**Postgraduate Public Health Programme**

## MPS 932 Work, Occupation and Health

<b>Semester &amp; Location:</b>	October - November 2018 Belo Horizonte
<b>Type &amp; Credits:</b>	Elective Course - 4 credits
<b>Major Disciplines:</b>	no
<b>Programme:</b>	Postgraduate Public Health Programme <a href="https://site.medicina.ufmg.br/saudepublicaingles/">https://site.medicina.ufmg.br/saudepublicaingles/</a>

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## Collaborations

<b>Prof Adriano Marçal Pimenta</b>	Nursing School UFMG
<b>Dr Eduardo de Paula Lima</b>	Postdoctoral Residency, UFMG / Birkbeck, University of London
<b>Dr Kevin Teoh</b>	Birkbeck, University of London
<b>Dr Tiago Oliveira</b>	Postdoctoral Residency, University of Campinas

## SYLLABUS

Conceptual framework for health and employment relationships. Changes to the labour market landscape. Employment arrangements and ill health. Determinants of health inequalities. Research findings on (1) working conditions and cardiovascular risk factors, and (2) job insecurity and psychosocial working conditions.

## CONTENT

Fundamental shifts in the structure of labour markets, work systems and employment relationships have outpaced changes in legislative, social and political mechanisms in industrialized societies. In this interdisciplinary course, students will look at mixed empirical evidence that has led to reconsideration of theory and articulation of new conceptual models, including one proposing that precarious employment is a key determinant of health inequalities. These inequalities are unnecessary and avoidable and, therefore, are considered unfair and unjust. Moreover, they are the result of economic and political arrangements. The course will examine workers' exposure to job insecurity experiences that give rise to lack of protection and socioeconomic vulnerability. These experiences represent a potentially significant risk of ill health. Students will have opportunities to learn about the role of work in most people's lives.



## COURSE LEARNING GOALS

The main goal of this course is to foster an understanding of the relationship between changes to the labour market and their relationship with poor health outcomes, in order to think about social inequalities within the working-age population.

On completion of this course, students will be able to:

1. Describe fundamental shifts in the structure of the labour market.
2. Examine features of standard employment relationships and flexible employment arrangements.
3. Understand how health and employment status interact.
4. Expatiate on the terminology of Brazilian Institute of Geography and Statistics employment research.
5. Demonstrate a basic knowledge of determinants of health inequalities.
6. Analyse the consequences of job insecurity on mental health.
7. Identify associations between working conditions, cardiovascular diseases and mental health problems.

## UNITS

The remainder of the course is organized into three units, focusing first on the labour market. The second unit will examine the relationship between employment status and ill health. Finally, the effects of job insecurity will be detailed.

1. Labour market and employment relationships
  - I.I. New employment paradigm
  - I.II. Employment, unemployment and worklessness
  - I.III. Employment and health inequalities

## 2. Employment status and health disparities

- III.I. Underlying mechanisms of poor health among unemployed adults
- III.II. Working conditions, work-related stress and coronary heart disease
- III.III. Flexibility in working patterns and healthy lifestyles

## 3. Job insecurity and health

- II.I. Job insecurity: overview
- II.II. Employment arrangements and psychosocial working conditions
- II.III. Precarious work, psychosocial working conditions and mental health

## COURSE FORMAT

The course will be conducted on the e-learning platform “minhaUFMG” (Moodle). The educational design is based on active teaching methodologies, comprising a set of processes, procedures, techniques and tools that actively involve students in the teaching-learning process. The pedagogical approach of the course encourages exchanges for collaborative problem-solving and construction of knowledge both individually and collectively, involving an interactive process based on teacher-student and student-student communication.

Information and communication technologies (ICT) will support the strategy in order to develop content and resources that facilitate learning processes. This strategy includes practices that help students to increase information retention either through doing small written exercises relating to the content of the lesson or through doing exercises that are applied to the units of the course and their actualities and problems. We make extensive use of images, audios and videos. This set of materials is available through “minhaUFMG”.

Attendance of the course is more mandatory than is usual. The strategy adopted in our discipline leads to new conceptions of the teaching-learning process that stress students' active involvement in the learning process. At this point, multiple ICT-based tools are available to support students' efforts to construct their own learning. Students are expected to have read the texts/articles/chapters for the lesson and to engage in discussions based on the lesson themes. Active participation in e-learning is central, and observations and reflections about current events relating to the texts and readings will be encouraged.



## DETAILED REQUIREMENTS

A **deadline** is the point in time at which something needs to be completed. The opening and closing date for each assignment can be found in the virtual classroom where you find the assignment. The best plan is to submit assignments as early as possible. Technical issues (e.g. relating to the internet network) are not rare. If they occur right at the deadline, you will be constrained. Therefore, we strongly recommend that you complete your activities in advance of deadlines.

**Questions and answers** (10 credits). **Seminar assignment on coronary heart disease (CHD)** (10 credits) and **Seminar assignment on mental health** (10 credits). You can work together with other students on the exercises, but each student must write up and submit his/her own unique assignment. It should be uploaded to "minhaUFMG" in the .pdf file format. **Questions and answers** (10 credits). **Discussion** of the content of video 1 and video 2 will allow an exchange of ideas in **Forum 1** (10 credits) and **Forum 2** (10 credits). Greater attention will be given to development of a **Glossary for Adult Health on/off the Labour Market** (20 credits). The **Essay** is 15 pages in length (single-spaced). The questions ask you to integrate, reflect on and apply the issues, theories and research findings of the readings and lectures. You will need to do some additional research. There are two different assignments (choose the topic that you prefer). The essay is worth 30% of the final grade.

Students are expected to do their own work. Cheating, copying others' work totally or partially, or any other form of plagiarism are considered to be academic misconduct. We strongly value academic integrity. The misconduct penalty is a zero score. Please, do not cheat. The penalty is not negotiable.



**Glossary for Adult Health on/off the Labour Market: Construction of entries based on course themes -** In this Glossary activity, you will select four terms to make up an entry. You can search for terms and notions that have been presented over the duration of the course. The virtual classroom where you find the assignment will not permit insertion of an entry that has already been use by one of your colleagues. When you post your entries, you will have access to the entries compiled and posted by your colleagues. However, the forum will be open for you to have conversations beforehand about your choices of entries. **Instructions** - The header or start of the entry will be highlighted in blue. Use a simple word, a hyphenated word, a phrase, a set of initials, a symbol or an abbreviation. In addition to synonyms, the glossary entries can present other information on the words that designate the terms of interest within the spectrum of the discipline. **Format:** Times, size 12, between 10 and 20 lines. An illustration can be inserted but is not obligatory. Portuguese language. The name of an entry in English is translated into Portuguese on the line below. References in the Vancouver format.

## COURSE WORK (GRADING)

In seminars, forums and essays, students will be rewarded for their ability to critically absorb new knowledge, compare different employment arrangements and analyse hypotheses and points of view in the specialized literature.

Assignment	Credits
Moodle Questions and Answers: Health and Employment Relationships	10
Moodle Forum: Health Inequalities	10
Seminar assignment on CHD	10
Moodle Glossary	20
Seminar assignment on Mental Health	10
Moodle Forum: Precarious Work and Mental Health	10
Essay	30

## COURSE POLICIES AND FRIENDLY REMINDERS

Students are responsible for all material covered in lectures, including announcements. You will be expected to integrate materials from lectures with readings, seminars, forums and essays. Do not enrol in this class if you are unable to fulfil the e-learning assignments regularly.

**Reading.** This is a reading-intensive course. You should read and understand about 60 to 100 tough pages weekly. The readings are not typically repeated in lectures and the lectures are not duplicated in the readings. Lectures and readings complement each other.

**Reaching us.** We encourage students to post questions to the notice board on the e-learning platform. Often, other students have the same question or concern. We will respond regularly to questions on this platform, thus benefiting all students with shared information.

**Reaching me** with questions specific to you. I urge students to talk to me sometime during the course, just to say "hi" and especially if you are having trouble with the course. I can't help you if you don't communicate with me! You are free to drop by, but I'll give priority to people who have appointments. Use e-mail ([adavila@medicina.ufmg.br](mailto:adavila@medicina.ufmg.br)) to request an appointment outside posted office hours (and note "MPS 932" in the subject line).

## REQUIRED TEXTS

Departamento Intersindical de Estatística e Estudos Socioeconômicos (Dieese). Anuário do Sistema Público de Emprego, Trabalho e Renda 2016: Mercado de Trabalho: livro 1./.. São Paulo: DIEESE, 2017

Bambra C. Work, Worklessness, and the Political Economy of Health. New York: Oxford University Press, 2011. Chapter 1 (p. 1-8)

Kalleberg AL. Precarious work, insecure workers: employment relations in transition. *Am Sociol Rev.* 2018;74:1-22.

Instituto Brasileiro de Geografia e Estatística (IBGE). Síntese de Indicadores Sociais. Uma análise das condições de vida da população brasileira, 2014. Estudos e Pesquisas. Informação Demográfica e Socioeconômica, n. 34. Rio de Janeiro: IBGE, 2014.

Marmot M. The Health Gap - the challenge of an unequal world. London: Bloosbury, 2015. Chapter 1 (p. 22-48)

Oliveira T. Trabalho e Padrão de Desenvolvimento: uma reflexão sobre a reconfiguração do mercado de trabalho brasileiro. São Paulo: Hucitec, 2016.



## COURSE SCHEDULE

03/10/2018		
14h Ada Ávila	Employment, unemployment and underemployment: evidence on employment status and ill health	Meet face-to-face
<p>Bambra C. <i>Work, Worklessness, and the Political Economy of Health</i>. New York: Oxford University Press, 2011. Chapter 1 (p. 1-8)</p> <p>Benavides FG, Benach J, Muntaner C, et al Associations between temporary employment and occupational injury: what are the mechanisms? <i>Occup Environ Med</i>. 2006;63:416-421.</p> <p>Julià M, Belvis F, Vives A, Tarafa G, Benach J. Informal employees in the European Union: working conditions, employment precariousness and health. <i>J Public Health</i>. 2018: p.1-11.</p> <p>Tompa E, Scott-Marshall H, Dolinschi R, Trevithick S, Bhattacharyya S. Precarious employment experiences and their health consequences: Towards a theoretical framework. <i>Work</i>. 2007;28:209–224.</p> <p>Virtanen M, Kivimäki M, Joensuu M, Virtanen P, Elovainio M, Vahtera J. Temporary employment and health: a review. <i>Int J Epidemiol</i>. 2005;34:610-22.</p>		
05/10/2018		
Ada Ávila	Assignment 1 Questions and answers Employment status and health disparities	
14h Ada Ávila	Course Introduction	Meet face-to-face
<p>Anuário do Sistema Público de Emprego, Trabalho e Renda 2016: Mercado de Trabalho: livro 1./ Departamento Intersindical de Estatística e Estudos Socioeconômicos. São Paulo: DIEESE, 2017</p>		
Eduardo Lima	Assignment 2 Forum video Health inequalities	
<p>McNamara CL, Balaj M, Thomson KH, Eikemo TA, Solheim EF, Bambra C. The socioeconomic distribution of non-communicable diseases in Europe: findings from the European Social Survey (2014) special module on the social determinants of health. <i>Eur J Public Health</i>. 2018; 27(suppl_1):22-26.</p> <p>Marmot, M. <i>The Health Gap - the challenge of an unequal world</i>. London: Bloosbury, 2015. Chapter 1 (p. 22-48)</p> <p>Schrecker T, Bambra C. <i>How Politics Makes Us Sicks - Neoliberal Epidemics</i>. London: Palgrave Macmillan, 2015. Chapter 1 (p. 1-22)</p> <p>Szwarcwald CL, Júnior PRBS, Marques AP, Almeida WS, Montilla DER (2016). Inequalities in healthy life expectancy by Brazilian geographic regions: findings from the National Health Survey, 2013. <i>Int J Equity Health</i>. 2016,15:141.</p>		
Ada Ávila	Assignment 4 Glossary	

12/10/2018	Feriado	
16/10/2018		
	Assignment 7 Essay	Deadline Assignment 1
17/10/2018		
Adriano Pimenta	Assignment 3 Seminar Working conditions, work-related stress and coronary heart disease	
<p>Sara JD, Prasad M, Eleid MF, Zhang M, Widmer RJ, Lerman A. Association between work-related stress and coronary heart disease: a review of prospective studies through the job strain, effort-reward balance, and organizational justice models. <i>J Am Heart Assoc.</i> 2018 Apr 27;7(9).</p> <p>Kivimäki M et al. Long working hours and risk of coronary heart disease and stroke: a systematic review and meta-analysis of published and unpublished data for 603,838 individuals. <i>Lancet.</i> 2015 Oct 31;386(10005):1739-46.</p>		
19/10/2018	Working Bibliography	
24/10	Working Bibliography	Deadline Assignment 2
26/10/2018		
	Working Bibliography	
9h Tiago Oliveira	Labour market in Brazil: impasses and challenges	Meet face-to-face
14 h Tiago Oliveira	Employment relationships in Brazil: conceptual aspects and statistic	Meet face-to-face
<p>Proni M, Henrique W. Trabalho, mercado e sociedade: o Brasil nos anos 90. São Paulo: Editora Unesp / Campinas: Instituto de Economia da Unicamp, 2003.</p> <p>Cardoso JR, JC. Mundo do trabalho e (des)proteção social no Brasil: volume 1: ensaio selecionados em 15 anos (1995-2010) de pesquisa aplicada e assessoramento governamental. Rio de Janeiro: Beco do Azougue, 2013.</p> <p>Oliveira T, Proni M. Um mercado de trabalho heterogêneo e flexível: um problema persistente no Brasil. <i>ABET.</i> 2016; 15(2).</p> <p>Oliveira T. Trabalho e Padrão de Desenvolvimento: uma reflexão sobre a reconfiguração do mercado de trabalho brasileiro. São Paulo: Hucitec, 2016..</p>		

<b>31/10/2018</b>	Working Bibliography	Deadline Assignment 3
<b>02/11/2018</b>	<b>Dia Santo</b>	
<b>07/11/2018</b>		
Eduardo Lima	Assignment 5 <b>Forum video + Seminar</b> Job insecurity: overview	
<p>Canivet C, Bodin T, Emmelin M, Toivanen S, Moghaddassi M, Östergren PO. Precarious employment is a risk factor for poor mental health in young individuals in Sweden: a cohort study with multiple follow-ups. BMC Public Health. 2016;16:687.</p> <p>Howard J. Nonstandard work arrangements and worker health and safety. Am J Ind Med. 2016;60:1-10.</p> <p>Kalleberg AL. Precarious work, insecure workers: employment relations in transition. Am Sociol Rev. 2018;74:1-22.</p> <p>Llosa JA, Menéndez-Espina S, Agulló-Tomás E, Rodríguez-Suárez J. Job insecurity and mental health: A meta-analytical review of the consequences of precarious work in clinical disorders. An Psicol. 2018;34:211-223.</p> <p>Tran M, Sokas RK. The gig economy and contingent work: an occupational health assessment. J Occup Environ Med. 2017, 59:e63-e66.</p>		
<b>09/11/2018</b>		
	Assignment 4 <b>Glossary</b>	Deadline Assignment 4
<b>14/11/2018</b>		
Kevin Teoh	Assignment 6 <b>Forum video + Seminar</b> Precarious work, psychosocial working conditions and mental health	
<p>Benach J, Vives A, Amable M, Vanroelen C, Tarafa G &amp; Muntaner C. Precarious employment: understanding an emerging social determinant of health. An Rev Public Health. 2014;35:229-53.</p> <p>Lewchuk W, De Wolff A, King A &amp; Polanyi M. The invisible health risks of precarious employment. AIRAANZ. 2005;117-124.</p> <p>Sargeant M. The gig economy and the future of work. EJICLS. 2017;6:1-12.</p>		
<b>16/11</b>	Working Bibliography	
<b>21/11</b>	Working Bibliography	Deadline Assignment 5
<b>23/11</b>	Working Bibliography	
<b>28/11</b>	Working Bibliography	Deadline Assignment 6
<b>30/11</b>	Working Bibliography	
<b>07/12</b>	Working Bibliography	Deadline Assignment 7



## READINGS

- Benach J, Vives A, Amable M, Vanroelen C, Tarafa G & Muntaner C. Precarious employment: understanding an emerging social determinant of health. *An Rev Public Health*. 2014;35:229-53.
- Benavides FG, Benach J, Muntaner C, et al Associations between temporary employment and occupational injury: what are the mechanisms? *Occup Environ Med*. 2006;63:416-421.
- Buffel V, Van de Velde S, Bracke P. The mental health consequences of the economic crisis in Europe among the employed, the unemployed, and the non-employed. *Soc Sci Res*. 2015;54:263-88.
- Canivet C, Bodin T, Emmelin M, Toivanen S, Moghaddassi M, Östergren PO. Precarious employment is a risk factor for poor mental health in young individuals in Sweden: a cohort study with multiple follow-ups. *BMC Public Health*. 2016;16:687.
- Cho Y. Part-time employment and worker health in the United States. *Soc Sci J*. 2018;55:97-107.
- Dawson C, Veliziotis M, Hopkins B. Temporary employment, job satisfaction and subjective well-being. *EID*. 2017;38(1):69-98.
- Fox MA, Spicer K, Chosewood LC, Susi P, Johns DO, Dotson GS. Implications of applying cumulative risk assessment to the workplace. *Environ Int*. 2018;115:230-238.
- Howard J. Nonstandard work arrangements and worker health and safety. *Am J Ind Med*. 2016;60:1-10.
- Huijts T, Reeves A, McKee M, Stuckler D. The impacts of job loss and job recovery on self-rated health: testing the mediating role of financial strain and income. *Eur J Public Health*. 2015;25(5):801-6.
- Joyce K, Pabayo R, Critchley JA, Bambra C. Flexible working conditions and their effects on employee health and wellbeing. *Cochrane Database of Systematic Reviews* 2010, 2. Art. N°: CD008009
- Julià M, Belvis F, Vives A, Tarafa G, Benach J. Informal employees in the European Union: working conditions, employment precariousness and health. *J Public Health*. 2018: p.1-11.
- Kalleberg AL. Precarious work, insecure workers: employment relations in transition. *An Sociol Rev*. 2018;74:1-22.
- Keuskamp D, Ziersch AM, Baum FE, LaMontagne AD. Precarious employment, psychosocial working conditions, and health: cross-sectional associations in a population-based sample of working australians. *Am J Ind Med*. 2013; 56:838-844.
- Kivimäki M et al. Long working hours and risk of coronary heart disease and stroke: a systematic review and meta-analysis of published and unpublished data for 603,838 individuals. *Lancet*. 2015 Oct 31;386(10005):1739-46.
- Lewchuk W, De Wolff A, King A & Polanyi M. The invisible health risks of precarious employment. *AIRAANZ*. 2005;117-124
- Llosa JA, Menéndez-Espina S, Agulló-Tomás E, Rodríguez-Suárez J. Job insecurity and mental health: A meta-analytical review of the consequences of precarious work in clinical disorders. *An Psicol*. 2018;34:211-223.
- López-Ruiz M, Artazcoz L, Martínez JM, Rojas M, Benavides FG. Informal employment and health status in Central America. *BMC Public Health*. 2015;15:698.
- Marmot, M. *The Health Gap - the challenge of an unequal world*. London: Bloosbury, 2015.
- Matilla-Santander N, Lidón-Moyano C, González-Marrón A, Bunch K, Martín-Sánchez JC, Martínez-Sánchez JM. Measuring precarious employment in Europe 8 years into the global crisis. *J Public Health*. 2018:1-9.
- McNamara CL, Balaj M, Thomson KH, Eikemo TA, Solheim EF, Bambra C. The socioeconomic distribution of non-communicable diseases in Europe: findings from the European Social Survey (2014) special module on the social determinants of health. *Eur J Public Health*. 2018; 27(suppl\_1):22-26.
- Probst TM, Petitta L, Barbaranelli C, Lavaysse LM. Moderating effects of contingent work on the relationship between job insecurity and employee safety. *Saf Sci*. 2018;106:285-293.
- Puig-Barrachina V, Vanroelen C, Vives A, Martínez JM, Muntaner C, Levecque K, et al. Measuring employment precariousness in the European Working Conditions Survey: The social distribution in Europe. *Work*. 2014;49:143-161.
- Sara JD, Prasad M, Eleid MF, Zhang M, Widmer RJ, Lerman A. Association between work-related stress and coronary heart disease: a review of prospective studies through the job strain, effort-reward balance, and organizational justice models. *J Am Heart Assoc*. 2018 Apr 27;7(9). pii: e008073.
- Sargeant M. The gig economy and the future of work. *EJCLS*. 2017;6:1-12.

Schrecker T, Bamba C. *How Politics Makes Us Sicks - Neoliberal Epidemics*. London: Palgrave Macmillan, 2015.

Shahidi FV, Siddiqi A, Muntaner C. Does social policy moderate the impact of unemployment on health? A multilevel analysis of 23 welfare states. *Eur J Public Health*. 2016; 26(6):1017–22.

Szwarcwald CL, Júnior PRBS, Marques AP, Almeida WS, Montilla DER (2016). Inequalities in healthy life expectancy by Brazilian geographic regions: findings from the National Health Survey, 2013. *Int J Equity Health*. 2016,15:141.

Tompa E, Scott-Marshall H, Dolinschi R, Trevithick S, Bhattacharyya S. Precarious employment experiences and their health consequences: Towards a theoretical framework. *Work*. 2007;28:209–224.

Tran M, Sokas RK. The gig economy and contingent work: an occupational health assessment. *J Occup Environ Med*. 2017, 59:e63-e66.

Vancea M, Utzet M. How unemployment and precarious employment affect the health of young people: A scoping study on social determinants. *Scand J Public Health*. 2017; 45: 73–84.

Virtanen M, Kivimäki M, Joensuu M, Virtanen P, Elovainio M, Vahtera J. Temporary employment and health: a review. *Int J Epidemiol*. 2005;34:610-22.

Voßmer J, Gebel M, Täht K, Unt M, Högberg B, Strandh M. The effects of unemployment and insecure jobs on well-being and health: the moderating role of labor market policies. *Soc Indic Res*. 2018;138:1229-57.

Zenger M, Brähler E, Berth H, Stöbel-Richter, Y. Unemployment during working life and mental health of retirees: Results of a representative survey. *Aging Ment Health*. 2011 March;15(2):178-85.

