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. Expatriate 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.

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Credits</th>
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<tr>
<td>Moodle Questions and Answers: Health and Employment Relationships</td>
<td>10</td>
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<tr>
<td>Moodle Forum: Health Inequalities</td>
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<td>Seminar assignment on CHD</td>
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<td>Moodle Glossary</td>
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<td>Seminar assignment on Mental Health</td>
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<td>Moodle Forum: Precarious Work and Mental Health</td>
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<td>Essay</td>
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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) to request an appointment outside posted office hours (and note “MPS 932” in the subject line).

REQUIRED TEXTS


## COURSE SCHEDULE

### 03/10/2018

**14h**

<table>
<thead>
<tr>
<th>Ada Ávila</th>
<th>Employment, unemployment and underemployment: evidence on employment status and ill health</th>
<th>Meet face-to-face</th>
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### 05/10/2018

**Ada Ávila**

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<thead>
<tr>
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<th>Questions and answers</th>
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<th>Meet face-to-face</th>
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**Eduardo Lima**

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<th>Health inequalities</th>
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| 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 |
|            | 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).  
| 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 |


Oliveira T, Proni M. Um mercado de trabalho heterogêneo e flexível: um problema persistente no Brasil. ABET. 2016; 15(2).

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<td>Dia Santo</td>
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<td>07/11/2018</td>
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<td>14/11/2018</td>
<td>Assignment 6&lt;br&gt;&lt;strong&gt;Forum video + Seminar&lt;/strong&gt;&lt;br&gt;Precarious work, psychosocial working conditions and mental health</td>
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**READINGS**


