

Marc Grau-Grau

Faculty of Education
UNIVERSITAT INTERNACIONAL DE CATALUNYA
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Professional appointments

UNIVERSITAT INTERNACIONAL DE CATALUNYA
2022-Today *Vice Dean*, Faculty of Education
2020-Today *Assistant Professor of Social and Family Policy*, Faculty of Education
2023-Today *Research Group Leader*, VINCLES (2021-SGR-01246)
2017-Today *Academic Coordinator*, Joaquim Molins Figueras Childcare and Family Policies Chair

HARVARD UNIVERSITY
2016-2022 *Research Fellow*, Women and Public Policy Program, Harvard Kennedy School

UNIVERSITAT POMPEU FABRA
2015-2016 *Adjunct lecturer*, Department of Economics and Business

IESE BUSINESS SCHOOL
2008-2013 *Research Assistant*, International Center for Work and Family

Education

2017 PhD in Social Policy, UNIVERSITY OF EDINBURGH
2009 MA in Political and Social Sciences, UNIVERSITAT POMPEU FABRA
2004 BA in Business Administration, ESADE BUSINESS SCHOOL (Fall 2003: University of Cologne)

Areas of specialisation

Work-Family Balance, Fatherhood, Family and Social Policies, Flexibility, Childcare

Fellowships and Awards

2021-Today	Member, Children Well-Being Research Network, Chapin Hall at the University of Chicago
2021	Best paper of the year 2020, EM Normandie
2017-2019	Early Career Work and Family Fellow, Work-Family Research Network
2016-2022	WAPPP Fellowship, Harvard Kennedy School, Harvard University
2016-2017	Societat Econòmica Barcelonesa d'Amics del País Grant
2015	Fundación Maria Teresa Rodó Award

Funded projects

AS PI OR ACADEMIC COORDINATOR

2023-2026	<i>Childcare and Family Policies Chair</i> . PI: Montserrat Gas Aixendri. Academic coordinator: Marc Grau-Grau. Funder: Fundació Joaquim Molins Figueras [360.000€].
2021-2022	<i>Religiositat i resiliència familiar en temps de la COVID-19 a Catalunya: lliçons per al futur</i> . PI: Marc Grau-Grau. Funder: Government of Catalonia [8.000€].
2019-2021	<i>Elevating Fatherhood Expert Meeting</i> . PI: Marc Grau-Grau. Funder: Social Trends Institute [47.347€].
2017-2022	<i>Childcare and Family Policies Chair</i> . PI: Montserrat Gas Aixendri. Academic coordinator: Marc Grau-Grau. Funder: Fundació Joaquim Molins Figueras [300.000€].
2016-2017	<i>Time Use Among Working Fathers in Catalonia</i> . PI: Marc Grau-Grau. Funder: Societat Econòmica Barcelonesa d'Amics del País (SEBAP) [4.200€].

AS MEMBER

2019-2020	<i>CRIMG - Mainstreaming of children's rights: multilevel governance perspective</i> . PI: Aida Kisunaite. Funder: University of Padova [140.000€].
2013-2017	<i>Intergenerational solidarity in the family</i> PI: Montserrat Gas Aixendri. Funder: Banco Santander [240.000€].
2010-2013	<i>The Effects of Work-Life Balance on Companies, Individuals, and Their Families from Around the World</i> PI: Mireia Las Heras. Funder: "Marie Curie "Reintegration Grants" [100.000€].

Research visits

March, 2023	IAE Business School. Buenos Aires, Argentina
May, 2022	Department of Management, University of Bologna. Bologna, Italy
May, 2019	College of Law and Business, ONO Academic College. Tel Aviv, Israel

List of Publications

EDITED BOOKS

- 2024 Rofcanin Y., Las Heras, M., and **Grau-Grau, M.** *Research Handbook on Human Resource Management and the Future of Work* (Eds). Edward Elgar Publishing
- 2022 Las Heras, M., **Grau-Grau, M.**, and Rofcanin Y. *Human Flourishing: A Multidisciplinary Perspective on Neuroscience, Health, Organizations and Arts* (Eds). Cham, Switzerland: Springer ([open access](#))
- 2021 **Grau-Grau, M.**, Bowles, H. R., and Las Heras, M. *Engaged Fatherhood for Men, Families and Gender Equality: Healthcare, Social Policy, and Work Perspectives* (Eds). Cham, Switzerland: Springer ([open access](#))
- 2019 Las Heras, M., Chinchilla, N., and **Grau-Grau, M.** (2019). *The New Ideal Worker: Organizations between Work-Life Balance, Women and Leadership* (Eds). Berlin, Germany: Springer.
- 2017 Las Heras, M., Chinchilla, N., and **Grau-Grau, M.** (2017). *The Work-Family Balance in Light of Technology, and Globalization* (Eds). Newcastle, United Kingdom: Cambridge Scholars Publishing.

EDITED JOURNAL SPECIAL ISSUES

- 2023 Ruiz-Castro, M., **Grau-Grau, M.**, Lupu, I., Daskalai, M., and McGinn, K. (Forthcoming). Social reproduction: Intra-household relationships, organizational initiatives, and public policies. Special Issue in *Gender, Work and Organization*.
- Schmulyar Gréen, O., Macht, A. and **Grau-Grau, M.** Reconstructing social space: Spatial dynamics through gendered, cultural and emotional lenses. Special Issue in *Frontiers in Sociology*.

ARTICLES AND CHAPTERS

- 2023 Chinchilla, N., **Grau-Grau, M.** and Sowon, K. [Integrating the Decision-Making Process in the Work-Family Field: An Action-Based Approach](#). *Revista Empresa y Humanismo*, 26(1), 93-120.
- Grau-Grau, M.**. Fatherhood Involvement as a Source of Human Flourishing. In *Human Flourishing A Multidisciplinary Perspective on Neuroscience, Health, Organizations and Arts*, Ed. M. Las Heras, M. Grau-Grau, and Y. Rofcanin. Cham, Switzerland: Springer ([open access](#)).
- Las Heras, M, **Grau-Grau, M.** and Rofcanin, Y. Introduction. In the Pursuit of Human Flourishing. In *Human Flourishing A Multidisciplinary Perspective on Neuroscience, Health, Organizations and Arts*, Ed. M. Las Heras, M. Grau-Grau, and Y. Rofcanin. Cham, Switzerland: Springer ([open access](#)).

Grau-Grau, M., Gallego, G. and Rodríguez, L.M. (forthcoming) Uso problemático de WhatsApp entre adolescentes: ¿Qué papel educativo juegan los padres? *Adicciones*.

2022

Grau-Grau, M. [La ilusión del mérito. Capital cultural y reproducción.](#) *Revista Española de Sociología*. 31(3), a124

Grau-Grau, M., Tracchi, M., Panebianco, D., and Kisunaite, A. [Embodying children's rights in Italy and Spain: Unmasking some elements of the cultural politics of childhood.](#) *Children and Society*. 36(4), 644-660

Grau-Grau, M., Selvam, R.M. and Cavallotti, R. Positive parenting during COVID-19: Understanding some antecedents in critical times. In *Happiness and Domestic Life The Influence of the Home on Subjective and Social Well-Being*, Ed. M.T. Russo, A. Argandoña and R. Peatfield. London, United Kingdom: Routledge.

Grau-Grau, M. and Bowles, H. R. Launching a cross-disciplinary and cross-national conversation on engaged fatherhood. In *Engaged Fatherhood for Men, Families and Gender Equality: Healthcare, Social Policy, and Work Perspectives*, Ed. M. Grau-Grau, H. Riley-Bowles and M. las Heras. Cham, Switzerland: Springer ([open access](#)).

Bowles, H. R., Kotelcuchk, M. and **Grau-Grau, M.** Reducing barriers to engaged fatherhood: Three principles for promoting gender equity in parenting. In *Engaged Fatherhood for Men, Families and Gender Equality: Healthcare, Social Policy, and Work Perspectives*, Ed. M. Grau-Grau, H. Riley-Bowles and M. las Heras. Cham, Switzerland ([open access](#)).

2021

Bueno, X. and **Grau-Grau, M.** [Why is unpaid parental leave \(still\) gendered? Individual narratives and couples' strategies.](#) *Journal of Family Issues*. 42(3), 503-526

Rivera, R., Santos, D., **Grau-Grau, M.**, and Derose, L. [Family relationships and internet abuse in 25 European countries.](#) *Families, Relationships and Societies*, 10(2):249-268.

Jiménez, E., Chinchilla, N. and **Grau-Grau, M.** From bad leadership to responsible leadership: the revolution of motives among leaders. In *Debating Bad Leadership: Reasons and Remedies*, Ed. A. Örténblad. London, United Kingdom. Palgrave Macmillan.

Chinchilla, N. and **Grau-Grau, M.** O Equilíbrio família-trabalho à luz da globalização, o desenvolvimento tecnológico e a pandemia. In *O Futuro do Trabalho: Contributos de gestores e académicos para um trabalho digno e inclusivo*, Ed. M. Silva and M. Lince de Faria. Lisbon, Portugal: AESE Business School (in Portuguese).

Grau-Grau, M. and Rivera, R. Paternidad y organizaciones: Dilemas y recompensas. In *Hacia un nuevo mundo laboral y familiar. Guía de buenas prácticas*, Ed. P. Debeljuh and M. De la Serna. Buenos Aires, Argentina: IAE Business School (in Spanish).

Chinchilla, N., **Grau-Grau, M.** and Moreno, C. Feminismo sinérgico: Una primera aproximación. In *Sexo, Género y Violencia*, Ed. J.J Delgado, V. Martínez-Otero and J. Martín. Madrid, Spain: Dykinson (in Spanish).

- 2020 Tanquerel, S., and **Grau-Grau, M***. [Unmasking work-family balance barriers and strategies among working fathers in the workplace](#). *Organization* 27(5), 680-700 ***Equal contribution**
- BEST PAPER OF THE YEAR 2020, EM NORMANDIE
- Grau-Grau, M.** Return to work for fathers: A group with specific needs? In *Navigating the Return-to-work Experience for New Parents: Maintaining Work-Family Well-being*, Ed. C. Cooper and M. Karanika-Murray. New York, NY: Routledge.
- 2018 Bosch, M.J., Las Heras, M., Russo, M., Rofcanin, Y., and **Grau-Grau, M.** [How context matters: The relationship between family supportive supervisor behaviours and motivation to work moderated by gender equality](#). *Journal of Business Research*, 82, 46-55.
- 2017 Cavallotti, R., **Grau-Grau, M.**, Marimon, F., and Gas, M. [Design and validation of a measurement scale of intergenerational solidarity](#). *Testing, Psychometrics, Methodology in Applied Psychology*, 24 (1), 107-125.
- Las Heras, M., and **Grau-Grau, M.** Women in the labor force: women's labor force participation in Spain. In *Women in Management Worldwide: Signs of Progress*, Ed. R. Burke and A. Richardson. New York, NY: Routledge.
- 2015 **Grau-Grau, M.** El enriquecimiento trabajo-familia: Una teoría útil para los padres y las empresas. In *Hacia un nuevo pacto entre trabajo y familia*, Ed. P. Debeljuh. Buenos Aires, Argentina: IAE Business School (in Spanish).
- 2013 **Grau-Grau, M.** [Clouds over Spain: Work and family in the age of austerity](#). *International Journal of Sociology and Social Policy*, 33 (9/10), 579-593.
- Chinchilla, N., and **Grau-Grau, M.** [Corporate family responsibility e ambienti di lavoro flessibili: un "must" per le aziende del XXI secolo](#). *Sociologia e Politiche Sociali*, 16, 43-66.
- Las Heras, M., Chinchilla, N., and **Grau-Grau, M.** Corporate Family Responsibility in Latin America. In *Inclusiveness, Sustainability and Human Resource Development*, Ed. N. M. Agrawal, M. G. Jomon, B. Varkkey and C. Banerjee. New Delhi, India: McGraw Hill Education.
- 2012 Idrovo, S., León, C., and **Grau-Grau, M.** [Comparing work-life balance in Spain and Latin-American countries](#). *European Journal of Training and Development*, 36 (2/3), 286-307.
- 2011 Las Heras, M., and **Grau-Grau, M.** [Having an impact: Learning from those who done it](#). *Industrial and Organizational Psychology*, 4 (3), 422-425.
- 2010 Cruz, H., León, C., and **Grau-Grau, M.** Situación laboral de la mujer y balance trabajo-familia en España y América Latina. In *Mujer y liderazgo en España y Latin América*, Ed. P. Debeljuh and M. las Heras. Madrid, Spain: LID editorial (in Spanish).

BOOKS REVIEWS

- 2021 **Grau-Grau, M.** [Ideas cabales](#) by Salvador Giner. *Revista Española de Sociología*, 30(4), 278, 1-4.
- 2019 **Grau-Grau, M.** [Manet: A Symbolic Revolution](#) by Pierre Bourdieu. *International Sociology*, 34 (2), 161-163.
- Grau-Grau, M.** [Family and Sustainable Development](#) by Montserrat Gas and Rita Cavallotti. *Social Science Journal*, 56, 137-138.
- 2018 **Grau-Grau, M.** [Ferdinand Tönnies \(1855-1936\). Vida y Sociología](#) by Ana Isabel Erdozain. *Revista Española de Sociología*, 27(2), 357-360.

ENCYCLOPEDIA ENTRIES

- 2018 Chinchilla, N., and **Grau-Grau, M.** (2018). Family-Friendly Corporation. In *The SAGE Encyclopedia of Business Ethics and Society*, Ed. R. Kolb. Thousand Oaks, CA: Sage Publications.

TECHNICAL REPORTS

- 2019 Chinchilla, N., Jiménez, E., and **Grau-Grau, M.** *Buenas Prácticas para la gestión de la igualdad, la diversidad y la mejora de la competitividad en la empresa*. IESE Business School ([ST-516](#)) (in Spanish).
- 2018 Jiménez, E., **Grau-Grau, M.**, and Chinchilla, N. *Índice I-WIL 2018*. IESE Business School ([ST-470](#)) (in Spanish and English).
- 2017 Chinchilla, N., Jiménez, E., and **Grau-Grau, M.** *Maternidad y trayectoria profesional en España: Análisis de las barreras e impulsores para la maternidad de las mujeres españolas*. IESE Business School - ORDESA ([ST-444](#)) (in Spanish).
- FEATURED IN: La Vanguardia, El Periódico, El País, El Mundo, ABC, Público, Heraldo, El Economista, Las Provincias, Antena 3, Telecinco among others.
- 2015 Chinchilla, N., and **Grau-Grau, M.** *Empresa responsable en l'àmbit de la família*. Government of Catalonia. Departament de Benestar Social i Família (in Catalan).
- REPORT PRESENTED BY THE MINISTER OF SOCIAL WELFARE AND FAMILY.
- Grau-Grau, M.** *Recompensas invisibles: Los beneficios de la paternidad en los propios padres*. Barcelona: Fundación Maria Teresa Rodó.

- RECIPIENT OF THE 2014 MARIA TERESA RODÓ AWARD

- 2014 Chinchilla, N., Jiménez, E., and **Grau-Grau, M.** (2014). *Impacto de las pensiones en la mujer. Jubilación y calidad de vida en España*. VidaCaixa (in Spanish).
- FEATURED IN: La Vanguardia, Expansión, Periódico, Ara, Punt Avui, El Mundo, Catalunya Radio, RACI, COPE, SER, TVE among others.
- 2010 **Grau-Grau, M.**, and Parry E. *Mind the Gap. Spain Employers Perspective*. The Sloan Centre on Aging and Work at Boston College.
- Grau-Grau, M.**. *Mind the Gap. Spain Employee Perspective*. The Sloan Centre on Aging and Work at Boston College.
- Grau-Grau, M.** *Spain Statistical Profile*. Country Statistical Profile no. 19. The Sloan Centre on Aging and Work at Boston College.
- 2009 Chinchilla, N., Leon, C., Hernandez, M., and **Grau-Grau, M.** *Experiències en l'Organització del Temps de Treball a les Empreses de Catalunya*. Government of Catalonia. Departament de Treball. Dipòsit Legal B-24.895-2009 (in Catalan and Spanish).

ARTICLES IN NON-REFEREED JOURNALS

- 2021 **Grau-Grau, M.** La paternitat avui: una mirada calidoscòpica. *Temes d'avui: Revista de teologia i qüestions actuals*, 64, 17-28.
- 2017 **Grau-Grau, M.**, and Leon, C. *Cómo llegar a ser una empresa responsable con la conciliación*. *Harvard Deusto Business Review*, 266, 20-30.
- 2014 **Grau-Grau, M.** (2014). La política familiar a Catalunya: És la implicació paterna una prioritat? *Quaderns de Polítiques Familiars*, 2, 12-21.

WORKING PAPERS

- Selvam, R., Pi, L., Cavallotti, R., and **Grau-Grau, M.** Assessing positive family roles in work–family conflict and enrichment: Is it two sides of the same coin.
- Borgkvist, A. and **Grau-Grau, M.** Complicit masculinity.
- Edo, A. and **Grau-Grau, M.** Parental leave as an element for reducing gender gap: Analysis from 18 European countries.
- Bueno X. and **Grau-Grau, M.** Gone with the Wind? Intended and actual use of unpaid parental leave in Spain.

Bobbi Thomason, Hannah Riley Bowles, and **Grau-Grau, M.** When do men ask? Fathers negotiating work-family in chronic and shock situations.

Public Writing

WORK-FAMILY BALANCE AND ORGANIZATIONS

- 2023 53. Social acceleration, when everything goes too fast (Jan 4), *People Acciona*
- 2022 52. Are algorithms in Human Resources really efficient? (Dec 7), *People Acciona*
51. Caring for the elderly: a forgotten reality of work-life balance? (Oct 21), *People Acciona*
50. For an emotional culture at the workplace (Oct 13), *People Acciona*
49. The B-side of perfectionism (Sep 28), *People Acciona*
48. Ellos también quieren conciliar. ¿Qué barreras lo impiden? (Sep 26), *The Conversation*
47. To accept my boss on social networks or not, that is the question (Sep 13), *People Acciona*
46. Does gender inequality persist also in our leisure time? (Jul 28), *People Acciona*
45. Subjective success in career paths (Jun 29), *People Acciona*
44. Constant digital hyperconnectivity: pitfall or possibility? (Jun 22), *People Acciona*
43. Happily Tired, a reflection on self-sacrifice (Jun 14), *People Acciona*
42. A look at positive parenting from an organisational perspective (Jun 3), *People Acciona*
41. Organisations as enablers of Human Flourishing (Apr 29), *People Acciona*
40. Towards a ministry of loneliness or how to encourage socialisation (Apr 28), *People Acciona*
- 2021 39. La inmediatez de las organizaciones ágiles que pagan los empleados (Dec 28), *People Acciona*
38. Age discrimination in the workplace: A new perspective (Dec 23), *People Acciona*
37. The importance of taking vacations seriously (Dec 3), *People Acciona*
36. Reflections on equality in care policies (Nov 25), *People Acciona*
35. It's finally Thursday! Is a 4-day workweek possible? (Nov 2), *People Acciona*
34. Involved father, stigmatized professional? (Sep 30), *People Acciona*
33. Towards a paperless office model (Sep 8), *People Acciona*
32. Traits of a good leader: humility as a competitive advantage (Aug 13), *People Acciona*
31. Apologising, a trait of a successful organisational culture (Jul 15), *People Acciona*
30. What happens when power falls upon bad leaders? (Jul 9), *People Acciona*
28. Sharing the mental burden of the household: a new revolution (Jun 17), *People Acciona*
27. Gender inequality in old age: the pension of women (Jun 4), *People Acciona*
26. La ley de protección a la infancia es necesaria, pero ¿qué ocurre sin prevención? (May 25), *The Conversation*
25. Gender revolution: gender equality in the workplace (Apr 8), *People Acciona*
24. Three motives in professional decision-making (Mar 4), *People Acciona*
23. ¿Por qué a pesar de un aumento de la corresponsabilidad las mujeres siguieron percibiendo más estrés en el confinamiento?(Mar 25), *The Conversation*
22. The paradox of meritocracy in organisations (Feb 11), *People Acciona*
21. How to be empathetic at work: let's talk about compassion (Feb 4), *People Acciona*
20. Vocation and purpose: Narratives from a zoo (Jan 14), *People Acciona*
- 2020 19. Recipients and donors among successful workers (Dec 17), *People Acciona*
18. The ethics of care within organizations (Dec 3), *People Acciona*
17. Corporate Volunteering (even in the time of COVID-19) (Nov 26), *People Acciona*
16. True leadership (and other authenticities): Be yourself (Nov 12), *People Acciona*

15. Are you a segmenter or an integrator? (Oct 15), *People Acciona*
14. The new challenge of corporate family responsibility (Set 17), *People Acciona*
13. How can a more flexible organisational culture be achieved? (Set 10), *People Acciona*
12. Lack of legitimacy: these flexibility policies are not for me (Aug 27), *People Acciona*
11. What kind of benefits does work-life balance entail? (Jul 31), *People Acciona*
10. What can managers do to facilitate work-life balance? (Jul 24), *People Acciona*
9. Barriers in work flexibility: the perceptions of managers? (Jul 17), *People Acciona*
8. Rethinking the new ideal worker (June 30), *People Acciona*
7. Why are companies the greatest beneficiaries of work-life balance? (June 21), *People Acciona*
6. Work-life balance: personal benefits (June 19), *People Acciona*
5. Telecommuting in times of COVID-19 (May 19), *People Acciona*
4. Padres que se involucran más ¿una revolución simbólica (Apr 23), *The Conversation*
3. Inhabiting time: a new look upon work in times of coronavirus (Mar 12), *People Acciona*
- 2018 2. Paternitat sense barreres (Aug 25), *Diari Ara*
- 2016 1. La importància de les recompenses imprevistes (Oct 28), *Diari de Terrassa*

JUSTICE AND INEQUALITY

- 2023 44. Es pot ser alegre amb la que cau? (Jan 21), *Justícia i Pau*
- 2022 43. Parar l'amenaça de la guerra nuclear (Nov 17), *Diari de Terrassa*
42. Cal no oblidar mai els "mals crònics" (Oct 7), *Diari de Terrassa*
41. Defensa equivocada de l'honor (Jun 7), *Diari de Terrassa*
40. Retornar la pau a Ucraïna amb urgència (Mar 25), *Diari de Terrassa*
39. Ucraïna, és hora de negociar de veritat (Feb 22), *Diari de Terrassa*
38. De la indiferència a la diferència (Feb 11), *Justícia i Pau*
37. Vies per aconseguir més pisos de lloguer social (Jan 28), *Diari de Terrassa*
- 2021 36. Necessitem una casa per a tothom (Oct 21), *Diari de Terrassa*
35. Justícia, justícia social i justícia restaurativa (May 17), *Justícia i Pau*
34. De jardines, niños y niñas (Apr 28), *Justícia i Pau*
33. Espiritualitat en temps de COVID-19 (Feb 11), *Justícia i Pau*
- 2020 32. La política com a amor fratern (Oct 21), *Justícia i Pau*
31. Desigualtat i esperança (Jun 2), *Justícia i Pau*
30. El somni eclesial -collaborative- (Jul 2), *Diari de Terrassa*
29. El somni ecològic (June 6), *Diari de Terrassa*
28. El somni cultural (Apr 25), *Diari de Terrassa*
27. El somni social (Mar 20), *Diari de Terrassa*
26. Quatre somnis (Mar 4), *Justícia i Pau*
- 2019 25. La Pau, camí d'esperança davant les dificultats -collaborative- (Des 27), *Diari de Terrassa*
24. Educar en l'extraordinari (Dec 17), *Justícia i Pau*
23. L'Amazònia, cor biològic del món -collaborative- (Nov 11), *Diari de Terrassa*
22. Mayúsculas y minúsculas (Jan 3), *Justícia i Pau*
- 2018 21. La conversió ecològica -collaborative- (Apr 17), *Diari de Terrassa*
20. Sigues un home (Mar 7), *Justícia i Pau*
- 2017 19. La revolució de la cura i Juárez (Apr 28), *Justícia i Pau*
18. 7 països (Jan 31), *Justícia i Pau*
- 2016 17. Com explicar la victòria del Trump als nens (Nov 18), *Justícia i Pau*

16. “No necessito diners, sinó un canvi”. Somni Americà I (Oct 28), *Justícia i Pau*
15. No tot està perdut -collaborative- (June 16), *Diari de Terrassa*
14. Per a què serveixen els números? (May 9), *Justícia i Pau*
13. Bancs sense armes -collaborative- (Apr 11), *Diari de Terrassa*
12. Els bons referents i l'examen final (Feb 26), *Diari del Vallès*
11. Ulls, cors, mans (Feb 9), *Justícia i Pau*
10. El voluntariat gratuït i na Teresa Raich (Jan 22), *Diari de Terrassa*
- 2015 9. Acollint -collaborative- (Set 7), *Diari de Terrassa*
8. A l'estiu, no tothom riu (May 11), *Justícia i Pau*
7. Morts de primera, morts de segona -collaborative- (May 5), *Diari de Terrassa*
6. Buscant la pau (Jan 12), *Justícia i Pau*
- 2014 5. Bancs opacs -collaborative- (Nov 10), *Diari de Terrassa*
4. En nom de Déu (Oct 6), *Justícia i Pau*
3. Crucificats (Apr 22), *Justícia i Pau*
2. La desigualtat, Índex Gini i Acció (Jan 13), *Justícia i Pau*
- 2013 1. Pescadors d'homes (Oct 9), *Justícia i Pau*

Conference presentations

- 2022 *When do men ask? Fathers negotiating work-family in chronic and shock situations.* Work Family Research Network Conference: Work-Family Justice: Practices, Partnerships and Possibilities. June 23-23, 2022. New York, United States
- Work-Family Justice: Untangling characteristics of men who dare to break the “ideal worker” norm.* Work Family Research Network Conference: Work-Family Justice: Practices, Partnerships and Possibilities. June 23-23, 2022. New York, United States
- Integrating the decision-making process in the work-family field: An action-based approach.* Congreso Internacional sobre “El futuro de la dirección de empresas: Personas, decisiones y aprendizajes. March 7-8, 2022. Barcelona, Spain
- 2021 *Unmasking the antecedents of work-family conflict and work-family enrichment: Empirical evidences among spanish families during covid-19.* VIII International Conference of Work and Family: Work, Family and Sustainability. July 6-7, 2021. Barcelona, Spain
- Positive parenting during Covid-19 times in Spain: Understanding the antecedent.* Happy Homes: Happy Society Workshop, Home Renaissance Foundation. February 15, 2021. London, United Kingdom (virtual)
- Father-child relationships as a source of human flourishing.* Human Flourishing Expert Meeting. January 13-14, 2021. Barcelona, Spain (virtual)
- 2019 *Paternidad, masculinidad y equilibrio trabajo-familia entre padres trabajadores en México.* XXXII Congreso Internacional ALAS (Asociación Latinoamericana de Sociología). December 1-6, 2019. Lima, Perú

Tönnies and work-family balance. X Internationales Tönnies Symposium. September 5-7, 2019. Kiel, Germany

Fatherhood, masculinity and work-family balances experiences among working fathers in Ciudad Juárez. VIII International Conference of Work and Family: Work family in the pursuit of happiness. July 1-2, 2019. Barcelona, Spain

Work family balance and caregiving ambition: A motivational perspective. VIII International Conference of Work and Family: Work family in the pursuit of happiness. July 1-2, 2019. Barcelona, Spain

Breaking the "ideal worker" norm: the impact of age, job position and family status. VIII International Conference of Work and Family: Work family in the pursuit of happiness. July 1-2, 2019. Barcelona, Spain

2018 *Paternal domestic work: When fathering is more than time with children.* 40th Annual Meeting of the International Association for Time Use Research (IATUR). Hungarian Academy of Sciences, October 24-26, 2018. Budapest, Hungary

Do dads want to be there? Men's intended use of unpaid parental leave in Spain. 113th American Sociological Association (ASA) Annual Meeting: Feeling Race. An invitation to explore racialized emotions. August 11-14, 2018. Philadelphia, United States

Opening alternatives to the "ideal worker" norm: The impact of age, job position and family status. IV Work Family Research Network Conference: OpenScience: Assumptions and Translation of Work and Family Research. June 20-23, 2018. Washington DC, United States

Detecting work-family balance barriers among men in the workplace. 10th Biennial Gender, Work and Organisation Conference 2018. June 13-16, 2018. Sydney, Australia

2017 *Breaking the "ideal worker" norm: the impact of age, job position and family status.* VII International Conference of Work and Family: The (new) ideal worker. July 3-4, 2017. Barcelona, Spain

Explaining paternal time with children in Catalonia: Associations with demographic variables and working conditions. 25th American Men's Studies Association (AMSA) Conference: Honoring Our History, Imagining Our Future. March 30-April 2, 2017. Ann Arbor, United States

2015 *La figura del padre y su contribución en el hogar: Algunas evidencias empíricas.* III International Conference Family and Society: Education, work and culture. August 13-14, 2015. Santiago de Chile, Chile

Men's perceptions about work-family balance barriers in the workplace: Empirical evidences from Spain. VI International Conference of Work and Family: Balance, Technology and Globalization. July 1-3, 2015. Barcelona, Spain

- 2014 *Intergenerational solidarity: A literature review.* II International Conference Family and Society: Family and Sustainable Development. September 24-25, 2014. Barcelona, Spain
- Invisible assets: What working fathers learn from their families.* XVIII ISA World Congress of Sociology, Facing an unequal goal: Challenges for global society. July 13-19, 2014. Yokohama, Japan
- Invisible rewards among working fathers: A qualitative analysis of work-family enrichment.* II Work Family Research Network Conference, Changing Work and Family Relationships in a Global Economy. June 19-21, 2014. New York, United States
- 2013 *Clouds over Spain: Work and family in the age of austerity.* 108th American Sociological Association (ASA) Annual Meeting: Interrogating inequality. Linking Micro and Macro. August 10-13, 2013. New York, United States
- Clouds over Spain: Work and family in the age of austerity.* V International Conference of Work and Family: Leadership for the 21st Century. July 1-3, 2013. Barcelona, Spain
- 2012 *Fathers, children and time: Evidence from time use survey.* 107th American Sociological Association (ASA) Annual Meeting: Real Utopias: Emancipatory Projects, Institutional Designs, Possible Futures. August 17-20, 2012. Denver, United States
- 2011 *Time spent with children: a comparison between French, Spanish and Swedish families.* 133th Annual Meeting of the International Association for Time Use Research (IATUR). University of Oxford, August 1-3, 2011. Oxford, United Kingdom
- Employers Taking Care, Employees Working Well: A model of perceived organizational support.* IV International Conference of Work and Family: Innovations in Work-Family Research and Practice July 4-6, 2011. Barcelona, Spain
- 2010 *Quality Time with Children. The Cases of France, Spain and Sweden.,* XVII ISA World Congress of Sociology: Sociology on the Move. Track: Men, Work and Parenting. July 12-17, 2010. Goteborg, Sweden

Seminars and talks

INVITED LECTURES OR SPECIAL COURSES

- 2022 *PhD Course on Organizational Behavior*, University of Bologna (1 lecture, 3 hours)
- 2021 *PhD Course on Organizational Behavior*, University of Bologna (1 lecture, 3 hours) - Virtual
- 2020 *Alumni Session*, Mid Atlantic Business School (3 lectures, 90 minutes each)
- 2016 *Comparative Politics of Gender Inequality*, Harvard University (1 lecture, 90 minutes)
- 2015 *Empresa Resposansable*, Government of Catalonia (3 lectures, 90 minutes each)

INVITED SEMINARS AND CONFERENCES

- 2022 *Universidad del Istmo*, Guatemala (virtual)
Universitat Internacional de Catalunya - Basic Sciences Department, Spain
University of the West of England, UK (virtual)
ESE Business School, Chile (virtual)
Normandie Business School, France (virtual)
Catholic University of Milan, Italy (virtual)
Direcció General d'Afers Religiosos, Spain (virtual)
- 2021 *IAE Business School*, Argentina (virtual)
Universidad del Istmo, Guatemala (virtual)
Work Family Research Network - Panel on Parental Leave (virtual)
- 2020 *University of Padova*, Italy (virtual)
Universidad del Istmo, Guatemala (virtual)
IAE Business School, Argentina (virtual)
- 2019 *CED, Universitat Autònoma de Barcelona*, Spain
University of Bath, UK
Academic College of Tel Aviv-Yaffo, Israel
ONO Academic College, Israel, Israel
WSA Conference. Harvard Business School, USA
- 2018 *WLB Meeting. Harvard Kennedy School*, USA
- 2017 *Gender Research Seminar. Harvard Business School*, USA
Women and Public Policy Program. Harvard Kennedy School, USA
- 2013 *Universidad del Istmo*, Guatemala
Universitat Internacional de Catalunya, Spain
ESADE Business School, Spain

SPEAKING INVITATION (SELECTION)

- 2023 *Escola Viaró* (Jan 28). Sant Cugat del Vallès, Spain
- 2022 *Congreso de la República* (May 13). Lima, Peru (virtual)
Fundació Educativa (Apr 7). Terrassa, Spain
Parròquia Sagrada Família, grup Joves (Feb 18). Terrassa, Spain
Escola Pia (5 sessions Jan-Feb). Terrassa, Spain
Escola Bell-lloc, (Jan 25). Girona, Spain (virtual)
- 2021 *Escola Bell-lloc*, (Mar 25). Girona, Spain (virtual)
Escola Pineda, (Jan 27). Hospitalet de Llobregat, Spain (virtual)
Instituto Municipal de la Familia (Mar 10). Monterrey, Mexico
- 2020 *Escola Bell-lloc*, (Mar 25). Girona, Spain (virtual)
15º Aniversario - Instituto Municipal de la Familia (Sep 10). Monterrey, Mexico (virtual)
United Nations's 64th Session of the Commission of the Status of Women, (Mar 12). New York, USA
(postponed Covid-19)
WIB Conference at IESE, (Feb 6). Barcelona, Spain
Escola Pia, (Jan 8). Terrassa, Spain
- 2019 *Concordia Bienestar y productividad*(May 24). Ciudad Juárez, México
- 2018 *Col·legi Oficial Infermeres i infermers* (May 17). Barcelona, Spain
Fundació Cepaim(Feb 22) Madrid, Spain

- Càritas (Feb 16). Terrassa, Spain
 Jornades Europeas de RRHH (Feb 15). Girona, Spain
 Escola Pineda - teachers session (Feb 13). Hospitalet de Llobregat, Spain
 2017 FECHAC- Concordia Bienestar y productividad (Apr 25). Ciudad Juárez, México
 2016 Jornadas Europeas de RRHH (Jun 8). Vigo, Spain
 Fundació Servei Solidari (Jan 8). Barcelona, Spain
 2015 Ayuntamiento Almería (Oct 6). Almería, Spain
 Asociación de Profesionales en Desarrollo de la Organización (Jun 29). Barcelona, Spain
 I Jornades Internacionales de RRHH (Jun 4). Mallorca, Spain
 Generalitat de Catalunya (May 27). Barcelona, Spain
 SEDASE (May 18). Barcelona, Spain
 Ayuntamiento de Pedro Muñoz (Mar 18). Pedro Muñoz, Spain
 2014 Ajuntament de Barcelona (Dec 16). Barcelona, Spain
 Fòrum Carlemany (Nov 21). Girona, Spain
 Ayuntamiento de Torre-Pacheco (Oct 30). Torre-Pacheco, Spain
 II Jornadas Internacionales sobre RSC (Sep 11). Pamplona, Spain
 5a Setmana de la Responsabilitat Social a Catalunya (Jul 8). Barcelona, Spain
 International Commission on Couple and Family Relations (May 13). Brussels, Belgium
 Escola Pia de Sabadell (May 6). Sabadell, Spain
 V Congrés Internacional de Recursos Humans (Feb 11). Girona, Spain
 2013 41 Jornadas Corresponsables (Nov 21). Barcelona, Spain
 Acte per la igualtat de la dona a la Guardia Urbana (Mar 3). Barcelona, Spain
 2012 TEDxMURCIA (Feb 16). Murcia, Spain Festival della famiglia (Oct 25-27). Riva del Garda, Italy
 2011 Consorzio Elis (Nov 11). Riva del Garda, Italy
 Fundació Rafael Campalans (Apr 15). Barcelona, Spain

Media coverage

[Psychological Today](#) (March 16, 2022), [Radio Estel](#) (Oct 1, 2020), [BBC](#) (Jun 27, 2019), [La Vanguardia](#) (May 10, 2018), [El País](#) (Jan 22, 2018), [El Mundo](#) (Jan 8, 2018), [BBC](#) (Jun 12, 2017), [Catalunya Radio](#) (Jul 7, 2016), [TV Bisbat Girona](#) (Jan 29, 2016), [Radio TriniJove](#) (Dec 17, 2015), [Notícies de Almeria](#) (Oct 6, 2015), [InterAlmeria TV](#) (Oct 5, 2015), [Radio Libertad FM](#) (Mar 3, 2015), [Radio Estel](#) (Jan 13, 2015), [Cadena SER](#) (Sep 3, 2014), [La Vanguardia](#) (Sep 1, 2014), [Radio RCN Guatemala](#) (Sep 5, 2013), [Radio Estel](#) (Apr 30, 2013), [La Xarxa Radio](#) (Apr 27, 2013), [Es Radio Palma](#) (Mar 8, 2013), [La Vanguardia](#) (Jun 26, 2012), [El Mundo](#) (Nov 8, 2012), [TVTerrassa: Prismes](#) (Dec 22, 2011), [TV3: Telenotícies](#) (Dec 6, 2011), [TV3: Banda Ampla](#) (Dec 1, 2011), [RNE4: Matí a 4 bandes](#) (Nov 28, 2011), [TV3: Els Matins](#) (Oct 28, 2011), [La Vanguardia](#) (Sep 19, 2011), [La Vanguardia](#) (Sep 19, 2011), [La Vanguardia](#) (Mar 23, 2011), [La Vanguardia](#) (Jul 7, 2010), [TV Hospitalet](#) (Oct 20, 2010)

Training courses

- 2016 *Intergenerational Family Solidarity Across Europe*, Interfasol Annual Training School (May 23-27). Catholic University of Milan, Italy
 2015 *Intergenerational Family Solidarity Across Europe*, Interfasol Annual Training School (May 11-15). Keele University, United Kingdom

- 2012 *Seminar "Fathers in Work Organizations", granted by Zentrum für Interdisziplinäre Forschung (ZIF) (March 12-14) Bielefeld, Germany*
PhD Course on Social Policy, Life Course and Gender, fully granted by Reassess. September 21-25, 2012. Oslo, Norway

Supervision

SUPERVISION PHD THESIS

- Exp. 2027 *Xavier Güell Cardona, Universitat Internacional de Catalunya*
 Exp. 2027 *Ana Margarita Romero Castillo, Universitat Internacional de Catalunya*
 Exp. 2026 *Carolina Garraio, University of Porto*
 Exp. 2026 *Verónica Herrera, Universitat Internacional de Catalunya*
 Exp. 2025 *María García Guerrero, Universitat Internacional de Catalunya*

SUPERVISION MASTER THESIS

- 2020 *Andrea Equiza Martínez, Universitat Internacional de Catalunya*
Markel Urrutia Larrañaga, Universitat Internacional de Catalunya
María Isabel González Calvo, Universitat Internacional de Catalunya

SUPERVISION UNDERGRADUATES' FINAL RESEARCH PROJECTS

- 2023 *Erika Blanco Martínez, Universitat Internacional de Catalunya*
Maria Otín Marco, Universitat Internacional de Catalunya
Laita Robles Puertol, Universitat Internacional de Catalunya
Irene Toranzo Gil, Universitat Internacional de Catalunya
 2022 *Marta Baena Rojo, Universitat Internacional de Catalunya*
Amanda Galán Albiol, Universitat Internacional de Catalunya
Aida Jiménez Pasquína, Universitat Internacional de Catalunya

Teaching

UNDERGRADUATE

- 2022-2023 *Sociology of the family, Universitat Internacional de Catalunya. Group 1: 4.92/5.00*
Sociology of the family, Universitat Internacional de Catalunya. Group 2: 4.67/5.00
Expressió Oral (in Catalan), Universitat Internacional de Catalunya. Group 1: 4.93/5.00
Expressió Oral (in Catalan), Universitat Internacional de Catalunya. Group 2: 4.89/5.00.
- 2021-2022 *Sociology of the family, Universitat Internacional de Catalunya. Group 1: 4.69/5.00*
Sociology of the family, Universitat Internacional de Catalunya. Group 2: 4.81/5.00
Sociology of education, Universitat Internacional de Catalunya. Group 1: 4.42/5.00.
Sociology of education, Universitat Internacional de Catalunya. Group 2: 4.70/5.00.

Expressió Oral (in Catalan), Universitat Internacional de Catalunya. Group 1: 4.96/5.00
Expressió Oral (in Catalan), Universitat Internacional de Catalunya. Group 2: 4.94/5.00.

2020-2021 *Sociology of the family*, Universitat Internacional de Catalunya. Group 1: 5.00/5.00
Sociology of the family, Universitat Internacional de Catalunya. Group 2: 4.61/5.00
Sociology of education, Universitat Internacional de Catalunya. Group 1: 4.71/5.00.
Sociology of education, Universitat Internacional de Catalunya. Group 2: 4.31/5.00.
Expressió Oral (in Catalan), Universitat Internacional de Catalunya. Group 1: 4.90/5.00
Expressió Oral (in Catalan), Universitat Internacional de Catalunya. Group 2: 4.68/5.00.

2019-2020 *Sociology of the family*, Universitat Internacional de Catalunya. Group 1: 4.87/5.00
Sociology of the family, Universitat Internacional de Catalunya. Group 2: 4.73/5.00

2018-2019 *Sociology of the family*, Universitat Internacional de Catalunya. Group 1: 4.87/5.00
Sociology of the family, Universitat Internacional de Catalunya. Group 2: 4.73/5.00

Professional activities

EDITORIAL BOARD MEMBER

2020-Today *Journal of Vocational Behavior*
2018-Today *Quaderns de Polítiques Familiars*

REVIEWER

Academy of Management Review (AMR)
Community, Work and Family (CWF)
Encrucijadas
European Research on Management and Business Economics (ERMBE)
Families, Relationships and Societies (FRS)
Frontiers in Sociology
Frontiers in Psychology
Gender, Work and Organizations (GWO)
Human Relations (HR)
Human Resources Management Journal (HRMJ)
Journal of Family Research (JFR)
Journal of Vocational Behavior (JVB)
International Journal of Workplace Health Management (IJWHM)
Revista Internacional de Sociologia (RIS)
Revista Española de Sociologia (RES)
Open Science Journal (OSJ)
Quaderns de Polítiques Familiars

CONFERENCE ORGANIZER

- 2011-Today Co-organizer, International Conference for Work and Family, IESE Business School (biennial)
2022-Today Co-organizer, SAC Caring for Society, Universitat Internacional de Catalunya (annual)
2021 Expert Meeting Human Flourishing, IESE Business School
2018 Expert Meeting Fatherhood, Harvard University

PROFESSIONAL OFFICES

- 2016-Today Chair, Parenting and Caregiving Section, Work Family Research Network
2022 2018 Program Committee, Work Family Research Network Conference
2018 Stream convener, Gender, Work and Organization Conference

PROJECT REFEREE

- NWO Talent Programme – Veni scheme (Dutch Research Council)
Ajuntament de Barcelona (Premi a l'Empresa Innovadora en Conciliació i Temps)

JURY MEMBER

- 2019 PhD Thesis, Nuria Matilla “Social determinants of health in Europe: New forms of work”. UIC

PROFESSIONAL MEMBERSHIPS

- 2016-Today Academy of Management
2018-Today American Sociological Association
2020-Today Associació Catalana de Sociologia
2018-Today Federación Española de Sociología
2010-14, 22-26 International Sociological Association
2013-Today Work and Family Research Network
2011-2014, 2018 International Association for Time Use Research

Languages

- Catalan*, Mother tongue
Spanish, Mother tongue
English, Fluent
Italian, Fluent
German, Intermediate > Basic

Volunteering

- 2012-Today President, *Justícia i Pau Terrassa*
2010-Today Member, *Justícia i Pau Terrassa*
2010-Today Volunteer, *Catalan prisons*

2006-2007 Consultant, *ESADE Alumni Solidari. Project with Fundació Èxit*
2003 Consultant, *SUD-ESADE. Social project in El Salvador*
2002-2003 President, *AIESEC ESADE*
1999-2004 Member, *AIESEC ESADE*

2021-Today Member, *School Board. Escola Pia de Terrassa*
2007-2010 Coordinator, *GEP Jove, Escola Pia de Catalunya*
2001 Camp counsellor, *Verano Feliz* in Tijuana, Mexico
1997-2009 School counsellor, *Escola Pia de Terrassa*

Industry Experience

2006-2008 Purchasing Manager, *Henkel Ibérica S.A.* Barcelona, Spain
2005 Assistant Purchasing Manager, *Henkel SpA.* Milano, Italy.
2004 Assistant Purchasing Manager, *Henkel Ibérica S.A.* Barcelona, Spain
2004 Summer internship, *General Electric.* Barcelona, Spain