

29018 - Public Equality Policies and Diversity Management

Información del Plan Docente

Academic Year	2017/18
Faculty / School	228 - Facultad de Empresa y Gestión Pública
Degree	429 - Degree in Public Management and Administration
ECTS	6.0
Year	4
Semester	Half-yearly
Subject Type	Compulsory
Module	---

1.General information

1.1.Introduction

1.2.Recommendations to take this course

1.3.Context and importance of this course in the degree

1.4.Activities and key dates

2.Learning goals

2.1.Learning goals

2.2.Importance of learning goals

3.Aims of the course and competences

3.1.Aims of the course

3.2.Competences

4.Assessment (1st and 2nd call)

4.1.Assessment tasks (description of tasks, marking system and assessment criteria)

5.Methodology, learning tasks, syllabus and resources

5.1.Methodological overview

The learning process that has been designed for this subject is based on the following points:

- Lectures combined with practicum. This practical classes together with the execution of papers, will have both, training and evaluating purposes.

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- To ease the themes preparation, students will have a file for the subject available on the ADD containing: program divided into topics, references, activities suggestions.

5.2.Learning tasks

The program offered to the students in order to help to achieve the expected results includes the following activities:

- 1. Theoretical classes (lectures): The teacher will give a general introduction to the main themes of each lesson in the program. Students should complement the explanations by reading the main and extra printed materials that will be provided
- 2. Practicum: It consists of both, the activities carried out by the students during the classes & the off-campus activities. The development of the different activities: analysis of articles and/or books of specialized bibliography, and daily press, video/film view and subsequent debate, search and analysis of statistical data, case studies, group dynamics...

5.3.Syllabus

The study material of this course is structured in three teaching units.

DIDACTIC UNIT 1. Theoretical and conceptual bases

Lesson 1 . The construction of inequality. Gender theories: brief history. Gender identities. Gender relations. Mechanisms and gender socializing agents. Gender stereotypes. Effects of gender stereotypes: subtle sexism and sexism manifest. Language and sexism. Non-sexist language

Lesson 2. Dimensions and indicators of gender (in)equality. Differences or inequalities? A Reading of reality from statistics relating to gender and inequality: education, employment, health, politics, immigration. Violence against women in the private sector and labor

DIDACTIC UNIT 2: Institutional dimension; equality of opportunity and equality policies

Lesson 3 . Public policies on gender equality. Incorporating the demands of equality of women in the public agenda and the institutionalization of gender equality policies. Strategic approaches to public policy of equality between women and men. Specific equality policies aimed at women; equal opportunities for positive actions. The empowerment. Gender Mainstreaming. The treatment of gender violence through public policies of equality.

DIDACTIC UNIT 3: Equality Plans: Objectives and implementation.

Lesson 4. Equality policies and their application in the workplace. Changes in Labor organization and productivity. Equality plans of businesses and other measures to promote equality. Basics of content, design and implementation: access to work, qualification and career advancement, wage discrimination and reconciling work and family life

5.4.Course planning and calendar

Papers submission and classes schedule.

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The course contains 6 ECTS credits, which involves 150 hours of students work. These 300 hours are organized in different types of activities, both, face-to-face and off-campus.

On-site hours: 70 h.

- - Lectures: 30 h.

- - Practical classes (lab): 30 h.

- - ECTS tutoring: 8 h.

- - Evaluation: 2 h.

Off-campus hours: 80h.

TOTAL STUDENT WORK: 150 H. (6 ECTS)

5.5. Bibliography and recommended resources

[BB: Basic bibliography / BC: Complementary bibliography]

- [BB] Bourdieu, Pierre. La dominación masculina / Pierre Bourdieu ; traducción de Joaquín Jordá . 9ª ed. Barcelona : Anagrama, 2015
- [BB] Butler, Judith : Deshacer el género / Judith Butler ; [traducción de Patricia Soley-Beltrán] . - 1ª ed., 5ª impr. Barcelona [etc.] : Paidós, 2015
- [BB] Castells, Manuel. Mujeres y hombres : ¿Un amor imposible? / Manuel Castells, Marina Subirats . [1ª ed.] Madrid : Alianza, D.L. 2007
- [BB] Hein, Catherine.. Conciliar el trabajo y las responsabilidades familiares : ideas prácticas de la experiencia global / Catherine Hein. Madrid : Ministerio de Trabajo y Asuntos Sociales, Subdirección General de Información Administrativa y Publicaciones, D.L. 2006.
- [BB] Los materiales teóricos y prácticos puestos a disposición del alumnado en el ADD
- [BB] Políticas de igualdad en España y en Europa : afinando la mirada / María Bustelo, Emanuela Lombardo, eds. . 2ª ed. Madrid : Cátedra, Universitat de València, Instituto de la Mujer 2009
- [BC] Amorós, Celia. Hacia una crítica de la razón patriarcal / Celia Amorós . [2a ed.] Barcelona : Anthropos, 1991
- [BC] ELY, R. y THOMAS, D. ¿Cómo hacer que las diferencias importen: un nuevo modelo para la diversidad?. En Dirigir personas en la empresa. Bilbao : Desuto, 2003, pp. 137-174
- [BC] Estudios interdisciplinarios sobre igualdad / Enrique Álvarez Conde, Ángela Figueruelo Burrieza, Laura Nuño Gómez, dirección ; María Dolores Cancio Álvarez, coordinación ; prólogo de Bibiana Aído . 1ª ed. Madrid : Iustel : Instituto de Derecho Público, 2009
- [BC] Fisher, Helen. El primer sexo : las capacidades innatas de las mujeres y cómo están cambiando el mundo / Helen Fisher Madrid : Taurus, D.L.2000
- [BC] García de León, María Antonia. Élités discriminadas. Sobre el poder de las mujeres / María Antonia García de León Barcelona : Anthropos, 1994
- [BC] La mujer en cifras / Instituto de la Mujer . - 2a. ed., reimp. [Madrid] : Ministerio de Asuntos Sociales, Instituto de la Mujer, D.L. 1990
- [BC] Lipovetsky, Gilles. La tercera mujer : Permanencia y revolución de lo femenino / Gilles Lipovetsky Barcelona : Anagrama, 1999
- [BC] Martínez Quintana, Violante. Mujer y participación en las organizaciones / Violante Martínez Quintana Madrid : UNED, 2002
- [BC] MATORRAS DÍAZ-CANEJA, A y NIETO ROJAS, P. ¿Medidas y planes de igualdad en las empresas? En: La

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ley de Igualdad : consecuencias prácticas en las relaciones laborales y en la empresa / coordinadores, Ignacio García-Perote Escartín, Jesús R. Mercader Uguina ; autores, Antonio Álvarez del Cuviello [et al.] . - 1a. ed. Valladolid : Lex Nova, 2007, pp. 71-128

- [BC] Nicolson, Paula. Poder, género y organizaciones : ¿Se valora a la mujer en la empresa? / Paula Nicolson ; [traducción, Aurora Cameno Álvarez] . - [1ª ed.] Madrid : Narcea, D. L. 1997
- [BC] Nuño Gómez, Laura. El mito del varón sustentador : orígenes y consecuencias de la división sexual del trabajo / Laura Nuño Gómez . - 1ª ed. Madrid : Icaria : Instituto de la Mujer, 2010
- [BC] Psicología y género / coordinadoras, Ester Barberá Heredia, Isabel Martínez Benloch ; coautores, Amparo Bonilla Campos (et al.) Madrid : Pearson educación, 2004
- [BC] Ramos López, Amparo. Mujeres y liderazgo : una nueva forma de dirigir / M. Amparo Ramos López València : Universitat de València, 2005
- [BC] Sánchez-Apellániz, Mercedes. Mujeres, dirección y cultura organizacional / Mercedes Sánchez-Apellániz Madrid : Centro de Investigaciones Sociológicas, 1997
- [BC] Teoría feminista : de la Ilustración a la globalización. 1, De la Ilustración al segundo sexo / Celia Amorós, Ana de Miguel (eds.) Madrid : Minerva Ediciones, D.L. 2005
- [BC] Teoría feminista : de la Ilustración a la globalización. 2, Del feminismo liberal a la posmodernidad / Celia Amorós, Ana de Miguel (eds.) Madrid : Minerva Ediciones, D.L. 2005
- [BC] Teoría feminista : de la Ilustración a la globalización. 3, De los debates sobre el género al multiculturalismo / Celia Amorós, Ana de Miguel (eds.) Madrid : Minerva Ediciones, D.L. 2005

Listado de URL

- Mujeres en cifras. [<http://www.inmujer.gob.es/estadisticas/portada/home.htm>]