

29018 - Public Equality Policies and Diversity Management

Syllabus Information

Academic Year: 2020/21

Subject: 29018 - Public Equality Policies and Diversity Management

Faculty / School: 228 - Facultad de Empresa y Gestión Pública

Degree: 429 - Degree in Public Management and Administration

ECTS: 6.0

Year: 4

Semester: First semester

Subject Type: Compulsory

Module: ---

1.General information

1.1.Aims of the course

1.2.Context and importance of this course in the degree

1.3.Recommendations to take this course

2.Learning goals

2.1.Competences

2.2.Learning goals

2.3.Importance of learning goals

3.Assessment (1st and 2nd call)

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

4.Methodology, learning tasks, syllabus and resources

4.1.Methodological overview

The methodology followed in this course is oriented towards the achievement of the learning objectives. A wide range of teaching and learning tasks are implemented, such as lectures and practice sessions.

4.2.Learning tasks

This course is organized as follows:

- **Lectures** (30 hours). 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
- **Practice sessions** (30 hours). It consists of both the activities carried out by the students during the classes and autonomous work and study. 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 and group dynamics.
- **Tutorials** (8 hours).
- **Exams** (2 hours)
- **Autonomous work and study** (80 hours).

4.3.Syllabus

This course will address the following topics:

SECTION 1. Theoretical and conceptual bases

- **Topic 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.
- **Topic 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

SECTION 2: Institutional dimension; equality of opportunity and equality policies

- **Topic 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.

SECTION 3: Equality Plans: Objectives and implementation.

- **Topic 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.

4.4.Course planning and calendar

Further information concerning the timetable, classroom, office hours, assessment dates and other details regarding this course will be provided on the first day of class or please refer to the Facultad de Empresa y Gestión Pública website and Moodle.

4.5.Bibliography and recommended resources