



COURSE SYLLABUS

Gender and Work, 7,5 credits

Genus i arbetslivet, 7,5 högskolepoäng

Course Code:	LGAN10	Education Cycle:	Basic level
Confirmed by:	Nov 3, 2010	Disciplinary domain:	Social sciences
Valid From:	Aug 23, 2010	Subject group:	PS1
Version:	1	Specialised in:	G2F
		Main field of study:	Education, Psychology

Intended Learning Outcomes (ILO)

At the conclusion of the course, students are expected to:

- have developed knowledge about different ways of understanding gender
- demonstrate a deeper understanding of how the gender order is reproduced, and about their own roll in such reproduction
- know about equality law and be able to plan and implement action strategies for equality
- be able to perform a gender analysis of a company or organization and create a plan for the company or organization's development in this area

Contents

- Sex and gender as concepts
- Personal values about sex and gender
- The Swedish Discrimination Act
- Gender equality and efforts toward gender equality

Type of instruction

The course is offered as a course on campus and consists of reading and writing assignments, lectures and seminars. Students will also work in teams on a gender-equality development plan linked to a specific company or organization.

Prerequisites

- General entrance requirements.
- 90 Credits in Social Science or Business Administration or equivalent, including Scientific Methods 7,5 hp.
- IELTS - an overall mark of 6.5 and no section below 5.5
- TOEFL - Paper-based - Score of 4.5 (scale 1-6) in written test and a total score of 575
- TOEFL - Internet-based - Score of 20 (scale 0-30) in written test and a total score of 90

(or the equivalent)

Examination and grades

The course is graded Fail (U), Pass (G) or Pass with Distinction (VG).

To achieve a grade of Pass, written assignments should reflect a critical stance and be well-grounded in the course literature. To achieve a grade of Pass with Distinction, written assignments must reflect in-depth analytical skills.

Task 1: Individual journal

During the course, students will keep individual logs, or journals, as a way of demonstrating their own development and learning processes. For a grade of Pass, the journal must contain critical reflections on all lectures and seminars and demonstrate familiarity with the literature. For a grade of Pass with Distinction, these reflections must exhibit a deeper understanding of gender theoretical concepts and of the student's own role in the re-creation or changing of gender patterns and gender structures.

Examination: Based on their individual journals, students will write a paper of approximately 15 pages (word processed, with 1.5 line spacing). The paper will be submitted and assessed after the completion of other tasks.

Task 2: Development work

In teams of two or three students, during the course, students will visit a workplace or organization to analyze the need for, consider, and propose a plan for development work inside the company/organization from a gender perspective. The work should be based upon the Discrimination Act and should result in concrete recommendations for measures that may or should be implemented within the company or organization.

The development work must be documented in a report consisting of minimum 10 pages (1.5 line-spacing). An acceptable (passing) report must include the following elements:

- A description of the organization, or department (maximum of one page).
- An analysis of the conditions which may be changed/improved regarding gender equality.
- A clear statement of objectives for the development work as linked to the Equal Treatment Act and well grounded in parts of the course literature.
- Concrete descriptions of possible methods.
- An assessment of the conditions required for successful implementation of the project. What opportunities and/or obstacles might arise? What is required of the staff, management, organization, structure and environment?

For a grade of pass with distinction, the analysis and recommendations must be well considered and judged as relevant and feasible (or as relevant but unworkable, but in this case with a reasoned analysis as to why).

It must be apparent in the report that the student has read and understood the course literature, having applied it appropriately. The assessment of the assignments will be made not only regarding the final product, but also with regards to the process.

The grade is translated to the ECTS grading scale (A, B, C, D, E, Fx or F).

Registration of examination:

Name of the Test	Value	Grading
Examination	7.5 credits	U/G/VG

Course evaluation

According to the program plan

Other information

The course is offered as part of the human resources program. It aims at providing students with basic knowledge about gender and gender patterns in the workplace and to provide an introduction to equality law and current efforts within the public and private sectors regarding gender equality.

The course can be counted in a Bachelor degree in Psychology or Education.

Since the course is at an academic level and lectures are given in English the student should be able to speak, read and write in fluent English.

Course literature

Literature

The literature list is preliminary, and subject to change

Wahl, A., Holgersson, C., Höök, P., & Linghag, S. (2001). *Det ordnar sig. Teorier om organisation och kön*. Lund: Studentlitteratur 214

Wahl, A., & Holgersson, C. (2004). *Det ordnar sig alltid*. Lund: Studentlitteratur. 101

The text book above "Theories of organization and gender" and its accompanying book of case studies are currently available only in Swedish, but an English translation is expected to be available by course start. If any delay, they will be replaced with the following text:

Kvande, Elin (2007). *Doing Gender in Flexible Organizations*. Bergen: Fagbokforlaget,(256)

Acker, J. (1992). Gendering organizational theory. In A. Mills & P. Tancred (Eds.), *Gendering Organizational Analysis* (pp. 248-260). London:Sage. 12

Calás, Marta, & Smircich, Linda (1996). From "The Woman's" Point of View: Feminist Approaches to Organization Studies. In S. Clegg, C. Hardy & W. Nord (Eds.), *Handbook of Organization Studies* (pp. 218-257). London: Sage. 39

Engström, Lars Einar (2008). *Confessions of a sexist*. Twickham, U.K: Athena Press. 92
In Swedish: Engström, Lars Einar (2005). *En sexists bekännelser*. Uppsala: Uppsala Publishing House. 127 pages.

Bacchi, Carol Lee (1999). *Women, policy and politics*. London: Sage. Selected chapters. 100

Hearn, Jeff (1998). Theorizing men and men's theorizing: Varieties of discursive practices in men's theorizing of men. *Theory and Society*, 27, 781-816. 35

Ledwith, Sue & Colgan, Fiona (1996). *Women in organizations: challenging gender politics*. London: MacMillan Business. Selected chapters. 150

Web sources:

Women and men in Sweden - Facts and figures 201x (most recent edition). Örebro: Statistics Sweden.
www.scb.se

Available in Swedish from the same web source: *På tal om kvinnor och män. Lathund om jämställdhet 201x* (senaste utgåvan). 51

New anti-discrimination legislation and a new agency, the Equality

Ombudsman. Fact sheet. <http://www.sweden.se/eng/Home/Work/Labor-market/Employee-rights/Anti-discrimination-laws/Facts/New-anti-discrimination-legislation/3>

Discrimination Act 2008:567 http://www.manskligarattigheter.gov.se/extra/faq/?module_instance=3&action=question_show&id=3802&category_id=32

Also available in Swedish:

Diskrimineringslagen, 20: <http://www.riksdagen.se/Webbnav/index.aspx?nid=3911&bet=2008:567>

Additional texts and reports according to the examiner's instructions, max. 200

Reference literature (optional):

Pilcher, Jane & Whelehan, Imelda (2004). 50 key concepts in gender studies. London: Sage. 193