

## 29018 - Public Equality Policies and Diversity Management

### Información del Plan Docente

Academic Year	2016/17
Academic center	228 - Facultad de Empresa y Gestión Pública
Degree	429 - Degree in Public Management and Administration
ECTS	6.0
Course	4
Period	Half-yearly
Subject Type	Compulsory
Module	---

### 1. Basic info

#### 1.1. Recommendations to take this course

#### 1.2. Activities and key dates for the course

### 2. Initiation

#### 2.1. Learning outcomes that define the subject

#### 2.2. Introduction

### 3. Context and competences

#### 3.1. Goals

#### 3.2. Context and meaning of the subject in the degree

#### 3.3. Competences

#### 3.4. Importance of learning outcomes

### 4. Evaluation

### 5. Activities and resources

#### 5.1. General methodological presentation

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.

- 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.

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### 5.2. Learning activities

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. Program

**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. Planning and scheduling

**Papers submission and classes schedule.**

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.

## **29018 - Public Equality Policies and Diversity Management**

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**

The updated bibliography can be found in the University Library (go to 'bibliografía recomendada' in '<http://psfunizar7.unizar.es/br13/eBuscar.php?tipo=a>')