



## COURSE SYLLABUS **Gender and Work, 7.5 credits**

*Gender and Work, 7,5 högskolepoäng*

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| <b>Course Code:</b> LGWN15                                | <b>Education Cycle:</b> First-cycle level         |
| <b>Confirmed by:</b> Director of Education Apr 7, 2015    | <b>Disciplinary domain:</b> Social sciences       |
| <b>Revised by:</b> Faculty Programme Director May 2, 2016 | <b>Subject group:</b> PS1                         |
| <b>Valid From:</b> Autumn 2016                            | <b>Specialised in:</b> G2F                        |
| <b>Version:</b> 2   | <b>Main field of study:</b> Education, Psychology |
| <b>Reg number:</b> HLK 2016/1824-313                      |   |

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### **Intended Learning Outcomes (ILO)**

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

Knowledge and understanding

- have developed knowledge about different ways of understanding gender

Skills and abilities

- 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

Judgement and approach

- demonstrate a deeper understanding of how the gender order is reproduced, and about their own roll in such reproduction

### **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 teaching consists of lectures, seminars and exercises performed individually or in groups.

A digital learning platform is used.

Students who have been admitted to and registered on a course have the right to receive instruction/supervision for the duration of the time period specified for the particular course to which they were accepted. After that, the right to receive instruction/supervision expires.

The teaching is conducted in English.

## Prerequisites

General requirements and 90 Credits in Social Sciences or Business Administration or equivalent. English proficiency is required. Exemption is granted from the requirement in Swedish.

## Examination and grades

The course is graded A, B, C, D, E, FX or F.

The grades A, B, C, D and E are all passing grades. For courses with more than one examination, students are given a final grade based on an overall assessment of all examinations included in the course. The final grade of the course is issued only when all course units have been passed.

The examination is based on instruction and course literature.

The examination must allow for students to be assessed on an individual basis. Students may not make a second attempt at any examination (or element of examination) already passed in order to receive a higher grade. Further information concerning assessment and grading criteria is provided in a study guide distributed at the beginning of the course.

Students are guaranteed a minimum of three examination occasions, including the regular occasion.

If a student has failed the same examination three times, the student is entitled to request that the next examination is assessed and graded by a new examiner if possible. The decision to accept or reject such a request is made by the vice dean of education.

In case the course is terminated or significantly altered, examination according to the present course syllabus shall be offered on at least two occasions in the course of one year after the termination/alteration.

The course examination consist of two assignments; one individually written take-home exam and one group project.

Registration of examination:

| Name of the Test | Value       | Grading        |
|------------------|-------------|----------------|
| Examination      | 7.5 credits | A/B/C/D/E/FX/F |

## Course evaluation

At the end of the course, a course evaluation is performed and commented on by the course coordinator and, if possible, a student/students (course developer/s). The course evaluation, which is published on the relevant learning platform and submitted to the study administration, is to function as a basis for future improvements to the course.

## Course literature

The literature list is preliminary, and subject to change

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

Calás, M., & Smircich, L., (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 pages

Delaat, J. (2007). *Gender in the Workplace*. Thousand Oaks: Sage Publications, Inc. 109 pages

Engström, L-E. (2008). *Confessions of a sexist*. Twickham, U.K: Athena Press. 92 pages

In Swedish: Engström, L-E. (2005). *En sexists bekännelser*. Uppsala: Uppsala Publishing House. 127 pages

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

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

Web sources:

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

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](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>

Guide on Gender Mainstreaming:

[http://ec.europa.eu/employment\\_social/equal/data/document/gendermain\\_en.pdf](http://ec.europa.eu/employment_social/equal/data/document/gendermain_en.pdf) 48 pages

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

Reference literature

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

*Citing Sources – How to Create Literature References*. <http://ju.se/library/search--write/citing-sources---how-to-create-literature-references.html>

Information Material about Anti-Plagiarism at Universities. *The Interactive Anti-Plagiarism Guide – Jönköping University*. <http://pingpong.hj.se/public/courseId/10565/publicPage.do>