

# **The University of Western Ontario**

## **Management and Organizational Studies 3356G Contemporary Perspectives on Women in the Workplace**

### **REQUIRED READINGS**

Custom Course Material (CCM) to be purchased from the UWO Book Store.

Benoit, Cecilia M., Women, Work and Social Rights: Canada in Historical and Comparative Perspective, Prentice Hall Canada Inc., Scarborough, ON, 2000.

INTERNET readings, as noted below and on the course site.

*(Additional readings may be assigned occasionally. These will be posted on the course site).*

### **INSTRUCTOR**

Pam Hanington

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### **OBJECTIVES OF THE COURSE**

This course presents a problem-solving framework for diagnosing workplace inequality on the basis of gender and developing effective remedies to deal with it. The development, critical assessment and implementation of workplace equality policies are central concerns of the course.

### **FORMAT**

This is an on-line (computer-mediated) course offered through Distance Studies, Office of the Registrar. Please see the Student Handbook for more information. The course can be accessed by going to: <http://webct.uwo.ca> The student handbook is also available as a PDF on the 356g course website.

**Be sure to activate your UWO e-mail account as soon as the course begins.**

**Please use your UWO account to communicate with the instructor.**

The course is designed to:

- ▶ expose students to theoretical and conceptual frameworks and research, drawn from the social sciences, that will assist them in understanding inequality experienced by women in the Canadian workplace and in planning and evaluating remedies;
- ▶ provide an inter-disciplinary learning environment in which students will critically

assess various policy approaches and their implementation, with a focus on effectiveness;

- ▶ encourage students to set and attain their own learning objectives through the use of a variety of resources and opportunities including discussions of readings; sharing of analysis, opinions, and experience; research projects; and
- ▶ provide students with an opportunity to develop skills in critical thinking, written expression, library and/or field research, online communication and learning and working with others in a computer-mediated learning environment.

## EVALUATION

Method	% of Final Grade	Due Dates
Contribution to learning	20%	Continuous
On-line group seminar presentation	10 %	Weeks 7 - 12
Analytical essay	30 %	March 7, 2008
Essay-style final exam	40 %	Final Exam period

The instructor's on-going assessment of each student's **participation and contribution to learning** in the course will be based on:

- ▶ quality of weekly contributions to on-line discussion;
- ▶ on-line commentaries on assigned readings;
- ▶ the extent to which contributions reflect the student's understanding, analysis and synthesis of assigned readings; and
- ▶ instructor assessment of course participation activities.

The **on-line seminar presentation** will be on a topic of the student's choice from weeks 7-12 on the course outline. Seminar topics are to be selected during Weeks 2 - 4.

**Please note:** If the student has not selected a topic by the end of Week 4, then the instructor will assign a seminar topic to the student.

**The topic of the seminar presentation must be different from the topic of the essay.** Students are asked to select a topic and make an on-line presentation that draws on assigned and other readings including current periodicals and to pose questions for class discussion. Presenters will also respond to the discussion and provide a synthesis at the end of the week. It is likely that 4 or 5 students (depending on enrollment in the course) will be involved in facilitating each week's seminar presentation.

The **analytical essay** will be a 10 to 12 page paper that:

- ▶ states a problem or issue relevant to the course,
- ▶ carries out a analysis by applying the frameworks explored in the course, and which is based on review of theoretical perspectives and research evidence,
- ▶ proposes solutions which address the problem or issue, and
- ▶ explores the application of course concepts and frameworks to the work experience of women (related to the problem or issue selected for the essay).

Suggestions for topics and guidelines for the essay will be discussed on-line beginning in Week Two of the course. Students will be expected to select an essay topic no later than **Week Three** and will be asked to post their essay topic on the course site.

A 10-12 page essay is about 2500-3000 words in length, typed and double-spaced. Either APA or MLA format is acceptable. Current (after 1997) and Canadian sources are always preferable, and essays should include citations from at least five sources.

Essays must be submitted in hard copy (printed on paper with a title page and a separate references or works cited page) to the Distance Studies Office (Room 170, SLB) using the Distance Studies procedure for submitting assignments. This includes attaching the cover sheet supplied to you by Distance Studies. Please refer to your Student Handbook for details.

### **ESSAYS ARE DUE ON FRIDAY, MARCH 7, 2009 BY 4:30 P.M.**

**Please note:** Late assignments will not be accepted after the due date except in the case of serious illness or other emergencies, for which documentation is required.

### **FINAL EXAM**

The **essay examination** will cover the entire course and will be conducted during the final examination period using the usual Distance Studies procedures. Details will be discussed during the final weeks of the course. The final exam will be an essay style exam that is three hours in length and CLOSED BOOK.

**NOTE: Plagiarism is a serious offense for which there are significant academic consequences. It is the student's responsibility to submit his or her own original written material in courses. Please note that, for written assignments, plagiarism checking software may be employed. Western currently uses turnitin.com Please see the current *Western Calendar* section on "Scholastic Offenses" for details.**

## SCHEDULE OF TOPICS AND READINGS

The readings for each week are indicated below. Please note that some readings will be revisited in subsequent weeks.

### INTRODUCTION TO THE COURSE: WOMEN, WORK AND SOCIAL CHANGE

#### WEEK ONE - January 7

Introduction to the course, women and work, and strategies for change to address gender inequality in the workplace.

#### *Readings:*

- ▶ Benoit, Chapter 1 in Women, Work and Social Rights: Canada in Historical and Comparative Perspective, Cecilia M. Benoit, Scarborough, Ontario: Prentice Hall Canada Inc., 2000.
- ▶ Adamson, Briskin and McPhail, "Feminist Practice: Organizing for Change" in Feminist Organizing for Change: The Contemporary Women's Movement in Canada, Toronto: Oxford University Press, 1998. - CCM
- ▶ Dickinson, Torry , Chapter 1 in Fast Forward: Work, Gender, and Protest in a Changing World, Torry D. Dickinson and Robert K. Schaeffer; Rowman & Littlefield, Publishers, 2001. - CCM
- ▶ Stienstra and Roberts, "Women, Work and the Economy" in: Strategies for the Year 2000: A Woman's Handbook by Deborah Stienstra and Barbara Roberts, Halifax, N.S., Fernwood, 1995. - CCM

### PART 1: UNDERSTANDING INEQUALITY IN EMPLOYMENT

#### WEEK TWO - January 14

The Wage Gap and Pay Equity

#### *Readings:*

- ▶ Drolet, Marie, "The Persistent Gap: New Evidence on the Canadian Gender Wage Gap", Ottawa: Statistics Canada, Analytical Studies Branch, 2001 - INTERNET
- ▶ McDermott, Patricia, "Pay Equity: Lessons from Ontario" in: Women, Work and Inequality: The Challenge of Equal Pay in a Deregulated Labour Market, edited by Jeanne Gregory, Rosemary Sales and Ariane Hegewisch, St. Martin's Press, New York, 1999. - CCM
- ▶ McDermott, Patricia, "Pay and Employment Equity: Why Separate Policies" in Women and Canadian Public Policy edited by M. Janine Brodie, Toronto: Harcourt Brace, 1996. - CCM
- ▶ Jacobs, Lesley A., "Equity and Opportunity" in Gender and Politics in Contemporary

Canada, edited by Francois-Pierre Gingras, Toronto; New York : Oxford University Press, 1995. - CCM

**Note:** Students may begin to select seminar topics this week.

### **WEEK THREE - January 21**

Employment Equity: Framework and Comparisons

#### ***Readings:***

- ▶ Agocs, Burr and Somerset, Chapter 1 in Employment Equity: Co-operative Strategies for Organizational Change, Carol Agocs, Catherine Burr and Felicity Somerset, Scarborough, Ontario: Prentice-Hall Canada, c1992. - CCM
- ▶ Abella, Chapter 1 in Canada. Commission of Inquiry on Equality in Employment: Report of the Commission on Equality in Employment by Rosalie Silberman Abella, Commissioner, Ottawa: Supply and Services Canada, c1984. - CCM
- ▶ Bakan, Abigail B. "Employment Equity Policy in Canada: an Interprovincial Comparison" Abigail Bakan and Audrey Kobayashi, Ottawa: Status of Women Canada, c2000. - INTERNET.
- ▶ Canadian Human Rights Commission - Employment Equity Report, 2001. - INTERNET.

**Note:** Students should post their essay topic this week.

### **PART 2: DIAGNOSIS AND REMEDY: APPLICATIONS**

### **WEEK FOUR - January 28**

Systemic Discrimination: Recognition and Response

#### ***Readings:***

- ▶ Abella, Chapter 1, (review) 1 in Canada. Commission of Inquiry on Equality in Employment: Report of the Commission on Equality in Employment by Rosalie Silberman Abella, Commissioner, Ottawa: Supply and Services Canada, c1984. - CCM
- ▶ Agocs, Burr & Somerset, Chapters 4, 5 in Employment Equity: Co-operative Strategies for Organizational Change, Carol Agocs, Catherine Burr and Felicity Somerset, Scarborough, Ontario: Prentice-Hall Canada, 1992. - CCM
- ▶ Treasury Board of Canada Secretariat, "Employment Equity for Women: Still Matters", Ottawa, 2000 - INTERNET.

**Note:** Students must have selected their seminar topic by the end of this week.

## WEEK FIVE - February 4

Culture: Structures, values and power in organizations.

### **Readings:**

- ▶ Putnam, Linda and Kolb, Deborah, "Rethinking Negotiation: Feminist Views of Communication and Exchange" in Rethinking Organizational & Managerial Communication from Feminist Perspectives, Patrice M. Buzzanell, editor, Thousand Oaks, California: Sage Publications, 2000. - CCM
- ▶ Tannen, Deborah, "How Women's and Men's Conversational Styles Affect Who Gets Heard, Who Gets Credit and What Gets Done at Work" in: Talking from 9 to 5: Women and Men in the Workplace: Language, Sex and Power, 1st paperback ed., New York: Avon, 1995 - CCM
- ▶ Agocs, Burr and Somerset, Chapter 13 in Employment Equity: Co-operative Strategies for Organizational Change, Scarborough, Ontario: Prentice-Hall Canada, 1992. - CCM
- ▶ Hearn, Jeff, "Changing Men and Changing Managements: Social Change, Social Research and Social Action" in Women in Management: Current Research Issues, edited by Marilyn J. Davidson, Ronald J. Burke, London: Paul Chapman Publishers, 1994. - CCM

## WEEK SIX - February 11

Methods: Human Resources Policies/Practices and Unionization.

### **Readings:**

- ▶ Agocs, Burr and Somerset, Chapter 13 (review) in Employment Equity: Co-operative Strategies for Organizational Change, Carol Agocs, Catherine Burr and Felicity Somerset, Scarborough, Ontario: Prentice-Hall Canada, 1992. - CCM
- ▶ Leckie, Norman, "Employer and Employee Perspectives on Human Resource Practices", Ottawa: Statistics Canada, 2001 - INTERNET.
- ▶ Kumar, Pradeep, "Collective Bargaining and Women's Workplace Concerns" in Women Challenging Unions: Feminism, Democracy and Militancy, edited by Linda Briskin and Patricia McDermott, Toronto: University of Toronto Press, 1993. - CCM

## PART 3: ISSUES AND RESPONSES

**Note:** Student seminars begin this week.

(Seminar One)

### **Readings:**

- ▶ Fagan, O'Reilly and Rubery, "Part-Time Work: Challenging the "Breadwinner"

Gender Contract " in The Gendering of Inequalities: Women, Men, and Work, edited by Jane Jenson, Jacqueline Laufer, Margaret Maruani, Aldershot, [England]; Burlington USA: Ashgate, 2000. - CCM

- ▶ Vosko, Leah, "No Jobs, Lots of Work: The Rise of the Temporary Employment Relationship and the Emergence of Workfare-Driven Social Policy" in Temporary Work: The Gendered Rise of a Precarious Employment Relationship, Toronto, University of Toronto Press, 2000. - CCM
- ▶ Rosenbaum, Ruth, "In Whose Interest?" in Global Codes of Conduct: An Idea Whose Time Has Come, edited by Oliver F. Williams, Notre Dame, Indiana: University of Notre Dame Press, 2000. - CCM
- ▶ Webster, Juliet, Chapter 2 in Shaping Women's Work: Gender, Employment, and Information Technology, London; New York: Longman, 1996. - CCM

**PLEASE NOTE: UWO Conference Week is February 25 to February 29, 2008**

### **WEEK EIGHT - March 3**

Systemic Discrimination: Multiple Barriers (Seminar Two)

#### ***Readings:***

- ▶ Agocs, Burr and Somerset, Chapter 2, 12 in Employment Equity: Co-operative Strategies for Organizational Change, Carol Agocs, Catherine Burr and Felicity Somerset, Scarborough, Ontario: Prentice-Hall Canada, 1992.- CCM
- ▶ Abella, Chapter 1 (review) in Canada. Commission of Inquiry on Equality in Employment: Report of the Commission on Equality in Employment by Rosalie Silberman Abella, Commissioner, Ottawa: Supply and Services Canada, 1984. - CCM
- ▶ Ontarians with Disabilities Act. - INTERNET - need to replace this with two articles on disabilities - INTERNET

**Note:** The analytical essay is due on **Friday, March 7, 2009 by 4:30 p.m.**

### **PART 4: BARRIERS FOR WOMEN**

#### **WEEK NINE - March 10**

The Glass Ceiling and the Sticky Floor. (Seminar Three)

#### ***Readings:***

- ▶ Albelda, Randy Pearl, "The Glass Ceiling and the Sticky Floor: Obstacles to Women in the Workforce" in Glass Ceilings and Bottomless Pits: Women's Work, Women's

- ▶ Poverty, Randy Albelda and Chris Tilly, Boston, MA: South End Press, 1997. - CCM
- ▶ Davies-Netzley, Sally Ann, "Women Above the Glass Ceiling: Perceptions on Corporate Mobility and Strategies for Success " in Understanding Inequality : The Intersection of Race/Ethnicity, Class, and Gender, edited by Barbara Arrighi, Lanham : Rowman & Littlefield Publishers, 2001. - CCM
- ▶ Wirth, Linda, "Women in Management: Closer to Breaking Through The Glass Ceiling?" in Women, Gender and Work: What is Equality and How Do We Get There? edited by Martha Fetherolf Loutfi, Geneva: International Labour Office, 2001. - CCM
- ▶ Williams, Christine, L., "Riding the Glass Escalator" in Still a Man's World: Men Who Do "Women's Work", Christine L. Williams, Berkeley: University of California Press, 1995. - CCM

## WEEK 10 - March 17

Subtle sexism and sexual harassment. (Seminar Four)

### **Readings:**

- ▶ Aggarwal, Arjun P., "The Components of an Effective Sexual Harassment Policy" Sexual Harassment in the Workplace, Arjun P. Aggarwal and Madhu Gupta, 3rd ed., Toronto: Butterworths, 2000. - CCM
- ▶ Neville, Kathleen, "Sexual Harassment Today: The Startling State of Affairs" in Internal Affairs: the Abuse of Power, Sexual Harassment, and Hypocrisy in the Workplace, Kathleen Neville, New York: McGraw-Hill, 2000. - CCM
- ▶ Benokraitis, Nijole V., "Sex Discrimination in the 21st Century" in Subtle Sexism: Current Practice and Prospects for Change, edited by Nijole V. Benokraitis, Thousand Oaks, California: Sage Publications, 1997. - CCM

## WEEK 11 - March 24

Women and caring: Paid work and home responsibilities. (Seminar Five)

### **Readings:**

- ▶ Beaujot, Roderic P., "Earning and Caring: Demographic Change and Policy Implications", London, Canada: Population Studies Centre, The University of Western Ontario, 2001. - INTERNET
- ▶ Luxton, Meg and Reiter, Ester, "Double, Double, Toil and Trouble ... Women's Experience of Work and Family in Canada, 1980-1995" in Women and the Canadian Welfare State: Challenges and Change, edited by Patricia M. Evans and Gerda R. Wekerle, Toronto: University of Toronto Press, c1997. - CCM
- ▶ Teghtsoonian, Katherine, "Who Pays for Caring for Children? Public Policy and the Devaluation of Women's Work", in Challenging the Public/Private Divide: Feminism, Law, and Public Policy, edited by Susan B. Boyd, Toronto: University of Toronto



Press, 1997. - CCM

- ▶ Baynes, Evans and Neysmith, "Women's Caring: Work Expanding, State Contracting" in Women's Caring: Feminist Perspectives on Social Welfare edited by Carol Baines, Patricia Evans and Sheila Neysmith, 2nd ed., Toronto: Oxford University Press, 1998. - CCM

## **PART 5: SOCIAL CONTEXT**

### **WEEK 12 - March 31**

Women, work and social rights. (Seminar Six)

#### ***Readings:***

- ▶ Benoit, Chapters 4, 6 in Women, Work and Social Rights: Canada in Historical and Comparative Perspective, Cecilia M. Benoit, Scarborough, Ontario: Prentice Hall Canada Inc., 2000.
- ▶ Evans, Patricia, "Divided Citizenship? Gender, Income Security, and the Welfare State" in Women and the Canadian Welfare State: Challenges and Change, edited by Patricia M. Evans and Gerda R. Wekerle, Toronto: University of Toronto Press, c1997. - CCM
- ▶ Frazee, Catherine, "Do State Initiatives Make a Difference?" in Women and the Canadian State, edited by Caroline Andrew & Sanda Rogers, Montreal; Kingston: McGill-Queen's University Press, 1997. - CCM
- ▶ Rice, James J., "Gender and Social Policy: His and Her States of Welfare" in Changing Politics of Canadian Social Policy, James J. Rice and Michael J. Prince, Toronto: University of Toronto Press, 2000. - CCM

### **WEEK 13 - April 7 - Exam Preparation**

#### **Exam Period:**

In the last few weeks of the course, we will discuss the final exam and do some on-line preparation. The date, time and location of the final exam will be posted on the course site and on the UWO web site.