

The University of Western Ontario  
Bachelor of Management and Organizational Studies Program  
Distance Studies, Office of the Registrar  
MOS 3355F: Women in the Canadian Workplace  
September – December 2009

**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.  
Reskin, Barbara, and Irene Padavic. Women and Men at Work, 2<sup>nd</sup> edition, Thousand Oaks, California: Pine Forge (Sage), 2002.  
Internet sources as available - posted on course site.

**Instructor:**

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**COURSE DESCRIPTION**

This course examines the distribution of women in the occupational structure, the effects of class and race discrimination on women's paid and unpaid work experience and the social organization of work, including dominant ideologies, economic and institutional structures, legislative frameworks and social policy agendas, management and labour relations and other processes that affect women in the Canadian workplace.

**AREAS OF ANALYSIS**

How does a person's gender affect their work and employment opportunities? What is the participation and experience of women in the Canadian workplace? How does it compare to that of men? What is the evolution of women's work (from the home to the market)? How have the occupational distribution of women, their working conditions, pay and prospects changed over time? How do larger social forces affect how gender and work are perceived and organized? What changes might we see in the future?

**FORMAT**

This is an on-line (computer-mediated) course offered by the Centre for Administrative and Commercial Studies Program through Distance Studies, Office of the Registrar.

**This course can be accessed by going to [webct.uwo.ca](http://webct.uwo.ca)**

*Please have your UWO ID and password ready. Be sure to activate your UWO e-mail account as correspondence regarding course issues, including feedback and grades will be sent to you via your UWO e-mail account.*

**This course is designed to:**

- expose students to theoretical and conceptual frameworks and research, drawn from the social sciences, that will assist in understanding the historical and contemporary position of women in the Canadian workplace;
- provide an inter-disciplinary learning environment in which students will examine such issues as experiences of social class differences among working women, racial and ethnic discrimination, gender segregation in the workplace, the pay gap, the experience of women in "women's" occupations, women's experience in unions, relationships between paid and unpaid work, and impacts on women of current transformations in the nature of work and the workplace;
- encourage students to set and attain their own learning objectives through the use of a variety of resources including study groups, discussions of readings, sharing of experience and participatory learning; and
- provide students with an opportunity to develop skills in critical thinking, written expression, on-line communication and learning, and working with others in a computer-mediated learning environment.

## **EVALUATION**

### **Participation:**

On-line Contribution to Learning: 20 % - Continuous.

### **Written Assignments:**

Essay Proposal: 10 % - Due at the end of week 4.

Essay: 30 % - Due at the end of week 8.

### **Final Exam:**

Essay Format: 40 % - Scheduled during the final examination period.

### **PARTICIPATION** (on-line contribution):

The instructor's assessment of each student's participation and contribution to the learning of other participants in the class will be based on:

- quality of weekly contributions to on-line discussions and small group sessions;
- extent to which contributions reflect the student's familiarity with assigned readings;
- peer assessments, and
- contributions of related information and material.

There is more information about expectations for participation on the course web site. Please note that there will be a participation "check-in" in Week 7\*.

## **WRITTEN ASSIGNMENTS**

The written assignment will be an essay proposal *and* an 8 to 10 page essay, both in MLA or APA format, which explores the application of course concepts and frameworks to the work experience of women in Canada. Student may choose to examine the changing work experience of women in a particular field or profession, the participation

of women in particular professions or the changing nature of work as it affects women in the Canadian workplace. Topic ideas will be posted in Week Two.

The assignment will be introduced during the first two weeks of the course. Students will be asked to decide on a topic by the third week. The essay proposal (2-3 pages in length, typed, double-spaced and in complete sentences) is to be submitted no later than the end of week 4. The essay is due at the end of week 8. Papers will not be accepted after the due date except in the case of serious illness or other emergencies - for which documentation is required. Assignments that are late for any other reason will be penalized - 10% per day. More information is available on the course web site.

### **PLAGIARISM**

It is the student's responsibility to submit her or his own original written material. Plagiarism has serious academic consequences and will not be tolerated. **Please note that students will be required to submit essays to turnitin.com.** For more information about penalties and other issues related to plagiarism, please see the current Western Calendar on "Scholastic Offenses".

### **FINAL EXAM**

The final exam will be in essay format and will cover the content of the entire course. Students will participate in designing the essay questions for the final exam. Details will be discussed during the final weeks of the course and potential examination questions and areas of inquiry will be noted or discussed throughout the course.

## **SCHEDULE OF TOPICS AND READINGS**

### **PART I: INTRODUCTION TO THE COURSE**

Please note: \* Some readings will be revisited in subsequent weeks. The final version of this syllabus will be posted on the course site.

#### **September 14 Week 1: Introduction to the Course**

Readings: on-line readings posted on the course web site.

A discussion about the learning environment, course expectations, the instructor and course participants and an opportunity to become familiar with posting and responding.

### **PART II: INTRODUCTION TO WORK AND GENDER**

#### **September 21 Week 2: Conceptualizing Women's Work**

Readings:

Benoit: Introduction & Chapter 1

Reskin & Padavic: Chapter 1

hooks: "Rethinking the Nature of Work" (CCM)\*

### **September 28 Week 3: Historical Perspectives**

Readings:

Benoit: Chapter 2

Reskin & Padavic: Chapter 2

Phillips & Phillips: "Women's Work in Canada: the Historical Perspective" (CCM)

### **October 5 Week 4: The Gender Structure of the Workplace**

Readings:

Reskin & Padavic: Chapters 3

Vosko: "Labour is Not A Commodity" (CCM)

**Please Note: The essay proposal is to be submitted electronically and is due by midnight on Friday, October 9, 2009**

## **PART III: UNDERSTANDING INEQUALITY**

### **October 12 Week 5: Defining Inequality**

Readings:

Benoit: Chapter 3

Day & Brodsky: "Women's Economic Inequality and the Canadian Human Rights Act" (INTERNET)

hooks: "Rethinking the Nature of Work" (CCM)\*

### **October 19 Week 6: Occupational Segregation and Inequality**

Readings:

Reskin & Padavic: Chapter 4

Kirk: "Gender Inequality and Medical Education" (CCM)

Please note: Monday October 12, 2009 is Thanksgiving Day.

### **October 26 Week 7: The Dynamics of Systemic Discrimination**

Readings:

Reskin & Padavic: Chapter 5

\*Participation Check-In.

### **November 2 Week 8: The Wage Gap**

Readings:

Reskin & Padavic: Chapter 6

Drolet: "The persistent gap: new evidence on the Canadian gender wage gap" (INTERNET)

**Please Note: The essay is due by 4:00 p.m. on Friday, November 6, 2009.** Please submit a hard copy of your essay to the Distance Studies office using the Assignment Sheet you received from Distance Studies in the mail. You may also fax your essay to the Distance Studies office - 661-3615. Be sure to number your pages (3 of 10 eg.) and include your cover sheet. Please see the Student Handbook for details.

## **PART IV: SOME ISSUES**

### **November 9 Week 9: Women and the Labour Movement**

Readings:

Kerr: "Emergence of Nursing Unions as a Social Force in Canada" (CCM)

Kumar: "Collective Bargaining and Women's Workplace Concerns" (CCM)

White: "Patterns of Unionization" (CCM)

Das Gupta: "Racism/Anti-racism, Precarious Employment, and Unions (CCM)

### **November 16 Week 10: "Women's Work"**

Readings:

Ng: "Homeworking: Dream Realized or Freedom Constrained" (CCM)

Schechter: "The Mistress-Servant Relationship" (CCM)

Williams: "The Glass Escalator: Hidden Advantages for Men in the "Female Professions" (CCM)

Bruckert: "The World of the Professional Stripper" (CCM)

### **November 23 Week 11: The Double Day: Work and Family**

Readings:

Reskin & Padavic: Chapter 7

Hochschild: "The Second Shift" (CCM)

Pupo: "Always Working, Never Done" (CCM)

Blakely: "Who Else Would Do It? Female Caregivers in Canada" (CCM)

### **November 30 Week 12: Action for Change: Legislative and Policy Responses**

Readings:

McDermott: "Pay and Employment Equity - why separate policies?" (CCM)

McQuaig: "The Wealthy Banker's Wife ["As Canadian As ... Equality"]" (CCM)

Jacobs: "Equity and Opportunity" (CCM)

## **PART V: OVERVIEW AND REVIEW**

### **December 7 Week 12: Overview: Looking Back, Looking Forward**

Review and Exam Preparation.

**Please Note: The final exam will be held during the examination period.**