

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 as COURSE LINKS and on the course site.

INSTRUCTOR

Pam Hanington Home Phone: (519) 440-0122 E-mail: phaningt@uwo.ca

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 by the DAN Management and Organizational Studies Program, Faculty of Social Science, Office of the Registrar, UWO.

This course can be accessed at: <https://webct.uwo.ca/>

Be sure to activate your UWO e-mail account as correspondence regarding course issues, including feedback and grades may be sent to you via your UWO e-mail account or via the course site, which also requires use of your UWO email.

The course is designed to:

- ▶ expose students to theoretical and conceptual frameworks and research, drawn from the social sciences, that will assist in understanding inequality experienced by women in the Canadian workplace and with planning and evaluating solutions and 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 in a computer-mediated learning environment.

EVALUATION

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;
- extent to which contributions reflect the student's ability to comprehend, analyze and apply the assigned readings;
- peer, self and professor assessments and;
- contributions of current and relevant information and material.

There is more information about expectations for participation on the course web site.

Participation: On-line Contribution to Learning: 20 % - Continuous. There will be a participation “check-in” during week 7.

WRITTEN ASSIGNMENTS

The written assignment will be an **essay proposal** and an 8 to 10 page essay in MLA or APA format that explores the application of course concepts and frameworks to the work experience of women in Canada.

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 via the course site by midnight on Friday at the end of Week 4.

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,
- ▶ explores the application of course concepts and frameworks to the work experience of women (related to the problem or issue selected for the essay) and,
- ▶ proposes potential and/or practical solutions that address the problem or issue explored.

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.

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 2140 WSSB) using the Distance Studies procedure for submitting assignments. This includes attaching the cover sheet supplied to you by Distance Studies. **The essay must also be submitted to Turnitin via the link for this assignment on the course site.** Please refer to your Student Handbook for details.

Written Assignments:

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

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

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. Assignments that are late for any other reason will be penalized - 10% per day. More information is available on the course web site.

ESSAYS ARE DUE ON FRIDAY, MARCH 9, 2012 BY 4:00 P.M.

PLAGIARISM

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<http://www.turnitin.com>).

FINAL EXAM

The final exam will be an in-class, essay format exam that 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. The final exam is three hours in length and CLOSED BOOK.

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

ACCESSIBILITY

DAN Management and Organizational Studies strives at all times to provide accessibility to all faculty, staff, students and visitors in a way that respects the dignity and independence of people with disabilities. Please contact the course instructor if you require material in an alternate format or if you require any other arrangements to make this course more accessible to you. You may wish to contact Services for Students with Disabilities (SSD) at 661-2111 #82147 for any specific questions regarding an accommodation. More information about "Accessibility at Western" is available at: <http://accessibility.uwo.ca>.

SCHEDULE OF TOPICS AND READINGS

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

INTRODUCTION TO THE COURSE: WOMEN, WORK AND SOCIAL CHANGE

WEEK ONE - January 9

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.
- ▶ Feminist Alliance for International Action, Women's Inequality in Canada, Submission of the Canadian Feminist Alliance for International Action to the United Nations Committee on the Elimination of Discrimination against Women on the Occasion of the Committee's Review of Canada's 6th & 7th Reports, Pages 61-80, September 2008, - COURSE LINKS.
- ▶ 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

PART 1: UNDERSTANDING INEQUALITY IN EMPLOYMENT

WEEK TWO - January 16

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 - COURSE LINKS
- ▶ 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
- ▶ Andrée Côté and Julie Lassonde, Status Report on Pay Equity in Canada, June 2007. - COURSE LINKS
- ▶ 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

WEEK THREE - January 23

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. - COURSE LINKS.

Note: Students should post their essay topic this week.

PART 2: DIAGNOSIS AND REMEDY: APPLICATIONS

WEEK FOUR - January 30

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, Chapter 4 in Employment Equity: Co-operative Strategies for Organizational Change, Carol Agocs, Catherine Burr and Felicity Somerset, Scarborough, Ontario: Prentice-Hall Canada, 1992. - CCM
- ▶ Agocs, Burr & Somerset, Chapter 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 - COURSE LINKS.

WEEK FIVE - February 6

Culture: Structures, values and power in organizations.

Readings:

- ▶ Agocs, Burr and Somerset, Chapter 13 in Employment Equity: Co-operative Strategies for Organizational Change, Scarborough, Ontario: Prentice-Hall Canada, 1992. - CCM
- ▶ 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, "Talking from 9 to 5: how women's and men's conversational styles affect who gets heard, who gets credit, and what gets done at work" in Understanding Inequality: the Intersection of Race/Ethnicity, Class, and Gender, edited by Barbara A. Arrighi. 2007.
- ▶ Daley, Kerry and Linda Hawkins, "Fathers and the Work/Family Politic", Ivey Business Journal - The Workplace. July/August, 2005. COURSE LINKS

WEEK SIX - February 13

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. - COURSE LINKS
- ▶ Bentham, Karen, "Labour's Collective Bargaining Record on Women's and Family Issues" in Equity, Diversity and Canadian Labour, Hunt, Gerald and David Rayside, eds., 2007. - CCM

PLEASE NOTE: UWO Reading Week is February 20 to February 24, 2012

PART 3: ISSUES AND RESPONSES

WEEK SEVEN - February 27

Part-Time and Temporary Work, Technology and Globalization.

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, "Precarious Employment and the Challenges for Employment Policy" in Public Policy for Women: The State, Income Security and Labour Market Issues, Griffin Cohen, Marjorie and Jane Pulkingham, eds. 2009. - 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

WEEK EIGHT - March 5

Systemic Discrimination: Multiple Barriers

Readings:

- ▶ Agocs, Burr and Somerset, Chapter 2 in Employment Equity: Co-operative Strategies for Organizational Change, Carol Agocs, Catherine Burr and Felicity Somerset, Scarborough, Ontario: Prentice-Hall Canada, 1992.- CCM
- ▶ Agocs, Burr and Somerset, Chapter 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
- ▶ Accessibility for Ontarians with Disabilities, The Act, 2009. - COURSE LINKS

Note: The analytical essay is due on **Friday, March 9, 2012 by 4:00 p.m.**

PART 4: BARRIERS FOR WOMEN

WEEK NINE - March 12

The Glass Ceiling and the Sticky Floor.

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

WEEK 10 - March 19

Sexual Harassment and Workplace Violence

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
- ▶ "Preventing Workplace Violence and Workplace Harassment", Ontario Ministry of Labour, 2011. - COURSE LINKS
- ▶ "Make It Our Business", Safer Workplace Strategies in Response to Amendments to Ontario's Occupational Health and Safety Act (Bill 168), 2011. - COURSE LINKS

WEEK 11 - March 26

Women and caring: Paid work and home responsibilities.

Readings:

- ▶ 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
- ▶ Beaujot, Roderic P., "Earning and Caring: Demographic Change and Policy Implications", London, Canada: Population Studies Centre, The University of Western Ontario, 2001. - COURSE LINKS
- ▶ Valiani, Salimah, "Valuing the Invaluable: Rethinking and respecting caring work in Canada", Ontario Nurses' Association, Research Paper No. 1, 2011. - COURSE LINKS

PART 5: SOCIAL CONTEXT

WEEK 12 - April 2

Women, work and social rights.

Readings:

- ▶ Benoit, Chapter 4 in Women, Work and Social Rights: Canada in Historical and Comparative Perspective, Cecilia M. Benoit, Scarborough, Ontario: Prentice Hall Canada Inc., 2000.
- ▶ Benoit, Chapter 6 in Women, Work and Social Rights: Canada in Historical and Comparative Perspective, Cecilia M. Benoit, Scarborough, Ontario: Prentice Hall Canada Inc., 2000.
- ▶ Frazee, Catherine, "Do State Initiatives Make a Difference?" in Women and the Canadian State, edited by Caroline Andrew & Sandra 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 9 - 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.