

**Distance Studies, Office of the Registrar  
MOS 3355F: Women in the Canadian Workplace**

**INSTRUCTOR:** Pam Hanington

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**Section: 650; First Term Half Course – Fall, 2013**

**ACCESSIBILITY**

DAN Management and Organizational Studies Program 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 also wish to contact Services for Students with Disabilities (SSD) at 519-661-2111 ext. 82147 for any specific question regarding an accommodation. More information about “Accessibility at Western” is available at: <http://accessibility.uwo.ca>

**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.

**Antirequisite(s):** [Women's Studies 2251F/G](#).

**Prerequisite(s):** Enrollment in 3rd or 4th year.

Regulations state, “unless you have either the requisites for this course or written special permission from your Dean to enroll in it, you will be removed from this course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites”.

**REQUIRED READINGS:**

Custom Course Material (CCM #10135) to be purchased from the Western Book Store, 2013.

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 required - posted on course website.

### **FORMAT**

This is an on-line (computer-mediated) course offered by the DAN Management and Organizational Studies Program, Office of the Registrar, Western University.

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

### **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 and sex segregation in the workplace, the wage gap, the experience of women in "women's" occupations, women's experience in unions, relationships between paid and unpaid work, and impact of current transformations in the nature of work and the workplace on women and society;
- 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.

### **AREAS OF ANALYSIS**

What is the participation and experience of women in the Canadian workplace? How does it compare to that of men? How does a person's gender affect their work and employment opportunities? What is the evolution of women's work (from the home to the market)? How has 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?

### **EVALUATION**

#### **Participation:**

On-line contribution to learning: 20 %

Continuous. There will be a participation “check-in” during week 7.

**Written Assignments:**

Essay proposal: 10 % - Due at the end of Week 4.

Essay: 30 % - Due at the end of Week 9.

**Final Exam:**

Three Hours; Essay Format: 40 %

**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 and timeliness of weekly contributions to on-line discussions;
- level of engagement, interaction and attention to the posts of others;
- extent to which contributions reflect the student's ability to understand and apply the course content and;
- contributions of current and information relevant to course content and discussion.

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

**WRITTEN ASSIGNMENTS**

The written assignments will be 1) an essay proposal and 2) an 8 to10 page essay that explores the application of course concepts, frameworks and content to the work experience of women in Canada.

**1) The essay proposal** should approximately two pages in length, typed, double-spaced and in complete sentences with at least five current and preferably Canadian references attached on a separate page. **The proposal is due at the end of week 4.** Students will be asked to decide on an essay topic by the third week and to post it on the course website.

**2) The essay** should be 8-10 pages in length and in APA format. Student may choose to examine the changing work experience of women in a particular field or profession, the participation of women in paid work or the changing nature of work as it affects women in the Canadian workplace. Topic ideas will be posted in Week Two. There will be more detailed information about this assignment on the course website. **The essay is due at the end of week 9.** Essays 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.

**FINAL EXAM**

The final exam will be a three-hour, essay format exam that will cover the content of the entire course. The exam will be scheduled for 3 hours and will consist of six essay questions of which students are required to respond to three. Each response should be at least 600 words. **The exam is closed book.** Students will participate in the development of exam questions and be apprised

of potential exam questions in advance of the final exam. The exam will be scheduled during the exam period. Exams will not be returned to students but may be reviewed in the instructor's office. 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.

Please remember:

- To bring student identification to the exam.
- Nothing is to be on/at one's desk during an exam except a pen, pencil, an eraser, and the individual's student card.
- To not wear baseball caps to exams.
- To not bring music players, cell phones, beepers, or other electronic devices to exams.
- Dictionaries are NOT allowed into the exam room.

## **SCHEDULE OF TOPICS AND READINGS**

Please note: \*Some readings will be revisited in subsequent weeks.

### **September 9 - Week 1: Conceptualizing Women's Work**

Readings:

Benoit: Introduction & Chapter 1

Reskin & Padavic: Chapter 1

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

### **September 16 - Week 2: Historical Perspectives**

Readings:

Benoit: Chapter 2

Reskin & Padavic: Chapter 2

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

### **September 23 - Week 3: The Gender Structure of the Workplace**

Readings:

Reskin & Padavic: Chapters 3

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

### **September 30 - Week 4: 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)\*

**Please Note: The essay proposal is to be submitted electronically - by email - and is due by midnight on Friday, October 4, 2013**

**October 7 - Week 5: Occupational Segregation and Inequality**

Readings:

Reskin & Padavic: Chapter 4

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

**October 15 - Week 6: The Dynamics of Systemic Discrimination**

Readings:

Reskin & Padavic: Chapter 5

Please note: Monday, October 14, 2013 is Thanksgiving Day.

**October 21 - Week 7: The Wage Gap**

Readings:

Reskin & Padavic: Chapter 6

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

\*Participation Check-In.

**October 28 - Week 8: Fall Study Days**

**October 31 to November 1, 2013 - NO READINGS THIS WEEK**

**November 4 - Week 9: Women and the Labour Movement**

Readings:

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

Yates: "Challenging Misconceptions about Organizing Women into Unions" (CCM)

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

**Please Note: The essay is due by 4:00 p.m. on Friday, November 8, 2013.** Please submit a hard copy of your essay to the Distance Studies office using the Assignment Sheet you received from Distance Studies via email to your Western email account. You may also fax your essay to the Distance Studies office - 519- 661-3615. Be sure to number your pages (3 of 10 eg.) and include your cover sheet. Please see the Distance Studies Student Handbook for details.

**November 11 - Week 10: "Women's Work"**

Readings:

Ng: "Home-working: 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 18 - 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 25 - Week 12: Action for Change: Legislative and Policy Responses**

Readings:

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

Jacobs: "Equity and Opportunity" (CCM)

Grey: "Inequality blights too many women's lives." (CCM)

## **December 2 - Week 13: Overview: Looking Back, Looking Forward**

Review and Exam Preparation.

**The final exam will be held during the examination period. The date, time and location of the exam will be posted on the course site as soon as it is available.**

### **Student Responsibilities**

Material covered in lectures will not always be the same as material covered in the textbook. These two sources should be viewed as complimentary and not redundant. As such, students who want to do well in this course are strongly encouraged to visit the course website on a regular basis. Students are responsible for material covered in the on-line lectures as well as the assigned chapters/sections in the texts.

Students are **REQUIRED TO COMPLETE ALL COMPONENTS** of this course. There are no exceptions to this. Extra assignments to improve grades will **NOT** be allowed. Grades will not be adjusted on the basis of need. It is important to monitor your performance in the course. Remember: You are responsible for your grades in this course.

### **University Policy Regarding Illness**

The University recognizes that a student's ability to meet his/her academic responsibilities may, on occasion, be impaired by medical illness. Illness may be acute (short term), or it may be chronic (long term), or chronic with acute episodes. The University further recognizes that medical situations are deeply personal and respects the need for privacy and confidentiality in these matters. However, in order to ensure fairness and consistency for all students, academic accommodation for work representing 10% or more of the student's overall grade in the course shall be granted only in those cases where there is documentation supplied (see below for process) indicating that the student was seriously affected by illness and could not reasonably be expected to meet his/her academic responsibilities.

Documentation shall be submitted, as soon as possible, to the appropriate Dean's office (the Office of the Dean of the student's Faculty of registration/home Faculty) together with a request

for relief specifying the nature of the accommodation being requested. These documents will be retained in the student's file, and will be held in confidence in accordance with the University's Official Student Record Information Privacy Policy.

[<http://www.uwo.ca/univsec/handbook/general/privacy.pdf>].

Once the petition and supporting documents have been received and assessed, appropriate academic accommodation shall be determined by the Dean's Office in consultation with the student's instructor(s). Academic accommodation may include extension of deadlines, waiver of attendance requirements for classes/labs/tutorials, arranging Special Exams or Incompletes, re-weighting course requirements, or granting late withdrawals without academic penalty.

Academic accommodation shall be granted only where the documentation indicates that the onset, duration and severity of the illness are such that the student could not reasonably be expected to complete his/her academic responsibilities. (Note: it will not be sufficient to provide documentation indicating simply that the student was seen for a medical reason or was ill.)

A form to be completed by off-campus physicians is available at:

<http://counselling.ssc.uwo.ca/forms/medicalNote.pdf>

Whenever possible, students who require academic accommodation should provide notification and documentation in advance of due dates, examinations, etc. Students must follow up with their professors and their Academic Counselling office in a timely manner.

In the case of a final examination in the course, the student must arrange for a Special Examination or Incomplete through their Dean's office, for which you will be required to provide acceptable documentation.

If you feel that you have a medical or personal problem that is interfering with your work, you should contact your instructor and the Faculty Academic Counselling Office as soon as possible. Problems may then be documented and possible arrangements to assist you can be discussed at the time of occurrence rather than on a retroactive basis. In general, retroactive requests for grade revisions on medical or compassionate grounds will not be considered.

### **Make Up Examinations**

The student must write a make-up exam if the regularly scheduled exam is missed for reasons for which adequate documentation is received by the instructor (this documentation must be supplied by the Academic Counselling office).

### **University Policy on Cheating and Academic Misconduct**

Cheating on exams will not be tolerated; students are referred to the university policy on scholastic offenses (see below). Looking at the test of another student, allowing another student to view your exam, or obtaining information about a test in advance are all examples of cheating. Students found cheating will receive a zero (0%) on that exam. A number of safeguards will be employed to discourage cheating. For example, examination supervisors (proctors) of the tests

may ask students to move to another seat during the exam, cover their paper, avert their eyes from other students' papers, remove baseball caps, etc. This is not meant as a personal affront nor as an accusation of cheating, rather as vigilant attempts at proctoring. A copy of guidelines about how to avoid cheating can be obtained from the office of the Ombudsperson, Room 251 University Community Centre, (519) 661-3573.

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offenses. Students are urged to read the section on Scholastic Offenses in the Academic Calendar. Note that such offenses include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere. If you are in doubt about whether what you are doing is inappropriate, consult your instructor. A claim that "you didn't know it was wrong" will not be accepted as an excuse.

The penalties for a student guilty of a scholastic offense include refusal of a passing grade in the assignment, refusal of a passing grade in the course, suspension from the University, and expulsion from the University.

### **Procedures For Appealing Academic Evaluations**

In the first instance, all appeals of a grade must be made to the course instructor (informal consultation). If the student is not satisfied with the decision of the course instructor, a written appeal must be sent to the Assistant Program Director or Designate of the BMOS program. If the response of the Assistant Director is considered unsatisfactory to the student, he/she may then appeal to the Dean of the Faculty in which the course of program was taken. Only after receiving a final decision from the Dean, may a student appeal to the Senate Review Board Academic. A Guide to Appeals is available from the Ombudsperson's Office.

### **Support Services**

The Registrar's office can be accessed for Student Support Services at <http://www.registrar.uwo.ca>

Student Support Services (including the services provided by the USC listed here) can be reached at: <http://westernusc.ca/services/>

Student Development Services can be reached at: <http://www.sdc.uwo.ca/>

Students who are in emotional/mental distress should refer to Mental Health@Western <http://www.uwo.ca/uwocom/mentalhealth/> for a complete list of options about how to obtain help.”



**Grade Policy**

The DAN Program has a grade policy which states that for courses in the 3000-4000 range, the class average must fall between 70% and 75% for all sections of a course taught by the same instructor. In very exceptional circumstances only, class averages outside this range may be approved by the Assistant Director or Director. Class averages are not grounds for appeal.

**Short Absences**

If you miss a class due to minor illness or other problems, check your course outlines for information regarding attendance requirements and make sure you are not missing a test or exam. Cover any readings and arrange to borrow the missed lectures notes from a classmate.

**Extended Absences**

If you are absent more than approximately two weeks or if you get too far behind to catch up, you should consider reducing your workload by dropping one or more courses. The Academic Counsellors can help you to consider the alternatives. At your request, they can also keep your instructors informed about your difficulties.

**Academic Concerns**

If you are in academic difficulty, it is strongly recommended that you see your academic counsellor. Please visit: <http://counselling.ssc.uwo.ca/>

For The University of Western Ontario Senate Regulations, please see the Handbook of Academic and Scholarship Policy at: <http://www.uwo.ca/univsec/handbook/>

**Important Academic Dates**

Distance Studies classes begin on September 9, 2013

October 14, 2013 Thanksgiving Holiday

October 31-November 1, 2013 Fall Study Days

November 4, 2013 Last day to drop a first-term half course without academic penalty

December 4, 2013 Fall Session classes end

December 5&6, 2013 Study Days

December 7-20, 2013 Mid-year examination period

January 6, 2014 Winter Session classes begin