



COURSE DATA

Data Subject

Code	42737
Name	Management of equality and diversity
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2024 - 2025

Study (s)

Degree	Center	Acad. year	Period
2126 - Master's Degree in Human Resources Management	Faculty of Social Sciences	1	Second term

Subject-matter

Degree	Subject-matter	Character
2126 - Master's Degree in Human Resources Management	2 - Economic, legal and social framework of HR management	Obligatory

Coordination

Name	Department
AGUADO BLOISE, TERESA EMPAR	330 - Sociology and Social Anthropology
CORDERO GORDILLO, VANESA	76 - Labour and Social Security Law

SUMMARY

The subject is integrated into the module "Economic, Legal, and Social Framework of Human Resources Management", with a total of 15 ECTS, along with the following subjects: (i) Legal constraints of human resources (3 ECTS); (ii) Labor standards and assessment of HR needs (3 ECTS); (iii) Labor relations system (3 ECTS); and (iv) Economic activity and economic policy (3 ECTS).

All of them aim to familiarize students with the legal and social constraints of the profession, to understand the regulations governing issues such as hiring and wage policies, equality policies, or diversity management, and to comprehend the framework of economic policy in which future HR directors or managers will carry out their functions.



The subject will have two sections, each one led by faculty specialized in different scientific areas. In this way, it is intended that students have an interdisciplinary perspective on the issue of diversity. The two perspectives used will be sociological and legal-labor. With the former, the situation and its repercussions on human resources management will be identified. With the latter, legal concepts will be applied, illicit behaviors will be identified, and sanctions, consequences, effects, and protective mechanisms will be specified.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

There are no requirements

2126 - Master's Degree in Human Resources Management

- Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.
- Students should be able to integrate knowledge and address the complexity of making informed judgments based on incomplete or limited information, including reflections on the social and ethical responsibilities associated with the application of their knowledge and judgments.
- Students should communicate conclusions and underlying knowledge clearly and unambiguously to both specialized and non-specialized audiences.
- Students should demonstrate self-directed learning skills for continued academic growth.
- Students should be able to self-organise, which means systematically planning and setting realistic time schedules for the different tasks in their personal agenda, prioritising their activities, attending to criteria of urgency and importance, using explicit tools and procedures to control the level of performance and optimising time.
- Students should be able to initiate, lead, promote and facilitate interactions, as well as to manage groups of people.
- Students should have the ability to communicate, influence and be effective in interpersonal relationships.
- Students should have assertive communication and negotiation skills. This means being able to carry out negotiations related to the direction and management of human resources, and being able to carry out a mediation activity that facilitates an adequate management of human resources.



- Students should be prepared for lifelong learning and self-development. The individual develops the ability to incorporate new knowledge, skills and professional competences.
- Students should be able to lead people and teams to achieve the objectives of human resources management. In this sense, they should develop a certain level of relational sensitivity and empathy.
- Students should understand and manage cultural and ethnic diversity in organisations.
- Students should develop a certain tolerance for uncertainty.
- Students should be aware of the legal constraints on human resources policies and strategies.
- Students should be able to assess and anticipate the legal consequences of organisational decisions taken by the company in relation to staff.
- Students should be able to quantify the costs of organisational decisions taken by the company in relation to staff.
- Students should know the requirements and implications of occupational risk prevention policies.
- Students should be aware of the social and regulatory aspects of diversity management.
- Students should be able to implement personnel policies linked to diversity management.

The subject Management of Equality and Diversity aims to provide students with the tools to identify and correct situations constituting labor discrimination and/or harassment, in order to configure lawful management policies appropriate to diversified work contexts.

DESCRIPTION OF CONTENTS

1. UNIT 1. FROM THE CRITIQUE OF NATURALIST INTERPRETATIONS I TO THE EPISTEMOLOGICAL RUPTURES PROVOKED BY THE FEMINIST PERSPECTIVE

1. Approaches to feminist critical theory.
2. Inequality between men and women as a socio-structural phenomenon: the deconstruction of naturalist and essentialist discourses on men and women.
3. The development of relevant concepts for analysis: sexism, patriarchy, androcentrism, sex-gender system, production-reproduction, work-occupation difference, etc.

2. UNIT 2. SOCIALIZATION PROCESSES

1. The processes and agents of socialization.
2. Changes and continuities in stereotypes and gender roles.
3. Sexism in organizations: prevention and eradication.



3. UNIT 3. SEXUAL DIVISION OF LABOR AND LABOR MARKET

1. Revisions of the concept of work. The relevance of interrelating the presence and absence of men and women in the different productive areas.
2. The labor market, reflection and reinforcement of gender inequalities. Fundamental characteristics and basic indicators.
3. Social and labor statistics: Active Population Survey; Time Use Survey; Wage Structure Survey.
4. Gender Occupational Segregation.
5. Equality plans in organizations as a tool.

4. UNIT 4. BASIC CONCEPTS FROM A LABOUR LAW PERSPECTIVE

1. Basic anti-discrimination legislation; 1.1. EU legislation; 1.2. Art. 14 of the Spanish Constitution; 1.3. National legislation; 2. Basic anti-discrimination concepts; 2.1. Direct discrimination; 2.2. Indirect discrimination; 2.3. Harassment; 2.4. Positive action; 2.5. Reasonable adjustments; 2.6. Discrimination by association; 2.7. Multiple and intersectional discrimination; 2.8. Discrimination by perception.

5. UNIT 5. LABOUR DISCRIMINATION ON GROUNDS OF GENDER

1. Discrimination on grounds of gender in international and EU legislation; 2. Non-discrimination legislation on grounds of gender in Spain; 3. Discrimination on grounds of pregnancy; 4. Discrimination on grounds of gender in access to employment; 5. Protection against discrimination in the employment relationship. In particular, pay discrimination; 6. Measures to promote equality between men and women in the companies; 6.1. Equality plans; 6.2. Specific measures to prevent sexual harassment and harassment on grounds of sex; 7. Resources to sanction and correct discriminatory behaviours in employment relationships; 8. Work-life balance and shared responsibility; 9. Labour rights for victims of gender violence.

6. UNIT 6. LABOUR DISCRIMINATION ON OTHER GROUNDS

1. Discrimination on grounds of age; 2. Discrimination on grounds of disability; 3. Discrimination on grounds of sexual orientation and gender identity; 4. Other grounds of discrimination.

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	16,00	100
Classroom practices	8,00	100
Tutorials	6,00	100
Development of group work	7,00	0
Development of individual work	7,00	0
Study and independent work	8,00	0
Readings supplementary material	10,00	0
Preparation of evaluation activities	3,00	0
Preparing lectures	5,00	0
Preparation of practical classes and problem	5,00	0
TOTAL	75,00	

TEACHING METHODOLOGY

A combination of theoretical, practical, tutoring, and study activities, evaluation, and in general, both individual and team work of the students will be included. The methodology employed in the theoretical/practical classes aims to promote student participation as well as their capacity for analysis, reflection, and discussion. Debate will be encouraged, and practical issues will be raised during sessions to promote active student learning. Classes are conceived as a space for interaction between faculty and students, in which content will be concretized based on the keys provided by previously supplied materials. Tutoring, on the other hand, aims to guide and clarify to students those aspects of the subject in which there are doubts, in addition to serving as a complementary tool to class sessions to improve the quality of learning.

Students must carry out preparatory work before face-to-face sessions, individually or in groups, studying and assimilating the materials and questions posed. During face-to-face sessions, the main topics of the syllabus will be discussed in small or large groups, under the guidance of the faculty. Quality, innovation, personal contribution, and degree of participation of the students in the sessions will be key factors for evaluation, based on the materials provided and their own (tutored or not) research efforts.

Informal written tests will be carried out during the sessions the student will have to demonstrate that he/she has acquired the knowledge related to this module. Optionally, in order to increase his/her grade, it will be possible to present tutored work.



EVALUATION

The assessment will follow the following criteria:

LEGAL PART

1st call:

- Participation, initiative and personal contribution in the sessions: 10%
- Assessment of the individual or collective activities: 40%. In concrete, it will be proposed four activities, not being necessary a minimum mark to average or add:
 - Activity 1: 10%
 - Activity 2: 10%
 - Activity 3: 10%
 - Activity 4: 10%

2nd call:

For the second call it will be carried over the marks obtained in those activities with a minimum mark of 5 and it will be proposed similar activities of re-assessment. Nevertheless, 5% of continuous assessment is not recoverable, maintaining, in his case, the mark obtained.

Both in first and in second call, the minimum mark to pass will be of 5.

The qualification of the subject will be subjected to the Regulation of evaluation and qualification of the University of Valencia for bachelor's and master's degrees (ACGUV 108/2017) (https://www.uv.es/graus/normatives/2017_108_Reglament_avaluacio_qualificacio.pdf)

In case of fraudulent practices, copy or plagiarism we will proceed according to the Action protocol for fraudulent practices at the University of Valencia. (ACGUV 123/2020): <https://www.uv.es/sgeneral/Protocols/C83.pdf>

The distinction of Excellent will be awarded to the student who had achieved the highest mark adding the two parts of the mark, with a minimum of 9 points. In case of tie, it will be proposed an additional activity. If the tie persists, it will be resolved by draw.

SOCIOLOGY PART

1st call:

- Participation, initiative and personal contribution in the sessions: 10%



-Assessment of the individual or collective activities: 40%. In concrete, it will be proposed four activities, not being necessary a minimum mark to average or add:

- Activity 1: 15%
- Activity 2: 15%
- Activity 3: 10%

2nd call:

For the second call it will be carried over the marks obtained in those activities with a minimum mark of 5 and it will be proposed similar activities of re-assessment. Nevertheless, 5% of continuous assessment is not recoverable, maintaining, in his case, the mark obtained.

Both in first and in second call, the minimum mark to pass will be of 5.

The qualification of the subject will be subjected to the Regulation of evaluation and qualification of the University of Valencia for bachelor's and master's degrees (ACGUV 108/2017) (https://www.uv.es/graus/normatives/2017_108_Reglament_avaluacio_qualificacio.pdf)

In case of fraudulent practices, copy or plagiarism we will proceed according to the Action protocol for fraudulent practices at the University of Valencia. (ACGUV 123/2020): <https://www.uv.es/sgeneral/Protocols/C83.pdf>

The distinction of Excellent will be awarded to the student who had achieved the highest mark adding the two parts of the mark, with a minimum of 9 points. In case of tie, it will be proposed an additional activity. If the tie persists, it will be resolved by draw.

REFERENCES

Basic

- AAVV GOERLICH PESET (dir.) y GARCÍA ORTEGA (coord), Derecho de Trabajo, (Tema 11), Valencia, Tirant Lo Blanch, latest edition
- AGUADO, Empar (2019): Mujeres y hombres frente al desempleo. El caso español en la primera crisis del siglo XXI, Valencia, Editorial Tirant lo Blanch.
- AGUADO, Empar (2018): «Segregación ocupacional: una mirada crítica a la participación tamizada de las mujeres en el empleo», Gaceta Sindical. Reflexión y Debate, nº 31.
- AGUADO, Empar y BALLESTEROS, Esmeralda (Coord) (2018): Segregación ocupacional: participación y reconocimiento de mujeres empleadas en trabajos de dominación masculina, Valencia, Editorial Tirant lo Blanch.
- ARAGÓN GÓMEZ, Cristina, NIETO ROJAS, Patricia (2021), Planes de igualdad en las empresas. Procedimiento de elaboración e implantación, Wolters Kluwer.



- LOUSADA AROCHENA, José Fernando, CABEZA PEREIRO, Jaime y NÚÑEZ-CORTÉS CONTRERAS, Pilar, Curso de igualdad y diversidad en las relaciones laborales, Valencia, Tirant Lo Blanch, latest edition

Additional

- AAVV (Coord. CABEZA PEREIRO, Jaime, CARDONA RUBERT, M^a Belén y FLORES GIMÉNEZ, Fernando) (2019), Edad, discriminación y derechos, Navarra, Aranzadi.
- BALLESTER PASTOR, M^a Amparo (2016), Retos y perspectivas de la discriminación laboral por razón de género, Valencia, Tirant Lo Blanch.
- CORDERO GORDILLO, Vanessa (2011), Igualdad y no discriminación de las personas con discapacidad en el mercado de trabajo, Valencia, Tirant Lo Blanch.
- CORDERO GORDILLO, Vanessa (2019), La suspensión del contrato de trabajo por nacimiento de hijo o hija, adopción, guarda con fines de adopción y acogimiento tras el RDL 6/2019, de 1º de marzo, Revista Internacional y Comparada de Relaciones Laborales y Derecho del Empleo, 7 (3).
- FERNÁNDEZ PRATS, Celia, LÓPEZ BALAGUER, Mercedes y GARCÍA TESTAL, Elena (2019), Los derechos de conciliación en la empresa, Valencia, Tirant Lo Blanch.
- GUTIÉRREZ COLOMINAS, David (2019), La obligación de realizar ajustes razonables en el puesto de trabajo para personas con discapacidad: una perspectiva desde el Derecho comparado y el Derecho español, Bomarzo.
- LÓPEZ BALAGUER, Mercedes y RODRÍGUEZ RODRÍGUEZ, Emma (2019), La discriminación retributiva por razón de sexo, Estudios financieros, 431.
- SAGARDOY DE SIMÓN, Iñigo, NÚÑEZ-CORTÉS CONTRERAS, Pilar, NIETO ROJAS, Patricia (2022), Igualdad retributiva, planes de igualdad y registro salarial, Dykinson.