

Academic Year: ( 2024 / 2025 )

Review date: 24-04-2024

Department assigned to the subject: Social Sciences Department

Coordinating teacher: RADL , JONAS

Type: Electives ECTS Credits : 6.0

Year : 4 Semester :

**REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)**

This course doesn't have any prior requirements

**OBJECTIVES**

- A) Understand the relevance of the promotion of equality and diversity by companies.
- B) Comprehend the main theoretical concepts and practical tools for the detection of barriers to equality or diversity.
- C) Being capable to reflect on the organizational variables that allow orienting the company towards a more diverse model that promotes diversity, and ultimately, productivity.
- D) Understand the integration and coherence that must exist between the different internal policies.
- E) Becoming fluent in information management.
- F) Learn to synthesize the readings and communicate it adequately in written and oral form.

**DESCRIPTION OF CONTENTS: PROGRAMME**

1. Introduction to the Subject
2. Equality and diversity. Normative debates
3. Barriers to Equality and Diversity in Organizations: Theoretical Frameworks
4. The Promotion of Equality and Diversity in Companies and Institutions: Good Practices
5. Methodological Problems and Possible Applied Solutions
6. Case Studies in Spain
7. Case Studies: International Perspectives
8. Synthesis and lessons learned

**LEARNING ACTIVITIES AND METHODOLOGY**

The course will combine a series of classroom activities with exams and practical tests

**ASSESSMENT SYSTEM**

<b>% end-of-term-examination:</b>	50
<b>% of continuous assessment (assignments, laboratory, practicals...):</b>	50

The grade obtained by the student in the continuous assessment process will represent 50% of the final grade for the subject. The grade obtained in the final exam will represent 50% of the final grade for the subject.

Extraordinary evaluation: The note of the continuous evaluation process is kept in the event that the student had followed it. If you did not follow it, you are entitled to an exam with a value of 100% of the total grade for the subject.

**BASIC BIBLIOGRAPHY**

- Emma Jeanes, David Knights, Patricia Yancey Martin Handbook of Gender, Work and Organization, Wiley, 2012

