Description

762 - Working Together: Gender and Organization, Spring 2019

Purpose

The purpose of the course is to improve students’ abilities to understand and analyse gender structures, and how issues of gender may be intertwined with everyday practices, rules and routines in the workplace. The course further aims to improve students’ knowledge of how problems and dilemmas to do with gender in the workplace are currently being handled in organizations. Finally, an explicit aim of the course is to provide students with examples of models and tools that can be used to build better workplaces where gender is not a problem but an opportunity.

Requirements

This course is open to all SSE- and exchange students who fulfil the standard requirements for 3rd year BSc Electives. In previous years, the course has had a range of nationalities represented among its participants, adding further depth and context to the topics discussed.

The course does not require any prior knowledge in the field of Gender and Organization. In previous years, beginners in the field as well as more advanced students have contributed to learning and new insights during the course.

ILO:s

After the course, the successful student will

1) Know the basics of gender theory and how this relates to theories on diversity, masculinity etc.
2) Be familiar with existing ways to handle workplace gender issues
3) Be equipped to apply this knowledge as a tool to improve the organization of workplaces

Content and structure

The course consists of a combination of theoretical fundaments, especially gender theory and theories on diversity in organizations, and practical applications based on live examples of how to successfully build work organizations.

In the theoretical part, a textbook and two core articles constitute the common basis for a set of Lectures and the early Exam (on February 5, 2019). In addition, students are to choose four articles from the list of readings according to their own interests in particular concepts and issues (e.g. gender, intersectionality, masculinities, LGBTQ …). These four articles are then to be analysed in an individual written hand-in, and to be presented in a half-class seminar setting.
In the practical part, students conduct a course project (in groups of 3-4) on how gender and diversity is practiced in real life organizations. Some of these organizations are SSE Partners. Here, a purpose is for students to better understand the mechanics of gender in the workplace, and to acquire knowledge of models and tools that organizations may use to build better workplaces.

The course ends with a conference day, where students present the results of their course projects to fellow students and invited guests. In 2019, this event takes place on March 8.

**Literature**

*762 - Working Together: Gender and Organization, Spring 2019*

Please refer to the Literature document under Downloads for access links to the articles. (Please also note that access is conditioned on your being logged in to the databases via the SSE library, and sometimes also on being on site at the SSE.)

**Course Book and articles for the "Individual Written Exam"**

- **Mandatory readings for all students (see Examination):**
  


- **Additional choice of readings**
  
  Choose *four (4)* of the articles listed below for your "Individual Hand-in and Seminar presentation" (see Examination, specific instructions will be posted under Assignments.):


Jammaers, Eline, Patrizia Zanoni, and Stefan Hardonk (2016) Constructing positive identities in ableist workplaces: Disabled employees’ discursive practices engaging with the discourse of lower productivity. Human relations, Vol. 69, No. 6, pp. 1365-1386.


McDonald, Michael L., Gareth D. Keeves, and James D. Westphal (2018) **One step forward, one step back: White male top manager organizational identification and helping behavior toward other executives following the appointment of a female or racial minority CEO.** *Academy of Management Journal*, Vol. 61, No. 2, pp. 405-439


