



Universitat de Lleida

# DEGREE CURRICULUM **WOMEN AND WORK**

Coordination: ROMERO BURILLO, ANA MARIA

Academic year 2023-24

## Subject's general information

Subject name	WOMEN AND WORK			
Code	101847			
Semester	1st Q(SEMESTER) CONTINUED EVALUATION			
Typology	Degree	Course	Character	Modality
	Bachelor's Degree in Law	4	OPTIONAL	Attendance-based
Course number of credits (ECTS)	6			
Type of activity, credits, and groups	Activity type	PRAULA		TEORIA
	Number of credits	3		3
	Number of groups	1		1
Coordination	ROMERO BURILLO, ANA MARIA			
Department	LAW			
Teaching load distribution between lectures and independent student work	6 contact hours. 144 hours of self-employment.			
Important information on data processing	Consult <a href="#">this link</a> for more information.			
Language	Spanish 50%. Catalan 50%.			
Distribution of credits	6 credits in a single group.			

Teaching staff	E-mail addresses	Credits taught by teacher	Office and hour of attention
PUYALTO FRANCO, MARIA JOSE	mariajose.puyalto@udl.cat	1	
ROMERO BURILLO, ANA MARIA	ana.romero@udl.cat	5	

## Subject's extra information

Historically, public and professional space has been linked to the masculine gender and private to feminine. With the incorporation of women into the labor market, the rupture begins in this social model that assigns roles, spaces and roles to each sex. From this moment on, the need to modify structures, forms of organization and mentalities is evident so that women and men can participate in work and family life according to their preferences, without assigning functions or roles depending on the sex. At the present time, deep-rooted stereotypes continue to exist, from which a series of disadvantages for working women are derived, inequalities translate into a higher rate of unemployment, less recognition of their professional qualifications, professional segregation, both vertical and horizontal, a greater degree of precariousness in female employment, a development of work in parical time not always voluntary, a lower remuneration for work of equal value, an overload of domestic tasks, et cetera; for men, inequality refers to less participation in family life and family responsibilities. Making work and family responsibilities compatible is a goal that depends on society as a whole. It is a commitment to the quality of life, solidarity, affectivity, social cohesion, professionalism and the integral development of the person attending to their own aspirations and aptitudes with indedependence of their sex.

In achieving this objective, the legal system plays a fundamental role by offering instruments that allow citizens to combine their work responsibilities with personal / family responsibilities and, in this line, this subject wants to introduce students from a legal-labor perspective, mainly in the knowledge of existing legal measures aimed at the effective achievement of equality between men and women, which means at this time the study mainly of the measures included in the Organic Law 3/2007, of March 22, for equality effective between women and men, and the subsequent reforms that have affected these norms. For this purpose, it is necessary to study the reforms contained in RD-law 6/2019, of March 1, which affect the Statute of Workers, as well as the legislative innovations introduced in labor matters in Law 15 /2022, of July 12, comprehensive for equal treatment and non-discrimination, Organic Law 10/2022, of September 6, comprehensive guarantee of sexual freedom and Organic Law 1/2023, of February 28, by which LO 2/2010, of March 3, on sexual and reproductive health and voluntary termination of pregnancy, among others, is modified.

## Learning objectives

1. Mastery of the methodology and the necessary techniques to be able to interpret and correctly apply the principles and legal rules of the labor subject from a gender perspective.
2. Mastery of the basic concepts linked to equality and non-discrimination based on gender.
3. Domain of current labor legislation that regulates the access and permanence of women in the work environment.
4. Ability to develop practical strategies aimed at neutralizing sexist actions and behavior in the company.

## Competences

1. Capacity of organization and planning through objectives and strategies.
2. Ability to recognize and articulate responses in situations of discrimination against women.

3. Ability to develop positive actions.
4. Ability to apply theoretical knowledge to solve practical problems.
5. Capacity for critical reasoning.
6. Identification of sources of gender inequality that operate within the framework of the socio-labor field.
7. Knowledge of current legislation on gender and assessment of their social implications.
8. Ability to incorporate gender knowledge into the analysis of different problems and social situations.

## Subject contents

### **Module 1. Conceptual delimitation of the right to equality and non-discrimination**

This first module of the course called "Conceptual delineation of the right to equality and non-discrimination" can be considered an introductory module in which the basic definitions of the subject are presented. Through this module we want to limit from a legal perspective the fundamental elements on which the whole subject pivots.

#### **Unit 1.**

1. Conceptual delimitation of equality and its distinction with non-discrimination.
2. Types of discrimination: direct discrimination and indirect discrimination.
3. The positive action
4. Equality of treatment and opportunities.

### **Module 2. Labor market and employment access measures**

In this module an analysis of the current socio-labor situation of women and a study of the mechanisms and measures foreseen for women's access to the labor market under equal conditions, both from the aspect of paid employment, as from the entrepreneur side.

#### **Unit 2.**

1. Women's access to the labor market: current situation.
2. Measures to achieve a balanced presence in the labor market: actions on access to work to combat dualization, segmentation and masculinization of jobs.
3. Measures to promote female recruitment: bonuses, subsidies and other instruments.

### **Module 3. Working conditions and the permanence of women in the workplace**

This module presents in an orderly and structured manner the main contents of the labor relationship and where, in a more usual way, discriminatory behaviors for women are revealed. The identification of these behaviors is the previous step to establish measures of a preventive nature and the anticipation of actions that are aimed at making effective the principle of equality in the field of work referring both to work conditions and vicissitudes of work performance, as well as social protection measures. In these didactic units, the measures introduced by Organic Law 3/2007, of March 22, for effective equality between men and women and Organic Law 1/2004, of December 28, for comprehensive protection measures against gender violence, as well as the modifications and the subsequent reforms that have affected said norms, especially RD-law 6/2019, of March 1st.

#### **Unit 3.**

1. Working time: permits, licenses and reduction of working hours.
2. The remuneration of work: the wage discrimination of women.

3. The occupational health of working women: measures related to pregnancy, childbirth and lactation.

## Unit 4.

1. The suspension of the labor contract for childbirth.,
2. The suspension of the work contract by adoption and custody for the purpose of adoption and fostering.
3. The leave of absence for the care of children and relatives.
4. The régime of dismissals: discriminatory dismissals and sexual harassment and because of sex.
5. Equal Plans.

## Methodology

In accordance with the blended nature of the subject, face-to-face activities (theoretical lectures) will be combined with virtual activities (on-line tutoring, virtual practices ...). Each face-to-face block that appears in the development plan can be made up of one or more face-to-face sessions. In total, the face-to-face block will be a minimum of 3 face-to-face sessions and a maximum of 6 face-to-face sessions.

## Development plan

See calendar in catalan/spanish version of degree curriculum.

## Evaluation

See catalan/spanish version of degree curriculum.

## Bibliography

Below is a set of works of a basic nature on the subject. This bibliography will be completed with the one that will be provided in each evaluation activity for its correct resolution.

### I. GENERAL WORKS

ARAGÓN GÓMEZ, Cristina i NIETO ROJAS, Patricia: *Planes de Igualdad en las empresas. Procedimiento de elaboración e implantación*, Wolters Kluwer, Madrid, 2021.

ALBIOL MONTESINOS, Ignacio et alter: *Aspectos laborales de la ley de igualdad*. Ed. Tirant lo Blanch. Valencia, 2007.

BALLESTER PASTOR, Maria Amparo: "El RDL 6/2019 para la garantía de la igualdad de trato y de oportunidades entre mujeres y hombres en el empleo y la ocupación: Dios y el diablo en la tierra del sol", *Femeris*, vol. 4 núm.2, 2019.

BLAZQUEZ AGUDO, Eva; SAINZ DE BARANDA ANDÚJAR, Clara i NIETO ROJAS, Patricia (Dir.): *Especialista en Gestión de Políticas de Igualdad*, Thomson Reuters Aranzadi, Cizur Menor (Navarra), 2019.

COLOM GORGUES, A i PUYALTO FRANCO, M<sup>a</sup> José: *Les dones al món rural en Catalunya*, Tirant Lo Blanch, Valencia, 2009.

FERNÁNDEZ LÓPEZ, M<sup>a</sup> Fernanda: "Igualdad y no discriminación por razón de sexo: planteamiento constitucional" en APARICIO, J. y BAYLOS, A. (Coord.): *Autoridad y democracia en la empresa*. Ed. Trotta. Madrid, 1992, págs. 95 a 114 y 135 a 144.

FABREGAT MONFORT, Gemma: *La obligatoriedad del Plan de Igualdad Tras el RD-ley 6/2019, de 1 de marzo*, Bomarzo, Albacete, 2019.

LOUSADA AROCHENA, José Francisco.: *El derecho fundamental a la igualdad efectiva de mujeres y hombres*. Tirant lo Blanch, Valencia, 2014

MERCADER UGUINA, Jesús Rafael. (Coord.): *Comentarios laborales a la ley de igualdad entre mujeres y hombres*. Ed. Tirant lo Blanch. Valencia, 2008.

MORENO GENÉ, Josep i ROMERO BURILLO, Ana M<sup>a</sup>: *Medidas Laborales y de Protección Social de la Trabajadora Víctima de Violencia de Género*, Tirant lo Blanch, Valencia, 2020.

NIETO ROJAS, Patricia (Dir.): *Acciones públicas y privadas para lograr la igualdad en la empresa*, Dykinson, Madrid, 2021.

PUYALTO FRANCO, M<sup>a</sup>.José, "Políticas de género en el medio rural", *Revista de desarrollo rural y cooperativismo agrario* núm. 13, 2009-2010

ROMERO BURILLO, Ana M<sup>a</sup>.: *Igualdad y retribución*. Ed. Tirant lo Blanch. València, 2006.

ROMERO BURILLO, Ana M<sup>a</sup> (Coord.): *La protección de la víctima de violencia de género. Un estudio multidisciplinar tras diez años de la aprobación de la Ley Orgánica 1/2004*. Ed. Thomson Reuters Aranzadi. Cizur Menor (Navarra), 2016.

ROMERO BURILLO, Ana M<sup>a</sup> (Coord.): *Trabajo, Género e Igualdad. Un estudio jurídico-laboral tras diez años de la aprobación de la LO 3/2007 pra la igualdad efectiva de mujeres y hombres*. Ed. Thomson Reuters Aranzadi. Cizur Menor (Navarra), 2018.

ROMERO BURILLO, Ana M<sup>a</sup>. (Coord.): *La Mujer ante los retos del Trabajo 4.0*. Ed. Aranzadi. Cizur Menor (Navarra), 2023.

ROMERO RÓDENAS, M<sup>a</sup> José: *Planes de Igualdad*, Bomarzo, Albacete, 2017.

RODRÍGUEZ SANZ DE GALDEANO, Beatriz (Dir.): *La discriminación de la mujer en el trabajo y las nuevas medidas legales para garantizar la igualdad de trato en el empleo*, Thomson Reuters Aranzadi, Cizur Menor (Navarra), 2020.

RODRÍGUEZ-PIÑERO, Miguel: "La igualdad efectiva de mujeres y hombres y la Ley Orgánica 3/2007". *Relaciones Laborales*, núm. 8/2007.

SÁNCHEZ TRIGUEROS, Carmen. (Dir.): *La presencia femenina en el Mundo Laboral: Metas y realidades*. Ed. Aranzadi, 2006.

SÁNCHEZ TRIGUEROS, Carmen. i SEMPERE NAVARRO, Antonio Vicente (Ed.): *Comentarios a la Ley 3/2007, de 22 de marzo para la igualdad efectiva entre mujeres y hombres*. Ed. Aranzadi. Cizur Menor, 2008.

### **III. OTHER RESOURCES**

<http://www.gencat.net/treballiindustria/departament/activitat/treball/dadest3/index.html>

<http://www.ccoo.cat/dona/>

<http://www.ces.es>

<http://www.mtas.es/mujer> (Mujer en cifras)

<http://www.ine.es>