



Universitat de Lleida

DEGREE CURRICULUM
WORK, FAMILY AND GENDER

Coordination: ROMERO BURILLO, ANA MARIA

Academic year 2023-24

Subject's general information

Subject name	WORK, FAMILY AND GENDER			
Code	14644			
Semester	1st Q(SEMESTER) CONTINUED EVALUATION			
Typology	Degree	Course	Character	Modality
	Master's Degree in Gender's Studies and Management of Equality Policy	1	COMPULSORY	Virtual learning
Course number of credits (ECTS)	6			
Type of activity, credits, and groups	Activity type	PRAULA	TEORIA	
	Number of credits	3.6	2.4	
	Number of groups	1	1	
Coordination	ROMERO BURILLO, ANA MARIA			
Department	LAW			
Teaching load distribution between lectures and independent student work	150 hours of autonomous work.			
Important information on data processing	Consult this link for more information.			
Language	Spanish 100%			

Teaching staff	E-mail addresses	Credits taught by teacher	Office and hour of attention
ROMERO BURILLO, ANA MARIA	ana.romero@udl.cat	6	

Subject's extra information

As it is a subject included in the Module of Theoretical Foundations, that is, a compulsory subject for all the students of the Master's Degree and having an eminently legal character, at the beginning of the course, there will be a General additional training on Legal Foundations linked to the subject subject of the study, so that students not coming from degrees where specific or general courses are studied, legal knowledge can be followed correctly by the subject. This introductory training is also subject to evaluation in the first activity programmed in the subject.

Learning objectives

- Identify conceptually from a legal point of view the terms equality, discrimination, positive discrimination, negative discrimination, positive action and equal opportunities.
- Understand the difficulties and current measures aimed at favoring the entry and permanence of women in the world of work.
- It develops strategies at the practical level aimed at neutralizing sexist behaviors or actions in the world of work.
- Master the methodology and techniques to be able to correctly interpret and apply the legal principles and norms of the labor field from a gender point of view.

Competences

1. Basic Competences.

CB7_Know how to apply the acquired knowledge and have the ability to solve problems in new and little-known environments within broader (or multidisciplinary) contexts related to their area of study.

CB8_Be able to integrate knowledge and confront the complexity of making judgments based on information, which being incomplete or limited includes reflections on the social and ethical responsibilities linked to the application of their knowledge and judgments.

CB10_ Have the learning skills that allow them to continue studying in a way that will be largely self-directed or autonomous

2. General Competences.

CG4_Know how to critically analyze the cultural, social and political environment from a corpus or disciplinary knowledge. (Cognitive competence).

2. Specific Competences.

CE4_Be able to identify the sources of gender inequalities that have operated and operate in different fields.

CE3_Know how to analyze situations of gender inequality (lack of equal treatment and opportunities) in various fields and be able to design solution.

CE6_Dominate the current legislation on gender and be able to evaluate its social implications.

CE16_Recognize situations of discrimination against women based on a corpus or gender studies and articulate an adequate and effective response.

Subject contents

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

This first module of the course, called "Conceptual delimitation of the right to equality and non-discrimination" can be considered an introductory module where we present some basic definitions of the subject that concerns us. By means of this module, the fundamental elements on which the whole subject is pivoted will be reduced from a legal point of view.

Unit 1.

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

Module 2. Labor market and access to employment measures

In this module, an analysis of the current socio-labor situation of women will be carried out and a study of the mechanisms and measures planned for women's access to the labor market in conditions of equality, both from the worker's point of view for someone else's, as well as from an entrepreneurial standpoint.

Unit 2.

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

Module 3. The working conditions and the permanence of women in the workplace

This module presents in an orderly and structured manner the main contents of the employment relationship and where, more commonly, discriminatory behavior is shown. The identification of these behaviors is the preliminary step to establish measures of a preventive nature and the provision of actions aimed at enforcing the principle of equality in the field of work, referring both to the conditions and vicissitudes of the provision of work, as well as measures of social protection. These units will work especially those 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, of comprehensive protection measures against gender violence, as well as the subsequent modifications that have been carried out of said norms, especially the reforms operated in RD-Law 6/2019.

Unit 3.

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

Unit 4.

1. The suspension of the employment contract by birth, adoption and custody for the purpose of adoption or fostering.
2. Leave of absence for the care of children and family members. Suspension of the maternity work contract.
3. The regime of layoffs for sexual harassment and for reasons of sex.

Methodology

The formative activity will be developed by means of the presentation of several didactic units that will work in a virtual way through the platform SAKAI. This training activity can be developed through master classes, debates and discussions, case study, written assignments, evaluation tests and tutorials.

Development plan

Programació de l'assignatura

Dates	Descripció:	Activitat Presencial	HTP (2) (Hores)	Activitat treball autònom	HTNP (3) (Hores)
1st. Exhibition session	Master Lesson. Unit 1			Audition and study of theoretical material	1 h.
1st. Activity	Resolution of activity			Study of theoretical and practical material and resolution of the activity	23 h.
2nd. Exhibition session	Master Lesson. Unit 2 and Unit 3			Audition and study of theoretical material	1 h.
2nd. Activity	Resolution of activity			Study of theoretical and practical material and resolution of the activity	23 h.
3rd. Exhibition session	Master Lesson. Unit 3 and Unit 4			Audition and study of theoretical material	1 h.
3rd. Activity	Resolution of activity			Study of theoretical and practical material and resolution of the activity	50 h.
4th. Exhibition session	Master Lesson. Unit 4			Audition and study of theoretical material	1 h.
4 th . Activity	Resolution of activity			Study of theoretical and practical material and resolution of the activity	50 h.

Evaluation

The assessment will be continuous and will be carried out through activities (case studies, solving exercises and written works ...). The teaching guide of the subject will specify each one of the activities to be developed and the evaluation criteria. However, the material necessary for the resolution of the proposed activities will be indicated. In any case, the activities to be developed throughout the course will be 4 and the percentage that each activity will have will be the one that appears in this section.

The activities to be developed by the student will have to be developed according to one of the modalities of training activities indicated in the subject.

Evaluation system	Weighting on the final note
Activity 1	25%
Activity 2	25%
Activity 3	25%
Activity 4	25%

Bibliography

I. BIBLIOGRAPHY.

The attached bibliographical relation is only orientative and it has the objective of collecting works that deal with the matter object of study and that allow to offer a complete and general vision of the same. This bibliography will be selected and, if necessary, completed in each activity of the subject with a list of monographs and specific articles aimed at facilitating the realization of each activity.

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

- FERNÁNDEZ LÓPEZ, 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.

- FERNÁNDEZ PRATS, Celia; GARCÍA TESTAL, Elena y LÓPEZ BALAGUER, Mercedes: *Los derechos de conciliación en la empresa*. Ed. Tirant lo Blanch, Valencia, 2019.

- LOUSADA AROCHENA, J.Fernando: *El Derecho fundamental a la igualdad efectiva de mujeres y hombres*. Ed. Tirant lo Blanch. Valencia, 2014.

- MANEIRO VÁZQUEZ, Yolanda: "La discriminación por asociación desde la doctrina del Tribunal de Justicia hasta la doctrina judicial nacional. Nuevos reos de las ¿nuevas formas discriminatorias?", *Revista de Trabajo y Seguridad Social, CEF*, núm. 463/2021.

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

-MORENO GENÉ, J. i ROMERO BURILLO, Ana .M.: *Medidas laborales y de protección social de la trabajadora de 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.

- PERÁN QUESADA, Susana.: *Derecho social y género*. Ed. Thomson Reuters-Aranzadi. Cizur Menor (Navarra), 2014.

- ROMERO BURILLO, Ana.M.: *Igualdad y retribución*. Ed. Tirant lo Blanch. València, 2006.

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- ROMERO BURILLO, Ana .M. y RODRÍGUEZ ORGAZ, Cristina. (Coords.): *Trabajo, género e igualdad. Un estudio jurídico-laboral tras diez años de la aprobación de la LO 3/2007 para la igualdad efectiva de mujeres y hombres*. Ed. Thomson Reuters-Aranzadi. Cizur Menor (Navarra), 2018.
- ROMERO BURILLO, Ana .M.: "Trabajo, género y nuevas tecnologías", *Iuslabor*, núm. 1/2019.
- ROMERO BURILLO, Ana M. (Dir.): *Mujer, Trabajo y Nuevas Tecnologías. Un estudio del impacto de las NTICs en el ámbito laboral desde una perspectiva de género*. Ed. Thomson Reuters Aranzadi, Cizur Menor (Navarra), 2021.
- ROMERO BURILLO, Ana M. (Dir.): *Los retos de la mujer ante el trabajo 4.0*. Ed. Aranzadi, Cizur Menor (Navarra), 2023.
- RODRÍGUEZ-PIÑERO, Miguel.: "La igualdad efectiva de mujeres y hombres y la Ley Orgánica 3/2007". *Relaciones Laborales*, núm. 8/2007.
- RODRÍGUEZ-PIÑERO, Miguel. y FERNÁNDEZ LÓPEZ, M.Fernanda.: *Igualdad y Discriminación*. Ed. Tecnos. Madrid, 1986.
- RODRÍGUEZ SANZ DE GALDEANO, Beatriz: *La discriminación de la mujer en el trabajo y las nuevas medidas legales para garantizar la igualdad de trato en el empleo*, Ed. Thomson Reuters Aranzadi, Cizur Menor (Navarra), 2020.
- SALA FRANCO, Tomás. et alter (Coords.): *Comentarios a la Ley Orgánica 3/2007, de 22 de marzo, para la igualdad efectiva de mujeres y hombres*. Ed. La Ley. Madrid, 2008.
- SÁNCHEZ TRIGUEROS, Carmen. i SEMPERE NAVARRO, Antonio.V. (Ed.): *Comentarios a la Ley 3/2007, de 22 de marzo para la igualdad efectiva entre mujeres y hombres*. Ed. Aranzadi. Cizur Menor (Navarra), 2008.
- VELASCO PORTERO, María Teresa: "Doctrina del TJ sobre discriminación por asociación y su impacto en nuestra jurisprudencia", *Revista Galega de Dereito Social*, núm. 9/2019.

II. NORMATIVE REQUIREMENTS

- CRUZ VILLALÓN, Jesús. i MAEZTU GREGORIO DE TEJADA, Javier.: *Estatuto de los Trabajadores*. Ed. Tecnos. Madrid.
- GALIANA MORENO, Jesús .M. i SEMPERE NAVARRO, AntonioV.: *Legislación Laboral y de la Seguridad Social*. Ed. Thomson-Aranzadi. Cizur Menor (Navarra).
- RODRÍGUEZ-PIÑERO, Miguel.; OJEDA AVILÉS, Antonio.; FERNÁNDEZ LÓPEZ, M.Fernanda i GORELLI HERNÁNDEZ, Juan.: *Legislación laboral*. Ed. Tecnos. Madrid.
- SERRANO MARTÍNEZ, J.Enrique. i SEQUEIRA DE FUENTES, M.: *Legislación Social Básica*.Ed. Civitas. Madrid.

III. COMPLEMENTARY INFORMATION

<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)