



Universitat de Lleida

DEGREE CURRICULUM

DESIGN AND EVALUATION OF PLANS OF EQUALITY AND POSITIVE ACTIONS

Coordination: CALERO FERNANDEZ, MA.ANGELES

Academic year 2023-24

DESIGN AND EVALUATION OF PLANS OF EQUALITY... 2023-24

Subject's general information

Subject name	DESIGN AND EVALUATION OF PLANS OF EQUALITY AND POSITIVE ACTIONS												
Code	14654												
Semester	1st Q(SEMESTER) CONTINUED EVALUATION												
Typology	Degree	Course	Character	Modality									
	Master's Degree in Gender's Studies and Management of Equality Policy	1	OPTIONAL	Virtual learning									
Course number of credits (ECTS)	6												
Type of activity, credits, and groups	<table border="1"> <tr> <td>Activity type</td> <td>PRAULA</td> <td>TEORIA</td> </tr> <tr> <td>Number of credits</td> <td>3</td> <td>3</td> </tr> <tr> <td>Number of groups</td> <td>1</td> <td>1</td> </tr> </table>	Activity type	PRAULA	TEORIA	Number of credits	3	3	Number of groups	1	1			
Activity type	PRAULA	TEORIA											
Number of credits	3	3											
Number of groups	1	1											
Coordination	CALERO FERNANDEZ, MA.ANGELES												
Department	PHILOLOGY AND COMMUNICATION												
Teaching load distribution between lectures and independent student work	150 h. of autonomous student work.												
Important information on data processing	Consult this link for more information.												
Language	50% Spanish 50% catalan (All sessions will be taught at least in Spanish and some of them also in Catalan)												

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Teaching staff	E-mail addresses	Credits taught by teacher	Office and hour of attention
CALERO FERNANDEZ, MA.ANGELES	mariaangeles.calero@udl.cat	0	
CASTELLA GARDEÑES, MARIA TERESA	tctravesseres@gmail.com	6	

Learning objectives

- Provide technical and methodological tools for the design, implementation and evaluation of equality plans for men and women in companies and public administrations.
- Contextualize the equality plans to the current regulations, in the field of social responsibility and in the workplace (professional figure of the equality agent).

Competences

1. BASIC COMPETENCES

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

CB9_Knowing how to communicate their conclusions -and the knowledge and ultimate reasons that sustain them- to specialized and non-specialized audiences in a clear and unambiguous way.

2. GENERAL COMPETENCES

CG2_Know how to design, plan, manage and evaluate projects through objectives and strategies.

CG3_Know how to use the data collection tools for qualitative and quantitative analysis.

CG4_Know how to critically analyze the cultural, social and political environment based on a corpus or disciplinary knowledge.

3. SPECIFIC COMPETENCES

CE2_Be able to identify the sources of gender inequalities that have operated and operate in different areas.

CE8_Be able to recognize and articulate responses to situations of discrimination and vulnerability towards women.

CE14_Be able to design, implement and evaluate positive actions and equality and protection plans

Subject contents

Unit 1.The equality plan and positive actions. Legal framework.

1. Concept.
2. Purpose.
3. Typology.
 - 3.1. Equality Plan in Public Administrations.
 - 3.2. Equality plan in private companies.
 - 3.3. Equality plan included in collective agreements.
4. Scope of action.
5. Agents involved.
 - 5.1. Participation processes.
 - 5.2. The equality commission.
 - 5.3. The figure of the equality agent.
 - 5.4. Collective bargaining.

Unit 2. Procedure and content of the equality plan.

1. Methodological guidelines.
2. Cycle and phases of the design of the equality plan.
3. Preparation of the diagnosis (reality analysis)
 - 3.1. Search for information and data collection.
 - 3.2. Analysis of the situation and diagnosis.

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- 3.3. Gender indicators for analysis and diagnosis.
- 4. Development of the equality plan.
 - 4.1. Areas, objectives and actions.
 - 4.2. Monitoring and adaptation of the equality plan.
- 5. Evaluation of the equality plan.
 - 5.1. Types of evaluation: process and final.
 - 5.2. Evaluation indicators.
 - 5.3. Impact of gender.
- 6. Communication and dissemination of the equality plan.
- 7. Other considerations: priority of measures, calendar, budget, etc.

Unit 3. Balance of the equality plans.

- 1. Opportunities and limitations of equality plans.
- 2. Study and analysis of specific cases.
 - 2.1. Equality plans in Public Administrations.
 - 2.2. Equality plans in private companies.
 - 2.3. Equality plans included in collective agreements.

Unit 4. The professional figure: the equality agent.

- 1. Need for a new professional profile.
- 2. Initiatives for the creation of a new qualification and specialized professional training.
- 3. The professional profile: Equal Opportunities Agent.
- 4. Fields of action: the social responsibility of the company.
- 5. Professional associations.

Methodology

Teaching will be taught through didactic units that will be worked on virtually, or debates that will be articulated through forums, chats and / or videoconferences, or personalized or group tutorials.

Teaching units: The teaching team will guide the students in their learning process and will continue their training on the basis of topics developed by the teaching staff or basic texts accessible online in which the acquisition of the theoretical and methodological foundations will be focused, as well as through a set of activities designed for the development of the competences assigned to this subject. Beyond the didactic units, the virtual campus will have additional resources that will expand the basic knowledge of each subject. The available tools will be: glossaries, links to internet pages, bibliography, press articles, etc.

Forums, chats and videoconferences: The interaction between teachers and students will be done mainly through the virtual campus of the University of Lleida, therefore, through electronic and remote communication tools. They will open forums to exchange ideas, messages and materials, therefore, for debate, for collaborative learning, for consultations, for resolving doubts and for personal interaction. In addition to the forums, whose management will be delayed, the chat and videoconference will allow communication in real time between the teachers and students for specific sessions depending on the subject and the type of activities scheduled. The choice between one tool or another will depend on the number of people interacting at that moment and the structural conditions available to the students (type of connection, electrical network, type of computer and equipment, etc.).

Tutorials: The tutoring will facilitate a direct, personalized and private communication between the teaching staff and the students that will allow to guide in the works and in the learning process. The personalized communication will be made through the communication space of the virtual campus, as well as the videoconference. The forum and the chat, as well as the videoconference, will be the tools that will be used in collective tutorials, when it is considered necessary to carry them out

Development plan

See the calendar in castellano/catalan version.

Evaluation

The evaluation will be continuous and will be carried out through activities (case studies, resolution of exercises and written works ...). In the explanation of each activity of the subject to be developed, the value and the evaluation criteria will be indicated. Likewise, the necessary material for the resolution of the activities will be indicated. In any case, the activities to be developed throughout the course will be 3 and the percentage on the final grade that each activity will have will be indicated in this section.

The activities to be carried out by the student body should be developed according to one of the modalities of activities indicated in the subject.

Activities

- Activity 1. 20% on the weighting of the final grade.
- Activity 2. 45% on the weighting of the final grade.

Activity 3. 35% on the weighting of the final grade.

Bibliography

The references (webgraphy) attached are only a first and general approach to the subject covered.

In each teaching units these and other references and information resources will be indicated, in order to get a deep insight of the subject contents and to ease the completion of the required tasks in the several activities.

VA, Nieto Rojas, Patricia (directora): *Acciones públicas y privadas para lograr la igualdad en la empresa*. Editorial Dykinson (2021)

<http://hdl.handle.net/10016/32923>

Instituto de la Mujeres – Ministerio de Igualdad: *Guía para la elaboración de planes de igualdad en las empresas* (2021):

https://www.igualdadenlaempresa.es/asesoramiento/diagnostico/docs/Guia_pdi.pdf

Direcció General d'Igualtat – Departament de Treball, Afers Socials i Famílies – Generalitat de Catalunya: *Guia pràctica de diagnosi. Igualtat de dones i homes a empreses i organitzacions*. (2a ed. digital actualitzada: juny de 2019)

https://treball.gencat.cat/web/.content/24_igualtat/Plans_igualtat/Diagnosi/Guia-digualtat-de-dones-i-homes-a-empreses-i-organitzacions.pdf

<https://treball.gencat.cat/ca/ambits/igualtat/plans/>

Emakunde (Institut Basc de la Dona): *Metodología para la elaboración de diagnóstico y plan para la igualdad en empresas y entidades privadas*. Guía 22, Vitoria-Gasteiz (actualitzada a 2019)

http://www.emakunde.euskadi.eus/contenidos/informacion/organizaciones_recursos/es_material/adjuntos/metodologia_elaboracion_diagnostico_plan_igualdad_empresas.pdf

Comissió d'Igualtat i del Temps de Treball - Consell Relacions Laborals de Catalunya: *Guia per a l'aplicació de la igualtat retributiva entre dones i homes*, Barcelona (2021)

https://treball.gencat.cat/web/.content/actualitat/bulletins/rscat/Num_32/Guia-aplicacio-retributiva-entre-homes-i-dones.pdf

FEMERIS (Revista multidisciplinar d'estudis de gènere, semestral, de l'Instituto Universitario de Estudios de Género de la Universidad Carlos III de Madrid), número monogràfic volum 5, 2 (2020), editat en col·laboració amb l'Asociación Española de Derecho y Seguridad Social (AEDTSS).

<https://e-revistas.uc3m.es/index.php/FEMERIS/issue/view/602>

Grup d'Investigació Antígona de la UAB, Encarna Bodelón González (directora científica) (2014): *El impacto de los planes de igualdad en las empresas*. Ed. Instituto de la Mujer, Estudios e Investigaciones, Madrid. <http://planesdeigualdad.uab.cat/>

https://www.inmujer.gob.es/areasTematicas/estudios/estudioslinea2014/docs/El_impacto_planes_Igualdad_empresas.pdf