



Syllabus Course Program



Gender relations in economic activities

Specialty

054 – Sociology

Institute

Institute of Socio-Humanitarian Technologies

Educational program

Sociological support of economic activity

Department

Department of Sociology and Public Administration (305)

Level of education

Master's level

Course type

Special (professional), Elective

Semester

2

Language of instruction

English, Ukrainian

Lecturers and course developers



Lecturer: Nadiia Shanidze

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Candidate of Sociological Sciences, Associate Professor of the Department of Sociology and Public Administration.

Author of more than 60 scientific and educational publications. Leading lecturer in the courses 'Sociology of Management', 'Theoretical Sociology of the XXI Century', 'Cross-Cultural Communications', 'Sociology of Language', 'Sociology of Personality and Deviant Behaviour', 'Methodology and Methods of Work with Personnel', 'Philosophy of Economic Activity'.

[More information about the teacher on the department's website](https://web.kpi.kharkov.ua/sp/)

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General information

Summary

The educational discipline "Gender relations in economic activity" is a component of the educational and professional training program for students of the second (master's) level of higher education in the specialty "Sociology" and is aimed at forming in students gender sensitivity to the processes taking place in economic activities.

Course objectives and goals

Formation of students' ability to understand the main patterns of sociological support for the harmonization of gender relations in economic activity.

Format of classes

Lectures, practical classes, independent work, consultations. Final control - credit.

Competencies

GC06. Ability to make well-substantiated decisions.

GC07. Ability to motivate people and proceed towards the common goal.

SC09. Ability to organize work on employees motivation at organizations in economic branches.

Learning outcomes

PR01. To analyze social phenomena and processes using empirical data and present-day concepts and theories in sociology.

PR10. To develop applied projects in employees motivating at organizations of economic branches.

Student workload

The total volume of the discipline is 120 hours. (4 ECTS credits): lectures – 32 hours, practical classes – 16 hours, independent work – 72 hours.

Course prerequisites

Sociological support of economic activity.

Theoretical sociology of the 21st century

Features of the course, teaching and learning methods, and technologies

Lectures are conducted interactively using multimedia technologies. Practical classes use a project approach to learning, game methods, and focus on the application of information technologies in sociology.

Program of the course

Topics of the lectures

Topic 1. Gender as a social phenomenon.

Biological and social sex. Historical context of gender studies. Methodology of gender studies.

Topic 2 Gender roles and gender stereotypes in economic activity

Gender diversity in the modern world. The concept of gender role, gender roles in economic relations. Gender stereotypes in economic activity.

Topic 3. Gender asymmetry in modern Ukrainian society

The concepts of gender symmetry and gender asymmetry. Factors that shape gender asymmetry. Negative consequences of gender asymmetry for economic activity.

Topic 4. Levels of gender analysis. Gendered social institutions

Levels of gender analysis: individual, interaction, structural. Gender regimes are the rules of gender behaviour and interaction in individual institutions and the gender order that regulates these relations on a societal scale.

Topic 5 Methodology of gender analysis of economic activity.

Gender studies. Women's studies. Social constructivism. Biological determinism. Integrated gender approach (gender mainstreaming).

Topic 6. Gender and the labour market.

Gender dimension of the economy. Gender employment. Labour market. Gender analysis of employment in modern Ukraine. Discrimination in the labour market. Discrimination at the level of preferences.

Topic 7. Gender segregation.

Gender segregation. Types of gender segregation. Horizontal occupational segregation. Vertical occupational segregation. 'Glass ceiling'. 'Glass wall'.

Topic 8: Management activity: gender peculiarities.

Leadership effectiveness. Gender theories of leadership. Women's leadership. Gender approach. Tokenism. Androgyny. Policy of equal opportunities. Gender stereotype in management.

Topic 9: Household as an object of research in gender economics.

The neoclassical approach. G. Becker. The concept of human capital. Marxist approach. The concept of the labour process. Theory of institutionalism. T. Veblen. The new household economy.

Topic 10. Ways to gender equality: world experience.

Gender policy of the European Union: general principles and best practices. Equal rights and opportunities for women and men in EU treaties. Dual approach in the EU gender policy (gender prioritisation and special measures). The concept of gender inequality, economic factors affecting gender inequality. Legislation on overcoming gender inequality.

Topic 11 Gender relations and gender inequality in martial law

Gender imbalances in Ukraine during the war. Gender policy during the war, changes in the content of gender roles and gender stereotypes.

Topic 12: Gender culture and economy. Socio-economic practices of Ukrainians during the war.

Culture as a system. Functions of culture. Gender culture as a result of gender education. Gender aspect of socio-economic practices of forced migrants. Institutionalisation of socio-economic practices of forced migrants

Topics of the workshops

. Topic 1.2 Gender as a social phenomenon.

Consider the main methodological approaches in gender studies (feminism, socio-cultural, structural). Gender perspective when choosing a methodology in scientific research. The relationship between methodology and ethical aspects in gender research. Advantages and disadvantages of different methodological approaches in the study of gender issues.

Topics 3, 4. Gender asymmetry in modern Ukrainian society. Levels of gender analysis. Gendered social institutions.

The concepts of gender symmetry and gender asymmetry. Factors that shape gender asymmetry. Negative consequences of gender asymmetry for economic activity.

Levels of gender analysis: individual, interaction, structural. Gender regimes are the rules of gender behaviour and interaction in individual institutions and the gender order that regulates these relations on a societal scale.

Topic 5 Methodology of gender analysis of economic activity.

Gender studies. Social constructivism. Biological determinism. Integrated gender approach (gender mainstreaming).

Topics 6, 7. Gender and the labour market. Gender segregation.

Recommended films to watch: Made in Dagenheim (2010), a film about women's struggle for labour rights, in particular in trade unions, and North Country (2005), a film about women's struggle for working conditions and against sexual harassment in the United States. Creative tasks: What is your attitude to the list of prohibited professions in Ukraine? Conduct a survey among employees in various fields on gender aspects of the labour market. To study the structure of organisations and the distribution of genders in leadership positions. Analyse the difference in pay. Labour market analysis: analysis of the labour market in terms of gender segregation. Observation of career trajectories. Analysis of advertising materials.

Development of an equality programme. Gender educational video: Creating a video material: a short video that highlights the problem of gender segregation in various spheres of society and suggests solutions.

Topic 8. Management activities: gender peculiarities.

Analysis of the personnel structure. Developing a gender equality strategy, developing leadership skills and creating gender friendships in the team. Survey among students on the gender atmosphere in the team. Gender policy in wartime.

Topic 9: Household as an object of research in gender economics.

Distribution of responsibilities in the household: a survey among families on the distribution of responsibilities in the household. Estimating the value of unpaid labour: a socio-economic analysis of the value of unpaid labour in the household. The impact of domestic work on career: a sociological study aimed at examining the impact of domestic work on career development. The gender aspect of consumption: questionnaires and focus groups among students to study gender aspects of consumption and its impact on the household economy.

Topics 10, 11. Ways to gender equality: world experience. Gender relations and gender inequality under martial law

Analysis of programmes and initiatives: analysis of various global programmes and initiatives aimed at supporting gender equality. Country cases: a study of their experience in achieving gender equality. Analysis of the state of gender equality in different countries.

Specific proposals and recommendations for improving gender equality in Ukraine.

Gender imbalances in Ukraine during the war. Gender policy during military operations, changes in the content of gender roles and gender stereotypes.

Topic 12: Gender culture and economy. Socio-economic practices of Ukrainians during the war.

Analysis of advertising campaigns. Labour market research. Economic activity of women in entrepreneurship. Socio-economic impact of roles in the family. Study of the impact of gender culture on consumer elections. Analysis of socio-economic practices of Ukrainians during the war

Topics of the laboratory classes

Self-study

Elaboration of lecture material.

Preparation for practical (seminar) classes

Independent study of topics and issues that are not taught in lectures.

Execution of individual tasks, preparation of team projects.

Course materials and recommended reading

Основна література:

1. *Gender / Lisa Wade, Occidental College, Myra Marx Ferree, University of Wisconsin, Madison. Description: Second Edition. | New York : W. W. Norton & Company, [2018] | Revised edition of the authors' Gender : ideas, interactions, institutions, [2015] | Includes bibliographical references and index. Identifiers: LCCN 2018039801 | ISBN 9780393667967 (pbk.) Subjects: LCSH: Sex role. | Sex differences. | Feminist theory. Classification: LCC HQ1075 .W33 2018 | DDC 305.3-dc23 LC record available at <https://lccn.loc.gov/2018039801> https://www.homeworkforyou.com/static_media/uploadedfiles/Gender%20Textbook.pdf*

2. *Гендерні медійні практики: Навчальний посібник із гендерної рівності та недискримінації для студентів вищих навчальних закладів / Колектив авторів. – Київ, 2014. – 206 с. <https://www.osce.org/files/f/documents/c/3/284966.pdf>*

3. *Гендер // Словник української мови : у 20 т. — К. : Наукова думка, 2010—2020.*

4. *Гендер для медій. Маєрчик М., Плахотнік О., Ярманова Г. (ред.) Гендер. К.: Критика, 2013. – 220 с. Додаткова література:*

1. *Електронна бібліотека Української асоціації жіночої історії*

<http://www.womenhistory.org.ua/index.php/elektronni-resursi/16-elektronna-biblioteka>

2. *Калагін, Ю., & Шанідзе, О. (2023). Гендерний аналіз соціальних практик українських біженців 2022 року. Науково-теоретичний альманах Грани, 26(3), 62-68. <https://doi.org/10.15421/172349>*

2. *Бірюкова М., Руценко І., Ляшенко Н., Григор'єва С. Біженці і внутрішньо-переміщені особи російсько-української війни: соціальні характеристики й практики. Науково-теоретичний альманах Грани. 2022, 6, 143-156. <https://doi.org/10.15421/172282>*

3. *Біженці та внутрішньо переміщені особи України на шляхах війни: кроки незламності: монографія / (В.І. Подшивалкіна, Н. В. Коваліско та ін.) за ред. М. В. Бірюкової. 2023. 440 с.*

4. *Музей історії жіноцтва, жіночого і гендерного руху // <http://gender.at.ua>*

5. *Гендерний аналіз українського Гендер і географія в Україні : Монографія / Наталія Мезенцева, Ольга Кривець. – К. : Ніка-Центр, 2013. – 194 с. URL:*

<http://www.geouiv.org/pdf/Gender&Geography.pdf> суспільства. – Київ: ПРООН, 1999.

6. *Стрельник Е. А. Робочі місця, дружні та недружні до працівниць із сімейними обов'язками: за результатами соціологічного дослідження // Український соціум. — 2015. — № 4(55). — С. 75-84.*

Марценюк Т. О. Роль чоловіків у боротьбі із гендерним насильством : (на прикладі США) [електронний ресурс] / Тамара Марценюк // Я: гендерний журнал. — 2016. — № 2. — С. 29-31

Марценюк Т. О. Чинники залучення батьків гомосексуальних дітей до ЛГБТ-руху в Україні / Марценюк Т. О., Колесник В. С. // Наукові записки НаУКМА. Соціологічні науки. — 2016. — Т. 187. — С. 67-75.

Єфанова І. Гендерна нерівність на ринку праці України у сфері інформаційних технологій / І.

Єфанова, Т. Марценюк // Вісник Київського національного університету імені Тараса Шевченка. — 2017. — № 1 (8). — С. 10-16.

Марценюк Т. О. Чинники подолання «скляної стелі» в бізнесі в Україні / Марценюк Т. О., Адамська К. В. // Наукові записки НаУКМА. Соціологічні науки. — 2017. — Т. 196. — С. 52-65..

Стандарт рівності: посібник пресової практики з гендерної перспективи / Ю. Гончар, Т. Кузнецова, О. Погорелов, С. Штурхецький; за ред. С.В. Штурхецького. — Рівне: О. Зень, 2015. — 200 с.

Гендерна абетка для українських медіа: посібник / Софія Котова-Олійник, Богдана Стельмах, Оксана Ярош. — Луцьк: Волинська мистецька агенція «Терен», 2013. — 50 с. 3

Гендерні стереотипи та ставлення громадськості до гендерних проблем в українському суспільстві. – К.: Інститут соціології НАНУ, 2007. – 143 с.

Гендерний паритет в умовах розвитку сучасного українського суспільства. – Київ, 2003. – С. 50-79.

Марценюк Т. Гендерна рівність і недискримінація: посібник для експертів і експертом аналітичних центрів / Т. Марценюк.— К., 2014.— 65 с.

Дюркгейм Э.О разделениобщественного труда. Метод в социологии. – М.: Наука, 191 с

Запобігання домашньому насильству і торгівлі жінками. – К.: Україна, 2001. – 256 с.

Закон України «Про засади запобігання та протидії дискримінації в Україні» від 06.09.2012 № 5207-VI;

Закон України від 08.09.2005 № 2866-IV «Про забезпечення рівних прав та можливостей жінок і чоловіків».

Конвенція про ліквідацію всіх форм дискримінації щодо жінок // Наші людські права: Посібник з жіночих людських прав / Пер. з англ.. – К.: Карпати, 1996.

Лавриненко Н. Гендерний розподіл домашньої праці // Українське суспільство 1992 – 2008.

Соціологічний моніторинг / За ред. д.е.н. В.Ворони, д.соц.н. М.Шульги. – К.: Інститут соціології НАН України, 2008. – С. 86 – 93.

Таран Л. Гендерні проблеми і засоби масової інформації // Гендер і культура / Упор. В.Агеева, О.Оксамитна. – К.: Факт, 2001. – С 151-160.

Assessment and grading

Criteria for assessment of student performance, and the final score structure

Criteria for evaluating student performance and distribution of points

100% of the final grade consists of the results of the assessment in the form of credit (40%) and current assessment (60%).

Assessment: oral assignment (2 theory questions) or online test. Current assessment: 2 online tests (20% each).

Grading scale

Total points	National	ECTS
90–100	Excellent	A
82–89	Good	B
75–81	Good	C
64–74	Satisfactory	D
60–63	Satisfactory	E
35–59	Unsatisfactory (requires additional learning)	FX
1–34	Unsatisfactory (requires repetition of the course)	F

Norms of academic integrity and course policy

The student must adhere to the Code of Ethics of Academic Relations and Integrity of NTU "KhPI": to demonstrate discipline, good manners, kindness, honesty, and responsibility. Conflict situations should be openly discussed in academic groups with a lecturer, and if it is impossible to resolve the conflict, they should be brought to the attention of the Institute's management.

Regulatory and legal documents related to the implementation of the principles of academic integrity at NTU "KhPI" are available on the website: <http://blogs.kpi.kharkov.ua/v2/nv/akademichna-dobrochesnist/>

Approval

Approved by

Date, signature

28.06.24

Date, signature

27.08.24

Head of the department
Volodymyr MOROZ

Guarantor of the educational program
Nadiia SHANIDZE

