



## **Module Specification**

### **Equality and Diversity From a Comparative Perspective**

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## Part 1: Information

**Module title:** Equality and Diversity From a Comparative Perspective

**Module code:** UMPD7Y-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**Faculty:** Faculty of Business & Law

**Department:** FBL Dept of Business & Management

**Partner institutions:** None

**Delivery locations:** Not in use for Modules

**Field:** Human Resource Management

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** Not applicable

**Features:** Not applicable

**Educational aims:** In addition to the learning outcomes, the educational experience may explore, develop and practice, but not formally discretely assess, the following:

Group work; independent learning; informal (non-assessed) group presentations; independent learning

**Outline syllabus:** The following topics will be taught from an international perspective, drawing upon a wealth of published academic research and case studies from a range of countries at the UK, EU and international levels:

Introduction to the module; theorising equality, diversity and complex multiple inequalities, through an intersectional approach.

The development of policy and practice for tackling discrimination and promoting equality at the level of the State.

Labour markets: a cross-country perspective; theorising employment segregation across the globe.

‘Race’ and privilege at work.

Lesbian, gay, bi-sexual and transgendered (LGBT) individuals in the workplace; LGBT support networks in a public sector organisation.

Disability, labour market inequality and HRM.

Reward and inequality in an international context.

Gender and the professions.

Promoting diversity? Gender and management in a global perspective.

Employee development: role models and mentors.

Bringing it all together: revisiting intersectionality and revision.

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** Teaching for this module comprises formal lectures supported by a range of participative activities, including group presentations, small group activities and case studies. Peer learning will be encouraged through activities designed to enable students to share experiences, especially in relation to the international representation of the group. Critical discussion of the lecture and reading materials will be expected and encouraged. A high level of discussion and participation will be expected from students during taught sessions.

Learning comprises scheduled taught sessions (12 x 3 hours), which include the activities described above and independent learning, which includes hours engaged with essential reading, blended learning, case study preparation, assignment preparation and completion. These sessions constitute an average time of 150 hours.

Students will be encouraged to use Blackboard to access resources, lecture notes, blended learning and further readings.

Students will be directed towards the BBS study skills website as appropriate.

**Contact Hours:**

Contact time will comprise three hours per week over a twelve-week period, which will include formal lectures, group work and group discussion and feedback.

**Module Learning outcomes:** On successful completion of this module students will achieve the following learning outcomes.

**MO1** Critically examine equality and diversity within a legal, social, economic and human resource management context, within a global labour market and organisation perspective

**MO2** Theorise multiple intersecting inequalities, such as gender, disability, age, ethnicity and sexual orientation and religious belief, using an intersectional approach

**MO3** Understand and articulate the shift from a focus on equal opportunities to diversity, including a critical analysis of the the business case for diversity management

**MO4** Understand the development of policy and practice for tackling discrimination and promoting equality

**MO5** Critically examine key areas of HRM policy and practice, in relation to employment relations, reward, recruitment, promotion and career development and management, through a 'diversity lens'

**MO6** Demonstrate a critical understanding of the theoretical and empirical approaches to equality and diversity, including a critical awareness of the types of research evidence and methodologies deployed in equality and diversity research

**MO7** Develop a critical understanding of the main theoretical developments and their practical application within the areas of equality and diversity

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpd7y-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umpd7y-15-m.html>

## **Part 4: Assessment**

**Assessment strategy:** Summative assessment consists of one element (Task 1) designed to encourage students to apply the theoretical concepts in a more practical context.

Task 1 comprises a 3,000 word written project assignment, requiring students to draw upon key theoretical debates in a practice-based (HRM) context, in a country of their choice, based upon a question chosen from the topics shown in the Syllabus Outline.

**Assessment components:**

**Project** (First Sit)

Description: 3,000 word written project assignment

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

**Project (Resit)**

Description: 3,000 word written project assignment

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

**Part 5: Contributes towards**

This module contributes towards the following programmes of study: