Module Specification

Equality, Diversity and Inclusion from a Comparative Perspective

Version: 2023-24, v2.0, 27 Jun 2023

Contents

Part 1: Information

Module title: Equality, Diversity and Inclusion from a Comparative Perspective

Module code: UMPDTJ-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

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: This module critically examines equality, diversity and inclusion (EDI) from a comparative , intersectional perspective, and in relation to human resource management policies and practices. Students develop an understanding of the main theoretical concepts and latest developments in research and are encouraged to apply these practically and within a labour market and organisation perspective.

Features: This module is the only module on the programme to critically examine the human resources profession from an equality, diversity and inclusion perspective.

Educational aims: To equip students with the knowledge and skills that will enable them to understand, design and implement equality, diversity and inclusion strategies, policies and procedures, within an organisation context, as human resource practitioners.

To allow students to develop and apply theoretical knowledge and problem-solving skills in the investigation and analysis of aspects of human resource management practices, from an equality, diversity and inclusion perspective.

To enable students to make a persuasive business case for an equality, diversity and inclusion approach.

To introduce students to the notion and practice of self-directed learning to enable them to investigate an equality, diversity and inclusion topic in depth, from a critical perspective.

Outline syllabus: (1) Introduction to the module: theorising equality, diversity and inclusion (EDI) from an intersectional perspective; designing an EDI strategic approach that sits with the wider organisation strategy

(2) Theorising labour markets around the globe: employment segregation and gender pay gaps

(3) Gender and the professions in Pakistan

(4) The development of policy and practice for tackling discrimination and promoting equality at the level of the State; the gender pay gap

(5) Bullying and harassment in the public sector from an intersectional perspective

(6) LGBT individuals in the workplace

(7) Preparing for the assessment

(8) Disability, labour market inequalities and HRM

(9) The meaning of work in a multinational context

(10) 'Race' and privilege in the workplace

(11) Employee development: role models and mentors

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching comprises formal lectures supported by a range of participative activities, including group presentations, small group activities and case studies. Peer learning is encouraged through activities designed to enable students to share experiences, especially in relation to the international perspective of the module. 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 which include the activities described above and independent learning, which includes essential reading, blended learning, case study preparation, assignment preparation and completion.

Students will use Blackboard to access the lectures, resources, blended learning and further readings.

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

MO1 Critically examine equality, diversity and inclusion (EDI) from a legal, social, economic and human resource management context, within a global perspective.

MO2 Theorise multiple intersecting inequalities, including gender, age, disability, ethnicity, sexual orientation and religious belief.

MO3 Critically evaluate the shift from a focus on equal opportunities to diversity and inclusion, including a critical analysis of the business case for diversity

MO4 Evaluate the importance of an EDI strategic approach that sits with the wider organisation strategy and the role of human resource practitioners in promoting EDI and in assuring organisational compliance.

MO5 Apply the development of policy and practice for tackling discrimination and promoting equalities.

MO6 Critically examine key areas of HRM practice from an EDI perspective, including rewards, recruitment, employee development, through a diversity lens.

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 via the following link https://rl.talis.com/3/uwe/lists/FFEEC805-EB9B-A87C-2A8F-344BBB94948A.html?lang=en-GB&login=1

Part 4: Assessment

Assessment strategy: Summative assessment comprises one task designed to encourage students to apply the theoretical concepts in a more practical context. The task comprises a 3,000 written project assignment, requiring students to draw upon key theoretical debates around the characteristics (e.g. gender, age, ethnicity, disability, sexual orientation) in a practice-based (HRM) context, in two countries of their choice, based upon a topic chosen from the syllabus.

Assessment tasks:

Written Assignment (First Sit)
Description: Written assignment (3,000 words)
Weighting: 100 %
Final assessment: Yes
Group work: No
Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

Written Assignment (Resit)
Description: Written assignment (3000 words)
Weighting: 100 %

Final assessment: Yes

Group work: No

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

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Human Resource Management (International) [Frenchay] MSc 2023-24

Human Resource Management [Sep][PT][Frenchay][3yrs] MSc 2022-23