

# Mobilisations, genre et identités professionnelles

## Lecturer

Pierre Brasseur (Coordinator)

## Course mnemonic

SOCA-D554

## ECTS credits

5 credits

## Language(s) of instruction

French

## Course period

Second term

## Campus

Charleroi Ville Haute

## Course content

### Theoretical Foundations on Gender and Work

- > Genesis and theories of gender.
- > Gender-related discrimination in the professional context.
- > Feminist approaches and analysis of work through the lens of gender.

### Gender Dynamics in the Professional Environment

- > Study of the distribution of work by gender.
- > Analysis of pay disparities and their causes.
- > Impact of gender on work-life balance.

### Dynamics of Mobilization

- > History of struggles for gender equality at work.
- > Role of social movements and unions in these dynamics.
- > Case studies on successful mobilizations for gender equality.

### Gender and Construction of Professional Identities

- > Formation of gender identities in the professional environment.
- > Influence of gender roles and stereotypes on professional behaviors.
- > Socialization processes in organizations.

### Influence of Gender on Professional Trajectories

- > Access and barriers to professional opportunities by gender.
- > Career trajectories and gender: case studies.
- > Strategies for reconciling professional and private life.

### Intersectionality and Identities at Work

- > Introduction to intersectionality: gender, race, class, sexual orientation.
- > Impact of intersectionality on professional experiences.

### Sexuality and the Professional Sphere

- > Perception and management of sexuality in work environments.
- > Corporate policies and their impact on employees of various sexual orientations.

## Objectives (and/or specific learning outcomes)

### Course Objectives:

- > Understand the social construction of gender and its influence in the professional environment.
- > Explore gender dynamics and collective actions related to gender equality at work.
- > Examine intersectionality and sexuality in the professional context.

### By the end of this course, students should be able to:

- > Critically analyze the impact of gender on professional choices and opportunities.
- > Understand the role of mobilization and advocacy in addressing gender-related issues in the workplace.
- > Recognize the importance of intersectionality in understanding individual experiences.
- > Reflect on their own professional identity and the influence of gender on their career path.

## Teaching method and learning activities

Academic text readings and analyses.

Classroom debates on relevant topics.

Case studies of real situations to illustrate concepts.

Guest lectures and expert testimonies.

## References, bibliography and recommended reading

- > Acker, J. (1990). Hierarchies, jobs, bodies: A theory of gendered organization. *Gender & Society*, 4(2), 139–158.
- > Bacqué, M.-H., & Biewener, C. (2015). L'empowerment, une pratique émancipatrice? *La Découverte*.
- > Bereni, L., & Noûs, C. (2020). La valeur professionnelle de l'identité. Racialisation, genre et légitimité managériale à New York et à Paris. *Sociétés Contemporaines*, 117(1), 99–126.
- > Bereni, L., & Prud'Homme, D. (2019). Servir l'entreprise ou la changer? Les responsables diversité entre gestion, critique et performance de la vertu. *Revue Française de Sociologie*, 60(2), 175–200.
- > Blanchard, S. (2018). Le conseil en égalité professionnelle: Quel genre d'entreprise? *Travail, Genre et Sociétés*, 39(1), 141–158.

- Boni-Le Goff, I. (2019). Des expert-e-s respectables? Esthétique vestimentaire et production de la confiance. *Travail, Genre et Sociétés*, 41(1), 67–86.
- Cousin, O., Landour, J., Delage, P., Fortino, S., & Paoletti, M. (2019). #MeToo, #Travail? *La nouvelle revue du travail*, 15. <https://doi.org/10.4000/nrt.6021> [[https://grenoble.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package\\_service\\_id=18524066420006161&institutionId=6161&customerId=6160](https://grenoble.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=18524066420006161&institutionId=6161&customerId=6160)] [[https://grenoble.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package\\_service\\_id=18524066420006161&institutionId=6161&customerId=6160](https://grenoble.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=18524066420006161&institutionId=6161&customerId=6160)]
- Dutoya, V. (2018). La professionnalisation de la cause des femmes en Inde. *Actes de la Recherche en Sciences Sociales*, 223(3), 26–43.
- Hochschild, A. (1983). *The managed heart. Commercialization of human feelings*. University of California Press.
- Lorber, J. (1997). *The variety of feminisms and their contributions to gender equality*. BIS Verlag.
- Meier, P., & Paternotte, D. (Eds.). (2017). *La professionnalisation des luttes pour l'égalité : Genre et féminisme*. Academia-l'Harmattan.
- Revillard, A. (2016). *La cause des femmes dans l'Etat. Une comparaison France-Québec*. Presses Universitaires de Grenoble.

## Other information

### Place(s) of teaching

Charleroi Ville Haute

## Contact(s)

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## Evaluation method(s)

Other and written examination  
[https://grenoble.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package\_service\_id=18524066420006161&institutionId=6161&customerId=6160]

### Evaluation method(s) (additional information)

- **Class participation and discussions.**
- **Research projects on gender-related topics.**
- **Case study analysis.**
- **Final project integrating course concepts.**

## Main language(s) of evaluation

French

## Programmes

### Programmes proposing this course at the faculty of Philosophy and Social Sciences

MA-TRAA | **Master in Labour sciences, Co-operative Education** | finalité Professionnal focus (Charleroi)/unit 2 and MA-TRAV | **Master in Labour sciences** | finalité Professional (evening schedule)/unit 2