

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]
- > 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

