

**GENDER MAINSTREAMING AND ANTIDISCRIMINATION**  
**MODULE GD 5 6025**  
**Gender and Diversity, B.A.**



## Course Outline

**Teacher:** Sarah Pelham (M.A.)

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**Office Hour:** By appointment via email

### **Module Description<sup>1</sup>:**

#### **Learning Outcome:**

Upon successful completion of the module, students achieved advanced knowledge about gender mainstreaming and anti-discrimination legislation and policies in a broad variety of fields and from an international comparative perspective. Moreover, students gain advanced knowledge on European state of the art of legislation, relevant for anti-discrimination and gender mainstreaming. They have also learned a variety of anti-discrimination and gender mainstreaming action in a broad variety of social fields such as organizations, economics, management, technology etc.

#### **Content:**

The module provides interdisciplinary knowledge in the European state of the art of gender mainstreaming and anti-discrimination politics in a variety of social fields from a comparative perspective. It engages in legal as well as in political and management issues. Students reflect on gender mainstreaming and anti-discrimination politics in a broad variety of social fields such as economics and gender budgeting, management, and technology.

#### **Dates and location:**

The course is comprised of face-to-face and online learning.

#### **Face-to-face (Location: KLE 01 EG 004):**

14:00 – 20:00, Friday 6<sup>th</sup> & 10:00 – 16:00 Saturday 7<sup>th</sup> October 2023

14:00 – 20:00, Friday 27<sup>th</sup> & 10:00 – 16:00 Saturday 28<sup>th</sup> October 2023

14:00 – 20:00, Friday 12<sup>th</sup> & 10:00 – 16:00 Saturday 13<sup>th</sup> January 2024

#### **Online:**

14:00 – 18:00, Friday 10<sup>th</sup>, 17<sup>th</sup>, & 24<sup>th</sup> November 2023

14:00 – 18:00, Friday 8<sup>th</sup>, 15<sup>th</sup>, 22<sup>nd</sup> December 2023

For online sessions you will need to use your microphone & preferably camera.

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<sup>1</sup> The teacher would like to gratefully acknowledge Prof. Eva-Maria Hinterhuber and Marieke Fröhlich (M.A.) for the creation of this course, first taught in 2020. Some adaptations have been made.

## Assignments:

Number	Assignment	Due date	Percentage of grade
1	Group presentation of tool	26.10.2023 (23:59h) (online submission); 27/28.10.2023 (Group presentation in session 2)	25%
2	Active contribution in class	Throughout duration of course	10%
3	"My utopia" assignment (500-1000 words)	19.01.2024 (23:59h)	25%
4	Final assignment: Exemplary Utopian Organisation (1500-2000 words)	09.02.2024 (23:59h)	40%

Please upload assignments 1, 3, and 4 to Moodle.

**Late submission of assignments:** Late submissions are counted as a fail (0%). If you are ill or have other grave reasons for late submission, you need to submit a doctor's note.

**Requirements to pass the course:** In order to pass the course, you need at least 50% in total.

### Description of each assignment:

**1. Group Presentation of Tool:** During session 1, you will divide into small groups, to then prepare and present a Gender Mainstreaming and Antidiscrimination tool in session 2. The presentation will take the form of a role play, with the following scenario: *You are a team of gender mainstreaming consultants who have been brought into an organisation (your 'client') to support their gender mainstreaming efforts. You are presenting a tool to them which you think will help their efforts. Outline what the tool is for and why it will be effective. You also want to give them a realistic picture so reflect on the limitations.*

If it is helpful, you can identify an institution, organisation, business etc, as your (imaginary) client and briefly share this in the presentation. Each presentation will be followed by a brief discussion, still in roleplay, with the class ('the client') asking questions and further reflecting on the strengths and limitations of the tool.

The presentation should not be longer than 10-15 minutes. The presentation (in PowerPoint or a similar application) should be submitted in advance of session 2.

### Tools include:

**Gender Analysis:** The European Institute for Gender Equality (EIGE). 2019. [Gender Analysis](#). Publications Office of the European Union, Luxembourg.

**Gender-based Analysis+:** Government of Canada. 2022. [Gender-based Analysis+](#).

**Gender Planning:** The European Institute for Gender Equality (EIGE). 2019. [Gender Planning](#). Publications Office of the European Union, Luxembourg.

**Gender Budgeting:** The European Institute for Gender Equality (EIGE). 2019. [Gender Budgeting](#). Publications Office of the European Union, Luxembourg.

**Gender Impact Assessment:** National Commission for the Promotion of Equality (NCPE). 2012. [Gender Mainstreaming in Practice: Step-by-Step Guide for Gender Impact Assessment](#).

**Gender Training:** The European Institute for Gender Equality (EIGE). 2019. [Gender Equality Training](#). Publications Office of the European Union, Luxembourg.

**Gender Institutional Transformation:** The European Institute for Gender Equality (EIGE). 2019. [Gender Institutional Transformation](#). Publications Office of the European Union, Luxembourg. h.

**Gender Monitoring:** The European Institute for Gender Equality (EIGE). 2019. [Gender Monitoring](#). Publications Office of the European Union, Luxembourg.

**2. Active contribution in class:** It is expected that all students read the required reading (at a minimum) and actively engage in discussion throughout the course. Opportunities to engage include during plenary discussion, small group work, and the text chat feature during online sessions.

**3. “My Utopia” Assignment:** Throughout the course we will start envisioning a utopian future. In this assignment, please outline and describe your utopia, as relates to gender mainstreaming and antidiscrimination. This utopian vision could be with a specific focus on your personal life (what does your day look like in a utopian vision?), specific to a certain societal sector (what does the perfect place of work look like? What does the utopian city of the future look like? Etc.). Be sure to give an as complete picture of your utopia as possible. There are no wrong answers for this assignment, it is YOUR utopia, YOUR perfect world and will look different for everyone. Be sure to think through the implications of your utopian imagination; for instance, if your perfect city does not have roads anymore, how do people move from A to B, and what are the implications of this from a gender mainstreaming and antidiscrimination? Or if your perfect day starts with a bottle of wine, how does that impact the rest of the utopian day? Since this assignment is about your personal utopia, you do not need to use any (academic) references. Although we encourage you to write freely, please be advised that this is still a university assignment, so please use adequate language and structure.

**4. Final assignment: Exemplary Utopian Organisation:** For this assignment, you need to choose a case (e.g., institution, organisation, project) in which you see (at least parts of) your personal utopia realized or that stands out by providing an exemplary non-discriminatory environment, by successfully applying gender mainstreaming/anti-discriminatory tools or by bringing forward societal change towards equal opportunities etc. The case can be an organisation, institution, project, group, collective, etc, including one that you have worked for/engaged with etc. It might belong to the private sector, the state, or civil society. It can be a campaign, a project, a collective, a movement, a non-governmental organization, a company, a way to organize (paid/employed) work, a school or other educational institution, a city, or a supranational organization. You are free to choose the specific case and describe this (almost) real-life utopian organisation. Discuss it using the knowledge from the course, including specific tools and approaches discussed. Please also mention potential and/or existing difficulties of the organisation or conflicts of interest in case you come across any.

**A note on plagiarism:** Plagiarism is a serious issue and you will be penalised for plagiarising in your written work. Make sure to use the Academic Writing Centre resources on plagiarism and how to avoid it. Find information on the [Academic Writing Centre \(AWC\) Website](#). There are also workshops by the AWC on plagiarism (amongst other topics).

**“The GOLDEN RULE?** When in doubt cite your source. Make sure you are also consistent in your referencing style. There are plenty of support for you via coaching, webinars, workshops, and Moodle access in our faculty (AWC, FAQ, p. 23). More questions on plagiarism? <https://www.plagiarism.org/audience/students>

## **Sessions:**

### **Session 1 (face-to-face): Introduction to Gender Mainstreaming and Antidiscrimination**

14:00 – 20:00, Friday 6<sup>th</sup> & 10:00 – 16:00 Saturday 7<sup>th</sup> October 2023

Introductions to one another and the course including assessment requirements.

Introduction to the European Union and Gender Mainstreaming in the EU, including the European Institute for Gender Equality and Gender Equality Index.

Required Reading:

- Woodward, A. E. 2012. From equal treatment to gender mainstreaming and diversity management. In: G. Abels & J. Mushaben (eds.) *Gendering the European Union* (pp. 85-103). Palgrave Macmillan, London.
- Guerrina, R. 2020. From Amsterdam to Lisbon and beyond: reflections on twenty years of gender mainstreaming in the EU. *Social policy in the European Union 1999-2019: the long and winding road* (p.125-142). European Trade Union Institute (ETUI).

Additional reading:

- True, J., 2014. Mainstreaming gender in international institutions. In: L. Shepherd (ed.), *Gender Matters in Global Politics: A feminist introduction to international relations* (2nd Edition) (pp.227-239). Routledge, London.
- European Institute for Gender Equality (EIGE) Website "[What is Gender Mainstreaming](#)"
- EIGE [Gender Equality Index](#)

### **Session 2 (face-to-face): Examples of Gender Mainstreaming in different sectors**

14:00 – 20:00, Friday 27<sup>th</sup> & 10:00 – 16:00 Saturday 28<sup>th</sup> October 2023

How to "do" Gender Mainstreaming in practice, including group presentations of different gender mainstreaming tools, followed by plenary discussion.

#### **ASSIGNMENT 1: Group Presentation of Tool**

Required readings:

- Eveline, J. and Todd, P. 2009: Gender Mainstreaming. The Answer to the Gender Pay Gap? In: *Gender, Work & Organization* 16 (5), p. 536–558.
- Irschik, E. and Kail, E. 2013. Vienna: Progress Towards a Fair Shared City (Excerpt). In: I. Sanchez de Madriaga & M. Roberts (eds.) *Fair Shared Cities: the impact of gender planning* (pp.193-216 & 219-229). Ashgate, London.
- EIGE website: [Gender Mainstreaming tools](#)

Additional resources:

- Gender equality/mainstreaming in public services Video from Sweden (12 min) [Sustainable Gender Equality - a film about gender mainstreaming in practice](#)
- Private sector/economy: "Women's Empowerment Principles" ([Video](#) and [Brochure](#))

### **Session 3 (online): Gender Mainstreaming across the world – the African Union and Gender Equality Measures**

14:00 – 18:00, Friday 10<sup>th</sup> November 2023

Introduction to the African Union and Gender Mainstreaming in the African Union.

Required reading:

- Haastrup, T. 2013. Where global meets local: The politics of Africa's emergent gender equality regime. In: T. Murithi (ed.) *Handbook of Africa's International Relations* (pp. 103-111). Routledge, Abingdon and New York
- van der Vleuten, A. and van Eerdewijk, A., 2020. The Fragmented Inclusion of Gender Equality in AU-EU Relations in Times of Crises. *Political Studies Review*, 18(3), p.576 –591. [ONLY p.580-584]

Additional reading:

- Adams, M. 2020. African Women's Movements and the African Union, in: Olajumoke Yacob-Haliso & Toyin Falola (eds.) *The Palgrave Handbook of African Women's Studies*, Palgrave Macmillan, Cham.
- Haastrup, T., 2015. Are Women Agents? Reading 'Gender' in Africa's Rights Frameworks. *E-international Relations*, pp.1-10.
- Badri, B. and Tripp, A.M. eds., 2017. African Influences on Global Women's Rights, in: B. Badri & A.M. Tripp (eds.) *Women's activism in Africa: struggles for rights and representation* (p.1-33). Zed Books Ltd, London.

#### **Session 4 (online): Gender Mainstreaming criticisms**

14:00 – 18:00, Friday 17<sup>th</sup> November 2023

Outline and discussion of the critiques of Gender Mainstreaming

Required reading:

- Mukhopadhyay, M. 2016. Mainstreaming Gender or 'Streaming' Gender Away: Feminists Marooned in the Development Business. In: W. Harcourt (ed.) *The Palgrave Handbook of Gender and Development* (pp.77-91). Palgrave Macmillan, London.

Additional Reading/resources:

- Clisby, S. and Enderstein, A. 2017. Caught between the orientalist–occidental polemic: gender mainstreaming as feminist transformation or neocolonial subversion? *International Journal of Feminist Politics* 19(2).
- Private sector/economy: "Women's Empowerment Principles" ([Video](#) and [Brochure](#))

#### **Session 5 (online): Antidiscrimination**

14:00 – 18:00, Friday 24<sup>th</sup> November 2023

Outline and discussing the EU's approach to an antidiscrimination.

Required reading:

- Gropas, Ruby. 2021. "Gender, Anti-discrimination and Diversity: The EU's Role in Promoting Equality." Pp. 231-264 in *Equality: Multidisciplinary Perspectives*, edited by F. Levrau and N. Clycq. Cham: Palgrave Macmillan.

Additional reading:

- Valfort, Marie-Anne. 2018. "Do Anti-discrimination Policies Work: A Mix of Policies Could Be the Solution to Reducing Discrimination in the Labor Market." IZA World of Labor 2018:450. Retrieved September 19, 2023 (<https://wol.iza.org/articles/do-anti-discrimination-policies-work/long>)

### **Session 6 (online): My utopia**

14:00 – 18:00, Friday 8<sup>th</sup> December 2023

We will explore what your utopia would look like. **You will need to use your microphone & preferably camera** (please get in touch in case this might be a problem for you).

Required reading:

- UN Women, [Equiterra](#)

### **Session 7 (online): Utopian musings: "Utopian Moments in a contemporary world"**

14:00 – 18:00, Friday 15<sup>th</sup> December 2023

How is utopia a useful and important method for moving forward?

Required reading:

- Levitas, R., 2013. *Utopia As Method : The Imaginary Reconstitution of Society*, London. (available as an e-book via the library). Especially "Between Sociology and Utopia" (Levitas 2013, 85-102) und „Utopia Revised“ (ebd., 103-126)

Additional reading:

- Novel: Le Guin, U., 1974. *The Dispossessed*.

### **Session 8 (online): Utopian institutions**

14:00 – 18:00, Friday 22<sup>nd</sup> December 2023

Considering how tools for Gender Mainstreaming and Antidiscrimination might be applied to make utopian visions reality.

Suggestion for review:

- EIGE website: [Gender Mainstreaming tools](#)

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## WINTER BREAK

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### **Session 9 (face-to-face):**

14:00 – 20:00, Friday 12<sup>th</sup> & 10:00 – 16:00 Saturday 13<sup>th</sup> January 2024

Concluding 'my utopia' and 'utopian institutes' in relation to assignments and course recap and wrap-up.