

Gender and Policy Making

*Faculty of International Relations
Department of Public Administration*

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Course Description

This course will provide theoretical knowledge about Marxist, Socialist, Radical Women's Rights feminism and approaches to Management. International and national institutions operate within a global political-economic context, the framework for which conditions their opportunities and limitations in promoting their own changing definitions of development. The issues of effective using of all human resources available, regardless of race and sex, will be discussed and analyzed. Course imparts general introduction to women's opportunities and constraints to occupy chief executive offices and women's contributions to the development of Management Thought in terms of HR, organizational structure, and leadership style. Course will provide analytical tools to identify political and cultural roots of gender gap in political career ambition between men and women, and the ways that governmental and non-governmental organizations can facilitate to balance personal life and career development. The concepts of party affiliation, political participation and candidate emergence process will be critically debated.

Learning Outcomes

By the end of the course the student will be able to.

- . construct an intelligent answer to the question what are the constraints and limitations of political regimes to develop policy agendas concerning women issues*
- . analyze women's candidacy opportunities within different political contexts*
- . apply various leadership styles to provide more flexible working environments for women*

- . examine assumptions and interpretations about capabilities of governmental organizations to represent the popular will and providing space for alternative voices*
- . understand and evaluate the connection between gender gap and policy types (regulative, distributive, and redistributive policies)*
- . create a critical forum for discussion and learning about women's opportunities to build coalitions of support, develop campaign strategies and survive in the entrepreneurial world of politics*

Teaching Approach

Lectures, reading materials, analysis, and discussions will be used to explore the diversities and commonalties of the gendered ethical deliberation in public service. I ask that you review all items with an open mind. If you have any concerns, please contact me anytime. Reading the material carefully, complete all assignments, and actively participate by asking questions are necessary. It is your responsibility to complete all work on time and contribute in a meaningful manner.

Plagiarism

Plagiarism is punishable and will be enforced. Plagiarism, including from the class texts, will result in a failing grade in the class. Plagiarism occurs when one copies word for word, copies with word or phrases changes, closely paraphrases the content of the material without citing the source.

It's your ethical responsibility to act with honesty, respect and integrity 😊

Sources of Required Readings

1. Jennifer L. Lawless, Richard L. Fox: *It Still Takes a Candidate; Why Women Don't Run for Office*; Revised edition; Cambridge University Press; 2010

2. *Kathleen Staudt: Policy, Politics and Gender; Women Gaining Ground; Kumarian Press, 1998*
3. *Margaret Foegen Kartsen: Management and Gender; Issues and Attitudes; Quorum Books; 1994*
4. *Carl V. Patton, David S. Sawicki: Basic Methods of Policy Analysis and Planning; 2-nd edition; Prentice Hall; 1993*

Examinations /mid-term exams and final exam/ We will have two examinations in this course. The first midterm exam will be an answer on the course materials in a written form (20%). The second midterm exam will be an essay on the chosen topic (20%). The final exam for this course will be an oral response to examination card of 4 questions each of them will be graded for 2.5 points. The final exam will be of 10 points (50%).

Participation: Participation and attendance are compulsory and will be graded for 2 points (10%). You are expected to read materials carefully and to come to class prepared to discuss the readings in detail. Everyone should prepare at least 2 questions for the class. In-class discussions should proceed in an atmosphere of respect, dignity for everyone and tolerance for a variety points of views as the broadest range of issues and topics can be expressed and debated.

Schedule of Topics, Readings, and Assignments

Class 1- The Management Process and a Feminist Approach to Management

Margaret Foegen Kartsen: Management and Gender; Issues and Attitudes

Chapter 1

Carl V. Patton, David S. Sawicki: Basic Methods of Policy Analysis and Planning

Chapter 1 and 2

Class 2- Managerial Women: Yesterday and Today

Margaret Foegen Kartsen: Management and Gender; Issues and Attitudes

Chapter 2

Carl V. Patton, David S. Sawicki: Basic Methods of Policy Analysis and Planning

Chapter 3 and 4

Class 3- Women's Contributions to the Evolution of Management Thought

Margaret Foegen Kartsen: Management and Gender; Issues and Attitudes

Chapter 3

Carl V. Patton, David S. Sawicki: Basic Methods of Policy Analysis and Planning

Chapter 5 and 6

Class 4- Diversity Management

Margaret Foegen Kartsen: Management and Gender; Issues and Attitudes

Chapter 6

Carl V. Patton, David S. Sawicki: Basic Methods of Policy Analysis and Planning

Chapter 7 and 8

Class 5- Seminar Work

Class 6- Career Planning and Mentoring

Margaret Foegen Kartsen: Management and Gender; Issues and Attitudes

Chapter 9

Carl V. Patton, David S. Sawicki: Basic Methods of Policy Analysis and Planning

Chapter 9

Class 7- Balancing Career and Family/Personal Life

Margaret Foegen Kartsen: Management and Gender; Issues and Attitudes

Chapter 12

First mid-term exam

Class 9- Women in International Management

Margaret Foegen Kartsen: Management and Gender; Issues and Attitudes

Chapter 15

Class 10- Women and Public Affairs

Kathleen Staudt: Policy, Politics and Gender; Women Gaining Ground

Chapter 1, 2, and 3

Class 11- Institutional Strategies: Analyzing Political Contexts

Kathleen Staudt: Policy, Politics and Gender; Women Gaining Ground

Chapter 8, 9, and 10

Class 12- Seminar Work

Class 13- Gender and Political Participation

Jennifer L. Lawless, Richard L. Fox: It Still Takes a Candidate; Why Women Don't Run for Office

Chapter 1 and 3

Class 14- Essay on a chosen topic

Class 15- Gender, Party, and Political Recruitment

Jennifer L. Lawless, Richard L. Fox: It Still Takes a Candidate; Why Women Don't Run for Office

Chapter 5, 6, and 8

Final Exam

However, new policies associated with women and gender are likely to face even greater obstacles, for three reasons: power dynamics of underrepresentation, and the institutionalization of male interests in states and bureaucracies. To promote necessary changes, political strategies are needed, inherent in all policy changes, whether distributive, regulatory, or redistributive. As Theodore Lowi notes, policies cause politics; redistributive policy evokes broad political conflict patterns. These politics can get personal. WID policies are viewed as redistributing goods, services, and power between men and women. Policies that intrude into a perceived private family sphere, a special variant of redistributive policy, are personalized, thus intensifying and aggravating that conflict. The emphasize will be done particularly on the extent to which political institutions provide space to alternative voices and ideologies. Political culture encompasses values about gender, which influence official's views of program action in their own and other countries. Ultimately, though, bureaucracies must become responsive to popular will, a will that represents both female and male voices. As fundamental as political ambition is to women's emergence as candidates, there is a glaring lack of empirical research that focuses on gender and the decision to run for office. To complete for almost all top offices, candidates must raise money, build coalitions of support, create campaign organizations, and develop campaign strategies.