

ESSAY QUESTION: Discuss the causes of the gender pay gap and why it matters.  
Evaluate policy responses and consider how the gender pay gap may be closed.

It should be for 3000 words without REFERENCES and do not use appendixes.

Your work will be judged on how well you do each of the following:

1. Provide a clear introduction, setting out nature and scope of the topic to be discussed and outlining the terms of reference and parameters of the essay.
2. Provide, in the main body of the essay, evidence of research and reading beyond the main course textbook, including use of journal articles.
3. Substantiate propositions and arguments with empirical evidence and theories where appropriate. Where relevant and appropriate, consider alternative and competing perspectives.
4. Provide a clear conclusion that summarises the key points and arguments made.
5. Reference all cited sources and provide a comprehensive 'Harvard style' (author-date) bibliography.

- You are advised to use the essential reading listed for each topic. However, you must also do additional reading. You should also consult the general reading list, and in particular you are advised to conduct a search of selected journals (listed in this document) in order to supplement the readings below. Please be advised that random google searches rarely produce high quality academic pieces.

### **Essential Readings**

Kirton, G and Greene, A. M. (2016, 4<sup>th</sup> edition) *The Dynamics of Managing Diversity*. Routledge

Healy, G., G. Kirton and M. Noon (2010) *Equalities, Inequalities and Diversity*, Routledge

Ozbilgin, M and Tatli, A (2008) *Global Diversity Management*, Palgrave.

Wright, T. and Conley, H. (2011) *Gower Handbook of Discrimination at Work*, Surrey: Gower.

Noon, Mike. (2001) *Equality, diversity and disadvantage in employment*. Palgrave

Davidson, Marilyn J. and Fielden, S. (2003) Individual diversity and psychology in organizations. John Wiley

Konrad, A, Prasad, P and Pringle, J (2006) Handbook of Workplace Diversity. Sage

### **Recommended Reading**

Bell, Mark. (2003) Equality, diversity and enlargement: report on measures to combat discrimination in acceding and candidate countries. Office for Official Publications of the European Community.

Bradley, H (2007) *Gender*, Polity Press

Bradley, H and Healy, G (2008) *Ethnicity and Gender at Work*, Palgrave Macmillan

Colgan, Fiona and Ledwith, Sue. (2002) Gender, diversity and trade unions: International perspectives. Routledge

Cooper, Davina. (2004) Challenging diversity: rethinking equality and the value of difference. Cambridge University Press

Cornelius, Nelarine. (2002) Building workplace equality: ethics, diversity and inclusion, Thomson

Devine, F and Waters, M (2004) Social Inequalities in Comparative Perspective. Blackwell

Glover, J and Kirton, G (2006) *Women, Employment and Organizations*, Routledge

Héritier, Adrienne (2005) The accommodation of diversity in European policy making and its outcomes: regulatory policy as a patchwork. European University Institute

Institute for Public Policy Research (2004) Race equality: the benefits for responsible business. Task Force on Race Equality and Diversity in the Private Sector.

Johnstone, Susan. (2002) IRS managing diversity in the workplace. IRS

Kandola, R. S. (1998) Diversity in action : managing the mosaic. Institute of Personnel and Development

Kossek, E and Lobel, S (1996) Managing Diversity. Blackwell

Kraal, K., Wrench, J. and Roosblad, J. (2009) Equal Opportunities and Ethnic Inequality in European Labour Markets (Discrimination, Gender and Policies of Diversity), Amsterdam: University Press.

Macdonald Lynda and Daniels, Kathy (2005) Equality, Diversity and Discrimination: A student text

Pilkington, Andrew. (2003) Racial disadvantage and ethnic diversity in Britain. Palgrave Macmillan

Prasad, Pushkala. (1997) Managing the organizational melting pot: dilemmas of workplace diversity. Sage.

Wrench, J. (2007) Diversity management and Discrimination, Aldershot: Ashgate.

## **References**

Blau, F.D. and Lawrence, M.K. (2007) "The Gender Pay Gap: Have Women Gone as Far as They Can?" 21(1): 7-23

Blau, F.D. and Lawrence, M.K. (1994) "Rising Wage Inequality and the U.S. Gender Gap" vol 84 (2) pp. 23-28

Smithson, J.; S. Lewis; C. Cooper and J. Dyer (2004) 'Flexible working and the gender pay gap in the accountancy profession.' *Work, Employment & Society* 18(1)

Triventi, M. (2013) 'The gender wage gap and its institutional context: a comparative analysis of European graduates.' *Work, Employment & Society*