



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Discrimination in Working Life							
Course Code		ÇEİ518		Course Level		Second Cycle (Master's Degree)			
ECTS Credit	5	Workload	122 (<i>Hours</i>)	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		To examine discrimination in labour market within the framework of economic theories, to analyze types of discrimination and its application form with country samples and to discuss solution suggestions to prevent discrimination							
Course Content		Determination of discrimination within the framework of economic theories and the measurement of discrimination with statistical informations.							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation)					
Name of Lecturer(s)									

Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	60

Recommended or Required Reading

1	GÜLMEZ, Mesut, İnsan Hakları ve Avrupa Birliği Hukukunda Ayrımcılığın Kaldırılması ve Türkiye, Belediye-İş Yayınları, Ankara, 2008.
2	ERTÜRK, Şükran, Uluslararası Belgeler ve Avrupa Birliği Direktifleri Işığında Çalışma Hayatımızda Kadın Erkek Eşitliği, Belediye-İş Yayınları, Ankara, 2008.
3	KAYA, Pır Ali, Avrupa Birliği ve Türk İş Hukuku Bağlamında Eşitlik İlkesi, Dora Yayınları, Bursa, 2009.
4	DERELİ, Beliz, İşgücündeki Farklılıkların Yönetimi, Beta Yayınları, 2008.

Week	Weekly Detailed Course Contents	
1	Theoretical	Basic Conceptual Dimension
2	Theoretical	Discrimination, Poverty and Social Exclusion
3	Theoretical	Studying Diversity in Working Life
4	Theoretical	Types of Diversity and Discriminations in Work-ing Life
5	Theoretical	Non-Discrimination and Equality Policy in Turkish Labor Law
6	Theoretical	Discrimination Based on Racial and Ethnic Origin in Working Life
7	Theoretical	Discrimination Based on Religious and Political Opinion in Working Life
8	Intermediate Exam	Midterm Exam
9	Theoretical	Discrimination Based on Disability in Working Life
10	Theoretical	Genetic Discrimination in Working Life
11	Theoretical	Age-based Discrimination in Working Life
12	Theoretical	Cultural Differences and Discrimination Problem
13	Theoretical	Case Studies in Working Life Discrimination
14	Theoretical	Evaluation of Judicial Decisions Related to Discrimination in Working Life
15	Final Exam	Final Exam

Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	14	2	3	70
Midterm Examination	1	20	1	21
Final Examination	1	30	1	31
Total Workload (Hours)				122
[Total Workload (Hours) / 25*] = ECTS				5

*25 hour workload is accepted as 1 ECTS



Learning Outcomes

1	Gaining the ability of interpret and analyze the concept of discrimination and its development with historical, social and economic events.
2	Knowing the discrimination and related concepts legislation and identifying with analytical thought.
3	Determining consequences of discrimination and discrimination be measured with national and international legislation.
4	Developing policies a solution and the ability apply modeling about discrimination.
5	Can make an interdisciplinary connection over the course subjects

Programme Outcomes (*Labor Economics and Industrial Relations Master*)

1	Having theoretical information and ability to analyse working life with economic, social, psychological and legal dimensions and interpreting empirical results in the light of theoretical knowledge.
2	Using specialized theoretical and practical information in his/her professional life.
3	Identifying basic problems on labour relations, developing modelling and solving skills. Creating projects concerning these problems, participating in or conducting these projects.
4	Addressing the problems encountered in the field of labour relations using the methods of scientific research.
5	Acquiring scientific perspective by gaining research skills; thinking analytically, creating solutions based on facts, evidences and research results.
6	By interpreting current developments in the light of qualitative and quantitative data, presenting the results in written, verbal and visual ways systematically.
7	creating projects regarding to the problems, being a coordinator and taking the responsibility as a participant
8	Having the ability of developing the application plans, strategy and politics about labor markets and social policy and monitoring and evaluating the obtained results.
9	Having information about the conflicts of business and social security law and solutions.
10	Planning and applying the micro and macro level of human resource planning
11	Being capable of working in a team, expressing himself verbally and in writing correctly.
12	Being capable of professional ethics and sense of responsibility

Contribution of Learning Outcomes to Programme Outcomes 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High

	L1	L2	L3	L4	L5
P1	4	4	4	4	4
P2	4	4	4	4	4
P3	3	4	3	4	4
P4	4	3	4	4	4
P5	3	4	4	4	4
P6	4	4	4	4	4
P7	4	4	3	3	3
P8	4	4	4	4	4
P9	2	2	4	4	4
P10	4	4	4	4	4
P11	3	4	3	4	4
P12	4	4	4	4	4

