

<b>Annexure No.</b>	<b>52 B</b>
<b>SCAA Dated</b>	<b>29.02.2008</b>

**Bharathiar University : Coimbatore-46**  
**Papers offered in each Semester / Scheme of Examination**  
**M. A. Women's Studies (CBCS) 2007-2008 Batch and Onwards**

Paper	Paper Code	Course Title	Credits	Marks		
				CIA	ESE	Total
<b>Semester I Core paper</b>						
I	WSTAC01	Introduction to Women's Studies	4	40	60	100
II	WSTAC02	Feminist Theories	4	40	60	100
III	WSTAC03	Feminist Research Methodology	4	40	60	100
<b>Elective</b>						
E1	WSTAE01	Gender and Society	4	40	60	100
		<b>Supportive*</b>	2	20	30	50
		<b>Field Practicum</b>				
<b>Semester II Core paper</b>						
IV	WSTAC04	Problems of Women and their Perspectives	4	40	60	100
V	WSTAC05	Women and Health	4	40	60	100
VI	WSTAC06	Statistical Methods and Computer Applications	4	40	60	100
<b>Elective</b>						
E2	WSTAE02	Women and Media	4	40	60	100
		<b>Supportive*</b>	2	20	30	50
		<b>Internship</b>				
<b>Semester III Core paper</b>						
VII	WSTAC07	Women and Law	4	40	60	100
VIII	WSTAC08	Environment and Women	4	40	60	100
IX	WSTAC09	Women and Development	4	40	60	100
<b>Elective</b>						
E3	WSTAE03	Women and Entrepreneurship	4	40	60	100
		<b>Supportive*</b>	2	20	30	50
		<b>Field Practicum</b>				
<b>Semester IV Core paper</b>						
X	WSTAC10	Globalization and Women	4	40	60	100
XI	WSTAC11	NGO Management	4	40	60	100
P1	WSTAP 01	<b>Project Work and Viva Voce</b>	10	250		250
<b>Total Credits</b>			<b>72</b>			

CIA – Continuous Internal Assessment

ESE - End Semester Examination

\* Students are expected to choose supportive courses offered in other departments.

**P.G. Diploma – Industrial Relations and Labour Welfare  
Papers offered in each Semester / Scheme of Examination  
2007-2008 Batch and onwards**

Paper	Paper Code	Course Title	Credits	Marks		
				CIA	ESE	Total
<b>Semester I Core paper</b>						
I	07SOCAPGD01	Sociology of Industry	4	40	60	100
II	07SOCAPGD02	Industrial Relations and Trade Unionism	4	40	60	100
III	07SOCAPGD03	Labour welfare, Social Security and Legislative Measures	4	40	60	100
IV	07SOCAPGDP04	Project / Viva Voce	4	40	60	100
<b>Total Credits</b>			16			

Note: CIA – Continuous Internal Assessment      ESE - End Semester Examination

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**Introduction to Women’s Studies**

**CORE**

**07 WST AC 01**

**Number of Credit Hours: 4**

**Objective**

To familiarize students with key issues, questions, and debates in Women's Studies. Introduction to Women’s Studies aims at elaborating the need of Women’s Studies as an academic curriculum. It deliberates on the prevailing strategies of the Growth of Women’s Studies and extends the scope of understanding Women’s Studies.

**Unit I.** Gender and Biology - Equality and Difference, Social Construction of Gender: Issues of Equality and Equity - Race, Class and Gender Issues

Gender Identity and Self Image, Gender Roles, Segregation and Ranking, Private-Public Dichotomy, Understanding Patriarchy, and Sexual Division of Labor.

Gender Shaping Institutions- Culture, Media, Body politics, Sexuality, Diversity and Difference, Relationships, Violence, Women and Economics.

**Unit II.** Need for Women’s Studies - Women’s Studies in International Setting.

Limitations of Global Parameters.

Women’s Movement to Academic/Curriculum Development in India.

Nature and scope of Women’ Studies in India - Feminist Perspective.

Need for imparting value Education – Strategies.

Establishment of Centre for Women’s Studies.

**Unit III.** Sociology of Women’s Education

Two different Issues: Introducing Women’s Studies in Higher Education-Challenges and Possibilities -Genesis, Growth and Changing Perspectives of Women’s Studies and Research.

**Unit IV.** Women’s Studies as action - Traditional Model – Need for restructuring new models suitable to emerging needs. Creating alternate model based on contemporary experience. Motivating and Working for change.

**Unit V. National Committees and Commissions for Women**  
State Initiatives of Women's Studies  
Government Organizations for Women  
Department of Women and Child Development

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- Chris Beasley, *Gender and Sexuality – Critical Theories, Critical Thinkers*, Sage, New Delhi, 2005.
- Jasbir Jain (Ed.), *Women in Patriarchy – Cross Cultural Readings*, Rawat Publications, Jaipur, 2005.
- Alexandra Howson, *Embodying Gender*, Sage, New Delhi, 2005.
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- Devaki Jain and Pam Rajput (Ed.), *Narratives from the Women's Studies Family – Recreating Knowledge*, Sage, New Delhi, 2003.
- Charlotte Krollokke and Anne Scott Sorensen, *Gender Communication Theories and Analysis – From Silence to Performance*, Sage, New Delhi, 2006.
- Geetanjali Misra, Radhika Chandiramani (Ed.), *Sexuality, Gender and Rights – Exploring Theory and Practice in South and South East Asia*, Sage, New Delhi, 2005.
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- Martin Pugh, *Women and The Women's Movement in Britain, 1914-1999*, (Second Edition), Macmillan, London, 2000.
- Michael J. Papa, Arvind Singhal and Wendy H. Papa, *Organizing for Social Change – A Dialectic Journey of Theory and Praxis*, Sage, New Delhi, 2006.
- Julia Cleves Mosse, *Half the World, Half a Chance—An Introduction to Gender and Development*, Oxfam Publications, UK.

**CORE**

**Feminist Theories**

**07 WS TAC 02**

**Number of Credit Hours: 4**

**Objective**

This is to enhance the understanding of theories of feminism, deliberate and apply discussions on the various women issues.

**Unit I. Defining Feminism** – Objectives – Goals - Kinds – Phases of Feminism Movement; Theory and Practice

Women's Movement: Global and local contexts (Movement in Europe, USA, Russia, Asia, Africa, Latin America and the Middle East)

**Unit II. Liberal Feminism** – Equality (Economics and Sexuality), Rationality, Freedom. Mary Wollstone Craft-Harriet Taylor, J.S Mill, Betty Friedman

**Marxist Feminism** - Production, Reproduction, Class, Alienation, Marriage and Family. Marx and Engels, Margaret Benston, Zaretsky.

**Radical Feminism** - Gender, Patriarchy, Sexuality, Dialectic Logic of Sex, Androgyny, Misogyny, Reproductive Technology and Motherhood, Sisterhood.

Kate Millet, Shulamith Firestone, Mary Daly, Adrienne Rich.

**Socialist Feminism** – Class and Gender Division of Labor, Utopianism, Femininity and Masculinity, Separation, Socialization, Unified and Dual System, Exploitation.

Young -Juliet Mitchell-Alison Jaggar- Nancy Chodorov, Sheila Robotham

**Unit III. Indian Feminism and Thinkers** Family, Caste, Class, Culture, Religion, Social System and Colonialism.

Social Reform Movement - Historical Developments of Social Reform Movement - Movements for the Emancipation of Women– Status of Women in Pre-Post Independent India. - Contemporary feminist thought – Colonialism – Feminism in Post-Colonial India.

**Unit IV.** Feminist Thinkers and Activists in Cotemporary India

Raja Ram Mohan Roy – Easwar Chandra Vidya Sagar - Sarojini Naidu - Durga Bai Deshmukh - Satyawati Devi –Muthulakshmi Reddy - Gandhi – Nehru – Jothi Rao Phule – Kamala Devi Chattopathyaya – Pandit Rama Bai – Rukma Bai – Bharathiyar – Bharathidasan – EV Ramasamy – Tarabai Shinde – Jyothi Bai – B.S. Ambedkar – Annie Besant.

**Unit V. Women's Movement:** Landmarks - Women's India Association - All India Women's Conference (AIWC) – National Planning Committee 1947.

Women Movements – Gross Root Women Movements – Party based women movements – Trade Union Movements – Women in Unorganized Sector – Labour Movement. Women Activism in social and development areas– AIDWA, SEWA, WWF, and NGOs - SHGs – Women Development Corporations.

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- A R Desai, *Women's Liberation and Politics of Religious personal laws in India*, C.G Memorial Trust, Bombay, 1986.
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- Uma Narayan, *Contesting Cultures: 'Westernization,' Respect for Cultures, and Third World Feminists" from Dislocating Cultures: Identities, Traditions and Third World Feminisms*, 1997.
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- Danielle Hasse-Dubosc, Mary E.John, Marcelle Marini, rama Melkote and Susie Tharu, *French Feminism – An Indian Anthology*, Sage, New Delhi, 2003.
- Suruchi Thapar-Bjorkert, *Women in the Indian National Movement – Unseen Faces and Unheard Voices, 1930-42*, Sage, New Delhi, 2006.
- Thomas R. Chibucos, Randall W. Leite with David L. Weis, *Readings in Family Theory*, Sage, New Delhi, 2005.
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- Mangala Subramaniam, *The Power of Women's Organizing – Gender, Caste and Class in India*, Rawat Publications, Jaipur, 2007.
- Lynn A.Staeheli, Elenore Kofman and Linda J. Peake, *Mapping Women, Making Politics – Feminist Perspectives on Political Geography*, Routledge, New York, 2004.
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**CORE Feminist Research Methodology**

**07 WST AC 03**

**Number of Credit Hours: 4**

**Objectives:**

To understand and examine the feminist knowledge construction and deployment. This paper is to facilitate, find, formulate, and state a research problem from a feminist perspective, conduct research with appropriate research methodologies informed by the course readings and discussion, and with an understanding of research design parameters for procedures to collect, analyze, interpret, and present information.

**Unit I.** Science and its characteristics – Scientific Method – Applicability of Scientific Method to the study of social phenomena – Theory and Research – Induction and Deduction – Doing social science research as a feminist.

Feminist Research: Exploring the interconnections of Epistemology, Methodology and Method. Global Feminist perspective on Research.

**Unit II.** Feminist Empiricism – Feminist Interdisciplinary Approaches to knowledge building. Core Feminist insights and strategies on Authority, Representation, Truths, Reflexivity and Ethics. Feminist Pedagogy – The Teaching of Feminist Methodology. Sexual Dichotomy Methods, Oral history, Content analysis, Feminist Ethnography, and Life history.

**Unit III.** Research Problem: Formulation, Conditions, and Considerations – Operationalization and Measurement. Hypothesis - Types, Forms and Testing.

Research Design: Need for Research Design - Features, Diagnostic, Exploratory, Descriptive, Explanatory and Evaluative Research.

Sampling: Census, Sample Survey, Characteristics and Implications of Sample Design, Types of Sampling–Probability and Non-probability. Appropriateness of Sampling Procedure.

**Unit IV.** Sources of Data - Techniques and Methods of Data Collection – Observation – Questionnaire – Interview, Schedule – Participatory Learning and Action – Focus Group Discussion – Case Study – Longitudinal and Cross sectional – Role of Informants - Discourse Analysis.

Using Survey Research as a quantitative method for Feminist Social Change.

Measurement and Scaling Techniques: Need for Scales. Methods of Scale Construction – Likert, Thurstone, Guttman, and Bogardus Scales - Reliability and Validity.

**Unit V.** Analysis of Data: Data Processing and Analysis, Techniques of Evaluation for Quantitative and Qualitative Research –Drawing Inference.

Preparation of Research Report: Format, footnotes, Tables and Figures, Bibliography, Index, Editing and Evaluating the Final Report.

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Jan Nederveen Pieterse, *Development Theory, Deconstructions and Reconstructions*, Vistaar Pub. New Delhi, 2001.

Matt Henn, Mark Weinstein, Nick Foard, *A short Introduction to Social Research*, Vistaar Pub. New Delhi, 2006.

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## **ELECTIVE                      Gender and Society**

**07 WST AE 01**

**Number of Credit Hours: 4**

### **Objective:**

To make the students to have familiarity with the existing socialization pattern in the society, functioning of institutions and disseminate gender sensitive approaches.

**UNIT I.** Structures of Gender inequality – Development Models – Cultural Aspects – Socialization of Gender – Culture to Contemporary Media – Changing Scenario – WID, WAD, and GAD – Gender Stereotyping Practices – Need for further interventions.

**UNIT II.** Gender and Education – Gender Bias in Enrollment – Curriculum Content – Drop Outs – Negative Capability in Education – Values in Education – Vocational Education – Recent Trends in Women’s Education – Committees and Commissions – Initiatives of Adult and Non-formal Education-Physically challenging – Destitutes - Aged – Rehabilitative Measures.

**UNIT III.** Gender and Institutions: Gender in Society – Female foeticide – infanticide – Child labor – Changing role of Women – Marriage, Family, Dowry – Motherhood – Single Parent – Widows - Violence against women.

**UNIT IV.** Women and Politics –Women Political Participation in India –As a Voter - Male and Female voting pattern – Women and political parties- Strategies and Constraints – Participation from Panchayat to Parliament – Women and Reservation – Obstacles faced by women – Continuing debate on reservation in Parliament –Indian and International initiatives of (Indian) Women.

**UNIT V.** Engendering social, economic, cultural, and political contexts – Concept of engendering – Strategic Gender Needs – Practical Gender Needs  
Gender Budgeting – Gender Auditing – Gender sensitive approaches to development. Sociology of Women’s Development - Positive Attitude and Values for Women’s Empowerment - Awareness programmes and Movements – State/National Policy of Women Empowerment

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Anu Saksena, *Gender and Human Rights*, Shipra, New Delhi, 2004.

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## **Problems of Women and their Perspectives**

### **CORE**

**07 WSTAC 04**

**Number of Credit Hours: 4**

### **Objective**

To sensitize students about problems of women with special reference to social institutions and changes taking place in education, employment and polity. To make the students aware of the attempts taken by various agencies in improving the status of women in different spheres of life.

**Unit I. Religion / Caste System** – Restrictions on rights of women, code of conduct in dress, Religious rituals, rites and restrictions, purity and pollution.  
Restrictions on adolescent girls, widows, and separated. Differentials in Status of women.

**Unit II. Marriage** - Age at Marriage, Age Disparity in Marriage, Marital Choice, Dowry, Divorce, Sati and Domestic Violence, Widowhood, Widow Remarriage, Social legislations relating to marriage and changes.

**Unit III. Family** - Lineage, Locality, Authority, Inheritance – Hindu code Bill, Women and Discrimination - Female feticide, Infanticide, Sex-selective abortion, Gender Discrimination.

Stereotypism, Role conflict, Dual roles and Role conflict, Support Systems and Coping Mechanisms. Problems of women and changing trends in family.

**Unit IV. Women – Education, Employment and Political Participation** Literacy, Educational Opportunities, Sex differentials in Literacy levels, Drop outs.

Opportunities and Challenges - Reservations for women, Women and Unemployment, – Equal remuneration, Discrimination at place of work, Exploitation.

Eve teasing, Sexual harassment and Violence against women.

Social and Cultural restrictions on women participation in political system

Portrayal of Women in Media

**Unit V. Women Welfare Initiatives for ameliorisation** – Global Initiatives

World Organizations and Its Impact on Women in Indian Society – UN, WHO, UNICEF, UNFPA, UNIFEM.

Central and State Government Measures - National and State Commission for Women – Economic Initiatives for the promotion of Self Help Groups, DRDA, Social Welfare Department

Role of Civil societies: Voluntary Organizations, NGO.,

Women's Agencies: Approaches - Organizations and Movements - Special Legislations.

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### **Women and Health**

#### **CORE**

**07 WSTAC 05**

**Number of Credit Hours: 4**

#### **Objective:**

The objective of this course is to provide comprehensive profile of the health status of Women in various life stages. It gives more knowledge for the students on attitudes, behaviour and health needs of women in the society.

**UNIT I. Concept of Health** – Gender and Health- Health Status of Women, Sex ratio – MMR – IMR- Mortality, Morbidity, and Anemia.

**Social, Economic and Cultural factors influencing health**, Health from Gender Perspective – Cultural Practices related to Health – *Gaps and Bias in Scientific Knowledge* - Birth rate – Life expectancy –NMR, PMR, JSR, ASR. Nutritional Needs, Supply and Deficiency.

Women in Early Childhood – Nutrition and health care of infancy, Impact of early marriage and adolescent childbearing on women's health.

Women in old age – Older Women and the Life Course.

**UNIT II. Reproductive Health** – Socioeconomic determinants of Reproductive Health - Ailments related to Pregnancy; Anemia – Hypertension. Unwanted Pregnancy - Sex-determination Tests and termination - Causes for Female Infanticide – Technology – Premarital sexuality – Abortion – Issues and Gender Dimensions of Infertility. Reproductive Rights and Choice – Prospects for improvement in reproductive health.

**UNIT III. Women and Family Welfare** – Small Family Norm – Family Planning targeting women – Permanent, Temporary Methods and Gender Differences in Contraceptive Practices –*Politics of Sexuality* - Marginalized Women – Eunuchs – Risk of HIV/AIDS.

**UNIT IV. Individual and Community Health** – Parameters of Individual and Community Health – Concept of holistic health. Physical and Psychological Implications of Health of Women – Health Care Needs of Women – Personal Hygiene - Role of Individuals, Role of Family and Role of State –Legislative Measures and Enforcement Agencies.

**Women and Work related Health Problems** – Girl Child Laborers – Occupational Hazards – Lack/Inadequacy of Welfare facilities, monotonous unhealthy work environment.

**UNIT V. International Initiatives** - Cairo Conference-International Conference on Population and Development (ICPD) – Children Centered and Organized Initiatives for Women’s Health – National Health Policies and Programs – Issues of Adolescent Girls – MCH to Reproductive and Child Health approaches - Role of International Organizations – WHO, UNICEF, UNESCO, CARE and Others – Health for all Programme.

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Ministry of Health Reports                      India  
National Family Health Survey Reports – India  
United Nations Economic and Social Commission for Asia and the Pacific. Women In India: A Country Profile, Statistical Profile no.12. New York: United Nations; 1997.

## Statistical Methods and Computer Applications

### CORE

### 07 WSTAC 06

Number of Credit Hours: 4

#### Objective:

This is to elaborate the various research techniques involved in the quantitative and qualitative analysis and acquaint the students on statistical packages and presentation strategies.

**UNIT I.** Understanding Quantitative Methods – Need for Quantitative Methods in gender studies

Statistical Methods – Characteristics and Functions of Statistics – Statistics and Computers – Application of Statistics – Limitations of Statistics.

Planning and Execution of Statistical Survey – Using Statistical Databases – Gender perspective on Statistics.

**UNIT II.** Forms of Data: Individual Observation, Discrete Series, Continuous Series, Proportions, Percentages and Ratio.

Organization of Data: Editing, Coding and Classification.

Classification and Presentation of Data - Graphic: Histogram, Bar, Pie, Polygon - Tabular: Simple Frequency Distribution Tables, General Rules of Tabulation, Limitations.

Number of Variables in Analysis: Univariate, Bivariate, Multivariate.

**UNIT III.** Measures of Central Tendency – Mean -Requisites for Good Average - Geometric and Harmonic Mean – Median – Mode – Usage of appropriate Average.

Measures of Dispersion – Definition – Properties – Methods – Range – Mean Deviation – Standard Deviation – Quartile Deviation, Variance.

**UNIT IV.** Association of attributes – Time Series – Components of Time Series.

Sampling Distributions and Hypothesis Testing – Chi-Square, t, z, and F tests, ANOVA and other Measures of Association.

**UNIT IV.**

Method of Least Square –Correlation Analysis – Karl Pearson's - Rank – Usage of Correlation – Illustration.

Regression and Correlation comparison – Regression Lines - Regression equations – Standard Error of Estimate – Illustration.

**UNIT V.** Computer Basics – Windows - MS Office – MS Excel – MS Access – Internet – Basics of Multi Media-Statistical Packages – SPSS – Statistical Inference – End Notes - - Qualitative Data Packages – ATLAS-TI - Interpretations of Results of Statistical Packages – F' Value – Co-efficient of Correlation – R<sup>2</sup> and other results.

#### References

Joseph F. Healey, *Statistics: A tool for Social Research*, Wads Worth Publishing Company, Belmont, C.A 1999.

Using Statistical data base – NFHS data, Census etc.,

Agarwan, *Basic Statistics*, Wiley Eastern, 1980.

S. P. Gupta, *Statistical Method*, Sultan Chand & Son, 1969.

Goon, A.M. et al, *Fundamentals of Statistics*, Vol.1, Calcutta: World Press Ltd.

J.H. Mueller, *Statistical Reasoning in Sociology*, New Delhi, Oxford-IBH Pvt Co., 1961  
G.W.Snedecor, & W.G.Cochran, *Statistical Methods*, New Delhi: Oxford-IBH Pvt Co., 1967.  
M. K. Johnson, & R.M. Liebert, *Statistics Tool of the Behavioral Sciences*, New Jersey: Printice-Hall Inc., 1977.  
G.R. Sellers, *Elementary Statistics*, London: W.B. Saunders Co., 1977.  
J.F. Healey, *Statistics A Tool for Social Research*, California Wadsworth Publishing Co., 1993.

### **Women and Media**

**Elective**

**07 WSTAE 02**

**Number of Credit Hours: 4**

#### **Objective:**

This subject focuses its efforts on equipping with information and tools to help young people to understand how the media work, how the media may affect women's lifestyle choices and the extent to which they, as consumers and citizens, are being well informed

**UNIT I.** Communication as a Process – Intra and Inter group Communication – Mass communication- role of communication in information provision

**UNIT II.** Different Types of Mass Media and their characteristics

Print Media: Posters – Pamphlets – Newspapers – Magazines – Special Supplements – Journals

Forms: Jokes- Articles – Stories – Advertisements – Illustrations -Content: Language used – Values reinforced

**UNIT III.** Media and Representation - Electronic Media: Radio – General Programs – Program for Women and Children. Television: Portrayal of women in Serials – Anchor Programs – Programs for Women and Children – Values reinforced.

TV (serial, advertisements, News, etc) - Cinema: Images – Goddess – Sacrificing Mother – Wamp

Modern Women – Portrayal of Love – Pornography

Working Women, Widow, Single Women, Reinforcing cultural values – Women activists in Cinema – Women as materialistic.

Women's Portrayal in Literature

**UNIT IV.** Media for Empowerment of Women: Alternate Efforts in Print – Running Magazines – Alternate Literature – Community Radio – Participatory Video - Creating Alternate Space with in existing Media and New initiatives in Media – Print Electronic and Cinema – Women's Participation in Censor Board

**UNIT V. Field Work:** Media Watch Committee with in the Campus.

Documentation to Dissemination – Learning the techniques of reading a text from Gender perspective – Writing in Popular Media to Journals – Script Writing – Video Film Making Techniques – Project to make a Film on Women – Reviewing Films.

## References

Aunal Goel, *Organisation and structure of Women Development and Empowerment*, Deep and Deep Publications, New Delhi, 2004.

Anu Saksena, *Gender and Human Rights*, Shipra, New Delhi, 2004.

Women and Media Committee, *Trial by Fire, A report on Roop Kanwar's Death*, Bombay, 1987.

P. K. Kar and P.P Panda, *Awareness of Women's Rights – Projection in Mass Media*, Dominant Publishers and Distributors, New Delhi, 2005.

Tony Thwaites, Lloyd Davis and Warwick Mules, *Introducing Cultural and Media Studies – A Semiotic Approach*, Palgrave, London, 2005.

Neera Desai and Usha Thakkar . “ Women in Indian Society” National Book Trust India, New Delhi.

## Women and Law

### CORE

07 WSTAC 07

Number of Credit Hours: 4

**Objective:** To acquaint the students about the Legal Rights conferred on women by Laws and Legislations and their operational effectiveness in terms of fulfilling the objectives of rights.

**UNIT I.** Indian Constitution relating to women – National Commission for Women 2001 - Fundamental Rights – Directive Principles of State Policy – Rights of Equality – Rights against Exploitation – Cultural and Educational Rights – The Right to Constitutional Remedy.

Human Rights and Women – Obstacles - Need for Uniform Civil Code – persisting Violation - Measures of Enforcement of Human Rights – Women's Rights in Contemporary India

**UNIT II.** Colonial Legal System and Position of Women – Personal Laws - Women and Family Laws – Marriage Laws – Registration of Marriages Minimum age at Marriage – Marital Rape – Sex Discrimination - Issues and rights related to abortion – Sex selective abortion (Medically Terminated Pregnancy) – Domestic Violence.

Prohibition of Dowry – Dowry Prohibition Act – Divorce Laws – Laws relating to inheritance of Property – Family Court Act 1986 – Enforcement machinery – Judiciary – Police -Personal Laws – CEDAW – Labour Laws – Equal Remuneration Act – Minimum Wages Act

**UNIT III.** Violence against women in Public – Roots of Violence – Eve teasing – Exploitation – The Rape – Indecent representation of Women - Abduction and Kidnapping – The Homicide – Infanticide – Legal Protection – Sexual Harassment and Supreme Court Judgement.

**UNIT IV.** Violence against Women at Work – Labour Laws relating to Women – Minimum Wages Act – Equal Wages and Equal Remuneration - Work Gendered - Maternity Benefit Act.

**UNIT V.** Feminist Jurisprudence - UN Rights of Children – Role of Cells and Counseling Centers – Legal AID cells – Help line – State and National level Commission.

### References

National Commission for Women, *Gender Equity-Making it Happen – Strategies and Schemes of Government of India*, NCW, New Delhi, 2001.

Arunima Baruah, *The Soft Target-Crime Against Women*, Kilaso Books, New Delhi, 2004.

IAWS, *The State and The Women's Movement in India*, IAWS, Delhi, 1994.

Anu Saksena, *Gender and Human Rights*, Shipra, New Delhi, 2004.

P.D. Kaushik, *Women Rights- Access to Justice*, Bookwell, New Delhi, 2007.

Thomas Sebastian, *Globalization and Uneven Development – Neocolonialism, Multi National Corporations, Space and Society*, Rawat Publishers, Jaipur, 2007.

Rosalind Pollack Petchesky, *Gendering Health and Human Rights*, Jed Book, London, 2003.

Aruna Goel, *Violence and Protective Measures for Women Development and Empowerment*, Deep and Deep, New Delhi, 2004.

International Solidarity Network, *Knowing Our Rights: Women, Family, Laws and Customs in the Muslim World*, Zubaan, Kali for Women, New Delhi, 2006.

Leelavathi Chari, *Know your Rights-Marriage and Divorce, Maintenance, Custody and guardianship of Minor Children*, Tamil Nadu Social Welfare Board, Madras, 1987.

Lucy Carroll and Canial Latifi, *Shah Bano and the Muslim Women Act a Decade On: The right of the Divorced Muslim Women to Mataa*, International Solidarity Network and Women's Research Action Group, Bombay, 1998.

Meera Kosambi, *At the intersection of Gender Reform and Religious Belief*, RCWS, SNTD, Bombay, 1993.

Veena Poonacha, *Gender within the Human Rights Discourse*, RCWS, SNTD, Bombay, 1995.

Saumya Kushwaha, *Women Welfare-Some New Dimensions*, Swarup and Sons, New Delhi, 1995.

Ratna Kapoor, "Women and Laws". Sheriffa, "Rights".



## Environment and Women

### CORE

07 WSTAC 08

Number of Credit Hours: 4

### Objective:

This paper aims to delineate the characteristics and the issues of environment and the involvement of women in balancing eco system. As well depicts the integration of gender concerns and perspectives in policies and programmes for sustenance of Environment at international, national, regional levels.

**UNIT I. Women and Environment** – Nature and Feminine Principle – Basic Needs in Rural and Urban Environments – Women’s Dependency on Eco system – Fodder, Fuel wood – Minor Forest Produce – Care and Management of Natural Resources - Depletion of Natural Resources – Women’s Resistance to Environmental Destruction – International Mandates of Environment and Women Empowerment – Rio Declaration

**UNIT II. Women and Rural Economy** – Medicinal Plants – Water Resources – Livestock – Food Security – Non timber Forest Produce – Impact of Indoor and out door Pollution- Awareness on Drainage – Sanitation – Protected Urban Environment – Solid and Liquid Waste – Methods of Recycling of Waste

**UNIT III. Women’s Resistance to environmental Destruction** – Collective strength-Joint Forest Management-CHIPKO Movement – Narmada Bachao Aandolan - Industrial Aqua Culture – Resistance from Coastal Waves – Negating Women’s Knowledge and Enterprise in food and Nutrition - Reclaiming Women’s Environmental Rights – Neem Patent Victory– Living Democracy Movement for reclaiming Life’s Diversity and Freedom

**UNIT IV. Gender and Technology** – Technology and Production – Technology Transfer – Appropriate Technology – Emerging Technologies – Impact on Women’s Development.

Programs and Policy Measures at International National and State Levels – Women’s Environment and Development Organization (WEDO): emphasizes women’s critical role in social, economic and political spheres.

Role of NGOs in protecting the Environment and Rights of Women – CEDAW – National Policy on Protecting Environment – Role of Pollution Control Boards

**Unit V Gender and Bio diversity Management**-Gender Roles: Concretising the terms of discourse- Professional (Govt) Management Systems and Gender – Proportion of Professional women in biodiversity management

-Ex *Situ* conservation: Botanical gardens, gene banks, and home gardens – Community Biodiversity Conservation and Gender – Agro biodiversity and seed preservation - Community biodiversity projects – Community biodiversity initiatives– Gender needs and equity. Destruction of Forest and Natural Resources – Increasing Drudgery and Health needs – Urbanization – increasing density – need for awareness on disposal of waste – Solid Waste Management – Methods of recycling of waste.

## References

M.S Swaminathan, *Gender Dimensions in Biodiversity Management*, Konark publishers pvt ltd, New Delhi, 1998.

Promilla Kapur (ed), *Empowering Indian Women*, Publication Division, Government of India, New Delhi, 2000.

Ronnie Vernooy, (Ed.) *Social and Gender Analysis in Natural Resource Management – Learning Studies and Lessons from Asia*, Sage, New Delhi, 2006.

P.K. Rao, *Sustainable Development-Economics and Policy*, Blackwell, New Delhi, 2000.

Vandana Shiva, “Gender and Technology Journal”, - Sage

Kurian, C.T., “Tracks for the Time”.

The Hindu “Survey on Environment”

## Women and Development

### CORE

#### 07 WSTAC 09

Number of Credit Hours: 4

#### Objective:

To provide an understanding of the contribution of women in productive and non-productive work.

**UNIT I. Feminist approaches to Economic Theories** – Pfaff Model of Household with transfers between member, Gary Becker’s Model of Maximizing Utility and Katz Model of Intra allocation and Inter allocation – Sen’s Capability and entitlement approach.- Gender in different forms of government-Theories of Development – Empowerment – Alternative Approaches – WID-WAD-GAD – State Policy and Programmes

**UNIT II. Concept of Work** – Productive and Non-productive work – Use value and Market Value – Visibility and Invisibility – Problems in measurement of women’s work – Opportunity Cost – Time use –Survey methods of measuring Women’s work – Difficulties – Role of Government.

**UNIT III. Gender Division of Labour** – Mode of Production – Women in Organized and unorganized sector – training skills and income generation – Pattern and Trends in WPR in Rural and Urban Employment Market in India and Tamil Nadu – Factors affecting women’s entry into labor market – demand and supply constraints. Determinants of Wage differentiation – Gender roles – Education – Skills – Productivity - Opportunity

**UNIT IV. Support services to Women Employment** – Self wage employment schemes – Employment Generation Schemes – National and State Local Levels – Equity to Empowerment – Approaches and Access to Credit – Theory of asymmetry of information – Micro finance Revolution – SHGs and Economic Empowerment – Strategies and Sustainability – Property rights and access to credit – Micro credit Initiatives and Approaches – Traditional Forms of Credit - Grameen Bank, and others – transaction cost differences – change in access to credit.

**UNIT V. Gender Planning** – Human development Index – Methods of Activity at Gender Based Analysis, Gender Related Development Index, Gender Empowerment Measures – Theoretical perspectives of empowerment – Empowerment indicators and development indices – Mainstreaming Gender development policies – Paradigm shift from women well being to Women's Empowerment.

## References

IAWS, *Feminist Approaches to Economic Theories A Report*, IAWS, New Delhi, 1995.

Promilla Kapur (ed), *Empowering Indian Women*, Publication Division , Government of India, New Delhi, 2000.

Kaila H.L, *Women, Work and the Family*, Rawat Publications, Jaipur, 2005.

Malcom Harper, *Profit for the Poor - Cases in Micro Finance*, Oxford and IBH publishing House, New Delhi, 1998.

Sheela Varghese, *Employment of Women in the unorganized manufacturing sector*, University Book House Private limited , Jaipur, 2003.

Balakrishnan A., *Rural Landless women Labourers- Problems and Prospects*, Kalpaz Publications, New Delhi, 2005.

Sivakamasundari .S., *Entrepreneurship Development for Rural Women*, Asia and Pacific Centre for Transfer of Technology, New Delhi, 1995.

Uma Shankar Jha, *Gender and Social Order – Issues and Challenges*, Kanishka Publishers, New Delhi, 2004.

Joan E. Grusec and Hugh Lytton, *Social Development – History, Theory and Research*, Springer, New York, 1988.

Paul Gready and Jonathan Ensor, *Reinventing Development? – Translating Rights-based Approaches from Theory to Practice*, Jed Books, London, 2005.

United Nations Human Settlement Programme, *Meeting Development goals in Small Urban Centres – Water and Sanitation in the World Cities*, UN-HABITAT, EARTHSCAN, London, 2006.

Uma Kothari (Ed.), *A Radical History of Development Studies – Individuals, Institutions, and Ideologies*, Jed Books, London, 2005.

Thomas Sebastian, *Globalization and Uneven Development – Neocolonialism, Multi National Corporations, Space and Society*, Rawat Publishers, Jaipur, 2007.

M.C. Behera, *Globalising Rural Development, Competing Paradigms and Emerging Realities*, Sage, New Delhi, 2006.

Rosalind Pollack Petchesky, *Gendering Health and Human Rights*, Jed Book, London, 2003.

Nalini Visvanathan, Lynn Duggan, Laurie Nisonoff, and Nan Wiegersma (Ed.), *The Women, Gender and Development-Reader*, Zubaan, Kali for Women, New Delhi, 1997.

Devaki Jain, *Women, Development, and the UN – a Sixty-year Quest for Equality and Justice*, Orient Longman, Hyderabad, 2005.

Tinker, “Economics of Inequality”.

Harper, “Consultancy for the Small Enterprise Development and Profit for the Poor”.

Human Capital Approach

Martha Nussbaum, - Women and capability approach – Gender perspective in Social Policy

Amartya Sen’s – Participation and development

## **Women and Entrepreneurship**

**Elective**

**07 WSTAE 03**

**Number of Credit Hours: 4**

### **Objective:**

This paper gives an insight and the link between Women entrepreneurship, values, and responsibility.

**UNIT I.** Concept and Meaning – Significance of Women Entrepreneurship – Entrepreneurial traits – Factors contributing to Women Entrepreneurship – Social, Cultural, Economic, Political and other factors. Relationship between Entrepreneurship and Empowerment.

**UNIT II.** Strategies of Women Entrepreneurship Development – EDP – Objectives – Special Women and EDPs – Micro Enterprises – and Self employment opportunities – Trends and Patterns of Women Entrepreneurship – Non-Stereotyping Women Entrepreneurship Activities – Non-farm Biotechnology and Information Technology.

**UNIT III.** State and Central Initiatives to promote Entrepreneurship among women – Institution and Schemes supporting Women Entrepreneurs – NIESBED – EDIT- SIDCO – NABARD – DIC – DRDA - WDC Banks – STEP –IAY – PMRY – KVIC – IMY – NORAD – DRIP – MUM – SGSY – SHG – Issues in different SHG models – Changes in approaches of Formal credit - Micro credit initiatives – International, National, State and Local areas.

**UNIT IV.** Identifying Business opportunities – Ideas – Opportunities – Project formulation – Maslow’s theory – Potpourri ideas – SWOT analysis – Budgeting – Breakeven analysis – Financial statement Analysis – Small Business Consultancy

**UNIT V.** Field Placement and Training - Training Entrepreneurs in Green Industries – Eco-friendly products to manufacturing and - SHG Consultancy.

## References

S. Maria John, R. Jeyabalan, and S. Krishnamurthy, *Rural Women Entrepreneurship*, Discovery Pub House, 2004.

Malcom Harper, *Profit for the Poor - Cases in Micro Finance*, Oxford and IBH publishing House, New Delhi, 1998.

Soundrapandian (ed), *Women Entrepreneurship- Issues and Challenges*, Ashish Publishing House New Delhi, 2000.

S. Maia John, R. Jeyabalan, S. Krishnamoorthy (ed), *Rural Women Entrepreneurship*, Discovery Publishing House, New Delhi, 2004.

Sheela Varghese, *Employment of Women in the unorganized manufacturing sector*, University Book House Private limited, Jaipur, 2003.

Sivakamasundari .S., *Entrepreneurship Development for Rural Women*, Asia and Pacific Centre for Transfer of Technology, New Delhi, 1995.

Malcolm Harper, Training Module for Micro Financing.

## Globalization and Women

### CORE

07 WSTAC 10

Number of Credit Hours: 4

### Objective:

This paper is to make the students realize the impact of globalization across women.

**UNIT I.** Globalization – Economic and social Aspects – Implications for Less Developed countries and women – Impact of Globalization in the light of multiple role of women – Globalization from the perspective of Developed countries - Dimensions -Diverse and Adverse Effects – Implications for Women and Men.

**UNIT II.** Impact of Globalization on women – Feminization of poverty – Rapid Casualization – Contract Labor System – Mechanization – Changing cropping Pattern – Land put to non-agricultural use and implications on Women’s Employment – Environment Degradation – Deforestation – Women as Social Capital – Networking of Women - Conservation – bearing on resources, index of failure of Government

**UNIT III.** Structural Adjustment Program and Employment of Women – Widening wage differentials between men and women – Set back in Education – Decline in Health and Food security Standards – Corporatization of resources: Denial and Loss - Commercial exploitation and lack of access to resources – Losing water security - Decline of Income in Women Headed Households.

Unemployment – Displacement from traditional roles– Constantly lagging in skills and skill development - Organization of Production and Institutional Support – Quantum jump in Professionalism – Access to Credit and Assets – Letting out System – Assembly Line Production - Developing Women’s Organizations – State Policies for redefinitions on Women Empowerment – Redefined self Image – Collective emancipation.

**UNIT IV.** Global Trade and Environment – Non Gender Neutrality of trade – Engendering International trade – Positive aspects of Trade for women – Need for Gender Equality in Global Trade – WTO and its implications - TRIPS – TRIMS – Patterns and Intellectual Property Rights.

**UNIT V.** Globalization and Changing consumerist culture –Feminism under Consumerism – Westernization – Influence of Media – Advertisement Ethics – Commodification – and Degrading women – Reinforcing Gender Stereotyping - Need for changing role of Media in the Globalization context – Freedom of Career choice – Consequences of Characteristic of Modernity – Information Flooding – Increasing Violence – Trafficking.

**References :**

Malini Bhattacharya (ed), *Women and Globalization*, Tulika Books in Association of School of Women’s Studies, Jadapur University, New Delhi, 2005.

Papola and Sharma (ed), *Gender and Employment in India*, Indian Society of Labour Economics, New Delhi, 2002.

Thomas Sebastian, *Globalization and Uneven Development – Neocolonialism, Multi National Corporations, Space and Society*, Rawat Publishers, Jaipur, 2007.

Rosalind Pollack Petchesky, *Gendering Health and Human Rights*, Jed Book, London, 2003.

M.C. Behera, *Globalising Rural Development, Competing Paradigms and Emerging Realities*, Sage, New Delhi, 2006.

Journal of Development and Change

Economic and Political Weekly

Related print and e-journals.

## NGO Management

### CORE

### 07 WSTAC 11

Number of Credit Hours: 4

#### Objective:

To make the students understand the administrative functions and operation mechanisms involved in sensitizing women development programs.

**Unit-I.** Development perspectives, approaches and models  
Trends in development sector, Role transformation and sustainability  
Critical program analysis in the context of development

NGO sector analysis and management implications  
Complementarities with Government agencies.

Concept of vulnerability analysis  
Voluntarism and Social action –Voluntarism Vs. Activism.

**Unit-II** Evolution and Life Cycle of NGO – Group Concept and Group Development Stages - Organisational structure, roles and functions, theories and their application to NGOs.

Organizational start up - Organizational expansion - Organizational consolidation.  
Functional and Dysfunctional roles – Problem Solving and Conflict Resolution -

**Unit-III** Goal Setting and Leadership - Donor Management and Rising Resources  
Human Resources Development and role of Change Agents  
Organisational Development Process - Types and Categories of staff, procedure for recruiting new staff and their induction into the organization.

**Unit-IV** Gender Relations in NGOs.  
An understanding of institutional contexts and Gendered outcomes.  
Understanding the Gendered constitution of Institutions.  
Organizational gender diagnosis

**Unit-V** Governance, Performance and Accountability of NGOs.  
Different forms of NGO governance -  
NGO Performance Evaluation (SWOT) and accountability matrix as a measure of effectiveness of the Organization.  
Approaches to Management Information Systems (MIS).  
Social Auditing techniques to measure Change - Stakeholder Analysis  
Alliance and Networks as Development Strategies.

**Reference books:**

Pawar, et. al., *NGOs and Development , The Indian scenario*, Rawat Publications, Jaipur and New Delhi, 2004.

Michael Edwards and Alan Fowler (Ed), *The Earth Scan Reader on NGO Management*, Vinod vashishta for Earthscan India, New Delhi, 2003.

David Lewis and Tina Wallice (Ed), *Development NGO's and the Challenge of Change*, Rawat Publications, Jaipur and New Delhi, 2003.

Fowler.A., *Striking a Balance: A Guide to Enhancing the Effectiveness of Non-Governmental Organizations in International Development*, London, Earthscan, 1997.

Moser,C, *Gender Planning and Development, A Practical Guide*, Routledge, London, 1993.

Oxfarm, *Hand Book of Developemnt and Relief*, Oxfarm, Oxford, 1996

Edwards M. And Hulme D. (Eds.) *Making a Difference: NGOs and Development In a Changing World*, Earthscan, London, 1992.

Korten D., *Third Generation NGO Strategies: A Key to People –Centered Development*, Vol.15 Pages 145-159, 1987.

Senge P., *The Fifth Discipline: The Art and Practice of Learning Organizations*, Random House, London, 1990.

Wierdsma, A and Swieringha, J., *Becoming a Learning Organization*, Addison-Wesley, London, 1992.

JM Ovasdi, *Management of Non-Governmental Organisations – Towards a Developed Civil Soceity*, Macmillan India Limited, New Delhi, 2006.

Devendra Agochiya, *Every Trainers Handbook*, Sage, New Delhi, 2002.

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**PG Diploma in Industrial Relations and Labor Welfare 2007– 08 onwards**

**PAPER-I : SOCIOLOGY OF INDUSTRY**

**Objectives**

To make the student understand industry as a social system and the social relations existing in the modern Industry.

The interaction existing between the stakeholders of industry, its patterns and their consequences.

Making the students to understand about sociological conception of work, approaches to work and work personality.

To sensitize the students about impact of industry on other social groups like society, community, family etc.

**UNIT I**

Historical development of factory system: Feudal – guild – putting out system – factory system – characteristics of Modern Industry and its social significance, Industry as a social system.

**UNIT II**

Internal structure of an Industry – Industrial organization formal and informal organization – Industrial management – line and staff. Importance of communication in industry.

Origin and development of scientific management – Human relations approach and its impact on Modern Industry.

**UNIT III**

Industrial collaboration – problems of collaboration – the techniques of delegation – effective industrial management – sharing of power – joint consultation.

Social environment in Industry – organizational climate – organizational commitment – job satisfaction – leadership – Morale and motivation.

**UNIT IV**

The concept of Work: Work through ages, Work and Recreation, Work and Art, Work and Leisure, Place of Work in Modern Industry, Modern Approaches to Work.

Work Personalities:

- a) Background of Works, Workers Experiences and Traits, Workers Predisposition, Orientation of Work.
- b) Differences in Work Patterns – Workaholics, Over Workers, Average Workers, Under Workers and The Work-inhibited. Determinants of Work Personalities.
- c) Factors affecting the Development of Work Personalities – Demographic and Historical factors.

**UNIT V**

Industry and Society – Industry and Community - Industry and Family - Industry and Social stratification - Industry and Education.

Social control and Social responsibilities of Industry - Industrialization and Automation.

**References:**

**Gisbert, P.S.J.** - *Fundamental of Industrial Sociology*. New York: McGraw Hill, 1969.

**Schneider, E.V.** - *Industrial Sociology*. New York: McGraw Hill, 1969.

**Parker, S.R. & Brown** - *The Sociology of Industry*. London: Allen & Unwin, 1967.

- Miller, D.C. & Form W.A.** - *Industrial Sociology*. (2<sup>nd</sup> edition), New York: Horpar & Row, 1964.  
**Vincent, and Mayor, J.** et al. – *New Foundations of Industrial Sociology*. New York: D. Van Nostrand Company, 1959.  
**Moore, W.E.** - *Industrial Relations and the Social Order*. New York: Macmillan, 1969.  
**Saxena, R.C.** - *Industrial Relations and Labour Problems*. Meerut: Nath and Co., 1974.  
**Pant, S.C.** – *Indian Labour Problems*. Allahabad: Chaitanya, 1965.  
**Friedmann, G.** – *Industrial Society*. Glencoe: The Free Press, 1964.  
**Moore, Wilbert, E.** - *The Impact of Industries*, New Jersey: Phentice – Hall, INC, Englewood, Cliffs, 1965.

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**PAPER – II : INDUSTRIAL RELATIONS AND TRADE UNIONISM**

**Objectives**

To equip the student to understand Industrial Relations and the dynamics of Trade Unions and the relationship between the two. To understand Industrial disputes and methods of prevention and settlement. The paper also equips them with the legislations pertaining to the above.

To sensitize the students to issues relating to Industrial relations and Trade Unionism. Case-experience on topics related to a) anatomy of strikes b) workers' participation in management c) Trade Union leadership etc.,

To facilitate the students to understand the intricacies of negotiation and also give them a grasp on the issues relating to legislature.

**UNIT I**

Industrial Relations – definition, Development of labour management relationships, objectives of Industrial Relations, participants, essentials of Industrial Relations.

**UNIT II**

Trade Unions – Origin and development of Trade Unions in India, Trade Unionism in UK and USA, views on the development of Trade Union, characteristics, structure, and functions, Role of Trade Union in maintaining Industrial Relations, shortcomings of Indian Trade Union.

**UNIT III**

Industrial Disputes – causes and consequences, Types of Disputes – strike and lock out – types of strike, Role of Trade Union in settlement of Industrial disputes, effect of Industrial disputes on Industrial peace and harmony.

**UNIT IV**

Machinery for prevention of industrial conflicts – Works committee, collective bargaining – Joint management council, workers' participation in management, Industrial collaboration and grievance procedures. Role of the machinery in preventing Industrial Disputes.

**UNIT V**

Mechanisms for the settlement of Industrial Disputes – Negotiations, Conciliation, Mediation, Arbitration – Voluntary and compulsory, Industrial tribunal, Cohesive Intervention, consultative machinery – Bipartite and Tripartite committee, Adjudication, related legislation.

**UNIT VI**

Legislative provisions – Indian Trade Union Act, 1926; The Industrial Disputes Act, 1947.

## References:

- Banerjee, R.N.** – *Industrial Awards and Industrial Relations in India*. Calcutta:1963.  
*The Indian Labour Year Book (Annuals)*, Labour Bureau, Ministry of Labour and Employment, Government of India.
- Moore, W.E.** - *Industrial Relations and the Social Order*. New York: Macmillan, 1969.
- Mamoria, C.B.** – *Dynamics of Industrial Relations in India*. Bombay: Himalayan Publishing House, 1983.
- Gisbert, P.S.J.** - *Fundamental of Industrial Sociology*. New York: McGraw Hill, 1969.
- Schneider, E.V.** - *Industrial Sociology*. New York: McGraw Hill, 1969.
- Sharma, G.K.** – *Labour Movement in India*. New Delhi: University Publishers, 1963.
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- Sahu, B.** - *Dynamics of Participative Management: Indian Experiences*. Himalayan Publishing House, 1985.
- Carrell, M.R., Hearvin, C., and Charles, E.** – *Collective bargaining and labour and labour relations, cases, practice and law*. Merril: Columbus, 1985.
- Prasad, N.G.K.** – *Factory Laws and Rules applicable to Madras State*. I, II, III. Vols. Madras Book Agency, 1967.

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### **PAPER – III : LABOUR WELFARE, SOCIAL SECURITY, AND LEGISLATIVE MEASURES.**

#### ***Objectives***

The course plan aims to sensitize student to the problems of the work force, welfare and security measures provided by the industry and legislations pertaining to the same.

The student should be able to assess these measures in terms of their advantages and limitations.

To facilitate the students to understand the intricacies of negotiation and also give them a grasp on the issues relating to legislature.

#### **UNIT I**

Labour Welfare – definition, features and importance – scope – aims and approaches – need for labour welfare, role of Labour Welfare Officer.

#### **UNIT II**

Labour Problems – Wages, security, housing of Indian labour, Women and Child labour in India.

#### **UNIT III**

Labour Welfare legislation – Employee safety – Industrial accidents and Industrial injury – Nature of accidents – Causes of accidents – Safety organizations – The Workmen's Compensation Act, 1923.

Working conditions of Indian Labour – Industrial health – Importance, Occupational hazards and risks, Occupational diseases – Statutory provisions for safety under Factories Act, 1948.

#### **UNIT IV**

Social security – Definition – Features – Importance – Institutional growth of Social security – Social assistance and Social insurance.

## **UNIT V**

Social security legislations - remuneration -Wage and salary administration – compensation, reward, wage levels and wage structure. Kinds of wage plans- Legislative measures – Payment of Wages Act, 1936; Employees Provident Funds Act, 1952; Payment of Gratuity Act, 1972; Payment of Bonus Act, 1965.

### References:

**Saxena, R.C.** - *Industrial Relations and Labour Problems*. Meerut: Nath and Co., 1974.

**Giri, V.V.** – *Labour Problems in Indian Industry*. Bombay: 1958.

**Kapoor, N.D.** – *Elements of Industrial Law*. Delhi: Chand and sons, 1988.

*The Indian Labour Year Book (Annuals), Labour Bureau, Ministry of Labour and Employment, Government of India.*

**Gisbert, P.S.J.** - *Fundamental of Industrial Sociology*. New York: McGraw Hill, 1969.

**Sahu, B.** – *Dynamics of Participative management: Indian Experiences*. Delhi: Himalaya Publishing House, 1985.

**Eldridge, J.E.T. & Crombie, A.D.** - *A Sociology of Organizations*. George Allen and Unwin, 1974.

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**M.A. WOMEN'S STUDIES - DEGREE EXAMINATION 2007-2008**

Time: Three hours

Maximum: 60 marks

**PART A (10x1 = 10 marks)**

Answer **ALL** the questions.

Each answer carries 1 mark.

(Multiple Choice Objective Type Questions)

For each answer, four alternatives (a), (b), (c), (d) are given, of which one is the correct or best answer. Choose the correct or best answer and mark the corresponding letter (a), (b), (c), (d) in the answer book.

1. The major consequences of gender roles segregation is

- a) Interchangeability of roles
- b) Sex-typing of status and role
- c) Co-operative role-sharing
- a. Performing roles according to competence

2. 3. 4. 5. 6. 7. 8. 9. and 10.

**PART B (5X4 =20 marks)**

Answer **ALL** questions. (Either / Or Pattern)

All questions carry equal marks.

Answer should not exceed 1 page.

11. a). Explain 'Gender'.

or

b). Explain 'Women in Development'.

12. a)

or

b).

13. 14. and 15.

**PART C (3X10 =30 marks)**

Answer **ANY THREE** questions (out of FIVE)

All questions carry equal marks.

Answer should be about 3 pages.

16. Discuss the role of State Women's Commission.

17, 18, 19, and 20.

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