

Paper: 1
Course Name: Community Work and Women

Equivalent Credits: 2

Marks: 50

Evaluation Criteria:

Internal Assessment (Practical) - 13

End Term Examination - 37

Attendance Requirements:

Students are expected to attend all lectures to benefit from the course fully. A minimum of 75% attendance is a must; failing which, a student may not be permitted to appear in the examination.

Course Objectives:

- To understand the foundational and critical elements of community work practice
- To examine gender dynamics and gender roles in diverse community contexts.
- To explore strategies for community intervention with a focus on women's development.

Course outcome:

Having completed this course, a student should be able to:

- Develop understanding regarding the establishment of Rapport and community engagement.
- Enhance the understanding of the roles of the agencies and the community organizer for Women's Development.
- Develop perspective and skills for participatory processes in the community and civil society for Women's betterment.

UNIT - I: Understanding Community

- Community: Meaning, Definition, and Types
- Community Organization and Community Development: Definition and Objectives
- Principles of Community Work

Essential Reading

- Ronald J. Hustedde. (2009). Seven theories for seven community developers, Introduction: Why theory? P. 20-37 In Rhonda Phillips and Robert H. Pittman (Eds.), *An Introduction to Community Development*(pp.20-37).Routledge.
- Ross, M.G. (1967). *Community Organization: Theory, Principles and Practice*, New York:Harper & Row,pp. 3-39, 61-72.

UNIT II: Gender Perspective on Community Work

- Women in Community Profiling and Need Assessment
- Role of Community Worker for Gender Inclusion
- Intervention of NGO's and Governmental Organizations

Essential Readings:

- Siddiqui, H. Y. (1997). *Working with Communities: An Introduction to Community Work*, New Delhi, Hira Publications, pp. 60-72, 91-103.
- Ross, M.G. (1967). *Community Organization: Theory, Principles and Practice*, New York, Harper & Row, pp. 103-133.

Suggested Readings:

- Brager, G., & Specht, H. (1973). *Community Organizing*, New York, Columbia University Press, pp. 90-110.
- Dunham, A. (1958). *Community Welfare Organization: Principles and Practice*, New York, Thomas Crowell, pp. 100-115.
- Mukherji, B. (1993). *Community Development in India*, New Delhi, Orient Longman, pp. 85-102.
- Meenai, Z. (2007). *Participatory Community Work*, New Delhi, Concept Publishing Company, pp. 45-62.

Paper-2
Course Name: Women and Human Resource Management

Equivalent Credits: 2 Credits

Marks: 50

Attendance Requirements:

Students are expected to attend all lectures to benefit from the course fully. A minimum of 75% attendance is a must; failing which, a student may not be permitted to appear in the examination.

Evaluation Criteria:

Internal assessment - 13

End term examination - 37

Course Objectives:

- To understand the concept of human resource through the lens of Gender.
- To critically understand the challenges, roles, and contributions of women in managerial positions.
- To identify inclusive strategies and practices that promote women's leadership and participation in organizations.

Course Outcome:

- Comprehend the concept and importance of Human Resource Management in relation to women's roles.
- Understanding Human Resource Development instruments & techniques.

UNIT 1: Human Resource Management

- a. Human Resource Management: Concepts and strategies
- b. Human Resource Development: Concepts and strategies
- c. Recruitment and Selection Process

Essential Reading

- Durai, Pravin. (2012). *Human Resource Management*, Delhi: Pearson, pp. 1-21, 122-136.

Unit-II: Career Planning and Guidance: Women Employees

- a. Features and Objective of Career Planning: Job Analysis, Job Description, and Job Specification
- b. Women in Management: Change and Progress
- c. Workplace Wellness: Family and Organization

Essential Readings:

- Pettinger, R. (2000). *The Future of Industrial Relations*, Thomson Learning, pp. 50-85.
- Saiyadain, M. S. (2003). *Organisational Behaviour*, Tata McGraw-Hill. pp. 150-180.

Suggested Readings:

- Barbara A. Gutek. (2000). *Women in Management*, Delhi, Sage Publications, pp. 28-48.
- Flippo, E. B. (1976). *Principles of Personnel Management*, New York, McGraw-Hill, pp. 110-150; 210-240.
- Pareek, U. (2006). *Designing and Managing Human Resource Systems*, New Delhi, Oxford & IBH Publishing, pp. 55-78.
- Saiyadain, M. S. (2003). *Organisational Behaviour*, Tata McGraw-Hill, pp. 1-25, 150-180.
- Sastry, Nalini and Subarta Pandey (2000). *Women Employees and Human Resource Management*, Hyderabad, University Press.

Paper 3
Course Name: Gender and Legal Rights in India

Equivalent Credits: 2 Credits
Marks: 50

Attendance Requirements:

Students are expected to attend all lectures to benefit from the course fully. A minimum of 75% attendance is a must; failing which, a student may not be permitted to appear in the examination.

Evaluation Criteria:

Internal assessment - 13
End term examination - 37

Course Objective:

The course prepares students to understand gender dynamics of Law in India with an understanding of feminist Jurisprudence. Students' understanding of feminist orientation will develop through analyzing the Court proceedings given for assignment.

Course Outcome:

- It will equip students to understand legal policies and feminist intervention in Law.
- It shall prepare students to pursue a career as a legal counselor.
- It will help sensitize students legally from a gender point of view.

Unit I: Women's Rights and Constitutional Provisions

- Constitutional Provision: Fundamental Rights and Duties
- Personal Law of India: Muslim, Christian and Zoroastrian
- Parliament Debate on Hindu Code Bill

Essential Reading:

- Sarkar, Lotika (2005). Constitutional Guarantees: The Unequal Sex, In Mala Khullar (Eds.), *Writing the Women's Movement: A Reader* (pp. 102-112). New Delhi, Zubaan.

- Agnes, Flavia (2001). Evolution of Islamic Law and Space Within it, *Law and Gender Inequality: The Politics of Women's Rights in India* (pp.29-40). Online edn, Oxford Academic.
- Kishwar, Madhu(1994). Codified Hindu Law: Myth and Realities, *Economic and Political Weekly*, 29 (33), 2145-2161.

Unit II: Laws for Gender Justice

- Legislation: Social and Criminal Laws related to women
- Family Courts and Committees for Women
- Legal Aid: Majlis and Lawyer Collective

Essential Reading:

- Gangoli, Geetanjali (2011). *Controlling Women's Sexuality: Rape Law in India*, Bristol University, Policy Press, pp.101-120.
- Sood, Pooja and Amandeep (2024). The Working of Family Courts in India: A Study, *Panjab University Law Review*, 63 (1), pp. 116-129.
- Murlidhar, S. (2005). Legal Aid Practices: Comparative Perspective, *Sabinet African Journals*, pp.261-284.

Readings:

- Agnese, Flavia(2001).*Law and Gender Inequality:The Politics of Women's Rights in India*, New Delhi, Oxford.
- Kapur, Ratna, (1996). *Feminist Terrains in Legal Domains:Interdisciplinary Essays*, New Delhi,Kali for Women.
- Menon, N. (2004).*Recovering Subversion: Feminist Politics Beyond the Law*, Urbana and Chicago, University of Illinois Press.
- Nair, Janaki (1998).*Women Law in Colonial India*, Delhi, Kali for Women,pp. 180-213.
- Parashar, Archana(2008). Gender Inequality and Religious Personal Laws in India, *The Brown Journal of World Affairs*, XIV, pp. 103-112.