

UNIVERSITY OF THE PUNJAB

NOTIFICATION

It is hereby notified that on the recommendations of the Board of Studies in Women's Studies, the Vice-Chancellor has, in anticipation of the approval of the relevant bodies, approved the Syllabi & Courses of Reading for M.A. (Part-I & II) in Women's Studies under Annual System in Affiliated Colleges of Punjab University.

The Syllabi and Courses of Reading are attached herewith vide Annexure-'A'.

Sd/-

ADMIN. BLOCK  
QUAID-E-AZAM CAMPUS,  
LAHORE.

PROF. DR. MUHAMMAD NAEEM KHAN  
REGISTRAR

No. 1816 /Acad.

Dated: 15-7- /2006.

Copy of the above is forwarded to the following for information: -

*NO Change Please*

*H.M.B.*  
*30-3-09*

1. Dean, Faculty of Behavioral & Social Sciences
2. Chairperson, Department of Women's Studies
3. Members of the Board of Studies in Women's Studies
4. Controller of Examinations
5. Deputy Controller (Examinations)
6. Deputy Controller (Conduct)
7. Deputy Controller (Secrecy)
8. Deputy Controller (Computer)
9. A.R. (Statutes)
10. Secretary to the Vice-Chancellor
11. Secretary to the Registrar

*A.O. (Meeting)*

*A.R. Acad.*

*Javed Ahmad*  
*30-3-09*

*No Change*

*Javed Ahmad*

*A.M.F.*

*17/04/08*

*A.R. Acad.*

*Javed Ahmad*  
*17-4-2008*

*Javed Ahmad*  
Deputy Registrar (Academic)  
for Registrar

*No Change*

*H.M.B.*  
*30-3-09*

*A.O. (Meeting)*

*A.R. Acad.*

*Javed Ahmad*  
*30-3-2009*

*No Change Please*

*A.O. (Meeting)*

*30-4-2011*

*A.R. Acad.*

*Javed Ahmad*

**1). Scheme of Studies in Women's Studies**

**Part-I**

<b>Paper No.</b>	<b>Course Title</b>	<b>Marks</b>
Paper I:	Introduction to Gender Studies & Women's Movement	100
Paper II:	Women in Religions' Perspectives	100
Paper III:	Gender Issues in Psychology & Health	100
Paper IV:	Status of Women in Pakistan Politics, Law and Media	100
Paper V:	Research Methods I & Information Technology	100
Paper VI:	Gender & Human Rights	<u>100</u>
	Total marks Part I	600

**Part-II**

Paper I:	Gender, Education and Economic Empowerment	100
Paper II:	Gender & Environment	100
Paper III:	Women in Work and Business	100
Paper IV:	Violence against Women & Counseling of Women in distress	100
Paper V:	Research Methods II	100
Paper VI & VII:	Thesis	200
Paper IX:	Internship	<u>100</u>
	Total marks Part II:	800
	Total marks for the program	1400

It was observed that some course outlines were not in harmony with the already approved course outlines under the semester system. The Readings for paper II of Part I were all in Urdu. Some other variations and omissions were also observed. Changes were made to make the Syllabus (content and List of Readings) in accordance with the existing program.

**Regulations**

**1. Examination:**

- 1) All examinations will be conducted by the University as per rules
- 2) Internship:
  - i) Internship will be for a period of 10 weeks in Government or well recognized established registered NGOs. The names of NGOs for will be approved by the BOS.
  - ii) Students will submit a written report of internship to the University through the concerned college.
  - iii) Evaluation of internship will be made on the basis of
    - a) Written report by the student
    - b) Evaluation of student performance as Intern by the organization on a Performa approved by the BOS.
    - c) Viva Voce to be conducted along with Viva Voce of thesis

3) Thesis:

- 1) Thesis will be undertaken by candidate as individual or to the maximum in a group of two.
- 2) The topics of theses will be approved by the BOS as per University Practice.
- 3) Examination and viva voce will be conducted as per University Practice/rules.

2. **Attendance and test**

- i) Student with less than 80% attendance will not be allowed to sit for the Annual Exams.
- ii) Also, students who do not appear for the December Exam. or are absent for more than 2 class tests or class assignments will also not be eligible for the Annual University Exam.

3. **Academic Term**

M.A. Part I & II

Term I: September to December

Term II: January to June

Annual Exams to be conducted by the University of the Punjab at the end of each year. The Scheme of Studies, course outlines and List of Readings recommended for approval are attached as Annex-A.

# M.A PART I

## Paper I

### INTRODUCTION TO GENDER STUDIES AND WOMEN'S MOVEMENT COURSE OUTLINE

#### Objectives

The course intends to develop a critical framework for thinking about questions relating to gender. The course traces the development of women's movements and feminist theories from their origin in the early seventeenth century, through influential eighteenth and nineteenth century debates in a variety of contexts and to the complexity of feminist discourses into the new millennium which have stimulated the development of academic studies of women and gender. The students will be able to identify, describe, define, explain, and critique the concepts, issues and concerns of women/gender studies.

#### Introduction to Gender Studies

1. Introduction to Gender Studies
  - 1.1 Meaning
  - 1.2 Goals
  - 1.3 Multi-Disciplinary Nature
2. Understanding Gender
  - 2.1 Concept of Gender and Sex
  - 2.2 Gender Equity and Equality
  - 2.3 Gender Socialization
  - 2.4 Gender Mainstreaming
  - 2.5 Women Empowerment
  - 2.6 Gender Lens
  - 2.7 Gender Analysis
  - 2.8 Sex Disaggregated Data
  - 2.9 Gender and Language
  - 2.10 Gender Division of Labour
  - 2.11 Difference between Oppression, Exploitation & Subordination
  - 2.12 Gender Sensitivity
  - 2.13 Gender Sensitization
  - 2.14 Gender Discrimination
  - 2.15 Gender Roles
  - 2.16 Gender Planning
3. Matriarchy
  - 3.1 Concept, origin and development
  - 3.2 Comparative study of women in early societies
    - 3.2.1 Women in hunting societies
    - 3.2.2 Women in peasant societies
    - 3.2.3 Women and Industrialization
4. Patriarchy
  - 4.1 Concept, origin and development
    - 4.1.1 Origin of patriarchy
    - 4.1.2 Patriarchy and Capitalism
    - 4.1.3 Socialist patriarchy
    - 4.1.4 Patriarchy in pre-Islamic society
    - 4.1.5 Islam and patriarchy
    - 4.1.6 Patriarchy in the West
    - 4.1.7 Patriarchy in today's societies
    - 4.1.8 Gender issues arising from patriarchy
5. Gender and Development
  - 5.1 The Development Process
  - 5.2 Women and Development
  - 5.3 Approaches to Women, Gender & Development
    - 5.3.1 The Welfare Approach
    - 5.3.2 The WID Approach
    - 5.3.3 Gender and Development (GAD)
    - 5.3.4 Women and Development (WAD)

(2)

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- 5.3.5 The Efficiency Approach
  - 5.3.6 The Empowerment Approach
  - 5.3.7 Gender and the Environment (GED)
  - 5.4 Mainstreaming Gender Equality
    - 5.4.1 Millennium Development Goals
  - 6. Feminism: Concepts and Ideologies
    - 6.1 Definitions
    - 6.2 The first feminists
    - 6.3 Proto-feminism
    - 6.4 Liberal feminism
    - 6.5 Radical feminism
    - 6.6 Psychoanalytic feminism
    - 6.7 Marxist and Socialist feminism
    - 6.8 Post-Modern feminism
    - 6.9 Anti-feminism
    - 6.10 Feminism on International scale
  - 7. Colonialism, Imperialism and Development
    - 7.1 Impact of colonialism on the status of women
    - 7.2 Imperialism and women's status
    - 7.3 Women in development programmes
    - 7.4 Women 's work in socialist countries
  - 8. Gender equality in Developing Countries
    - 8.1 Distributive and Relation aspects of Gender inequality
    - 8.2 The impact of modernization
  - 9. Women and Gender Relations in Major Third World Region
    - 9.1 Latin America
    - 9.2 Caribbean Region
    - 9.3 Middle East
    - 9.4 Sub-Sub-Saharan Africa
    - 9.5 South Asia
    - 9.6 South East Asia
  - 10. Gender Studies in Pakistan
    - 10.1 Background
    - 10.2 Present Situation
    - 10.3 Questions for Future
- Women's Movements**
- 1. The three waves of Women Development
    - 1.1 Concept and meaning
    - 1.2 First wave
      - 1.2.1 Social effects
      - 1.2.2 Effects on women
    - 1.3 Second waved
      - 1.3.1 Collision Effects
      - 1.3.2 Social effects
      - 1.3.3 Effects on women
    - 1.4 Third Wave
      - 1.4.1 Analysis
      - 1.4.2 Effects on Women
      - 1.4.3 Changing face of the movement
  - 2. Women's Struggle
    - 2.1 The Early Years (1840-1870)
      - 2.1.1 The Evangelical Movement
      - 2.1.2 The Campaign for Equal Rights
      - 2.1.3 Temperance Movement
      - 2.1.4 Anti-slavery campaign
    - 2.2 The Golden Years (1870-1920)
      - 2.1.1 The Pursuit of Moral Reform
      - 2.1.2 The Ideal of female superiority
      - 2.1.3 Votes for Women
    - 2.3 Resurgence of Feminism: the Contemporary Women's Movement
    - 2.4 Social Movement Transformation (1975-82)

- 2.4.1 A memorable decade
- 2.4.2 1975: A watershed year
- 2.4.3 The Era campaign
- 2.4.4 The introduction of civil disobedience
- 2.4.5 Protection of the Weak
- 2.5 The Intermission (1920-1960)
  - 2.5.1 Women and Welfare
- 3. Women's Movement in South Asia
  - 3.1 1896-1947: A period of awakening
    - 3.1.1 Historical background
    - 3.1.2 Impact of colonization
    - 3.1.3 Education and women reform movement
    - 3.1.4 Women's rights
    - 3.1.5 Women and Pakistan Movement
- 4. Women's movement in Pakistan
  - 4.1 The early years: 1947-1958
  - 4.2 Ayub Khan's Period (1958-69)
    - 4.2.1 Family Laws Ordinance 1961
    - 4.2.2 Women in Politics
    - 4.2.3 Women's organization
  - 4.3 The Bhutto Era (1970-77)
    - 4.3.1 The politicization of women
    - 4.3.2 Constitutional rights
    - 4.3.3 Women's rights committee
    - 4.3.4 Women's organizations
  - 4.4 The Zia Regime (1977-1988)
    - 4.4.1 Hudood Ordinance
    - 4.4.2 Women's Action Forum (WAF)
    - 4.4.3 The Law of Evidence
    - 4.4.4 Law of Qisas and Diyat
    - 4.4.5 The Crimes Ordinance
    - 4.4.6 Women's Resistance
  - 4.5 The Post-Martial Law Period (1928-2000)
- 5. Women in the National Development of Pakistan
  - 5.1 Background
  - 5.2 Women and Nation Building

#### **TEXT BOOKS**

- Leela Dube(2001). Anthropological Explorations in Gender
- Azra Asghar Ali. (2000). The Emergence of feminism Among Indian Muslim Women 1920-1947. Oxford University Press. New Delhi.
- Socorro L. Reyes (2003). Gender Sensitivity and Awareness raising: Step by Step. UNDP, Islamabad.
- Understanding Gender by Kamla Bhasin, Published in 2000 by Kali for Women.
- What is Patriarchy by Kamla Bhasin, Published in 1994 by Kali for Women.

#### **READING BOOKS**

- Janet H. Momsen(2004). Gender and Development. London: Rutledge.
- Caroline B. (1997) Gender in Cross-Cultural Perspective. New York
- Kishwar, Naheed. (Ed) (1986). Women – Myths and Realities. Sang-e-Meel Publications, Lahore.
- Liz Machenzie. (1993). On Our Feet! Taking Steps to Challenge Women's Oppression. University of the Western Cape, Belleville, South Africa.
- Mrs. P. Selvie (1999). New Perspectives an South Asian Women. Book Enclave: Jaipur.
- R.C. Hiremath (2002). Women in a Changing World. Vyas Publishers: Jaipur
- H.S. Krupalini (2003). Women in a Development Country. S.B. Nangia: New Delhi.
- Meghna Guhathakurta (1997). Contemporary Feminist Perspectives.

- AM.G. Mazur (2002). Theorizing Feminist Policy. Oxford University Press; New York.
- Kumari Jayawordena ASR (1994). Feminism and Nationalism in the third World.
- World Bank (2003). Gender Equality and the Millennium Development Goals. World Bank.
- UNESCO (2003). Breaking the mould: Men's involvement in the quest for gender equity. UNESCO, Islamabad.
- Bela Awasthi (2002). Women's Liberation and modern world. Omsous Publication, New Delhi.
- United Nations (2002). Gender Mainstreaming: An overview. United Nations.

# M.A PART I

## Paper II

### WOMEN IN RELIGION'S PERSPECTIVE

#### COURSE OUTLINE

#### Objective

The course will provide the students an understanding of women's status in Islamic perspective. Misconceptions about the status and role of women practiced in the name of Islam will be evaluated and clarified. Critical analysis of women's status in various religions will be made and necessary comparisons will help the students to develop a true concept of women.

1. Significance, Role and Impact of Religion in Human Life
2. Women in World Religions' Perspective
  - 1.1 Women in Hinduism
  - 1.2 Women in Jainism
  - 1.3 Women in Buddhism
  - 1.4 Women in Judaism
  - 1.5 Women in Christianity
  - 1.6 Women in Islam
3. Eminent women in Quran and Early Islam
  - 3.1 Mary (Mariam)
  - 3.2 Hazrat Khadija
  - 3.3 Hazrat Ayesha
  - 3.4 Rabia Basri
  - 3.5 Others
4. Family Laws
  - 4.1 Significance
  - 4.2 Marriage
    - 4.2.1 Dowery
    - 4.2.2 Polygamy
  - 4.3 Succession and Auqaf
  - 4.4 Divorce
    - 4.4.1 Khula
    - 4.4.2 Judicial separation
    - 4.4.3 Halala
    - 4.4.4 Provisions for Divorced women
  - 4.5 Maintenance of women
  - 4.6 Questions about Muslim personal laws
5. The concept of gender equality in Islam
  - 5.1 Overview
  - 5.2 Human rights
  - 5.3 Civil rights
  - 5.4 Social rights
  - 5.5 Economic rights
  - 5.6 Political rights
  - 5.7 Educational rights
6. Feminism and Muslim women
  - 6.1 From Orientalism to Islamic Feminism
    - 6.1.1 Studies of gender and Islam
    - 6.1.2 A "New Muslim Women"
    - 6.1.3 Concept of "Purdah"
  - 6.2 Women, Modernity and Social Change
    - 6.2.1 Mystification of "Islamic Traditions"
    - 6.2.2 Feminism revisited



- 6.3 Islamic Feminism and its discontents  
6.3.1 "Muslim" feminism and gender activates  
6.3.2 The secular voices

7. Women's role in society  
1.1 Quran and Hadith on women's role  
1.2 Opinion of Jurists and scholars  
1.3 Present situation  
1.4 Future vision

#### **TEXT BOOKS**

- Farid, Arifa. (1994). Muslim Women in World Religion's Perspective. Karachi: University of Karachi.
- Ali Asghar Chishti (2003). Islam and Women.

#### **READING BOOKS**

- Iqbal, Safia, (1989). Women and Islamic Law. Lahore: Islamic Publication.
- Farid, Arifa, (1994). Muslim Women in World Religion's Perspective. Karachi: University of Karachi.
- Jameelah, Maryam. (1998). Islam and the Muslim Women Today. Lahore: Mohammad Yusuf Khan and Sons.
- Siddiqui, M. Mazharuddin. (1996). Women in Islam. Lahore: Institute of Islamic Culture.
- Moghissi, Haideh. (1999). Feminism and Islamic Fundamentalism. Oxford University Press.
- Sally Baden. (1992). The Positions of Women in Islamic Countries: Possibilities, Constraints and Strategies for Change. BRIDGE Publication.
- Arifa Farid (1994). Muslim Women in World Religions Perspective Perspectives.
- Ziba-Mir-Hosseini (1999). Islam and Gender.
- Elizabeth A. Castelli (2001). Women Gender Religion.
- Ali Asghar Chishti (2003). Islam and Women.
- Syed Jalal-ud-Din Al-Nasar Umri (2002). Auwrat Aur Islami Muashra Muashra
- Maulana Wahid (2000). Women Islam and Western Society.
- Muhammad Sharif Chaoudhary (1991). Women's Rights in Islam.
- Muhammad Saeed Siddiqi (1991). The Modest Status of Women in Islam.

# M.A PART I

## Paper III

### GENDER ISSUES IN PSYCHOLOGY AND HEALTH

#### COURSE OUTLINE

#### Objectives

The course explores a wide variety of psychological issues. It aims to critically examine the women's life cycle and the impact of various social, cultural and economic factors on the development of gender concepts. It intends to develop interests of students about psychological needs of the genders and coping mechanisms in Pakistani culture. It will also identify health issues which concern women throughout their life cycle and their impact on physiological, psychological, cultural, and political well-being of women. The course will help to develop strategies for improving the health care of women.

#### Psychology

1. Introduction
  - 1.1 Emergence of gender issues in psychology
  - 1.2 Early studies of differences
  - 1.3 Myths and realities about gender differences
2. Biological determinants of gender differences
  - 2.1 Genetic determinants
  - 2.2 Chromosomes, sex linkage and sex linked traits
  - 2.3 Hormones and Endocrine Glands
  - 2.4 Prenatal development
  - 2.5 Postnatal development
3. Socialization of Human beings
  - 3.1 Agents of socialization
    - 3.1.1 Biological determinants
    - 3.1.2 Psycho-social determinants
  - 3.2 Theories of Personality Development
    - 3.2.1 Social learning theory
    - 3.2.2 Psycho-analytical theory
    - 3.2.3 Cognitive development theory
    - 3.2.4 Moral development theory
4. Motherhood and psycho-social environment
  - 4.1 Infertility and social psychological consequences for women
  - 4.2 Pregnancy and related issues
  - 4.3 Postnatal adjustment of gender
5. Women and Later Adulthood
  - 5.1 Physical changes
  - 5.2 Psychosocial changes
  - 5.3 Moral Changes
6. Cognition and Gender
  - 6.1 Abilities and gender differences
  - 6.2 Determinants of cognitive gender differences
7. Gender Differences: Personality and Social Behavior
  - 7.1 Personality traits and social realities
  - 7.2 Social roles
  - 7.3 Changing gender roles
8. Women and Psychological Issues
  - 8.1 Therapies
    - 8.1.1 Traditional
    - 8.1.2 Medical
  - 8.2 Adjustment to Social Problems
    - 8.2.1 Emotional problems of women

#### Health

1. An overview of Women's Health
  - 1.1 Global trends
  - 1.2 Traditional health system
  - 1.3 Women's burden of disease
  - 1.4 The life cycle

- 1.4.1 Infancy and childhood
  - 1.4.2 Adolescence
  - 1.4.3 Later adolescence
  - 1.4.4 Old age
- 1.5 Health problems
- 1.6 Life Expectancy
- 2. Differentials in Health
  - 2.1 Biological determinates of women's health
  - 2.2 Socio-economic influences of women's health
  - 2.3 Widespread impact of women's health
    - 2.3.1 Child survival
    - 2.3.2 Productivity, family welfare, and poverty reduction
  - 2.4 Investment in women's health
- 3. Health and Nutrition Interventions
  - 3.1 Nutrition interventions
    - 3.1.1 Female motility and morbidity
    - 3.1.2 Reproductive health
    - 3.1.3 Health service
    - 3.1.4 Prevention and management of diseases
    - 3.1.5 Expanded intervention
  - 3.2 Behavior change interventions
    - 3.2.1 Promotion of positive health practices
    - 3.2.2 Eliminating harmful practices
    - 3.2.3 Expanded behavior change interventions
  - 3.3 Our Health Intervention
- 4. Building on experience
  - 4.1 Learning form other countries
    - 4.1.1 Sub-Saharan Africa
    - 4.1.2 Middle East and North Africa
    - 4.1.3 Latin America and the Caribbean
    - 4.1.4 Eastern Europe and Central Asia
    - 4.1.5 South Asia
    - 4.1.6 East and Southeast Asia
  - 4.2 Role of International Agencies
    - 4.2.1 World Bank
    - 4.2.2 UNICEF
    - 4.2.3 WHO
    - 4.2.4 CIDA
    - 4.2.5 Others
- 5. Strategies for Change
  - 5.1 Broadening policy support
  - 5.2 Improving equity and efficiency
    - 5.2.1 Selecting interventions for public finance
    - 5.2.2 Coast recovery and targeting public expenditures to poor
      - 5.2.2.1 Protecting poor women
  - 5.3 Strengthening Service Delivery
    - 5.3.1 Increasing access to care
    - 5.3.2 Designing relevant strategies
    - 5.3.3 Improving quality of services
    - 5.3.4 Increasing trained staff
  - 5.4 Integrating women into health planning and implementation
  - 5.5 Role of Private Sector
    - 5.5.1 NGOs
  - 5.6 Supporting health through Public Education
    - 5.6.1 Advocacy for policy change
  - 5.7 Meeting information Needs
    - 5.7.1 Health Status indicators
    - 5.7.2 Programme design
    - 5.7.3 Programme monitoring and evaluation

### **TEXT BOOKS**

- Michael Cole & Sheila R. Cole. (1993). The Development of Children. Scientific American Books.
- Patricia H. Miller (1983). Theories of Development Psychology.
- Harcourt Brace (1953). Introduction to Gender Psychology.
- AnneG. Tinker. (1998). Improving Women's Health in Pakistan. The World Bank.
- United Nations. (1999). Women and Health: Mainstreaming the Gender Perspective into the Health sector. New York.

### **READING BOOKS**

- Zick Rubin & Elton B. Micxheil. (1992). The Psychology of Being Human Harper & Row.
- Allama Iqbal Open University. (1996). Psychology of Women. Islamabad.
- Jane S. Halanen (1996). Psychology Contexts of Behavior
- L. Dodge Fernald (1998). Munn's Introduction to Psychology.
- Corey. G. (1996) Theory and Practice of counseling and Psychotherapy.
- Hethersinton, E.M and Parke, R.D (1986) Child Psychology.
- Hurlock, E.B. (1987). Child Development.
- Priest, (1983). Anxiety + Depression.
- Brodsky, A.M. Mustin, R.T.H. (1980) Women and Psychotherapy.
- Anne Tinker & others. (1994). Women's Health and Nutrition: Making a Difference. The World Bank Discussion Paper No. 256.
- World Bank. (1996). Improving Women's Health in India. World Bank Technical Paper, Washington, D.C.
- Fadia Saadah & James Knowles. (2000). Food Safety Issues in the Developing World. World. World Bank Technical paper No. 469, Washington, D.C.
- Nancy H. Bryant (2003). Women in Nursing in Islamic Societies.
- Judith H. Larosa (2003). New Dimensions in Women's Health.
- A.R. Gist Burner (2002) Jahan Aurtoon Kelye Dactor na ho.

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## **M.A PART I**

### **Paper IV**

#### **STATUS OF WOMEN IN PAKISTAN POLITICS, LAW AND MEDIA COURSE OUTLINE**

1. Socio-cultural conditions
  - 1.1 Background
  - 1.2 Status in the Family
    - 1.2.1 Constitutional Provision
    - 1.2.2 Legal Previsions
    - 1.2.3 Marriage
    - 1.2.4 Dissolution of Marriage
    - 1.2.5 Guardianship of Children
  - 1.3 Status in the Society
    - 1.3.1 Gender Stereotyping
    - 1.3.2 Oppressive feudal structure
    - 1.3.3 Girls Pawned to settle disputes
    - 1.3.4 Bride price (walwar)
    - 1.3.5 Trafficking in Women and girls
  - 1.4 Violence against Women
2. Socio-Economic Status of Women
  - 2.1 Background
  - 2.2 Constructional Provisions
  - 2.3 Administrative framework
  - 2.4 International Commitments
  - 2.5 Labor Force Participation Trends
  - 2.6 Recruitment Policy
    - 2.6.1 Public Sector
    - 2.6.2 Private Sector
  - 2.7 Social Security Provisions.
    - 2.7.1 Public Vs Private Sector
  - 2.8 Occupational Safety
  - 2.9 Situation in rural areas
  - 2.10 Technical and Vocational Training for Women.
  - 2.11 Unemployment

#### **Politics**

1. Theories of Political Science
2. Concept of Women Political Participation
  - 2.1 Attitudes and Behavior of the Society
  - 2.2 Socio-cultural constraints
  - 2.3 Comparative Studies
3. Women and Political Participation
  - 3.1 Pre-independence Period
  - 3.2 Pakistan Period
4. Women in the Political Process
  - 4.1 Role in Parliament
  - 4.2 Role in Political Parties
  - 4.3 Influence of Women's Participation
5. Methodologies in Political Participations
  - 5.1 Right to Vote
  - 5.2 Right to Represent
  - 5.3 Analysis of Women Planning
  - 5.4 Turnout of Women Voters
  - 5.5 Minority Women and Reservation of Seats for Minorities
6. Capacity Building

- 6.1 Women Leadership Training
- 6.2 Awareness, Perception and Preference
- 6.3 Running and Winning Elections

7. Formation of Women's Political Caucus

- 7.1 Inside the Local Councils
- 7.2 Provincial and National Assemblies

8. Case Studies in Women's Political Participation

9. Awareness Raising

- 9.1 Transformational Politics
- 9.2 Political Participation as Human Rights
- 9.3 Electoral System in Pakistan
- 9.4 Local Government Ordinance, 2000.

**Law**

- 1. Legal Situation
  - 1.1 Constitutional Provisions
  - 1.2 The Hudood and Qisas and Diyat Laws
  - 1.3 Current Practices
- 2. Political Rights of Women
  - 2.1 Constitutional Framework
    - 2.1.1 Criteria for Voters and candidates
  - 2.2 Legislative Framework
  - 2.3 Administrative Framework
  - 2.4 Penal Provisions
  - 2.5 Current Situation
    - 2.5.1 Voting Trends
    - 2.5.2 National and Provincial Assemblies
    - 2.5.3 Senate
    - 2.5.4 Local Bodies Level
    - 2.5.5 Reservation of Seats
    - 2.5.6 Women as Head of State
  - 2.6 Women in Government Service
  - 2.7 Factors for Low Political participation of Women
  - 2.8 Role of NGOs
- 3. Educational Status of women
  - 3.1 Constitutional Provisions
  - 3.2 Legislative Framework
  - 3.3 Administrative Framework
  - 3.4 Government Policy
    - 3.4.1 National Educational Policy (1998-2010)
    - 3.4.2 Ten Year Perspective Development Plan
    - 3.4.3 Education Sector Reforms (2001-2015)
    - 3.4.4 National Plan of Action for Education
  - 3.5 Situation on the Ground
    - 3.5.1 Participation Rates
    - 3.5.2 Technical and Vocational Education
    - 3.5.3 Distance Learning
  - 3.6 International Commitments
  - 3.7 Strategies to bridge gender gaps in Education
- 4. National Commission Report on the Status of Women
  - 4.1 1976
  - 4.2 1983
  - 4.3 1997
- 5. Convention on the Elimination of all forms of Discrimination against Women (CEDAW)
  - 5.1 Introduction
  - 5.2 Article 1-16

6. National Plan of Action (NPA)
  - 6.1 Introduction
  - 6.2 Article 1-13
7. National Policy for Development & Empowerment of women
  - 7.1 Introduction
  - 7.2 Aims & Objectives
  - 7.3 Social Empowerment of Women
  - 7.4 Economic Empowerment of Women
  - 7.5 Political Empowerment of Women

### **Media**

1. Image of women in print media and its impact on society
  - 1.1 Treatment of women related news items
  - 1.2 Portrayal of women related news items
  - 1.3 Newspapers and magazines agenda and women
2. Portrayal of women in electronic media
  - 2.1 Television dramas and stereotype roles of women
  - 2.2 Co modification of women in advertisement
  - 2.3 Film and the image of women
  - 2.4 Portrayal of women in internet advertisement
  - 2.5 Radio programs and women participation
3. Women's participation in the decision making of media
  - 3.1 Directorship of media and participation of women
  - 3.2 Women as media employees; role, status and practices

### **TEXT BOOKS**

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- National Policy for Development & Empowerment of Women. MoWd, Islamabad.
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**M.A PART I**  
**Paper V**  
**RESEARCH METHODS I AND INFORMATION TECHNOLOGY**  
**COURSE OUTLINE**

**Research Method I**

1. The Research Process
  - 1.1 Knowledge and Research
  - 1.2 Scientific Method
    - 1.2.1 Theoretical Foundation of Scientific Method
    - 1.2.2 Steps in Scientific Methods
    - 1.2.3 Assumptions
    - 1.2.4 Use of Scientific Method in Social Sciences
    - 1.2.5 Characteristics of Social Scientific Studies
  - 1.3 Classification of Research by Purpose
    - 1.3.1 Basic Research
    - 1.3.2 Applied Research
    - 1.3.3 Action Research
  - 1.4 Classification of Research by Strategy
    - 1.4.1 Quantitative Research
    - 1.4.2 Qualitative Research
2. Research Problems
  - 2.1 Selection and Statement of Problem
    - 2.1.1 Sources
    - 2.1.2 Criteria Selection
    - 2.1.3 Statement
    - 2.1.4 Development of Conceptual Framework
  - 2.2 Review of Related literature
    - 2.2.1 Need
    - 2.2.2 Sources
    - 2.2.3 Note taking
    - 2.2.4 Organizing and citation
  - 2.3 Formulation and Statement of Hypotheses
    - 2.3.1 Definition and Purpose
    - 2.3.2 Types of Hypotheses
    - 2.3.3 Stating the Hypotheses
    - 2.3.4 Testing the Hypotheses
3. Methodology/ Procedure
  - 3.1 Selection of a Sample
    - 3.1.1 Definition of a Population
    - 3.1.2 Sampling, Definition and Purpose
    - 3.1.3 Sample Size
    - 3.1.4 Methods of Selecting a Sample
      - a. Probability Sampling
        - Simple Random Sampling
        - Systematic Sampling
        - Stratified Sampling
        - Cluster Sampling
        - Multi Stage Sampling
        - Area Sampling
        - Time Sampling
      - b. Non-Probability Sampling
        - Accidental Sampling
        - Purposive Sampling
        - Quota Sampling
        - Snowball Sampling



#### 4. Levels of Measurement

- 4.1 Nominal Measurement
- 4.2 Ordinal Measurement
- 4.3 Interval Measurement
- 4.4 Ratio Measurement

#### 5. Development and Selecting Scales

- 5.1 Likert Scales
- 5.2 Semantic Differential Scales
- 5.3 Thurston Scales
- 5.4 Guttman Scales

#### 6. Types of Instruments of Data Collection

- 6.1 Tests
- 6.2 Questionnaire
- 6.3 Interview Schedule
- 6.4 Observation Schedule
- 6.5 Checklist
- 6.6 Rating Scales and other Instruments.
- 6.7 Criteria for the Selection of Instruments

#### 7. Various Types of Quantitative Research

##### 7.1 Surveys

- 7.1.1 Characteristics and uses of Surveys
- 7.1.2 Types of Surveys by Method
  - a. One shot or Cross sectional Survey
  - b. Successive Independent Sample Survey
  - c. Panel or Longitudinal
- 7.1.3 Types of Surveys by Analysis of Data
  - a. Descriptive Survey
  - b. Correlational Studies
  - c. Causal Comparative Studies

##### 7.2 Experimental Research

- 7.2.1 Basic Characteristics of Experimental Design
- 7.2.2 General components of experimental Research
  - a. Independent and Dependent Variable
  - b. Experimental and Control Group
- 7.2.3 Threats to an Experimental Study
- 7.2.4 Experimental Designs

#### 8. Analysis of Data

##### 8.1 Descriptive Statistics

- 8.1.1 Measures of Central Tendency
- 8.1.2 Measures of Variability
- 8.1.3 Measures of associations

##### 8.2 Inferential Statistics

- 8.2.1 Testing the Hypotheses
- 8.2.2 Tests of Significance

**INFORMATION TECHNOLOGY**

1. Introduction
  - 1.1 Types of computers
  - 1.2 Hardware and the Computing process
  - 1.3 Software
2. Word Processing and Desktop Publishing
  - 2.1 What is Word Processing?
  - 2.2 Desktop Publishing Software
    - 2.2.1 Types
  - 2.3 Using a Word Processor
    - 2.3.1 Entering Text
    - 2.3.2 Editing and Manipulating Text
  - 2.4 Page Layout
  - 2.5 Document Formatting
  - 2.6 Text Formatting
    - 2.6.1 Type Attributes
  - 2.7 Graphics
    - 2.7.1 Sizing and Scaling
    - 2.7.2 Live Art
    - 2.7.3 Graphics and Text
    - 2.7.4 Other Graphics Controls
  - 2.8 Saving the Work
  - 2.9 Printing Documents
3. Presentation Software (Microsoft Power Point )
  - 3.1 Introduction
  - 3.2 Presentations
    - 3.2.1 Creating and saving
    - 3.2.2 Organization
  - 3.3 Working with slides
  - 3.4 Working with texts
  - 3.5 Tables, charts and graphics
  - 3.6 Making notes and handouts
  - 3.7 Creating and running electronic presentations
4. Data Processing
  - 4.1 Introduction to Excel
  - 4.2 Spreadsheet Functions
  - 4.3 Setting up the Worksheet
  - 4.4 Entering Data
    - 4.4.1 Labels
    - 4.4.2 Values
    - 4.4.3 Formulas and Functions
  - 4.5 Manipulating Data
    - 4.5.1 Editing
    - 4.5.2 Copying and Moving
    - 4.5.3 Recalculating
    - 4.5.4 sorting
  - 4.6 Special Functions
    - 4.6.1 Graphs
    - 4.6.2 Macros
    - 4.6.3 Templates
  - 4.7 Printing the Worksheet
5. Working with Communications
  - 5.1 Telecommunications
    - 5.1.1 Internet
    - 5.1.2 Electronic Mail
    - 5.1.3 Facsimile Transmission
    - 5.1.4 Data Bases
    - 5.1.5 Bulletin Boards
    - 5.1.6 On-line Services

- 5.2 Women on the Web
- 5.2.1 Websites
  - 5.2.2 On-line Journals
  - 5.2.3 Publications
  - 5.2.4 Women's Studies Department/Centers
6. Using Secondary Storage
- 6.3 Second Storage Concepts and Terminology
  - 6.4 Magnetic Disk Storage
  - 6.5 Mainframe Disk Storage
  - 6.6 Magnetic Tape Storage
  - 6.7 Backups
  - 6.8 Optical Storage Media
7. Internet Resources
- [www.feministcampus.org](http://www.feministcampus.org)
  - [www.research.umbc.edu](http://www.research.umbc.edu)
  - [www.cddc.vt.edu/feminism](http://www.cddc.vt.edu/feminism)
  - [www.developmentgateway.org](http://www.developmentgateway.org)
  - [www.gendercide.org](http://www.gendercide.org)
  - [www.towson.edu](http://www.towson.edu)
  - [www.worlddiscovery.org](http://www.worlddiscovery.org)
  - [www.gender.org](http://www.gender.org)
  - [www.worldbank.org](http://www.worldbank.org)
  - [www.equityfeminism.com](http://www.equityfeminism.com)
  - [www.environmentalexpert.com](http://www.environmentalexpert.com)
  - [www.pdg.org.pk/gender](http://www.pdg.org.pk/gender)
  - [www.hivinsite.ucsf.edu](http://www.hivinsite.ucsf.edu)

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# M.A PART I

## Paper VI

### GENDER AND HUMAN RIGHTS

#### COURSE OUTLINE

#### Objectives

The course focuses on human rights guaranteed by human rights conventions. It includes major legal issues affecting women, constitutional and statutory laws involving issues of marriage and the family, employment, education, and violence against women.

1. Islam and Women's Human Rights
  - 1.1 Quran and Hadith
  - 1.2 Gender Equality Principle
  - 1.3 Muslim Personal Laws
    - 1.3.1 Marriage and Family
    - 1.3.2 Inheritance
2. Women and Human Rights: The Pakistan Context
  - 2.1 Constitutional Rights
    - 2.1.1 Historical Development
    - 2.1.2 Legislature
  - 2.2 Fundamental Rights
    - 2.2.1 Civil and Social
    - 2.2.2 Education
    - 2.2.3 Health
    - 2.2.4 Employment
    - 2.2.5 Inheritance
    - 2.2.6 Nationality
  - 2.3 Personal/Family Rights
    - 2.3.1 Marriage/Nikah
    - 2.3.2 Free consent
    - 2.3.3 Dowry/Haq-Mehar
    - 2.3.4 Maintenance
    - 2.3.5 Khula/Divorce
    - 2.3.6 Custody of Children
    - 2.3.7 Recovery of Dowry
    - 2.3.8 Bride Price
  - 2.4 Crimes Against Women
3. Human Rights and Conventions
  - 3.1 Meaning and importance
  - 3.2 From Conventions to laws
  - 3.3 Enforcement of Conventions
  - 3.4 Role of International Organizations
    - 3.4.1 United Nations
    - 3.4.2 Amnesty International
    - 3.4.3 Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)
    - 3.4.4 The Beijing Platform for Action.
4. Women and Human Rights: International Laws and Conventions
  - 4.1 Political and Civil Rights
  - 4.2 Economics, Social and Cultural Rights
    - 4.2.1 Marriage and Family
    - 4.2.2 Housing, land and property
  - 4.3 Women and employment
    - 4.3.1 Working condition
    - 4.3.2 Maternity rights
    - 4.3.3 Workers with family responsibilities
    - 4.3.4 Home workers
  - 4.4 Women and Marriage
    - 4.4.1 Entering marriage

- 4.4.2 During marriage  
4.4.3 End of marriage
- 4.5 Women Refugees  
4.5.1 General protection  
4.5.2 Rights in the country in which taken refuge
- 4.6 Exploitation and Trafficking
- 4.7 Violence against Women  
4.7.1 Defining and Preventing Violence  
4.7.2 Help for victims
- 4.8 Environmental rights
- 4.9 Women with disabilities
5. Taking Action  
5.1 Converting words into action  
5.2 Creating a country's manual  
5.2.1 International, Regional and National overview  
5.2.2 A global national comparison  
5.2.3 Present situation in the country  
5.2.4 International and Regional Organizations/Networks  
5.2.5 National Organizations  
5.2.6 Facts and Figures  
5.2.7 Future Vision

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- Rashida Patel. (1999). Socio-Economics Political Status and Women and Law in Pakistan. Karachi.

### **READING BOOKS**

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- Mahbub-ul-Haq & Khadija Haq. (1998). Gender Disparity in South Asia: Islamabad
- Deon Filmer & Others. (1998). Gender Disparity in South Asia:
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**M.A PART II**  
**Paper I**  
**GENDER, EDUCATION AND ECONOMIC EMPOWERMENT**  
**COURSE OUTLINE**

**Gender and Education**

1. Historical development of female education
  - 1.1 Mughal period
  - 1.2 Colonial period
  - 1.3 A period of awakening
  - 1.4 Independence movement
2. Review of Gender Sensitive Policies and Development Plans
  - 2.1 All Pakistan Education Conference (1947)
  - 2.2 Commission on National Education (1959)
  - 2.3 Education Policy (1972-80)
  - 2.4 The Education Policy (1972-80)
  - 2.5 The Education policy (1992)
  - 2.6 National Education Policy (1998-2010)
  - 2.7 Five Year Development Plans
3. Education and Gender Equality
  - 3.1 Major concerns in Achieving gender equality
  - 3.2 Gender Based Policy in education (1992)
    - 3.2.1 National Plan of Action for Education
    - 3.2.2 Poverty Reduction Strategy Paper (PRSP).
    - 3.2.3 Bridging the gender gaps
4. Primary/Elementary Education
  - 4.1 Access, Equity and Completion
  - 4.2 Reasons for Low Enrollment
    - 4.2.1 Internal
    - 4.2.2 External
  - 4.3 Dropout/Completion Rate
    - 4.3.1 Causes of High Dropout Rate
      - 4.3.1.1 Physical Factors
      - 4.3.1.2 Geographical Factors
      - 4.3.1.3 Administrative Factors
      - 4.3.1.4 Curriculum/Educational environment related factors
      - 4.3.1.5 Teacher related factors
  - 4.4 Primary Education Development Projects
    - 4.4.1 Tawana Pakistan
  - 4.5 Implementation Strategies
5. Middle Level Education
  - 5.1 Access, Equity and completion
  - 5.2 Strategies to bridge the gender gap
6. Higher Education
  - 6.1 Targets
  - 6.2 Public Vs Private Sector
  - 6.3 Implementation Strategic for Quality for Assurance
  - 6.4 Higher Education Commission (HEC)
7. Technical/Vocational Education
  - 7.1 Current Strategic
  - 7.2 Integration with Secondary Education
8. Curriculum Planning and Development
  - 8.1 Scheme of Studies
  - 8.2 Textbook/Teaching Learning Material Development
  - 8.3 Development of Textbooks and Curriculum for Polytechnics
9. Assessment and Evaluation System
  - 9.1 Current Practices
  - 9.2 National Education Assessment system (PEAS)
10. Private Sector in Education
  - 10.1 Private schooling



- 10.2 Initiatives for Promotion of Public Private Partnerships
11. Madaris Reforms
12. Adult Literacy
  - 12.1 Situation Analysis
  - 12.2 Causes for Low literacy rates
  - 12.3 Literacy Projects and Programmes
  - 12.4 Literacy Programmes by NGOs
13. Financial Allocation for Education
  - 13.1 Past and Present Reviews
14. Cognitive Sex Differences
  - 14.1 Research in Cognitive Difference
  - 14.2 Comparisons in the Mental Cognitive Abilities of Sexes
    - 14.2.1 Intelligences
    - 14.2.2 Verbal Abilities
    - 14.2.3 Memory
    - 14.2.4 Number/Mathematics Ability
    - 14.2.5 Creativity and Problem Solving
    - 14.2.6 Perceptual Processes
    - 14.2.7 Spatial and Mechanical Aptitude
    - 14.2.8 Artistic and Musical Aptitude
    - 14.2.9 Manual Dexterity
  - 14.3 Sex Differences in Scholastic
    - 14.3.1 International Perspective
    - 14.3.2 National Perspective
  - 14.4 Causes of Cognitive Differences
15. Gender Portrayal in Textbooks
  - 15.1 Review of Textbooks
16. Demand and Supply Factors: An Analytic Model
  - 16.1 Macro level Factors
  - 16.2 Demand Factors
  - 16.3 Supply Factors
17. Coeducation Vs Single-sex Education
  - 17.1 History of Single-sex education
  - 17.2 History of Coeducation
  - 17.3 Muslim and Feminist responses to single-sex education
18. Impact of Women Education
  - 18.1 Children's Health and Education
  - 18.2 Population Growth
  - 18.3 Political and Social
  - 18.4 Economic Growth Participation
19. Gender and Education: International perspective
  - 19.1 International Declarations on Women and Education
  - 19.2 Women's education in Region-specific Contexts
- Women's Economic Empowerment**
  1. Definitions of Empowerment
    - 1.1 Definitions and usage of empowerment
    - 1.2 Empowerment in gender equality discourse
    - 1.3 Empowerment as a process
  2. Empowerment in Development Activities
    - 2.1 Current approaches to women's empowerment
    - 2.2 Economic empowerment through credit programs
    - 2.3 Empowerment through political participation
    - 2.4 Empowerment and reproductive rights and health
    - 2.5 Empowerment through education
    - 2.6 Empowerment through decision making
    - 2.7 Gender relations and empowerment in the family
  3. Indicators of Empowerment
    - 3.1 Indicators of women's empowerment
    - 3.2 Measuring empowerment

### 3.3 Application of GEM in Pakistan

4. Global Economic Restructuring: Impact on Women
  - 4.1 Women and economic reforms
    - 4.1.1 Restructuring in different economies
    - 4.1.2 Structural adjustment and its impact on women
    - 4.1.3 Privatization: Impact on the economic position of women
    - 4.1.4 Deregulation of markets
  - 4.2 Global dimensions of economic restructuring and its impact on women
    - 4.2.1 Changes in the dimension and composition of world trade
    - 4.2.2 Deregulation of markets
    - 4.2.3 The proliferation of transnational corporations
    - 4.2.4 Changes in international financial flows
  - 4.3 A statistical analysis of gender's influence on economic growth
5. Approaches to Empowerment in Policy and Practice
  - 5.1 Policy goals and frameworks for women's empowerment
  - 5.2 Mainstreaming women's empowerment
    - 5.2.1 Welfare
    - 5.2.2 Access
    - 5.2.3 Awareness training
    - 5.2.4 Participation
    - 5.2.5 Control
  - 5.3 International Organizations and Women's Empowerment
    - 5.3.1 UNDP
    - 5.3.2 UNICEF
    - 5.3.3 CEPDA
    - 5.3.4 World Bank
    - 5.3.5 CIDA
  - 5.4 Comparison with situation in Pakistan
6. Women and Economics Decision Making
  - 6.1 Women Economic Decision makers
    - 6.2.1 National perspective
    - 6.2.2 International perspective
  - 6.2 Career Paths for women in corporate structures
    - 6.2.1 Entry paths
    - 6.2.2 Barriers to entry
  - 6.3 Women Entrepreneurs
    - 6.3.1 Statistical Analysis
    - 6.3.2 Activities
    - 6.3.3 Obstacles
  - 6.4 Women and trade development
    - 6.4.1 Major constraints
    - 6.4.2 Actions to be taken
7. Poverty
  - 7.1 Economic growth and the persistence of poverty
  - 7.2 Gender and poverty
  - 7.3 Poverty and female headed households
    - 7.3.1 Definition of the terms and measurement
    - 7.3.2 Female headship, implications and contributing factors
  - 7.4 Rural Poverty
    - 7.4.1 Participation of women in decision making
    - 7.4.2 Access to and control of productive resources
    - 7.4.3 Access to off farm employment
  - 7.5 Urban Poverty
    - 7.5.1 Migration and Urbanization
    - 7.5.2 Infrastructure
  - 7.6 Role of the State
8. Pakistani Women: An Economic Profile
  - 8.1 Trends in women's work
  - 8.2 Gender and employment: Trends and practices



- 8.3 Labor force participation  
 8.4 Sectoral shifts in male and female employment  
 8.5 Employment status and wages  
     8.5.1 Rural  
     8.5.2 Urban
9. Implications for Policy and Strategy  
     9.1 Steps to empowerment  
     9.2 Role of State  
     9.3 Addressing gender dimensions of poverty

### **TEXT BOOKS**

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## M.A PART II

### Paper II

### GENDER AND ENVIRONMENT

### COURSE OUTLINE

#### **Objective**

A post graduate study relating to environment concerns in broader and deeper shade and their impact upon gender issues, particularly in the perspective of human life, society and nation building, including the government. Legal and administrative measures concerning the conservation and protection of environment and also the problem of its management and enforcement. The perspective of national environmental law is enriched through its integration with international perspective. A sizeable portion of the course shall consist of practical legal training of the strategic environmental planning, environmental impact assessments of infrastructure projects and the various enforcement options under the national statutory dispensation.

#### **Contents**

1. Introduction
  - 1.1 Ecology
  - 1.2 Ecosystem
  - 1.3 Environmental Awareness
  - 1.4 Gender and Environment
2. Pollution
  - 2.1 Definitions
  - 2.2 Effects of pollution on environment
  - 2.3 Air Pollution
  - 2.4 Water Pollution
  - 2.5 Thermal Pollution
  - 2.6 Pollution due to oil slicks
  - 2.7 Nuclear Pollution
  - 2.8 Noise Pollution
3. Waste and its Disposal
  - 3.1 Types of Waste
  - 3.2 Waste Disposal
  - 3.3 Recycling
4. Water Supply and Sanitation
  - 4.1 Water Resource Management
    - 4.1.1 Needs and priorities
    - 4.1.2 Gender gaps
    - 4.1.3 Situation in Pakistan
  - 4.2 Health and Hygiene
    - 4.2.1 Household Sanitation
    - 4.2.2 Hygienic behavioral activities
5. Environmental toxic chemicals
  - 5.1 Heavy metals
    - 5.1.1 Lead
    - 5.1.2 Arsenic
    - 5.1.3 Cadmium
    - 5.1.4 Mercury
  - 5.2 Endometriosis
  - 5.3 Environmental estrogens
  - 5.4 Persistent Organic Pollutants (Pops)
  - 5.5 Impact of toxic chemical on women's health
6. Ecofeminism
  - 6.1 Meaning
  - 6.2 History
  - 6.3 Women and agriculture
    - 6.3.1 The Green Revolution and its impact on women
    - 6.3.2 Role of women in agriculture

- 6.3.3 Biotechnology
- 6.4 Deep ecology, bioregionalism and ecofeminism
7. Global trends in gender and environment
- 7.1 Conventions and declarations
- 7.2 International conferences
- 7.3 Integrating gender into environmental research and policy
8. Gender, Environment and Conservation
- 8.1 The State of Pakistan's Environment
- 8.2 Impact on Women
- 8.3 Recent Changes
- 8.3.1 Transportation
- 8.3.2 Agriculture
- 8.3.3 Health and Hygiene
- 8.3.4 Water supply
- 8.4 Case Studies
- 8.5 Government and NGOs initiatives in conservation of environment

### **Text Books**

- Joy Palmer and Philip Neal., (1994) The Hand book of Environment Education. Rutledge London and New York.
- Bruce Johansen (2003). Indigenous Peoples and Environment Issues.
- Suzanne Farkas (2002). International 24 years of Women & Environments Issues
- Khawar Mumtaz (1993). Women Environment & Development.

### **Reading Books**

- United Nations. (2001). Gender Perspectives for Earth Summit 2002 New York.
- Christinc van Wijk and Jannifer Francis. (1997). Global Trends in Gender and Demand-Responsive Water Supply, Sanitation and Hygiene. South
- Ariel Dinar. (2000). The Political Economy of Water Pricing Reforms Bank.
- Education. Sterling Publishers Private Limited. New York.
- Suzanne Farkas (1997). Women & Environments International.
- Ahendra Pondoy (2003). Environment Pollutants & Women's Health.
- Shirkat Gah (1999). Women at the Edge.

**M.A PART II**  
**Paper III**  
**WOMEN IN WORK & BUSINESS**  
**COURSE OUTLINE**

**Objectives**

This course helps the students examine the social, cultural and historical factors that influence women's work and the multiple ways in which gender affects the nature and quality of work. The course covers women's role in the traditional societies, effects of industrialization on women's work, women's paid and unpaid work in contemporary societies in various contexts and relevant gender differentiation.

The objective of this course is also to familiarize the students with major aspects of entrepreneurship and small business management with special emphasis on women entrepreneurs-the fastest growing category of entrepreneurs today. Analysis of internal and external environmental factors in a SWOT Analysis aimed at showing the strengths and weaknesses of the venture and its management is also discussed. The SME – Small & Medium Enterprises will be the focus of this course with special emphasis on the disciplines and principles that constitute the starting and operating a small business enterprise.

**Women In Work**

1. Participation Patterns
  - 1.1 Pre-civilized period
  - 1.2 Civilized period
  - 1.3 Industrial revolution
  - 1.4 Technological change
  - 1.5 Present trends
2. Women and Employment
  - 2.1 Patterns of participation rates
    - 2.1.1 Paid jobs
    - 2.1.2 Unpaid jobs
    - 2.1.3 Urban sector
    - 2.1.4 Rural sector
  - 2.2 Attitudes and behavior towards women's employment
  - 2.3 Factors affecting women employment
    - 2.3.1 Historical
    - 2.3.2 Social
    - 2.3.3 Economics
    - 2.3.4 Political
    - 2.3.5 Migration patterns
3. Professions
  - 3.1 Supply and demand in the female labour market
  - 3.2 Changing Patterns
  - 3.3 Manufacturing sector
  - 3.4 Service sector
  - 3.5 Informal sector
  - 3.6 Agriculture
4. Education and Skill Level
  - 4.1 General education
  - 4.2 Vocational and technical education
  - 4.3 Market demands
  - 4.4 Integration into labor force
5. Employment Practices
  - 5.1 Constitutional Provisions
  - 5.2 Gender bias in jobs
    - 5.2.1 Recruitment
      - 5.2.1.1 Public sector
      - 5.2.1.2 Private sector
    - 5.2.2 Promotion
    - 5.2.3 Working hours
  - 5.3 Wage differentials
    - 5.3.1 Public sector

- 5.3.2 Private sector
- 5.4 Occupational segregation
- 5.5 Social security and protection
- 5.6 Bank loan mortgages and credit
  - 5.6.1 Commercial Bank
  - 5.6.2 Cooperative Banks and Societies
  - 5.6.3 First Women Bank Limited
  - 5.6.4 Informal Credit System
- 5.7 Women workers, trade unions and other worker's associations
- 6. Changing patterns of rural women's work
  - 6.1 Counting rural women's work
  - 6.2 Commercialization and market liberalization in agriculture
    - 6.2.1 Gender division of labour
    - 6.2.2 Privatization
  - 6.3 Responses to market economy at the household level
    - 6.3.1 Entrepreneurial activity
    - 6.3.2 Restructuring household division of labour
    - 6.3.3 Organization
- 7. Family and Work
  - 7.1 Role as a house keeper
  - 7.2 Working women
    - 7.2.1 Benefits
    - 7.2.2 Problems
    - 7.2.3 Dual responsibilities
    - 7.2.4 Balancing their roles
- 8. Role of Women in the information Technology

#### Women in Business

- 1. Introduction to Business
  - 1.1 Characteristics
  - 1.2 Objectives
  - 1.3 Types of business organizations
  - 1.4 Trade & Commerce
- 2. Introduction to Management
  - 2.1 People & Organization
  - 2.2 Defining Management
  - 2.3 Efficiency & Effectives
  - 2.4 Mgmt Processes
  - 2.5 Managerial Roles
  - 2.6 Managerial Skills
  - 2.7 Relationship of mgmt with other disciplines
  - 2.8 Historical Roots of Management
    - 2.8.1 Classical Approach
    - 2.8.2 Human Resource Approach
    - 2.8.3 Quantitative Approach
    - 2.8.4 Contemporary Approaches
- 3. Business Communication: Importance & Benefits of Effective Comm.
  - 3.1 Components of Communication
  - 3.2 Concepts of Communication
  - 3.3 Concepts & Problems of Communication
- 4. Marketing Management
  - 4.2 Marketing 21<sup>st</sup> Century Marketing Tasks
    - 4.2.1 Marketing Concepts & Tools
    - 4.2.2 Company Orientation Towards Marketplace
    - 4.2.3 How business & marketing are changing
  - 4.3 Building Customer Satisfaction, Value & Retention
    - 4.3.1 Defining customer value & satisfaction
    - 4.3.2 Delivering customer value & satisfaction
    - 4.3.3 Attracting & Retaining Customers
    - 4.3.4 Total Quality Management

5. Principles of Accounting
  - 5.1 Accounting: The Language of Business
    - 5.1.1 Types of Accounting Information
    - 5.1.2 Financial Reporting
    - 5.1.3 Function's of an accounting system
    - 5.1.4 GAAP
    - 5.1.5 Balance Sheet
    - 5.1.6 The Accounting Equation
    - 5.1.7 Effects of Business Transaction
    - 5.1.8 Income Statement
    - 5.1.9 Statement of Cash Flow
  - 5.2 The Accounting Cycle: Capturing Economics Events
    - 5.2.1 The Ledger
    - 5.2.2 Debit & Credit Entries
    - 5.2.3 The Journal
    - 5.2.4 Net Income
    - 5.2.5 Revenue
    - 5.2.6 Expenses
6. Principle of Small Business
  - 6.1 Analyzing market opportunities
  - 6.2 Self-Evaluation
  - 6.3 Market Entry Strategy
  - 6.4 Profitability analysis
7. Women in Management
  - 7.1 Status of Women Management
  - 7.2 Sex Role Orientation
    - 7.2.1 Types of leadership styles
    - 7.2.2 Theories of Sex Role Orientation
    - 7.2.3 Sex-role Stereotypes
  - 7.3 Leadership Styles
    - 7.3.1 Types of leadership styles
    - 7.3.2 Leadership Styles of Women
  - 7.4 Fear of Success
  - 7.5 Stress of Women Manages
  - 7.6 Coping Behaviors of Women Manages

### **Text Books**

- Fundamentals of Managements by "Stephen P. Robbins & David C. Cecenzo", 3<sup>rd</sup> Ed
- Marketing Management by "Philip Kotler". Millennium Edition.
- Accounting: The Basis for Business Decisions by "Meigs & Meigs" 11<sup>th</sup> Edition

### **Reading Books**

- Principles of Small Business by "Cohin Barrow & Robert Brown.
- Women in Management by "Sanghamitra Buddhapriya".

**M.A PART II**  
**Paper IV**  
**VIOLENCE AGAINST WOMEN &**  
**COUNSELING FOR WOMEN IN DISTRESS**  
**COURSE OUTLINE**

**Violence Against Women**

1. Introduction
  - 1.1 The Patriarchal Parameters of Violence
  - 1.2 The International Perspective
  - 1.3 The Pakistan Context
2. The Scale Dimensions of Violence against Women
  - 2.1 Domestic Violence
  - 2.2 Community Violence
    - 2.2.1 Rape
    - 2.2.2 Eve teasing
    - 2.2.3 Harassment at work places
    - 2.2.4 Trafficking
    - 2.2.5 Prostitution
    - 2.2.6 Murder
    - 2.2.7 Acid throwing
    - 2.2.8 Incest
    - 2.2.9 Violence in Police Stations
  - 2.3 Violence during armed conflict
    - 2.3.1 Women Refugees
3. Domestic Violence
  - 3.1 What is domestic violence
    - 3.1.1 Meaning
    - 3.1.2 Forms
    - 3.1.3 Myths
    - 3.1.4 Facts and figures
    - 3.1.5 Case studies
  - 3.2 Theories of Domestic Violence
    - 3.2.1 Domestic abuse and the cycle of violence
    - 3.2.2 Power and control/equality wheels
  - 3.3 Prevention, Intervention, Counseling and Programmes
  - 3.4 Domestic Violence and the law
  - 3.5 International Conferences
  - 3.6 Resources: World wide Web
4. The Battering Cycle
  - 4.1 Causes
    - 4.1.1 Biological
    - 4.1.2 Environmental
    - 4.1.3 Social-cultural
    - 4.1.4 Economics
  - 4.2 Attitude towards battered women
5. Islam on Violence against Women
  - 5.1 The Quran and Hadith
  - 5.2 Opinion of Jurists and Scholars
  - 5.3 Analysis of present situation in Pakistan
6. Policy Implications and Strategy
  - 6.1 The Role of Government
  - 6.2 Constitutional Protection
  - 6.3 Actual Situation

Role of Women's Organizations

### **Counseling for Women in Distress**

1. Socio-Cultural Constructs of Gender
  - 1.1 Gender Role Socialization
  - 1.2 Gender Stereotyping and social cognition
  - 1.3 Changing Gender Roles
2. Violence Against Women
  - 2.1 Domestic Violence
  - 2.2 Community Violence
  - 2.3 The Prevention Strategy
    - 2.3.1 Role of Family
    - 2.3.2 Role of Government
    - 2.3.3 Role of NGOs
3. Stress Management
  - 3.1 Interdiction
    - 3.1.1 Meaning
    - 3.1.2 Types
    - 3.1.3 Stress Cycles
  - 3.2 Distress
    - 3.2.1 Symptoms
    - 3.2.2 Stress Analyses
    - 3.2.3 Causes
  - 3.3 Effects of Distress
    - 3.3.1 Psychological Effects
    - 3.3.2 Physiological Effects
    - 3.3.3 Behavioral Effects
  - 3.4 Ways to manage Stress
4. Responsibilities of Counselors
  - 4.1 Ethical
  - 4.2 Legal
  - 4.3 Social
5. Developing Counseling Skills
  - 5.1 The Counseling Relationship: Core
  - 5.2 Attending Skills
  - 5.3 Exploration Skills
  - 5.4 Understanding
  - 5.5 Action
  - 5.6 Termination
6. Approaches to Counseling
  - 6.1 Theoretical Approaches to Counseling of Women
  - 6.2 Family Counseling
  - 6.3 Career and lifestyle Counseling
  - 6.4 School and University Counseling
7. Assessing and Counseling Women
  - 7.1 Psycho-Social Issues
  - 7.2 Physical Issues
  - 7.3 Depressive Disorders
8. Professional Issues in Counseling
  - 8.1 Ethical Responsibilities in Therapy: A Feminist Perspective
  - 8.2 Guidelines for Counseling with Women

### **TEXT BOOK**

- Hyde, J.S. (2004) Half the Human Experience-The Psychology of Women New York: Houghton Mifflin.
- Thompson, R.A (2003) Counseling Techniques New York: Brunner-Rutledge.
- J. Vincent Peterson & B. Nishenholz Orientation to Counseling
- Mary Kopala & M.A. Ketial. Handbook of Counseling Women.



**READING BOOKS**

- Mahbub-ul-Haq and Khadija Haq. (1998). Human Development in South Asia. Islamabad
- Rachel Marcus. (1993). Violence Against Women in Bangladesh, Pakistan, Egypt, Sudan, Senegal and Yemen. BRIDGE Publication. United Kingdom.
- Rashida Patel. (1991). Socio-Economic Political Status and Women and Law in Pakistan. Karachi.
- Afiya S. Zia (1994) Sex Crime in the Islamic Context: Rape, Class and Gender in Pakistan. ASR, Lahore.
- Dr. Sohail Abbas & Others. (1992). A Study of Abused Women in Pakistan. Women Division, Islamabad.
- Sister in Islam. (1991). Are Muslim Men Allowed to Beat their Wives. United Seclangor Press, Malaysia.
- Simorgh Collective and Hussain, S. (1990). Rape in Pakistan. Simorgh Women's Resource and Publications Center, Lahore.
- Mumtaz K. and F. Shaheed. (1987). Women of Pakistan: Two Steps Forward, One Step Back. Zed, London.
- Amnesty International. (2000). Take a Step to Stamp out Torture. The Alden Press, U.K.
- Sharb, R.S (2000). Theories of Psychotherapy and counseling Belmont: Brooks kok
- Sharma, R.N and Sharma R (2004) Guidance and counseling in Delhi: Atlantic

**M.A PART II**  
**Paper V**  
**RESEARCH METHODS- II**  
**COURSE OUTLINE**

The course aims at familiarizing the students with the qualitative inquiry methods. The course also aims at developing the skills among students to use qualitative research methods as independent or complementary to the quantitative methods in all spheres of education i.e. teaching, evaluation etc. By the end of the course the students will be to design a qualitative inquiry to atleast one selected issue in education.

**Contents**

1. Qualitative research: origin and rationale
2. Differences between qualitative and quantitative research
3. Some theoretical affiliations and classification of qualitative inquiry
  - 3.1 Ethnography
  - 3.2 Symbolic interactionism
  - 3.3 Feminist Post Modernism
4. Designs in qualitative research
  - 4.1 Case study
  - 4.2 Field study
  - 4.3 Content analysis
  - 4.4 Action research
5. Some important concepts in qualitative research
  - 5.1 Human as instrument
  - 5.2 Grounded theory and ideographic interpretation
  - 5.3 Sampling
  - 5.4 Idea saturation
  - 5.5 Triangulation
6. Stages in qualitative research
7. Basic techniques of data collection
  - 7.1 Interviewing/asking
    - 7.1.1 Individual
    - 7.1.2 Focused group interview
  - 7.2 Observation
    - 7.2.1 Participative
    - 7.2.2 Non-participative
  - 7.3 Archival research/studying
8. Ethical issues in qualitative inquiry
9. Types of data
  - 9.1 Field notes
  - 9.2 Transcripts from taped interview
  - 9.3 Subjects written words
  - 9.4 Montage/Photography
  - 9.5 Official records
  - 9.6 Accounts
  - 9.7 Videos
10. Analysis of Data
  - 10.1 Analysis of data in the field
    - 10.1.1 Field memos
    - 10.1.2 Discovering themes and hypotheses
  - 10.2 Analysis after data collection
    - 10.2.1 Developing coding categories
    - 10.2.2 Data displays

**TEXT BOOKS**

- Bogdan, Rebert & Biklen, Sari-knoop (1992). Qualitative Research for Education, Allyn & Bacon. London.
- Nachmias, Chana frank-Fort (1996). Research Methods in Social Sciences. Arnold Publishers Great Britain.

**READING BOOKS**

- Babbie, Earl, (2001) The Practice of Social Research, Eve Howard Publishers USA.
- Alston, Margret & Bowles, Wandy (1990) Research for social workers. Routledge Publishers. London.
- Mery, Tim, (2002) Qualitative Research in Action. SAGE Publications. London.
- Sarantakos, S. (1998). Social Research (2<sup>nd</sup> ed). London: Macmillan Press Ltd.
- Strauss Anslem L. (1987). Qualitative Analysis for social Scientists. Cambridge: Cambridge University Press.
- Mason, Jannifer. (2002). Qualitative Researching (2<sup>nd</sup> ed). London: Sage Publication.
- Edmunds, Holly. (2001). The Focus Group: Research Handbook. Chicago: NTC Business Books.
- Hall, Irene & Hall David. (2004) Evaluation and social research, Psilgrame MacMillan Publishers, China.
- De, Vaus, David (2002) Analyzing social science data. SAGE Publication London.
- Christina, Hughes. (2002). Key Concepts in Feminist Theory and research. SAGE publications, London.
- Edmunds, Holly. (1999). The focus Group Research Handbook. NTC Business Group. USA.
- Huberman, Michael B Miles, Mathew. (2000) The Qualitative Research Companion. Sage Publication USA.
- Barbour, Rosaline and Kitzinger. (1999) Developing Focus Grop Research. SAGE publications. London
- De, Vaus , David. (2001) Research designs in Social Research. SAGE Publications. London.
- Prior, Lindsay (2003). Using documents in Social Research. SAGE publications. London