

SHIVAJI UNIVERSITY, KOLHAPUR



Draft
Structure and Syllabus
of
**UGC Recommended Certificate Course in
Gender Sensitisation**

Proposed to be simultaneously implemented as

Compulsory In-Service Training
for all employees of Shivaji University as

and as a

Two-Credit Certificate Course
at post-graduate level

To be introduced in June 2014

(Subject to the modifications made from time to time)

UGC Recommended Certificate Course in Gender Sensitisation

(Weightage- Two Credits, 30 Hours)

To be introduced in 2014-2015

Course Code WS-UGC-GS

Relevance of the course

- This course is designed as recommended in UGC's SAKSHAM Report about measures for ensuring safety of women and programmes for gender sensitization.
- Shivaji University has committed itself to the implementation of UGC's SAKSHAM Report.
- The Course is designed for developing an understanding about gender inequalities and their adverse effects on women as well as men.
- It aims at sensitising students and employees of Shivaji University about integrating gender sensitive practices in their private and professional life.

Course Structure:

- Weightage – Two Credits; Duration - 30 hours; one semester. (May be taught over two weekends)
- Theory examination- 90 minutes duration, maximum 40 marks.
- Internal assessment- Assignments/ Seminars/ Fieldwork maximum 10 marks.

Admission:

1. Admission is open to any graduate.
2. SUK employees may undergo this course as part of in-service training.
3. At least 75% attendance is required to enable to student to appear for theory examination.
4. Maximum intake for the course is 25.

Fee

Tuition as well as examination fee is included in the fee for candidates' respective programmes.

Fee for the Certificate Course:

Admission Fee -	10
Registration Fee -	50
Tuition Fee -	100* (*Tuition fee will be five times high for employed persons)
Total-	160 (To be paid at the time of admission) Rs. 560 for employed persons
Examination Fee	150 (To be paid along with the examination form)

Examination and assessment

- The examination for this course shall be by a theory paper of 40 marks and internal assessment for maximum 10marks will be based on seminars/ project/ fieldwork or assignments.
- The student has to submit the assignments/ seminar papers before the date of the theory examination.

Grading

Aggregate of Total Marks	Letter Grade	Class
35-50	O	Distinction
30-34	A	First Class
28-29	B+	Higher Second Class
25-27	B	Second Class
20-24	C	Pass
19 or less	D	Fail

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Contact Hours : 30

Credits : 02

Examination Duration : 90 Minutes

Maximum Marks : 50

Internal : 10

External : 40

- a. Gender Inequality and its Impact on Men and Women
 - a. Understanding the Notion of Citizenship
 - b. Violation of Women's Rights as Citizens and Individuals
 - c. Nature of Gender Inequalities
 - d. Access to and Control over Resources and Positions of Power
2. Understanding patriarchy
 - a. Biological Sex and Socially Constructed Gender
 - b. Femininity and Masculinity,
 - c. Gender Stereotypes and their Impact; Breaking the Stereotypes
 - d. Gender Equality as Liberation of Men as well as Women
3. Understanding Violence
 - a. Understanding sexual harassment as gender-based violence
 - b. Nature, victims, causes and impact of gender-based violence
 - c. Violence by men against men
 - d. Impact of violence
4. Contributing to Prevention of Sexual Harassment
 - a. What is and is not Sexual Harassment
 - b. Supreme Court Judgements, and the provisions in the Act of 2013 about prevention of Sexual Harassment
 - c. Preconditions for Effective Working of Sexual Harassment Complaints Committees
 - d. Role of men in prevention of sexual harassment at workplace
 - e. Gender sensitive language, work culture and workplace

Recommended Reading:

(Additional reading will be recommended by the course teacher.)

Bhasin, Kamla, 'Gender Basics, What is Patriarchy?' Delhi, Women Unlimited, 1993.

Bhasin, Kamla, and Khan S Nighat, 'Gender Basics, Feminism and its Relevance in

South Asia', Delhi: Women Unlimited, 1999.

Bhasin, Kamla, 'Gender Basics, Exploring Masculinity', Delhi: Women Unlimited, 2004.

Bhasin, Kamla, 'Gender Basics, Understanding Gender', Delhi: Women Unlimited, 2000.

Bhasin, Kamla, 'Bhala yeh jodar kya hein?' (Hindi), Delhi: Jagori, 2000.

Connell, Robert W. *Masculinities*, Cambridge: Polity Press, 2005.

Jaysing, Indira (2004) Ed. Law Relating to Sexual Harassment at the Workplace, Universal Law Publishing Company, Delhi.

SAKSHAM: Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses, UGC, New Delhi. December 2013

Brod, Harry and Kaufman, Michael. 1994. *Theorizing Masculinities*, Sage Publications. Thousand Oaks.

Supreme Court Guidelines for preventing sexual harassment at the workplace. 1997 (Vishaka guidelines)

Supreme Court judgement in Apparel Export Promotion Council vs. A.K. Chopra 1999

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013