

SHIVAJI UNIVERSITY, KOLHAPUR



Structure and Syllabus
of
Interdisciplinary Certificate Course
in
**Prevention of Sexual Harassment at
Workplace**
(Four Credits, 60 Hours)

Course Code WS-CC-SH
To be introduced in 2012-2013
(Subject to the modifications made from time to time)

Centre for Women's Studies
Shivaji University

Kolhapur

Certificate Course in Prevention of Sexual Harassment at Workplace

Interdisciplinary Certificate Course

(Four Credits, 60 Hours)
To be introduced in 2012-2013
Course Code WS-CC-SH

Relevance of the course

- This course is designed to develop a critical understanding about the nature, causes and adverse impact of sexual harassment at the workplace as a form of gender-based violence.
- The course is designed to build capacities for preventing sexual harassment at work.
- It is targeted at male and female members and chairpersons of the committees for prevention of sexual harassment at work, NGO workers, social activists, teachers in schools, colleges and university departments and post-graduate students. designed for developing a critical understanding of the reasons for gender equality and its impact on women as well as men.

Course Structure:

- Duration of the course is 60 hours.
- It consists of total 100 marks. Theory examination for maximum 80 marks and internal assessment for maximum 20 marks.

Admission:

1. Admission is open to any graduate of any discipline.
2. The course can be simultaneously pursued along with the post-graduate degree courses.
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 structure- (As applicable to courses supported by salary grant)

Admission Fee -	10
Registration Fee -	50
Tuition Fee -	100*
Total-	160 (To be paid at the time of admission)

* Tuition fee will be five times high for employed persons.

Examination Fee 100 (To be paid along with the examination form)

Examination and assessment

- The Examination for this course shall be by a theory paper, seminar, project, fieldwork and 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
70-100	O	Distinction
60-69	A	First Class
55-59	B+	Higher Second Class
50-54	B	Second Class
40-49	C	Pass
39 or less	D	Fail

Certificate Course in Prevention of Sexual Harassment at Workplace

Course Code WS-CC-SH

Contact Hours : 60

Maximum Marks : 100

Credits : 04

Internal : 20

Examination Duration : 3 hours

External : 80

Course content

- I. Understanding Sexual Harassment (15 Hours)
 - i. What is and is not sexual harassment
 - ii. Sexual harassment as gender-based violence
 - iii. Supreme Court Guidelines for preventing sexual harassment at the workplace. (Vishaka guidelines)
 - iv. Protection of Women Against Sexual Harassment at Workplace Bill- 2010
- II. Nature of Gender Inequalities (15 Hours)
 - i. Sex and gender; construction of femininity, masculinity and gender roles
 - ii. Male dominance and patriarchy
 - iii. Nature of gender inequality in the family and outside
 - iv. Gender relations as power relations and their reinforcement
- III. Understanding Gender-based Violence (15 Hours)
 - i. Nature, victims, causes and impact of gender-based violence
 - ii. Ultrasonic techniques, Information and Communication Technologies and gender-based violence
 - iii. Pornography as gender-based violence
 - iv. Invasive reproductive technologies as gender-based violence
- IV. Prevention of Sexual Harassment at Workplace (15 Hours)
 - i. Role of men, women, institutions and employers and state in preventing and dealing with sexual harassment at workplace
 - ii. Creating gender sensitive Space- family, workplace, classroom
 - iii. Gender sensitive language, culture, media, science & technology
 - iv. Gender equality as men's liberation

Readings:

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

1. Jaysing, Indira (2004) Ed. Law Relating to Sexual Harassment at the Workplace, Universal Law Publishing Company, Delhi.
2. Agnihotri-Gupta, Jyotsna 2000. New Reproductive Technologies, Women's Health and Autonomy: Freedom or New Dependency. New Delhi. Sage.
3. Humm, Maggie ed. (1992) Feminism: A Reader Harvester Wheatsheaf NY/ London.
4. Lerner, Gerda (1986) Creation of Patriarchy, Oxford University Press.
5. Keller, Evelyn Fox. 1985. Reflections on Gender and Science. New Haven, Yale University Press
6. Tong, Rosemarie. Feminist Thought: A Comprehensive Introduction, Westview Press, San Francisco.
7. Bhasin, Kamala 2003 What is Patriarchy, Women Unlimited, Delhi
8. Brod, Harry and Kaufman, Michael. 1994. Theorizing Masculinities, Sage Publications. Thousand Oaks.