

**STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI**  
**COURSE PLAN**  
**June - November 2024**

**Department** : MA HRM  
**Name of the Faculty** : Dr.P.VIJAYALAKSHMI  
**Course Title** : WOMEN AND WORKSPACE  
**Course Code** : 23HR/PE/WW15  
**Shift** : II

**COURSE OUTCOMES (COs)**

<b>COs</b>	<b>Description</b>	<b>CL</b>
<b>CO1</b>	Identify and discuss the basic concepts relevant to gender	K1,K2
<b>CO2</b>	Apply leadership styles to manage and lead diverse workforce	K3
<b>CO3</b>	Examine the gender inequality to display the ethical practice in workplace	K4
<b>CO4</b>	Evaluate the interventions and practices that promote equality, inclusion, and co-operation in the workspace	K5
<b>CO5</b>	Design the protective measures and programmes for the benefit of women	K6

<b>Week</b>	<b>Unit No.</b>	<b>Content</b>	<b>Cognitive Level</b>	<b>Teaching Hours</b>	<b>COs</b>	<b>Teaching Learning Methodology</b>	<b>Assessment Methods</b>
Jun 24 – 26, 2024 (Day Order 4 - 6)	1	Sex and Gender, Gender as a Social Construct, Gender Identities; Gender Relations, Gender Sensitization	K1,K2	3	CO1-5	Lectures and discussion	Class Assessment I
Jun 27 – July 4, 2024 (Day Order 1 - 6)	1	Gender Roles and Responsibilities, Gender Stratification, Gender Stereotyping, Productive Work, Reproductive Work, Differential Access and Control Over Resources, Gender Mainstreaming	K1-K4	5	CO1-5	PPT Presentation and discussion	Class Assessment I
July 5 – 12, 2024 (Day Order 1 - 6)	1	Patriarchal and Ideological Constructs that Govern Status of Women  Status of Women in India; Sex Ratio in India, Women in the workforce and work force participation	K3-K6	5	CO1-5	Lectures and discussion	Class Assessment I

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
July 15 – 23, 2024 (Day Order 1 - 6)	2	Feminism: Concept, Meaning and Definition; Types of Feminism – Liberal, Social, Radical and Post-Modern Feminism	K1-K6	3	CO1-5	Case Study Analysis	Class Assessment I
	2	Women's Movements: Pre and Post- Independence Perspectives in India, Landmarks of Women's Movement in India	K3-K5	5			
July 24 – 31, 2024 (Day Order 1 - 6)	2	Women Empowerment: Concept, Meaning and Definition, Types of Empowerment	K1-K6	5	CO1-5	PPT Presentation and Discussion	Class Assessment I
		Indicators of Women's Development: GDI, GEM	K1-K3	2			
Aug 1 – 5, 2024 (Day Order 1 - 3)	3	Women in the Un-organised Sector: workforce participation, contract labour, equal remuneration, job insecurity, challenges and issues in the un-organised sector	K1-K6	4	CO1-5	Group Discussion	Class Assessment II
Aug 6 – 10, 2024	<b>C.A. Test - I</b>						

<b>Week</b>	<b>Unit No.</b>	<b>Content</b>	<b>Cognitive Level</b>	<b>Teaching Hours</b>	<b>COs</b>	<b>Teaching Learning Methodology</b>	<b>Assessment Methods</b>
Aug 12 – 14, 2024 (Day Order 4-6)	3	Women in the Organised Sector: workforce participation, contract labour, equal remuneration, job insecurity, challenges and issues in the organised sector	K1-K6	3	CO1-5	Group Discussion	Class Assessment II
Aug 16 – 23, 2024 (Day Order 1-6)	3	Women in leadership and management positions and experiences in administration governance, managerial positions, Glass ceiling	K3-K6	5	CO1-5	Case Analysis	Class Assessment II
Aug 27 – Sep 3, 2024 (Day Order 1-6)	4	Constitutional and Legal Provisions for women; Rights of Women with reference to Employment	K1-K6	5	CO1-5	Lectures and Discussion	Class Assessment II
Sep 4 – 11, 2024 (Day Order 1-6)	4	Maternity Benefit Amendment Act (2017), Sexual Harassment of Women at Workplace Act-2013	K1-K6	4	CO1-5	Lectures and Discussion	Class Assessment II

<b>Week</b>	<b>Unit No.</b>	<b>Content</b>	<b>Cognitive Level</b>	<b>Teaching Hours</b>	<b>COs</b>	<b>Teaching Learning Methodology</b>	<b>Assessment Methods</b>
Sep 12 - 20, 2024 (Day Order 1-6)	4	Convention on Elimination of All forms of Discrimination against Women and Girls (CEDAW) 1982, ILO Guidelines for Gender in Employment	K1-K6	2	CO1-5	PPT Presentation and Discussion	Class Assessment II
Sep 23 - 26, 2024 (Day Order 1-4)	4	Special Initiatives: National and State Commissions for Women; Ministry for Women and Child Development; National Policy for the Empowerment of Women – 2001; Reservation for Women in Local Self Government, Gender audit in workplace, safety and protection measures in workplaces	K1-K6	3	CO1-5	PPT Presentation and Discussion	Class Assessment II
Sep 27 – Oct 3, 2024	<b>C.A. Test - II</b>						

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Oct 10 – Oct 12, 2023 (Day Order 4 to 6)	5	Social and biological reproductive roles, triple role burden, role conflict	K1-K6	2	CO1-5	Lectures and Discussion	Class Activity
Oct 13 – Oct 20, 2023 (Day Order 1 to 6)	5	Entry barriers for women – perceptions of management and organization on women, absenteeism, discrimination, salary – issues and remedies	K3,K4	4	CO1-5	Group Discussion	Class Activity
Oct 16 – Oct 22, 2024 (Day Order 1 to 6)	5	Characteristics of organisations: Gender insensitive environment Women friendly workplace, Creche facilities, recreational facilities	K1-K4 K1-K6	3 2	CO1-5	PPT Presentation and Discussion	Class Activity and Assignment
Oct 23 - 24, 2024 (Day Order 1 to 2)	<b>REVISION</b>						

Component Number	Topic	Assessment Method	Marks
1	Women in the Unorganised Sector and Organised sector	<b>Discussion Table</b> - Students in two teams will debate and discuss the challenges, opportunities, pros and cons of women in both sectors.	20
2	Women Empowerment	<b>Video Making</b> - Students will make video reflecting women empowerment choosing women around them.	20
3	Women friendly workplace	<b>Project</b> - Students will collect details about the women friendly facilities offered by various companies.	10