

**REVISED CURRICULUM
OF
WOMEN'S STUDIES**

Curriculum Development Project
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Islamabad



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CURRICULUM DIVISION, HEC

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PREFACE

Curriculum of a subject is said to be the throbbing pulse of a nation. By looking at the curriculum of a subject, one can judge the state of intellectual development and the state of progress of a nation. The world has turned into a global village, new ideas and information are pouring in a constant stream. It is, therefore, imperative to update our curricula by introducing the recent developments in the relevant fields of knowledge.

In exercise of the powers conferred by Sub-section (1) of section 3 of the Federal Supervision of Curricula Textbooks and Maintenance of Standards of Education Act 1976, the Federal Government vide Notification No.D773/76-JEA (Cur.), dated December 4, 1976, appointed Higher Education Commission as the Competent Authority to look after the Curriculum Revision Work beyond Class XII at Bachelor level and onwards to all Degrees, Certificates and Diplomas awarded by Degree Colleges, Universities and other Institutions of higher education.

In pursuance of the above decisions and directives, the Commission is continually performing curriculum revision in collaboration with the Universities. According to the decision of the 44th Vice-Chancellors' Committee, curriculum of a subject must be reviewed after every 3 years. For the purpose, various Committees are constituted at the national level comprising senior teachers nominated by the Universities. Teachers from local degree colleges and experts from user organizations, where required, are also included in these Committees.

The National Curriculum Revision Committee on **Women's Studies** in its meeting held in February 2003 at the HEC Islamabad finalized the draft curriculum after due consideration of the comments and suggestions received from the Universities and Colleges where the subject under consideration is taught.

The Final draft prepared by the Curriculum Revision Committee duly approved by competent authority is being circulated for implementation by the Universities.

(PROF. DR. ALTAF ALI G. SHAIKH)
D.G(CURRICULUM)

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INTRODUCTION

The Curriculum Revision Committee meeting in Women Studies was held on February 24-25, 2003 at HEC Islamabad to finalize the draft curriculum for MA level prepared by the NCRC in September 3-5, 2002. Following experts attended the preliminary and final meetings:-

1. Dr. I.N. Hasan,
Director,
Women's Study and Resource Centre,
Fatimah Jinnah University of Women,
Rawalpindi.
2. Mrs. Farkhanda Aurangzaib,
Assistant Professor,
Department of Women's Studies,
University of Balochistan, Quetta.
3. Prof. Munawar Mirza,
Chairperson,
Department of Women Studies,
University of the Punjab,
Lahore.
4. Ms. Mussarat Qadeem,
Asstt. Director, Women's Studies Centre,
University of Peshawar,
Peshawar.
5. Ms. Shakeela Rehman,
Senior Research Associate,
Women's Studies Centre,
University of Karachi, Karachi.
6. Prof. Parveen Shah,
Director, Women Development Study Centre,
University of Sindh, Jamshoro.
7. Prof. Dr. Mrs. Mussarrat Abid,
Department of Pakistan Studies,
Bahauddin Zakariya University, Multan.
8. Ms. Atifa Durrani,
Lecturer, Department of Women Studies,
Allama Iqbal Open University,
Islamabad.

9. Mrs. Sara Shahid,
Associate Professor,
Lahore College for Women,
Lahore.

The preliminary meeting was convened by Mrs. Farkhanda Auranzeb, University of Balochistan, Quetta and Mrs. Sara Shahid, Government College for Women, Lahore was secretary of the committee. While the final meeting was chaired by the Dr. I.N. Hasan, Director, Women's Study and Resource Centre, Fatimah Jinnah University of Women, Rawalpindi and Ms. Mussarat Qadeem was the Secretary of the final meeting.

RATIONALE

1. Despite some improvement over the last 30 years, the status of women in Pakistan is appalling. In the absence of gender-disaggregated, poverty-related data, a systematic gender analysis of poverty process remains elusive, but it is increasingly evident that poverty is feminized: women bear a disproportionately high share of the burden of poverty within the family and society. Moreover, the poorer the family, the higher is likelihood of significant dependence on female labor. Global comparators give some indication of gender poverty in Pakistan. In United Nations Development Programme's (UNDP's) Gender-related Development Index (GDI) 2000, Pakistan ranks 135 of 174 countries. On the Gender Empowerment Measurement (GEM) 1999, Pakistan ranks 100th out of 102 countries measure. The social indicators for women's status are the poorest in the region. Female literacy is only 29% as compared to a literacy rate of 55% for men. Pakistan is one of the few countries where male and female ratio is reversed. There are 108 men to every 100 women. Female infant mortality rate is higher (85 per 1,000 live births) than that of male children (82 per 1,000). Only 47% of female children are fully immunized as compared to 52% of boys. Forth percent of adult women suffer from anemia. Due to early marriages, repeated pregnancy without proper spacing, poor nutritional status and lack of professional medical care during pregnancy and delivery of the child, maternal mortality rate remains high, 1 women in every 38 dies from pregnancy related causes. Female labor force participation rate is reported only 13.6% as compared to 69.1% for males due to concentration of women in the informal sector which is undocumented and characterized by higher level of exploitation. According to the 1990-91 Pakistan Integrated Household Survey (PIHS), more than three-fourths of the economically active women in urban areas are employed in the informal sector. Legal status of women has been reduced through various discriminatory laws such as the Law of Evidence, Hudood Ordinance and the Law of Qisas and Diyat. Violence against women remains an every day experience across the class, region and rural-urban divide. The incidence of honor killing and stove burning is on increase in Pakistan.

2. In the light of this situation, it is important to conduct research and gather information on the conditions and problems of women and prepare the curricula at various levels of training for women. This is the beginning of the Women's Studies, which now needs to be systematically institutionalized.

Women's studies is an interdisciplinary field which has been well established in the West. It draws upon Anthropology, Sociology, Psychology, and other social sciences, several physical sciences, History, Literature and visual arts. One of the reasons behind establishing this field is to compensate for the neglect of women in academic fields. Women's Studies provides a new perspective on traditional knowledge.

Women's Studies which aims at building up a body of knowledge based on lost or undiscovered lives of women is an interdisciplinary endeavor directed towards critical balanced and complete understanding of social reality. Its essential components include: (1) women's contributions to knowledge in various fields past and present (2) society's approaches and efforts towards understanding the situation of women (3) roots and structure of inequality that lead to invisibility and exclusion of women from the concept and methodologies of intellectual enquiry (4) strategies for empowering women in their struggle against inequality and oppression and for effective participation in all areas of society and development (5) development or creation of alternative concepts, approaches and strategies for development.

Women's studies is the most recent instrument of consciousness raising. It evolves a point of view that can change women's perceptions of personal lives as well as change the role of the university in the society. In a span of decade or so, this new discipline has transformed the concepts and tools of social sciences and humanities. It is believed that long term changes in society could be achieved through Women's Studies programmes and courses.

The relevance of Women Studies to the Asian countries has been accepted by several countries. They have acknowledged the idea and have started working on incorporating Women's Studies a western concept but this would be a distraction from the real issue. Industrialization, modern medicine, aeroplanes and for that matter many academic disciplines came from the West. A more appropriate approach would be to examine the goals of women's Studies within the context of Pakistan.

3. Women Studies Centre to serve as reservoir of Human Resource and Research for related department and for Government of Pakistan.

WOMEN STUDIES
FOR M.A. LEVEL

Objectives:

a) Long Term

1. To institutionalize Women's Studies in Pakistan.
2. To restructure knowledge including the contributions of women scholars and societies in various disciplines particularly social sciences and humanities.
3. To develop alternate concepts frame works, theories and methodologies which will be balanced incorporating the lived experiences of women.
4. To bring change in the society for accepting women as equal partners in development.
5. To contribute to the world debate on the women's question and to debate in Pakistan through teaching, research and investigation.

b) Short Term

1. Review of the concepts of the existing text books used at various levels of formal education literacy and mass education to eliminate sexist bias.
2. Review of the training material for the trainees trainers and master trainers to eliminate sexist bias.
3. Organization of workshop on (i) the need for women's Studies and its role in university development for decision makers and academics (ii) restructuring of courses and syllabus formation (iii) the infrastructures for dissemination and exchange of new knowledge developed through Women's Studies programmes.
4. Curriculum development to incorporate contributions by women on the conditions and problems of women into courses in different disciplines.
5. Preparation of some introductory or foundation courses for the students at the university level.

6. Selecting priority areas for research based on the review of the existing themes of research.
7. Critical examination of concepts, theories modes and methodologies that have been responsible for excluding or rendering women invisible in scientific investigation and scientific development.
8. Identification of state of awareness of the society on women's issues and building measures towards this end.
9. Identification of the salient issues in the debate on women's issues.
10. Identification replication and translation of the relevant material from the regional languages into Urdu language.

THE COURSE

The course should work under Semester system.

Comprised of 4 Semester of a period of 2 years. Each Semester will be duration of 3 months:-

1st semester	5 courses all – 3 credit hours each per week per course
2nd semester	5 courses
3rd semester	4 courses
4th semester	2 courses + dissertation

First 2 semesters are based upon compulsory, core subjects which are 10 in number, 5 in each semester. Optional – there would be 8 optional subjects or 6 optional subjects + dissertation. There will be minimum 8 optional subjects.

SCHEME OF STUDIES

CORE COURSES

1. Introduction to Gender Studies
2. Feminist theories and Women's Movement
3. Research Methodology
4. Gender and Development – International strategies
5. Gender and Law in Pakistan
6. Women and Health
7. Psychology of Women
8. Gender and Development in Pakistan
9. Women in Religions Perspective
10. Women and Politics

OPTIONAL COURSES

1. Women and Business Management
2. Women's Movement in Sub-Continent
3. Women and Media
4. Women and development in the 3rd World.
5. Women and Work
6. Role of Women in Pakistani literature
7. Women in Security and Peace
8. Women Economic Empowerment
9. Women and Education
10. Violence against Women
11. Women's Movement Global Perspective
12. Women and Environment
13. Communication and Information Technology
14. Internship
15. Seminar/Presentation
16. Dissertation

CORE COURSES

1. INTRODUCTION TO GENDER STUDIES
 1. Defining Women's Studies
 2. Origin of Women's Studies
 3. Need for Women's Studies as an academic discipline
 4. Women Studies in Pakistan
 5. Linkages between Women's Studies and other disciplines
 6. Concepts and gender linkages between other disciplines.
 7. Studies of Women in Pakistan. The factors determining the studies

 8. Literacy and Education
 9. Health
 10. Economics

Decision making at personal, family and institutional level, political participation.

Recommended Books

1. Du Plessis, R.B., the Pink Guitar: Writing as Feminist Practice. Routledge, New York, 1990.
2. Freeman, J. (ed) women: A Feminist Perspective, Mayfield, California 1984.
3. Gatnes, M. Feminism and Philosophy, Perspectives on Difference and Equality, Polity, Cambridge, 1991.
4. Govt. of Pakistan, Commission on the Status of women.
5. Grosz, E. Jacques Lacan A. Feminist Introduction, London, Routledge, London, 1990.
6. Jayawardene, K. Feminism and Nationalism in the Third World, Kali for women, New Delhi, 1980.
7. Lovell, t., British Feminist Thought. A Reader, Basil Blackwell, Oxford, 1990.
8. Lynn, (ed), Radical voices, Pergamon, Oxford, 1989.
9. Moi, T. French Feminist Thought: A Reader, Basil Black Well, Oxford 1987.
10. Nicholson, L.J., Feminism/Postmodernism, Routledge, New York, 1990.
11. Nye, A., Feminist theory and the Philosophies of Man, Routledge, New York, 1988.
12. Women Studies, "A Suryakumari
13. Sayers, S. & Osborne, P. (ed), Socialism, Feminism & Philosophy, A Radical Philosophy Rader, Routledge, London, 1990.

14. Naheed, Kishwar, (Ed) Women – Myths and Realities Sange-e-Meet Publications, Lahore, 1986
15. Haiden Moghissi, Feminism and Islamic Fundamentalism, Oxford University Press, 1999.
16. N.S. Khan & others. A Celebration of Women, ASR Publication, Lahore, 1994.
17. Ressler, Evelyn S., women: An Anthropological View Halt Rinehart and Winston, USA, 1976.
18. Women year book of Pakistan, Ladies Fourm of Pakistan, Karachi, 1999.
19. Women Studies, A Suryakumari, Cayen Publisher, New Dehli, 1993.
20. Women in Islam, Fatima Umer Nafees, Sterling Publisher, New Dehli. 1999.
21. Women between Islam, Mulana Wahidudin Khan, Good Word Publisher, New Dehli, 2000.

2. FEMINIST THEORIES AND WOMEN'S MOVEMENT

1. Feminism – Concepts and Ideologies
2. Global Patriarchy – as initiator of Feminist Movement.
3. Gender inequalities in Developing countries/Global perspective: e.g. Oppression, subjugation, subordination.
4. Colonialism, Imperialism, and Development. Colonialism and Imperialism – theories of both.
5. Definition and different ideologies of Feminism. Feminist theories:- Western thought, Liberal Feminism, Marxist Feminism, Socialist Feminism, Radical Feminism, Islamic Feminism (Hazrat Khadija as Ist business woman (Rights of women in Islam etc).
6. Feminist Movement:-
 - i. Early years of Feminist Movements 1750 – 1870
 - ii. The Golden years – 1870 – 1920.
 - iii. Intermission 1929 – 1960

Modern Movement – 1960 – 1975 onwards. Ist World Conference on Women as a milestone of modern movement (1975 Copenhagen).

All the world conferences on women as part of modern movement – Beijing +5, UN Special Session/Pakistani perspective, Reference to WAF.

Recommended Books

1. Babbie, Earl, the Practice of Social Research, Wardsworth, California, 1979.
2. Baily, Kenneth D., Methods of Social Research, Free Press, New York, 1982.
3. Blalock, Hubert M. & A.B. Blalock, Methodology in Social Research, McGraw Hill Inc. London, 1970.
4. Burgess, R.G., In the Field: Introduction to Field Research, Goerge Allen and Unwin, London 1984.
5. De Vaus D.A., Survey in Social Research, George Allen & Unwin, London, 1986.
6. Gluck S.B. & Patai, D. (ed), women's Word: the Feminist Practice of Oral History, Routledge, New York, 1991.
7. Goldhor, Herbert., An Introduction to Scientific Research, University of Illinois, Illinois, 1972.
8. Gunew, Sueja, (ed), Feminist Knowledge, Routledge, London, 1990.
9. Hellevik, Oltar, Introduction to Causal Analysis: Exploring Survey data by Crosstabulation, Goerge Allen & Unwin, London, 1984.
10. Oppong C. & Abu, K. A Handbook for Data Collection and Analysis on Seven Roles and Status of Women, ILO, Geneva, 1985.
11. Feminism & philosophy, Mirinda Fricker, Cambridge University Press, London, 2000.

3. RESEARCH METHODOLOGY

1. Definition and historical background: What is feminist research and how it differs from other social science research; theoretical background; need for feminist research.
2. Major issues in conducting research about women: Availability of limited research about women; reliability of data about women; male-orientation of research based knowledge; emphasis on questions, research methods.
3. Research methods: Qualitative and Quantitative methods; Experimental analysis, critical analytical thinking; feminist pedagogy; Interviews, oral history; ethnography; case study; autobiography; action research; participatory research; focus group; play, etc.
4. Research Process: Problem identification; conceptualization; research design; data collection; data analysis; report writing; connection of research and real life situation; research application.
5. Use of library and information technology in Research: information sources; bibliographical sources; reference and documentation sources; type of bibliography; footnoting; and use of Internet.

6. Quantitative research: sources of statistical data; census; vital registration; surveys; Data on women and limitations of quantitative research.
7. Statistical techniques for women studies research: Frequency tables, sample and cross tabulation from raw data; measures of central tendency, measures of dispersion; probability, sampling, non-probability sampling.
8. Graphic presentation of data
9. Correlation and regression
10. Statistical significance: one tailed and two tailed tests and the Null hypothesis.
11. Data entry and computer.

Recommended Books:

1. Gay L.R., Educational Research: Competencies for Analysis and Application, New York: Macmillan Publishing Co. 1995.
2. Aggarwal, Y., Research in Emerging Fields of Education, Concepts, Trends and Prospectus, New Delhi, Sterling Pub., 1988.
3. Best, John W. and James, V. Khan. Research in Education, New Delhi, Prentice Hall Inc., 1989.
4. Borg, Walter R. and Meridith, Domcen Gall. Educational Research An Introduction, New York: Longman, 1987.
5. Walfored, Geoffreg, Doing Educational Research. London Rutledge, 1991.
6. Wiersma, William, Research Methods in Education: An Introduction Boston: Allyn and Bacon Inc., 1986.

4. GENDER AND DEVELOPMENT – INTERNATIONAL STRATEGIES

1. Concept and definition of Gender
2. Concept and definition of development: Shift over from Women in Development (WID) to Gender and Development (GAD).
3. Women and empowerment: Concept and Tools.
4. International Fora on women's development: Women's Conferences; women's Decade; Social Summit; Cairo (ICPD) and Beijing 5+, Beijing +10 process, Gender Reforms; prospects concept of Group: Gender Reform Action Plan and Institutional Reforms.

5. Approaches and Models for gender and development: Theories of development (welfare, basic needs, empowerment, equality and anti-poverty); Development from gender perspective and women and development: myths and realities.
6. Women's development organization: Public agencies: Ministry of Women Development as model, international agencies; National agencies C.B.O's, Donor Agencies.

Recommended Books:-

1. Haider Ranna. A Perspective in Development: Gender Focus, Oxford University Press; 1995.
2. Ostergaard Lise Gender and Development: A Practical Guide. Routledge, London, 1992.
3. Pretila Hikka and Vickers Jeanne Making Women Matter: The Role of the United Nations. Zed Books London, 1994.
4. Charlatan M.E.s. women in the Third World Development, Westview Press, Boulder and London, 1984.
5. Braunmuhl, Cludia Von (ed) Women in the Development Process, Ontoberdruck, Berlin, 1998
6. Harcour, Wendy (ed) Feminist Perspectives on Sustainable Development, Zed Books, London, 1994.
7. Khan, Night s. Saigol, Rubina and Zia, Afia (ed) Aspects of Women and Development, ASR Publication, Lahore, 1995.
8. Khan, Mehmood H. Climbing the Development Ladder with NGO Support: Experiences of Rural People in Pakistan, Oxford University Press, Karachi. 1998.
9. Jahan, Raunaq, the Elusive Agenda: Mainstreaming Women in Development, University Press, Dhaka, 1995.

5. GENDER AND LAW IN PAKISTAN

1. Definition of Law.
2. Development of Law with reference to women
3. Four kinds of law in Pakistan (Constitutional, Customary, Islamic & Legal).
4. Need for law in the society
5. The process of law making in Pakistan
6. Islamization of law: family laws, marriage; Polygamy; Talaq; Khula; Maintenance; Dowery and Gifts; Parents and child guardianship; Will and Inheritance
7. Shariah laws: Law of Evidence; Rajam; Qisas and Diyat, Hudood Laws.

8. Labour laws in Pakistan relevant to women: wages; collective bargaining (e.g. Trade Unions – Loose Networks); Maternal Leave Act.
9. Women's mobility: Harassment of Women at public and workplace; protective laws and practical implementation.
10. Fundamental rights in the Constitution of Pakistan
11. Constitutional safeguards
12. Access to justice: law, courts, paralegal system and support system.
13. ILO Conventions and institutionalization of human rights.
14. Islam and Human rights: Charters, covenants and conventions e.g. Last Address of the Holy Prophet (SAW) as Charter of Human Rights.

Recommended Books:

1. Freeman, Sandra, women and Law, Clarendon, Oxford, 1997.
2. Davies, Miranda (ed). Women and Violence, Zed, London, 1994.
3. Shirkat Gah and WLUML, An Action Manual: Women, Law and Society, Shirkat Gah, Lahore, 1996.
4. Cook, Rebecca. I. (ed) Human Rights of Women, University of Pennsylvania, Philadelphia, 1994.
5. United Nations, Human Rights: the International Bill of Human Rights, United Nations, New York, 1988.
6. Kanowitz, Leo, Women and the Law: the Unfinished Revolution. University of New Mexico, 1975.
7. Petael, Rashida, Socio-Economic Political Status and Women and Law in Pakistan, Fozia, Karachi 1991.
8. Kazim, Fareed, Human Rights: Myths and Reality. Intellectual, Delhi, 1987.
9. Shaheen Sardar, Women in Customary laws
10. Ali, Firasat and Ahmed, Furqan, Divorce in Mohammedan Law, Deep & Deep Delhi, 1988.
11. Patel, Rashida, Islamization of Law in Pakistan, Saad, Karachi, 1986.
12. Hanif, C.M. Manual of Hudood Laws, Nadeem Law Book, Lahore, 1998.
13. Shafi, M. and Shafi, P. Labour Code of Pakistan, Bureau of Labour, Karachi, 1998.
14. Mayer, Ann. E. Islam and Human Rights: Tradition and Politics. Westview, London, 1991.
15. Conway W. Henderson, International Relations – Conflict and Co-operation at the Turn of the 21st Century, New York, USA, 1997.

16. Rashida Patel, Socio-economic, Political Status and Women and Law in Pakistan Karachi, 1991.
17. Mary John & Others, Background Report on Gender Issues to India, BRIDGE Publication, 1995.
18. Heinz Guntherklein and Renate Nestvogel, Women in Pakistan, Eschborn Germany, 1986.

6. WOMEN AND HEALTH

1. Introduction: Defining health, health as a gender issue: variations in health status of males and females, empowerment, access to health care services and medicines. (Sources of data about health, role of governmental and international agencies specially UN, WHO, Gynecology and Obstetric Society etc. National Forum on Women's Health.
2. Life cycle of women and health; family environment and health, girl child (from birth to puberty), reproduction span: problems and HRT: (Hormone Replacement Therapy), Old age Health as human right (gender perspective).
3. Nutrition and women's health. Concept of nutrition, interrelationship between health and nutrition, socio-economic and cultural factors effecting selection and intake of food. Nutritional value of food and balanced diet, diseases that could be prevented and cured (e.g. obesity, diabetes, ovarian and heart diseases etc), occupational health, mental health, cancer, anemia.
4. Reproduction and health; reproduction; approaches/issues proximate determinants of fertility (marriage, contraception, abortion breast feeding), sexual health and diseases (e.g. RTI, STD, HIV/AIDS), preventive and communicable diseases related to women, cancers (cervical, breast, ovarian) infertility, traditional practices (e.g. female circumcision) Reproductive health technology.
5. Legislation: policies and health education: current legislation and international convention, effect of various laws on women's health, needs for legislation on some aspects (e.g. domestic violence, incest, sexual harassment etc.) Population policy (world, Muslim world and Pakistan) health policy and planning in Pakistan: Gender perspective.
6. Major health issues: mental health; occupational health; early marriage, cousin marriage; impact of discriminating laws (1974-84) on reproductive health.

Recommended Books:

1. Development in Practice: A New Agenda for Women's health and Nutrition, A world Bank Publication 1994.
2. Brooks, Barbara, Abortion in England 1900 – 1967, Croom Helen, London, 1988.
3. Rogers, E.M. communication Strategies for Family Planning, The Free Press, New York, 1973.
4. Zaidi. S.A. The Political Economy of health Care in Pakistan, Vanguard, Pakistan, 1988.
5. Kalim, Nuzhat (et. al) Jahan Auraton ka lia Doctor na ho Pakistan National Forum on Women health, Pakistan 1997.
6. Dix, C. the New Mother Syndrome, Allen & Unwin, Boston, 1986.

7. PSYCHOLOGY OF WOMEN

1. Psychology of Women: Introduction to the newly emerging discipline.
2. Gender differences: Myths and realities
3. Biological determinants of gender differences: Genetic factors.
4. Prenatal and early childhood development: physical, psychological, and social aspects.
5. Adolescence: Physical development. Psychological and social reactions
6. Motherhood and Psycho-Social Reactions: The biology of pregnancy. The impact of the mother on the fetus. Mothers responses to pregnancy. Postnatal reactions. Post natal adjustment.
7. Some issues related to reproductive health: Planned motherhood; infertility; alternative means of reproduction.
8. Socialization and gender roles: the role of various agents of socialization. Theories and explanations of socialization. Gender stereotyping: The feministic approach. The representation of women in literature, media, and textbooks.
9. Cognitive sex differences: Research in cognitive sex differences. Differences in overall intelligence, abilities, verbal ability, memory, numerical ability, creativity, problem solving, manual dexterity, mechanical and spatial aptitude, scholastic achievement.
10. Gender differences in personality and social behaviour. Personality traits: Communication styles, leadership, power related traits, helping and caring qualities/traits.

11. Perception of self. The development of self-concept. Factors leading to positive and negative self-concept. Self-esteem and its practical implication. Promoting positive self-concept and realistic self-esteem.
12. Achievement Motivation: Factors in achievement motivation. Changing gender roles. Evaluating ones success or failure. Realistic ambitions. Decision-making and conflict resolution.
13. Later adulthood and old age: Physical and Psychological changes. Emotional reactions, stress, and adaptive techniques. Problems specific to older women. Healthy aging.

Reference Books

1. Hassan, I.N. Psychology of Women, Islamabad: Allama Iqbal Open University, 1996.
 2. Marry & Maitland, Psychology of Women- USA.
 3. Robert A. Goodale, Experiencing Psychology. Science Research Association Inc. USA, 1978.
 4. Rod Plotnik, Introduction to Psychology, Random House, New York, 1989.
 5. Michael Cole & Sheila R. Cole, The Development of Children. Scientific American Books, 1993.
 6. Andre B. Crider & Others, Psychology. Scott Foresman and Company, 1983.
 7. Zick Rubin & Elton B. Micxheil, The Psychology of Being Human. Harper & Row, 1992.
 8. Henry L. Roediger III & Others, Psychology. Little Brown and Company, 1984.
 9. Dennis Coon, Introduction to Psychology. West Publishing Company, 1980.
 10. Jane S. Haloven & John W. Santrock, Psychology – Contexts of Behaviour. New York, 1994.
 11. Stuart Ira Fox, Human Psychology. (Fifth Edition), USA, 1996.
 12. Allama Iqbal Open University, Psychology of Women, Islamabad, 1996.
8. GENDER AND DEVELOPMENT IN PAKISTAN
1. Institutionalized power, gender and male supremacy in the context of colonial, feudal & tribal: The concept of development of gender: masculinity and femininity; causative analysis of social power and social construct of gender, custom and belief, psychological aspects of gender differences and personality development; relationship between patriarchal institutions and gender discrimination.
 2. Division of labour of gender at home and at work.

3. Economics of patriarchy in an industrialized setting: economic exploitation of women in paid and unpaid work formal & informal; slavery, bonded labour and job segregation.
4. The role of media in the construction and reconstruction of traditions: electronic and print media.
5. Concept of Pardah and women chastity: impact on society: bride price and women's marriage with Quran, Sati. Walwar – Swara – dowery - Vario
6. Role of spirituality and power; Socio-religious belief system; Belief in superstition (Pir, Faqir, Tawiz)
7. Social Status of Women in Pakistan Society.
8. Concept of Gender Planning, Definition and theories of Gender Planning, gender sensitive indicators of Gender Planning.
9. Development Planning in Pakistan and Gender Component; Five Years Plans, Social Action Programme, Agriculture and Industrial Sector, (Green and Industrial Revolution).
10. Government Policy and Planning for Women's Development in Pakistan; Reports of National Commissions on the status of Women, Political Development, Social Development, Legal Development, Economic Development (urban, rural), community development.
11. Critical analysis of manifesto of Political Parties.
12. Role and Impact of NGO's and other National and International Agencies/Organizations in gender and development planning in Pakistan, a critique of the Role of donor Agencies in gender and development in Pakistan. NGO's as pressure group in Gender Sensitive development planning in Pakistan, organizations working in the field of gender and development.
13. Analysis of Special Schemes and Case Studies e.g. Micro-credit, Income generating Scheme, Poverty alleviation Programme, Child Labour, International documents and State Policy.

Recommended Books:

1. Khan, Kausar S. Gender Training Manual, Shirkat Cab., 1996.
2. Commonwealth Secretariat, Gender Mainstreaming in Development Planning Commonwealth Secretariat, 1999.
3. Commonwealth Secretariat, Using Gender Sensitive and Indicators, Commonwealth Secretariat, London, 1999.

4. Commonwealth Secretariat, Gender Management System, Commonwealth Secretariat, London, 1999.
 5. Commonwealth Secretariat, Gender Mainstreaming in the Public Service, Commonwealth Secretariat, London, 1999.
 6. Khan, Night, Said Saigal Rubina (ed). Aspects of Women Development, ASR, Lahore, 1995.
 7. Ostergaard, Lise (ed) Gender and Development, Routledge, Lahore, 1992.
 8. Pakistan Govt. Pakistan National Report: Fourth International Conference for Women, Beijing, 1995.
 9. Pakistan Govt. Pakistan Economic Survey, Govt. of Pakistan (latest ed).
 10. Mumtaz K and F Shaheed, F., Women of Pakistan: Two Steps Forward, One Step Backward, Vanguard Pakistan, 1987.
 11. Agarwal, B. (ed) Structures of Patriarchy, Kali for Women, New Delhi, 1988.
 12. Barker, D.L. & Allen, S. Dependence and Exploitation in Work and Marriage, Longman, London, 1976.
 13. Bartky, S.L. Femininity and Domination, Routledge, New York, 1990.
 14. Chattergi, J. Religious and the Status of Women, Uppal, New Delhi, 1990.
 15. Burr, Vivien, An Introduction to Social Construction, Routledge, London, 1995.
 16. Connell. R.W, Gender & Power, Polity Press, London, 1987.
 17. Women & Social transformation 2001, M.G. Chitkara, S.B. Nangia, New Dehli,
 18. Islam, Gender & Social Change 1998, Yonne Yazbeckhaddad & J.I. Esposito, Oxford University Press New York.
9. WOMEN IN RELIGION'S PERSPECTIVE
1. Significance, Role and Impact of Religion in Human Life
 2. Women in World Religious Perspective/Women in the perspective of various Religions. A comparative study in the context of girl child, her dealing, marriage & congenial relation, divorce, custody, law of inheritance.
 - Women in Hinduism
 - Women in Budhism
 - Women in Juddaism
 - Women in Christianity
 - Women in Islam – women in pre-Islamic Society.
 3. Eco-empowerment of Women in Islam (Women as Entrepreneur, women as educationist, women in policies)
 - Overview
 - Human rights

- Address of Holy Prophet (SAW) as Women Rights Charter
- Wife as a partner
- Treatment of women in Conjugal life.

Note: The Islamic Law with reference to women would be dealt in the Core course titled Women and Law in Pakistan.

Recommended Books:

1. Naseer, Fatima Umer & Abeden, S.M. Women in Islam. Sterling, Delhi, 1999.
2. Wadood, Amina, Women in the Quran, the University of Michigan, 1998.
3. Karan, Azza M. Women Islamism and the State: Contemporary Feminism in Egypt, Macmillan, London, 1998.
4. Morssini, Fatima, Women in Islam, Basil Blackwell, Oxford, 1991.
5. Hambly, G.R.G. Women in the medieval Islamic World: Power, Patronage and Piety. Houndmills, Macmillan; 1998.
6. Engineer, Asghar A. (ed) Problems of Muslim women in India. Orient Logman, Bombay; 1995.
7. Roya, Maryam. Women Work and Islamism. Zed Books Lahore, 1999.
8. Naseem, Fatima O. (ed) women in Islam: Discourse in Rights and Obligation. Sterling, UK 1999.
9. Chetterji, Joyotsna (ed) Religions and Status of women, UPPAL, Delhi; 1990.
10. Farid, Arifa, Muslim Women in the World Religion's Perspective BCC&T, University of Karachi, Karachi, 1994.
11. Engineer A. Asghar (ed) Studies of Women's in Islam, Ajanta, Bombay, 1987.
12. Major Religions of the sub-continent: Fatima Jinnah Women University Publication, Monograph No.1.
13. Haleem Afshar, G. Brito, Islam & Feminism an Iranian, London, 1998.
14. Mariam Poya, Women Work and Islaminism, Oxford Press Karachi, 2000.

10. WOMEN AND POLITICS

1. Theories of Political Science (at least 4-5 theories should be covered).
2. The general concept of Women's political participation; a comparative study e.g. attitudes and behaviour of society towards women participating in politics. Social constraints regarding women's political participation.
3. Influence of women on Politics: Role in parliament, Role in Political parties.
4. The Role of Women in Politics.

5. Politics: Source of empowerment and leadership, case studies of female legislators.
6. Methodologies in Political participation:-
Right to vote & whom to elect. Awareness regarding political process.

Right to Represent, Analysis of Women Planning Programme and their turnout in elections.
7. Capacity building:- women's Leadership training. How to run and win elections, getting in the door.
8. Their roles & responsibilities as legislators.
9. Best practices and case studies in women's political participation.
10. Formation of women's political census; inside the Local Councils, Provincial and National Assemblies: Documentation & latest information input libraries, research, linkages with Areas Study Centres/Universities/Institutions etc.
11. Awareness raising: Transformational politics, political participation as human rights, Electoral System in Pakistan, Local Government Ordinance 2000.

Note: One of the components of this course is seminars and training programmes.

Books Recommended:

1. Mazharul Haq, Constitution of Pakistan.
2. Susan Moller Okin, Women in Western Political Thought, Princeton University Press, Princeton, New Jersey.
3. Alison M. Jaggar, Feminist Politics & Human Nature, Rowman & Littlefield Publishers Inc. Lanham Boulder, New York, London
4. Siddiq, State and Politics (A case study of Pakistan) Al-Faisal Nashran Ghazni Street Urdu Bazar, Lahore.
5. Shaista Suhrawardy, From Purdah to Parliament, Karachi Oxford University Press, Oxford, New York, Delhi.
6. Bryson Valerie, Feminist Political Theory, M. Macmillan and Co.
7. Leslie J. Calman, Toward Empowerment (Women and Movement Politics in India) Westview Press Boulder San Francisco, Oxford.
8. Diana H. Coole, Women in Political Theory, Harvestern Wheatsheaf, New York, London, Toronto Sydney, Tokyo, Singapore.
9. Harriet B. Applewhite & Darline G. Levy, Women and Politics in the age of the Democratic Revolution, the University of Michigan Press.

10. Barbara J. Nelson and Najma Chowdhury, Women and Politics Worldwide, Yale University Press, New Haven & London.
11. Vijay Agnew, Elite Women in Indian Politics, Vikas Publishing House Pvt. Ltd. (New Dehli, Bombay, Banglore, Calcutta, Kanpur.
12. Shah, M. Nasra. Pakistan Woman, East West Population Institute, Harvi.
13. Barett, Michele, women's Oppression Today, London, Vesoo, 1980, 1988.
14. Carter, Aprid, the Politics of Women's Right, Harlow: Longmen, 1988.
15. Kennedy and S. Merdous (eds), women in Western Political Philosophy, Brighton: Harvester, 1987.
16. Women and Movement Politics in India, Asia Survey, 29:10(1989), P.P. 947.948.
17. Mussarat Qadeem, Women in Politics and its impact on Socio-Political Development in Pakistan.
18. Local Ordinance 2000 – Four Province.

OPTIONAL COURSES

1. **WOMEN AND BUSINESS MANAGEMENT**
 1. Introduction to Business: Definitions, Business letters; Types, Drafting.
 2. Principles of Accounting: Journal, Legend, Maintaining accounts of a company, Trial Balance, Income Statement, Balance Sheet, Auditing.
 3. Marketing: Meaning, Classifications, Four P's; Product, Promotion, Price, Place, Functions of Marketing, Financing.
 4. Small Scale enterprises: Budgeting, Identification of resources, Raw materials; Sources, Selection and purchase, Project Management, Quality control, Sale and distribution of products.
 5. Income Generation Activities: Rural areas, Urban areas.
 6. Community Mobilization with separate referral to urban and rural areas, Organization, Identifying and motivating stakeholders, Management, Networking, Appraisal.

Recommended Books

1. Lynn Bennett and Mike Goldberg. (1993). Providing Enterprise Development and Financial Services to Women. World Bank Technical Paper No.236, Washington D.C.

2. Simi Kamal & Sorayya Khan, Social Empowerment, legal Rights and Poverty in Urban and Rural Areas of Pakistan. Racesta Development Consultants, Pakistan, 1992.
3. United Nations, Women in a Changing Global Economy, New York, 1995.
4. Deon Filmer & Others, Gender Disparity in South Asia: Comparison between and within Countries. The World Bank Washington D.C. 1998.

2. WOMEN'S MOVEMENT IN THE SUB-CONTINENT.

1. Historical overview of Sub-continent: Socio-political contribution of women in early and medieval period; A study of some selected women
2. Women's role in the independence of sub-continent: Awareness among women 1900 – 1947: A critique of women's literature and journals, women's participation in political movement; and the formation of all India women's conference.
3. Independence and the beginning of a new phase of women's struggle 1947 – till present. Communal riots and women's struggle; mass migration; disruptions of the family unit; and new experiences for women.
4. Comparative Study of Women's Movement in Pakistan, Bangladesh & India since 1947.

Recommended Books:-

1. Jain, Jagishchandra and Walter Margaret, Women in Ancient Indian Tales, Mittal, Delhi, 1987.
2. Badr Clarisse, Women in Ancient India: Moral and Literacy Studies, Anmol, Delhi, 1988.
3. Sharma Tripat, Women in Ancient India (from 320 A.D. to C.1200 A.D), Ess, New Delhi, 1987.
4. Upadhyay, H.C. Status of Women in India, Anmol, New Delhi, 1991.
5. Hussain, Begum Salma T. Aazaadi Ka Safar: Tehrik-I-Pakistan Aur Muslim Khawateen, Pakistan Study Centre, Lahore, 1987.
6. Chatterji, Nabia, Religious and the Status of women, Uppal, New Delhi, 1990.
7. Ahmad, Imtiaz, Family, Kinship and Marriage Among Muslims in India, Manohar New Delhi, 1976.
8. Brijbhushan, Jamila, Sultan Razia: Her Life and Times: A Reappraisal, Mannoohar, New Delhi, 1990.

3. WOMEN AND MEDIA

1. General Introduction to Mass Media; classification; function; introduction of mass media in Pakistan.
2. Image of women in print media: Newspapers; magazines; books; novels; short stories; the image of women in electronic media; television; film; radio; advertisement and internet.
3. The role of women in print media: Historical perspective on women journalists; media women and their role in decision making.
4. Analysis of coverage of women in Urdu newspapers: English newspapers and tabloid newspapers.
5. The role of women in electronic Media: TV; radio; film; and internet. Representation of women through electronic media. Women's participation in electronic media.
6. Women stereotyped role and sexist language: In school text books and literature (novel, magazine).
7. Media and social development: Media role; formulating media message and carrying out media campaigns.
8. Strategies for steering media towards a positive direction.

Recommended Books:

1. Saeedi, Mahmood aur Azmi, Urdu Theater Aaj Aur Kal, Urdu Academy, 1990.
2. Pervaiz, Seema, Analysis of Mass Media Appealing to women, women's Division, Islamabad.
3. Thakur, B.S., Agrawal Binod C. (ed) Media Utilization for the Development of Women and Children, Concept, new Delhi, 1989.
4. Creedon, Pamela, J. (ed) Women in Mass communication: Challenging Gender Values, Sage, new Burg Park, 1989.
5. Rehman, Samina (ed) In her own write: Short Stories by Women Writers in Pakistan AS, Lahore, 1994.
6. Zaman, Niaz And Azim, (ed) Finite Variety: Women in Society and Literature. University Press, Bangladesh, 1994.

4. WOMEN AND DEVELOPMENT IN THE THIRD WORLD COUNTRIES

1. Characteristics of third world countries.
2. Issues specific to Asia
3. Theories of Development: Western influence, Colonialism and Dependency.
4. Focus: Women and Poverty in Pakistan

5. Issues in research and public policy: Food production; processing and preparation; population planning; training and education; credit and income generation and information technology (e.g. Health – Education. Access to resources etc), (issues may be current and historical).
6. Role of Breton Wood Institutions and Development programmes: IMF; World Bank.
7. Structural Adjustment programme (SAP) and its effects on women.
8. Case studies of the developing countries.

Recommended Books:

1. Bhattacharya, Sibath. Rural Poverty in India, Asish Publishing House, New Delhi, 1989.
2. Saeed, Amara, Structural Issues in women's Development in Pakistan, UNICIEF, Pakistan, 1990.
3. Banuri, T.J. (ed. Al) Just Development, Oxford University Press, Karachi, 1997.
4. Shepherd, Audrew, Sustainable Rural Development and Population, The Population Council, New York, 1990.
5. Schneideve, R.M. Schneideve, W. Women and Rural Development: Guiding Principles, Devtsche Gesellsbat Technische Zusanneteit (GTZ), 1991.

5. WOMEN AND WORK

1. Theoretical Background: Industrial Revolution Work: Labour Process: Gender division of labour; Work in Formal Sector; Union Movements; Labour in Capitalism and Socialism; Theories of Management and Labour; Women's Triple Role.
2. Conceptual Understanding of Women and Work; women's work in the western world: women's work in the developing world, Education and skill level.
3. Women in labour force: Patterns of participation rates, paid jobs, unpaid jobs, urban sector, rural sector. Formal Sector; Multinationals; Informal sector; Agriculture; Food production; Home-based Production and Self-employment.
4. Women's work and capitalist economy: Women and Structural Adjustment Programmes; Women and the Global Economy; Women and Housewifezation.

5. Entrepreneurship – Meaning and types; women and entrepreneurship; Barriers and problems; Attitudes and behaviour towards women's employment; Factors affecting women employment, Historical; Social; Economic; Political: Cultural, Educational; Technological; Structural; Migration patterns: Eradication of barriers for developing women self-employment.
6. Women entrepreneurship: Role of community based organizations, Non-government organizations, international and government organization. Institutions promoting women entrepreneurs; Academic, Governmental, and Non-governmental.
7. Constitutional Provisions.

Recommended Books:

1. Smuts, Robert W., women and Work in America, Schocken books, New York, 1976.
2. Custors, Peter. Capital Accumulation and Women's Labour in Asian Economics., Vistar Publication, New Delhi 1997.
3. Rosenfeld, Rechel Ann, Farm Women: Work Farm and Family in the United States, Chapel hill, The University of North Carolina, 1985.
4. Benenia, Lurdes & Catharine r. Stimpson (ed), Women, House Hold and the Economy, Rutgers University, London, 1987.
5. Harris, Alice Kessler, Women have Always Worked: A Historical overview, The Feminist Press, New York, 1981.
6. Bradley, Harriet, Men's Work, women's Work: A Sociological History of the Sexual Division of Labour in Employment, Polity Press, Cambridge, 1989.
7. Stathem, Anne, Eleauour M. Miller, M. Miller, Hanso. Manksch (eds), the Worst of Women Work: A Quantitative Synthesis, Albany, State University of New York, 1988.
8. Coyle, Angela & Jane Slinner (ed), Women and Work: Positive Action for Change, Macmillan Education, London, 1988.
9. Salahuddin, Kalida & Ishmat Shamim, Women in Urban Informal Sector, Women for Women, Dhaka, 1992.
10. Miria Piagato & Others, South Asia's Integration into the World Economy, The World Bank, Washington D.C., 1997.
11. Nighat Said Khan, (1988), Income Generation for women: Lessons the Field, ASR Lahore.
12. John Hansen and Vira Nanivska, (1999) Economic Growth with Equaity: Ukrainian Perspectives, World Bank Discussion Paper No.407, Washington D.C.
13. United Nations (1999), World Survey on the Role of Women in Development: Globalization, Gender and Work, New York.
14. Naila Kabeer (1991), Gender, production and Well-being: Rethinking the Household Economy, Institute of Development Studies.

15. United Nations, Women in a Changing Global Economy, New York, 1995.
16. United Nations, The World's Women 2000: Trends and Statistics, New York, 2000.

6. THE ROLE OF WOMEN IN PAKISTANI LITERATURE

The role and contribution of women in following different fields of literature in Pakistani languages; Urdu, Punjabi, Pashto, Sindhi, Balochi, Saraiki, Brahvi, Kashmiri before independence and after independence of Pakistan:-

1. Poetry
2. Short Story writing
3. Novel
4. Drama (with reference to writing, stage drama, TV and Radio drama.
5. Biography/Auto-biography
6. Literature for children
 - Over view of research as done by women in Urdu and other Pakistani languages.
 - The role and contribution of women in Urdu and other Pakistani languages in the following areas:
 - Literature in Translation
 - Literature in Editing work
 - Literature in developing dictionaries.
 - Literature of compiled work
 - Research articles.
 - Image of women as projected in the literature of Pakistani languages

Recommended Books:

Universities may recommend books available in the market.

7. WOMEN IN SECURITY AND PEACE

1. Concept of security – (theories).
2. Comprehensive security
3. Impact of comprehensive security on women.
4. Feminization of International Relations.
5. Post modern theories
6. Women in conflict situation:- Women as Agent of Revenge, Impact of conflict on Women; Case studies if different conflict situations, Afghanistan, Kashmir, Africa, Bosnia, Sub-continent, Bangladesh.
7. Women and Conflict resolution – women and peace building (theories)
8. Methodologies of conflict resolution in International Relations.
9. Women's Role in conflict resolution in Africa – Women's contribution in conflict resolution and peace building in South Asia.
10. Media and Peace building.

Recommended Books:

1. Siddiqui, Farhan Hanif and Moonis Ahwar, The Challenges of Conflict Resolution and Security in 21st Century: Problems and Prospects, University Publishers, Karachi, 2001.
2. Anthony de Reuck, The Logic of Conflict: its Origins, Development and Resolution, in Michael Banks (ed), Conflict in World Society: A New Perspective on International Relations (New York: St. Martin Press, 1984.
3. A Leadership training Handbook for women, Mahnaz Afkhami, Ann Eisenberg, and Haleh Vaziri In Consultation with: Suheir Azzouni, Ayesha Imam, Amina Lemrini, and Rabea Naciri.
4. Paul Wehr, Conflict Regulation (Boulder, Colorado: Westview Press, 1979.
5. Women Leaders discuss Peace, Justice & Conflict Resolution In a Globalize World by Women's Learning Partnership in collaboration with International Radio Endeavor (FIRE) & women's International News Gathering Service (WINGS).
6. Abdulhadi, Rabab, The Palestinian Women's Autonomous Movement: Emergence, Dynamics, and Challenges, in Gender & Society, Thousand Oaks; Dec. 1998.
7. Aitken G, Burman E, Keeping and Crossing Professional and racialized Quarterly.

8. Alcoff, Linda, The Problem of Speaking for Others, in Judith Roof and Robyn Weigman, eds. Who can speak?: Authority and Critical identify (Urbana: University of Illinois Press, 1995).
9. Berkovitch N, Moghadam VM. Middle East Politics and Women's Collective Action: Challenging the Status Quo, in Social politics, 6(3) 273-291 FAL 1999.
10. Clopton, Nancy A. and Gwendolyn t. Sorell, Gender Differences in Moral Reasoning: Stable or Situational?, Psychology of Women Quarterly, Cambridge.
11. Journals and Preodicals on Peace Education – Peace building.

Web Sites

1. INTERNATIONAL PEACE RESEARCH INSTITUTE (PRIO), OSLO
info@prio.no
2. OHIO COMMISSION ON DISPUTE RESOLUTION AND CONFLICT MANAGEMENT. <http://www1state.oh.us/cdr/>
3. THE PEACE STUDIES ASSOCIATION OF JAPAN (PSAJ)
<http://www.soc.nacsis.ac.jp/psaj/about-e.html>
4. THE HENRY L. STIMSON CENTER www.stimson.org
5. WOMEN'S INTERNATIONAL LEAGUE FOR PEACE AND FREEDOM. <http://www.wilpf.org/contact/contact.htm>
6. THE NETWORK INSTITUTE OF PEACE AND CONFLICT STUDIES. <http://www.nicr.ca/>
7. WOMEN IN SECURITY CONFLICT MANAGEMENT & PEACE. (WISCOMP). www.wiscomp/ind.
8. REGIONAL SENTER FOR STRATEGIC STUDIES, SIRILANKA.
<http://www/rcss>

8. WOMEN AND ECONOMIC EMPOWERMENT

1. DEFINITIONS OF EMPOWERMENT
 - Definition and usage of empowerment
 - Empowerment in gender equality discourse
 - Empowerment as a process
2. EMPOWERMENT IN DEVELOPMENT
 - Current approaches to women's empowerment
 - Economic empowerment through credit programmes
 - Empowerment through political participation
 - Empowerment and reproductive rights and health
 - Empowerment through education

- Empowerment through decision making
 - Gender relations and empowerment in the family.
3. INDICATORS OF EMPOWERMENT
- Indicators of women's empowerment
 - Measuring empowerment
 - Application of GEM in Pakistan
 - Tools for measuring empowerment.
4. GLOBAL ECONOMIC RESTRUCTURING: IMPACT ON WOMEN
- Privatization: Impact on the economic position of women
 - Global dimensions of economic restructuring and its impact on women.
5. APPROACHES TO EMPOWERMENT IN POLICY AND PRACTICE
- Glass – Ceiling Effect.
 - Policy goals and frameworks for women's empowerment – gender sensitization of society.
 - Mainstreaming women's empowerment – Development, Access, Awareness Training, Participation in decision making, Women - friendly structures.
6. INTERNATIONAL ORGANIZATIONS AND WOMEN'S EMPOWERMENT
- UNDP
 - UNICEF

Books Recommended:

1. Zoe Oxaal & Sally Baden Gender and Empowerment: Definitions, Approaches and Implications for Policy, Bridge Publication, University of Sussex, UK, 1997.
2. World Bank, Toward Gender Equality: the Role of Public Policy, Washington D.C., 1995.
3. World Bank Advancing Gender Equality: World Bank Since Lynn, Bennett and Mike Goldberg (1993) Providing Enterprise Development and Financial Services to Women, World Bank Technical Paper No.236, Washington D.C., 2000.

4. Department for International Development, Strategies for Achieving the International Development Targets: Poverty Eradication and the Empowerment of Women UK., 2000.
5. Swana Jayaweera Women, Education and Empowerment in Asia Cent for Women's Research Colombo, Sri Lanka, 1997.
6. Sim Kamal & Sorayya Khan, Social Empowerment, Legal Rights and Poverty in Urban and Rural Areas of Pakistan. Racesta Development Consultants Islamabad, 1992.
7. Deo Filmer & others Gender Disparity in South Asia: Comparison between and Within Countries. The World Bank Technical Paper, Washington D.C., 1998.
8. United Nations, Women in a Changing Global Economy, New York., 1995.

9. WOMEN AND EDUCATION

1. An over view of women's education in the world.
2. Comparative study of women's education in South Asia.
3. Women's Education in Historical context.
4. Non formal education
5. Informal education
6. Vocational and Technical Education
7. A review of national policies and plans regarding women's education.
8. Causes of low female literacy
9. Gender gaps and disparities in education.
10. Social Constraints
11. Career guidance
12. Role of NGO's in promotion of Education.
13. Role of UN Agencies in promotion of female Education.

Recommended Books

1. Women Education, S. Venkalaiah, Anmol Publisher, New Dehli, 2001.
2. Literacy Efforts in Pakistan, Abdul Ghafoor, National Education and Training Commission, Islamabad, 1994.
3. Female Basic Education in Pakistan, Ruquia Jafri, ASPBAE & UNESCO Publication, 1997.

4. Women in Education, Women Division, National conference, Islamabad, 1980.
5. Educating Girls: Strategies to Increase Access, Persistence and Achievement, Karan Tietjen, ABEL, Washington, D.C., 1991.
6. Women in Education in Pakistan, Hasan Zaheer, G.P.O.Islamabad, 1998.
7. A. Assma & F. Zafar, SAHE, Women and Education – A Handbook for Primary and Middle Teachers, 1998.
8. Factors Affecting Female Participation in Education in Seven Developing Countries, C.Brock & N.K. Cammish, Department of International Development, 1997.
9. Gender Issues and Educational Development: An Overview from Asia, Vina Mazumdar, Centre for Women Development Studies, New Delhi, 1980.
10. Vocational Education and Training Reform, I.S. Gill, F. Fluitman & A. Dar, The World Bank, Washington, D.C., 2000.
11. Promoting Primary Education for Girls in Pakistan, USAID, United States Agency for International Development, 1999.
12. Factors Affecting Girls' Access to Schooling in Niger, Shona Wynd, Centre for African Studies and Department of Education, University of Edinburgh, 1995.
13. Girls and Basic Education: A Cultural Enquiry, David Stephens, Department of International Development, 1998.
14. The Educational Status of Women: Pakistan Report, Iftikhar N. Hassan, Islamabad, 1994.
15. Gender and Education in Asia and the Pacific, Sally Baden & Cathy Green, BRIDGE Publication, University of Sussex, U.K., 1994.

10. VIOLENCE AGAINST WOMEN

1. INTRODUCTION

- The Patriarchal Parameters of Violence
- The International Perspective
- The Pakistan Context
- Types of Violence

2. THE SCALE AND SOCIAL DIMENSIONS OF VIOLENCE AGAINST WOMEN

- Domestic Violence: Physical & Psychological violence.
- Community Violence – Rape, Eve Teasing, Trafficking, Prostitution, Murder (Honour Killing – Infanticide), Acid throwing and burning, Incest, Violence in Police Stations, Violence in custody, Violence during armed conflict, Women Refugees, Customs-based violence.

- Harassment at work place: relation & promotion

3. DOMESTIC VIOLENCE

- What is domestic violence? – Meaning, Forms, Myths, Facts and figures, Case studies, Theories of Domestic Violence, Domestic abuse and the cycle of violence, Power and control/equality wheels, Prevention, Intervention, Counseling and Programmes, Domestic Violence and need for law.
- Strategies for awareness raising against violence, International Conference, Resources: World Wide Web.

Recommended Books:

1. The State of the World's Children, UNICEF, New York, 1999.
2. Human Development in South Asia, Mahbub-ul-Haq and Khadija Haq, Islamabad, 1998.
3. Violence Against Women in Bangladesh, Pakistan Egypt, Sudan, Senegal and Yemen, Pachel Marcus, BRIDGE Publication, United Kingdom, 1993.
4. Socio-Economic Political Status and Women and Law in Pakistan, Rashida Patel, Karachi, 1991.
5. Sex Crime in the Islamic Context: Rape, Class and Gender in Pakistan, Afiya S. Zia, ASR, Lahore, 1994.
6. Dr. Sohail Abbas & Others, A Study of Abused Women in Pakistan, Women Division, Islamabad, 1992.
7. Are Muslim Men Allowed to Beat their Wives, Sisters in Islam, United Selangor press, Malaysia, 1991.
8. Simorgh Collective and Hussain, S.Rape in Pakistan, Simorgh Women's Resource and Publications Centre, Lahore, 1990.
9. Mumtaz K. and F. Shaheed, Women of Pakistan: Two Steps Forward, One Step Back, Zed, London, 1987.
10. Take a Step to Stamp out Torture, Amnesty International, The Alden Press, U.K., 2000.

11. WOMEN'S MOVEMENT IN GLOBAL PERSPECTIVE

1. Women's movement in Far Eastern countries: its importance, and impact on status and lives of women.
2. Role and status of women in traditional pacific societies and women's struggle in: Philippines, Indonesia, Australia, and Japan.

3. The context of Latin American Women's movement and path of power to women's legislation in Costa Rica and Nicaragua.
4. Women's movement in the SAARC region.
5. Feminist movement forces and factors in the Middle East: Egypt; Turkey, Algeria, Kuwait.
6. Women's liberation: Myths and reality in the movement of Sub-Saharan, Africa; Zimbabwean women in Industry.
7. The women's liberation movement in North America: origins, structure, activities, and ideas.
8. Movement for women empowerment in Europe: Scandinavian countries and France.

Recommended Books:

1. Bassnett, S., Feminist Experiences, the Women's Movement in Four Cultures, Allen & Unwin, London, 1986.
 2. Braunmuhl, C.V. (ed), Towards Progress in Women's Rights and Social Status in Developing Countries, Reports and Papers of International Conference in Berlin, July 1989.
 3. ESCAP, Women's Economic Participation in Asia and the Pacific, ESCAP, Bangkok, 1987.
 4. Forisha, L.B., Sex Roles and Personal Awareness, General learning Morristown, 1978.
 5. Garrett, Shirley S. Images of Chinese Women in B., John C. & Webster, E.L. (eds), The Church and women, Westminster, Philadelphia, 1985.
 6. Henslin, James M., Marriage and Family in a Changing Society, Free Press, New York, 1980.
 7. ISIS, Rural Women in Latin America, ISIS International Rome, 1987.
 8. Rubinstein, David, Before the Suffragettes: Women's Emancipation in the 1890's. The Harvester, Sussex, 1986.
 9. ISIS Women's Struggle and Strategies: the Third World Perspective, ISIS International Rome, 1986.
 10. Jayawardena, Kumari, Feminism and Nationalism in the Third World, Kali for Women, New Delhi, 1986.
12. WOMEN AND ENVIRONMENT
1. Women and ecosystem: History of development of environment, difference between environment and conservation: the main environmental issue, environment and gender, Eco-feminism.

2. Development and ecosystem: Effects of industrialization on environment, modern agricultural development, and ecological problem and health hazards. Water crises and water as an environmental issue, renewable and non-renewable resources, alternative energy sources.
3. Ecological Change: Development and ecological changes and, its impact on quality of life, effects of energy crises, water crises, social forestry etc.
4. Urbanization and ecological problems: Urban life and social and health hazards, population density migration, slum life and its impact on women's life, women as producers and consumers.
5. Women as agents of change: Constraints of women's progress, education communication, women working to improve the environment, case studies.
6. Strategies for planning: Earth Summit to Habitat II; environmental law; global and national, Current environmental issues in Pakistan.
7. Field Visits/Seminars/Group discussions/Video Films
8. Environment Policy of Pakistan – (IUCN).

Recommended Books:

1. Dankelun, Irene and Avidsun, Juan. Women and Environment in the Third World, Earthscan Publications Ltd. London, 1988.
2. Rodda, Annabel. Women and Environment, Zed Books Ltd. London, 1996.
3. Swarnkar, G.P. Women Participation in Rural Environment. Chugh Publication, Allahabad, 1988.
4. Ahsan R.M. (et. al). Women, work and Environment: Studies in Gender Geography. Bangladesh Geographical Society, Dhaka, 1994.
5. Hussain, Naila. The Effect of Cotton Pesticides: Poisoned Line, Shirkat Gah, 1999.
6. Report on Women, Environment and Development, IUCN, 1993.
7. Environment Legislation in Pakistan, Islamabad, 1993.
8. French hilary, Vanishing Borders: Protecting Planet in the age of globalization, W. Northon of Company, New York, 2000.

13. COMMUNICATION & INFORMATION TECHNOLOGY

1. Introduction: Types of computers, Hardware and the Computing process, Softwares
2. Word Processing and Desktop Publishing: What is Word Processing; Desktop Publishing Software, Types, Using a Word Processor, Entering Text, Editing and Manipulating Text, Page

Layout, Document Formatting, Text Formatting, Type Attributes, Graphics, Sizing and Scaling, Live Art, Graphics and Text, Other Graphics Controls, Saving the Work, Printing Documents.

3. Presentation Software (Microsoft Power Point): Introduction, Presentations, Creating and Saving, Organization, Working with slides, Working with texts, Tables, charts and graphics, Making notes and handouts, Creating and running electronic presentations.
4. Data Processing: Introduction to Excel, Spreadsheet functions, Setting up the Worksheet, Entering Data, Labels, Values, Formulas and Functions, Manipulating Data, Editing, Copying and Moving, Recalculating, Sorting, Special Functions, Graphs, Macros, Templates, Printing the Worksheet.
5. Working with Communications: Telecommunications, Internet, Electronic Mail, Facsimile Transmission, Data Bases, Bulletin Boards, On-line Services, Women on the Web, Websites, On-line Journals, Publications, Women's Studies Departments/Centres.

Recommended Books

1. J. Erickson & John A. Vouk, Modern Microcomputers. Irvin, USA, 1996.
2. Hetzel William & David R. Adams, Computer Information Systems Development. Cincinnati: South Western Publishing Company, 1985.
3. Hutchinson, Sarah, Computer: The User Perspective. Homewood, Boston, 1988.
4. V.P. Jaggi, Computers for Everyone. Academic Publishers, New Delhi.
5. Gary B. Shelly, Introduction to Computers and Data Processing. Anaheem Publishing Company, California, 1996.
6. Ralph M. Stair, Computers in Today's World. Homewood, Irvin. Inc., 1996.
7. Robert V. Bullough, Classroom Application of Microcomputers. Merrill Publishing Company, Columbus, 1997.
8. Steve Medowell, Computer Assisted Instruction. Kogan Page Ltd. London, 1988.

RECOMMENDATIONS

1. Exchange of faculty with in the Women Studies Centre should take place at regular basis so that the capacity like of faculty would be built within the centre themselves.
2. Refresher courses for the faculty should be arranged by Higher Education Commission.
3. Women Studies Centre's should be given status in the mainstream structure of the University.

4. Permanent faculty should be appointed to run the centres smoothly.
5. Funds should be provided for research projects.
6. Financial assistance should be provided for the purchase of books and equipment and to update the seminars libraries.
7. Women Studies Centre should be made the focal point of Research activities and training programmes.
8. Consultancy regarding women issues should be done from the Women Studies Centres by the MOWD.