MASTER OF STUDIES (MS) IN WOMEN, ENTREPRENEURSHIP AND SEERAH STUDIES

PROGRAM DESCRIPTION

The Master of Studies (MS) in Women, Entrepreneurship and Seerah Studies is designed in alignment with the HEC Graduate Education Policy 2023, that focuses on promoting interdisciplinary, contextually relevant, and research-oriented graduate programs. This program seeks to empower students with advanced knowledge of women's role in entrepreneurship and socio-economic development while drawing ethical and leadership guidance from the Seerah of the Holy Prophet (PBUH). Through a balanced blend of theory, research, and practical application, the program aims to produce scholars, policymakers, and practitioners capable of fostering women-led entrepreneurial initiatives and contributing to inclusive, sustainable development guided by Seerah-based values.

STANDARD NOMENCLATURE

To ensure uniformity, the standard nomenclature the program is **"MS in Women, Entrepreneurship and Seerah Studies".**

PROGRAM LEARNING OUTCOMES

By the completion of, the graduates of MS in Women, Entrepreneurship and Seerah Studies will be able to:

- Demonstrate advanced knowledge of entrepreneurship and apply analytical, financial, and managerial tools to design sustainable solutions for business and social challenges.
- Critically evaluate and integrate legal, regulatory, Sharia-compliant, and global ethical frameworks to establish and manage entrepreneurial ventures responsibly.
- Exhibit innovation, effective communication, and value-driven leadership, grounded in Seerah-based principles and global perspectives, to promote women's empowerment and inclusive development.

ELIGIBILITY CRITERIA

a) An undergraduate degree (involving 16 years of education or equivalent) in any discipline or any field of Studies is the eligibility for admission in MS in Women, Entrepreneurship and Seerah Studies.
b) The candidates having Shahadat-ul-Almiya are also eligible to apply for the program as per HEC Policy.
c) Deficiency courses shall be offered where required.
d) In addition to the basic eligibility, the admitting university is further required to conduct a rigorous admission test as an eligibility condition for admission to the program, with a passing score of 50% (OR) accept the GRE/HAT General/equivalent tests, with a passing score of 50%. The admitting university may also set minimum eligibility scores (above 50%) as per the screening, admission and merit calculation criteria approved by its statutory bodies.

PROGRAM STRUCTURE

The MS in Women, Entrepreneurship and Seerah Studies is structured in accordance with the provisions of the HEC Graduate Education Policy (GEP) 2023. Standard structure of the program is as under:

Credit Hours	Minimum 36
Course Work	Minimum 30 credit hours (10 courses)
Research Work / Thesis	Minimum 06 credit hours
Program Duration	Minimum: 1.5 Years (3 regular semesters) Maximum: 4 Years (8 regular semesters) As per HEC Graduate Education Policy (GEP) 2023 the HEI's may replace 6 credit hours of research with 2 courses. NCRC strongly recommend that degree may offered with research option
Semester Duration	16-18 weeks for regular semesters (1-2 weeks for examination) 8-9 weeks for summer semesters (1 week for examination)

The standard scheme of studies for MS in Women, Entrepreneurship and Seerah Studies is given below:

SEMESTER I			
S.N.	COURSE	CREDIT HOURS	CATEGORY
1	Seerah Studies: Issues and Perspectives	3 (3-0)	Core
2	Women's Studies: Local and Global Perspectives	3 (3-0)	Core
3	Applications of Emerging Technologies	4 (3-1)	Core
4	Fehm-e-Quran I	1 (0-1)	GE
5	Innovation and Entrepreneurship	3 (3-0)	Core
Total Credits (14)			

SEMESTER II			
S.N.	COURSE	CREDIT HOURS	CATEGORY
1	Women, Law, and Human Rights	3 (3-0)	Core
2	Accounting and Finance for Entrepreneurs	3(3-0)	Core
3	Research Methods	3 (3-0)	Core
4	Fehm-e-Quran – II	1 (0-1)	GE
5	Elective – I **	3	Elective
Total Credit Hours (13)			

SEMESTER III			
S.N.	COURSE	CREDIT HOURS	CATEGORY
	Elective – II **	3	Elective
	Thesis ***	6 ****	Research

SEMESTER IV			
S.N.	COURSE	CREDIT HOURS	CATEGORY
	Thesis ***	Continued	Research

* These are core mandatory courses for the program.

** The university / offering department may offer any advanced course in the field of MS in Women, Entrepreneurship and Seerah Studies as an **elective**, where required as per its program objectives, university's geographical location and available academic and faculty resources. Credit combination (reflecting balance of theory and lab / field work) must be arranged in accordance with the nature of the course.

*** Research work for thesis must be performed by students individually as per university's policy on the same including but not limited to the protocols for topic selection, allocation of supervisor and co-supervisor (where required), thesis submission, defense and evaluation as approved through its statutory bodies.

DEGREE AWARD REQUIREMENTS

The following minimum requirements are prescribed for award of MS in Women, Entrepreneurship and Seerah Studies

a) Minimum of thirty (30) credit hours of course work is mandatory for program offering.

b) In addition to coursework of thirty (30) credit hours, research work / thesis of minimum six (06) credit hours must also be completed individually as partial fulfilment of the degree program. Requirement of research work / thesis cannot be substituted with additional course work.

c) CGPA must not be below 2.50/4.00 at the time of completion of the degree program. The university may however set higher standard in this regard.

d) The minimum duration required to complete the degree is three (03) regular semesters which may be extended up to maximum of eight (08) regular semesters. Summer semester is not considered as a regular semester.

Seerah Studies: Issues and Perspectives

COURSE DESCRIPTION

The course focuses on the life and teachings of the Prophet صلی اللہ علیہ وسلم with a particular emphasis on analyzing historical events and their relevance to contemporary issues. It will explore the Prophet's صلی اللہ علیہ وسلم biography, his interactions with various segments of society, specifically women, and the challenges he faced, while also examining how these events can inform our understanding of modern challenges and guide ethical decision-making. This transformative course bridges history with practical lessons, offering invaluable insights for contemporary Muslims.

COURSE LEARNING OUTCOMES

By the end of this course, students will be able to:

- understand the Prophet's صلی اللہ علیہ وسلم leadership, strategic diplomacy, and spiritual guidance, all while addressing modern challenges through his timeless wisdom;
- gain a better understanding of the Prophet's life and explore the approaches in reviving the spirit of Islam through studying his journey in-depth;
- analyze key events and milestones in the life of the Prophet صلی اللہ علیہ وسلم and their impact on the development of early Islamic society;
- develop critical thinking skills through the analysis of historical texts and sources related to the life of the Prophet صلی اللہ علیہ وسلم;
- enrich personal faith and understanding of Islam by connecting the historical significance of the Prophet's صلی اللہ علیہ وسلم life to contemporary Islamic practices and beliefs.

COURSE OUTLINE

1. **Introduction to Seerah Sciences and its Sources**
   - **Understanding the Discipline of Seerah and its Significance**
     Discuss the meaning of Seerah and its importance as a source of Islamic knowledge and guidance.
   - **Primary Sources of Seerah**
     Explore the primary and secondary sources for studying the Prophet's صلی اللہ علیہ وسلم life, including the Quran, Hadith, and historical texts.
   - **Role of Early Seerah Historians**
     Discuss the role of early Seerah Historians like Ibn Ishaq and Ibn Hasham
   - **Methodology of Seerah Studies (Fiqh-ul-Seerah)**
     Examine the methods used to analyze and interpret Seerah events, including historical criticism, contextual analysis and derivation of legal rulings from the conduct of Prophet صلی اللہ علیہ وسلم.
   - **The Pre-Islamic Arabian Context**
     Analyze the social, political, and religious landscape of pre-Islamic Arabia to understand the context of the Prophet's صلی اللہ علیہ وسلم mission.
   - **Significance of Seerah in Modern times** Under the need and importance of Seerah in understanding modern day challenges to the Muslim World
2. **The Lineage and Birth of the Prophet صلی اللہ علیہ وسلم**
   Discuss the Prophet's صلی اللہ علیہ وسلم lineage, birth, childhood, and early experiences.

- **The Revelation and Early Prophet hood**
  Examine the first revelations, the Prophet's صلی اللہ علیہ وسلم call to prophet hood, and the initial challenges he faced.
- **The Makka Period**
  Analyze the persecution of Muslims, the Prophet's صلی اللہ علیہ وسلم efforts to spread Islam, and the challenges he encountered.
- **The Migration to Medina (Hijrat)**
  Explore the reasons for the migration, the establishment of the Muslim community in Medina, and the challenges of building a new society.
- **Establishing the First Islamic State and Society**
  Examine the Prophet's صلی اللہ علیہ وسلم leadership in Medina, his interactions with various groups (Jews, Christians, hypocrites), and the battles fought.
- **The Conquest of Mecca and the Farewell Sermon**
  Analyze the significance of the conquest, the Prophet's صلی اللہ علیہ وسلم message of forgiveness, and his final instructions to the Muslim community.

3. **Key Themes and Issues:**
   - **Leadership and Governance**
     Examine the Prophet's صلی اللہ علیہ وسلم leadership style, his approach to governance, and the principles of Islamic leadership.
   - **Social Justice and Equality**
     Analyze the Prophet's صلی اللہ علیہ وسلم teachings on social justice, equality, and the rights of all individuals.
   - **Ethics and Morality**
     Explore the Prophet's صلی اللہ علیہ وسلم ethical teachings, his emphasis on character development, and the importance of moral conduct.
   - **Interfaith Relations**
     Examine the Prophet's صلی اللہ علیہ وسلم interactions with other religious communities, his approach to dialogue, and the principles of peaceful coexistence.
   - **The Role of Women**
     Analyze the Prophet's صلی اللہ علیہ وسلم teachings on the rights and status of women, his respect for women, and his emphasis on their education and participation in society.
   - **Conflict Resolution and Peacebuilding**
     Explore the Prophet's صلی اللہ علیہ وسلم approach to resolving conflicts, his emphasis on forgiveness, and his efforts to establish peace.
4. **Seerah and Orientalists**
   - **Western Scholars on Seerah**
     Analyzing the perspective of Western scholars on Seerah
   - **Colonial Narratives on Seerah**
     Studying the influence of colonial narratives on the study of Prophet's صلی اللہ علیہ وسلم life and misinterpretations in Orientalist discourse
   - **Role of Muslim Scholars**
     Analyzing the role of Muslim scholarship in responding to misconceptions and strategies to presenting Seerah accurately in academic and interfaith discussions.
5. **The Legacy of the Prophet صلی اللہ علیہ وسلم and Lessons for Today**

- **The Prophet's صلی اللہ علیہ وسلم Legacy**
  Summarize the Prophet's صلی اللہ علیہ وسلم lasting impact on the world and his continued relevance as a role model for all humanity.
- **Applying Seerah Principles to Modern Challenges**
  Discuss how the Prophet's صلی اللہ علیہ وسلم teachings and actions can be applied to address contemporary issues such as social injustice, political polarization, and religious extremism.
- **The Importance of Studying Seerah in the Modern World**
  Analyze the relevance of Seerah studies for Muslims and non-Muslims alike, emphasizing its potential to foster understanding, promote peace, and inspire positive change.

RECOMMENDED READINGS

1. Abror, Muhamad, and Awalia Rahma. Sira Nabawiyya: Historiography of the Prophet Muhammad by Three Modern Writers. Buletin Al-Turas 30, No. 1 (2024), 25-38. doi:10.15408/bat.v30i1.30008.
2. Ahmad, M. F., & Ghani, F. (2017). Integration of Seerah in the curriculum: A step towards holistic understanding of Islam. Journal of Islamic Thought and Civilization, 7(2), 49-62.
3. Akhtar Saeed and Ata ur Rahmani (2016). The Preservation of the Holy Qur'an as a Source of Seerah: A Critical Analysis of Robert Spencer's Views on the Holy Qur'an. TAHDHīB AL AFKāR. Volume 3, Issue No 2.
4. Ali, M.U. (2023). The significance of Seerah in Pakistan's Educational System. International Journal of Early Childhood Special Education (INT-JECSE) DOI:10.48047/INTJECSE/V15I2.92 ISSN: 1308-5581 Vol 15, Issue 02.
5. Amir Hayat, Lubna Iftikhar (2024). Methodological Approaches of Contemporary Seerah Writings in the West: An Analytical Study. Journal of World Religions and Interfaith Harmony. 3(2):1
6. Armstrong, Karen. Muhammad Prophet for our time (2013). Mizan Pustaka Publishers.
7. Azmi, Ahmad S., Mohd Y. Ismail, Zulhilmi Mohamed Nor, Amirud din Mohd Sobali, and Amran Abdul Halim. (2017). Qur'ānic References in Sīra Literature: A Prolegomenon to the Orientalist Studies. Maʿālim al-Qurʾān wa al-Sunnah 12, No. 13, 70-78. doi:10.33102/jmqs.v12i13.8
8. Brown, Jonathan A. (2009). Hadith: Muhammad's Legacy in the Medieval and Modern World. London: ONE World Publications.
9. Crone, Patricia, M. A. Cook, and Michael Cook (1977) Hagarism: The Making of the Islamic World. Cambridge.
10. Donner, Fred M. (2010). Muhammad and the Believers: At the Origins of Islam. Cambridge: Harvard University Press.
11. Fatima, Tehreem, and Aqsa Tasgheer (2022). The Rationalistic-Critical Approach of Orientalists in Seerah Writings: An Exploratory Study of Modern Trends." Al-Wifaq 5, No. 1, 85-97. doi:10.55603/alwifaq.v5i1.e7.
12. Gondal, A.Q. and M. Ahmad (2024). Seerah, Human Rights, & Women's Dignity: Exploring Concepts of Equality & Justice in Islam & Addressing Violence against Women. Al-Amir Vol 5 Issue No 3
13. Hassan Ahmed (1993). Principles of Islamic Jurisprudence. Islamic Research Institute, IIUI
14. Hassan Shuaib (2020). The Introduction to the Sciences of Hadith. Darussalam Publishers
15. Hussain, T. (2019). Relevance of Seerah in modern times. Journal of Islamic Thought and Civilization, 9(1), 1-10.
16. Jameelah, Maryam (2007). Islam and Orientalism. Adam Publishers,

17. Khan, N. A. (2016). The importance of Seerah in education. Journal of Islamic Thought and Civilization, 6(1), 75-84.
18. Khan, Sajid S., and Sajid Hameed. (2014). Orientalism and Muslim Historical CriticalMethods." Journal of Islamic Thought and Civilization 04, No. 01, 75-81. doi:10.32350/jitc.41.05.
19. Mubarakpuro Safi ur Rahman (1976). The Sealed Nectar. Maktaba Darussalam
20. Muhammad al-Haashimi al-Haamidi (2012). Darussalam Muhammad for the Global Village. Darussalam Publishers.
21. Qureshi, S. S., &Jahanzeb, S. (2018). Promoting cultural and social awareness through Seerah. Journal of Islamic Thought and Civilization. 8(1).
22. Rahman Fazlur (1987). Major Themes of the Quran. University of Chicago.
23. Waliullah Mir (2016). Muslim Jurisprudence and the Quranic Law of Crimes. Islamic Books Services.

Women's Studies: Global & Local Perspectives

COURSE DESCRIPTION

This interdisciplinary course delves into the multifaceted roles, representations, and lived experiences of women within both global frameworks and the specific socio-cultural context of Pakistan. Integrating perspectives from feminist theory, gender studies, Islamic history, and development studies, the course critically investigates how intersecting forces—cultural, religious, political, and economic shape women's realities. The course also examines the historical evolution of women's rights in Pakistan, the influence of civil society organizations, and the transformative effects of globalization, media narratives, and policy reform on gender relations, in an attempt to transform the landscape for women's rights and opportunities in Pakistan.

COURSE LEARNING OUTCOMES

By the end of this course, students will be able to:

- critically analyse key feminist theories and their relevance to both global and Pakistani contexts;
- evaluate the historical and contemporary roles of women in Pakistan's political, social, and economic spheres;
- compare and contrast global feminist movements with local gender-based activism in Pakistan;
- assess the impact of globalization, development policies, and media on women's rights and representation in Pakistan.

COURSE OUTLINE

1. **Introduction to Women's Studies**
   - Overview of foundational concepts: sex vs. gender, biological determinism/essentialism, androcentrism, patriarchy, feminism, equality, equity, sexism, stereotyping etc.
   - The historical evolution of women's movements: first, second, third waves of feminism.
2. **Theoretical Frameworks**
   - Liberal Feminism
   - Marxist Feminism
   - Radical Feminism
   - Islamic Feminism

- Indigenous Feminism

3. **Women in Muslim Societies**
   - Prominent women in early Islamic history (e.g. Hazrat Khadija, Hazrat Fatima, Hazrat Ayesha, Rabi'a al-Adawiyya etc.)
   - Women's roles in Islamic empires (e.g. Ayyubid and Ottoman dynasties)
   - Female political leaders and activists in contemporary Muslim societies
   - Muslim women in diaspora communities
4. **Pakistani Women's History, Movements, & Contemporary Political Leadership**
   - Pre-independence activism: role of women in the Pakistan Movement (e,g. Fatima Jinnah, Begum Liaquat Ali, etc.)
   - Post-independence pioneers: (e.g. Shaista Suharwardy, Jahanara Shahnawaz, & other parliamentarians).
   - Contemporary female civil activists and political leaders: (e.g. Asma Jehangir, Farida Shaheed, Khawar Mumtaz, Nighat Khan, Benazir Bhutto, Begum Naseem Wali Khan, Begum Kalsoom Saifullah, Begum Kalsoom Nawaz, Nisar Fatima Zahra, Abida Hussain, Malala Yousafzai, Maryam Nawaz, etc.)
   - Contemporary Activist Movements: All Pakistan Women's Association (APWA); Women's Action Forum (WAF); Alliance against Sexual Harassment (AASHA); Aurat March; and grassroot level movements.
5. **Global Issues**
   - Violence against Women: domestic violence; honour killings; technology facilitated violence; conflict-zone experiences; etc.
   - Women & Media Representation: portrayal of women in all forms of Pakistani and global media.
   - Women, Education, & Employment: access to education, curriculum biases; labour rights, informal economy, employment barriers, gendered division of labour.
   - Women and Health: Reproductive health, access to health care, and politics of healthcare.

RECOMMENDED READINGS

1. Abou-Bakr, Omaima. (2010). Articulating Gender: Muslim Women Intellectuals in the PreModern Period. Arab Studies Quarterly, 32(3), 127-144
2. Basu, A. (2018). The Challenge of Local Feminisms: Women's Movements in Global Perspective. Westview Press.
3. Durrani, N. and Halai, A. (2020). Gender Equality, Education, and Development: Tensions between Global, National, and Local Policy Discourses in Postcolonial Contexts. In Grading Goal Four: Tensions, Threats, and Opportunities in the Sustainable Development Goal on Quality Education. Wulff, Antonia (Ed.). Pp. 65-95. Brill.
4. Guoddar, H., & Ennam, A., (2025). The Role of Early Female Muslim Scholars in the Development of World Knowledge. Journal of Education in Muslim Societies, 6(2), 109–122. DOI 10.2979/jems.00032
5. Hirji, F. (2021). Claiming our Space: Muslim Women, Activism, and Social Media. Islamophobia Studies Journal, 6(1), pp. 78-92.
6. Khurshid, A. (2015). Islamic Traditions of Modernity: Gender, Class and Islam in a Transnational Women's Education Project. Gender and Society, 29(1), 98-121.

7. Kumari, S. S., Sohail, R., & Benagiano, G. (2024). New Perspectives on Fighting Violence against Women. International Journal of Gynecology Obstetrics, 166, 1014-1022. Published online. DOI: 10.1002/ijgo.15832
8. Krijnen, T. & Van Bauwel, S. (2021). Gender and Media: Representing, Producing, Consuming. Routledge.
9. Pilcher, J. and Whelehan, I. (2004). 50 Key Concepts in Gender Studies. Sage Publications.
10. Rubina, S. (2016). Feminism and the Women's Movement in Pakistan: Actors, Debates and Strategies. Islamabad: Friedrich-Ebert-Stiftung Pakistan
11. Roberts, Ad. & Zulfiqar, Ghazal M (2019.) The Political Economy of Women's Entrepreneurship Initiatives in Pakistan: Reflections on Gender, Class, and "Development." Review of International Political Economy, 26(3), pp. 410-435.
12. Schröter, S. (2017). Islamic Feminism. Islam, Gender and Democracy in Comparative Perspective, 113-136.
13. Shah, N. A. (2020). Role and Contribution of Non-Governmental Organizations in Women Empowerment: A Case Study of the All Pakistan Women's Association. In Building Sustainable Communities (pp. 263-284). Palgrave Macmillan.
14. Shaheed, F. (2010). The Women's Movement in Pakistan: Challenges and Achievements. Women's Movements in the Global Era. Boulder.
15. Sirri, L. (2020). Islamic Feminism: Discourses on Gender and Sexuality in Contemporary Islam. Routledge.
16. Tong, R. & Botts, Tina F. (2024). Feminist Thought: A More Comprehensive Introduction. Routledge.

Applications of Emerging Technologies

COURSE DESCRIPTION

This course introduces graduate students from non-computing backgrounds to the practical landscape of emerging technologies shaping society, leadership, and development. Through accessible, hands-on exposure to key domains, including Emerging Technologies, Digital Platforms, Data Analytics, Artificial Intelligence (AI), and Cybersecurity, students gain foundational knowledge and applied skills relevant to academic and professional contexts. Emphasis is placed on ethical engagement, digital empowerment, and integration with Islamic perspectives. The course prepares students to evaluate and apply technology responsibly, supporting societal well-being through informed and purposeful use.

COURSE LEARNING OUTCOMES

By the end of this course, students will be able to:

- Explain the scope and implications of emerging technologies in various domains from ethical and Islamic perspectives.
- Use web and digital tools to design, present, and manage information effectively.
- Apply basic data analysis techniques using spreadsheets and Python for informed decision-making.
- Demonstrate the use of generative AI tools for academic and professional content creation.
- Understand cybersecurity threats and apply digital safety practices to ensure personal and community online security.

COURSE OUTLINES

1. **Introduction to Emerging Technologies**
   - Historical evolution and definitions; key concepts: Internet, Web, AI, IoT, Blockchain, AR/VR, 3D printing, Sensors, Cryptocurrencies, and other frontier technologies. Overview of opportunities and disruptions. Ethical implications and Islamic perspectives
2. **Web and ICT Tools for Empowerment**
   - Practical orientation to web platforms and digital tools: blogging, content creation, low-code tools (e.g., Google Sites, Notion, Canva, WordPress), mobile applications. Applications of ICT in education, development, governance, and women's empowerment. Responsible use, plagiarism, and ethical norms.
3. **Data and Information Literacy**
   - Understanding data: types, sources, formats. Using spreadsheets and basic tools for data analysis and visualization. Interpreting and presenting public datasets. Basics of storytelling with data. Introduction to Python programming. Responsible data handling and Islamic perspectives on truthfulness and integrity.
4. **AI and Generative Technologies**
   - Overview of Artificial Intelligence and Machine Learning with focus on Generative AI. Tools like ChatGPT, image generators, and their applications in writing, research, and communication. Social, ethical, and Islamic perspectives on AI use
5. **Cybersecurity and Digital Ethics**
   - Understanding cybersecurity fundamentals: threats, online safety, privacy, digital hygiene, and secure communications. Case studies of cyber harm and social engineering. Ethical technology use, cyber warfare, and Islamic ethical positions.

PRACTICAL REQUIREMENTS

Students will engage in hands-on assignments and mini-projects including:

- Designing a web content page or blog using low-code platforms (e.g., Notion, Canva, Google Sites).
- Creating data visualizations and conducting simple analysis using Excel/Google Sheets and introductory Python.
- Using AI tools (e.g., ChatGPT, image generators) to draft and evaluate content.
- Completing a digital hygiene checklist and developing an online safety plan.
- Plagiarism detection exercises and secure communication simulations.

RECOMMENDED READINGS

1. Schwab, K. (2017). "The Fourth Industrial Revolution".
2. Future Skills: The 20 Skills and Competencies Everyone Needs" by Bernard Marr (2022)
3. Google's "Data Analytics Certificate" (Selected Readings) ○ https://grow.google/certificates/data-analytics
4. "Data Science for Beginners" – Microsoft (Free online curriculum: https://microsoft.github.io/Data-Science-For-Beginners)
6. "AI Basics for Everyone" by Finland AI Project (free online course) ○ https://www.elementsofai.com
5. "AI for Everyone" by Andrew Ng (Coursera Course, open access/ free to audit)

"The Basics of Cyber Safety" by John Sammons (accessible language, recent editions available)

Innovation and Entrepreneurship

COURSE DESCRIPTION

In this course, participants of the course will learn about entrepreneurship as a discipline which is dealing with business and its management but in a different way. The course will aim to equip Pakistani students with the Islamic ideology for running a business venture and will enable them to find out the best type of business venture for themselves that suits their personality, beliefs and cultural norms of the society. The course will develop a basic understanding to startup a venture within limited resources that will help students to do something on their own instead of looking for jobs in the market. The course intends to make students analyze their skills and make those work for them. For the project, students will be advised to run a venture that is equally important for them and society. Participants of the course are advised to be interactive and regularly attend class sessions as it will help them in understanding the course content in continuation

COURSE LEARNING OUTCOMES

By the end of this course, students will be able to:

- differentiate between a business venture and an entrepreneurial venture
- understand the models of entrepreneurship and how they are different from traditional business models
- understand the importance of entrepreneurship in Islam and work for that
- analyze and determine their skills that can help them establish their own ventures
- learn to arrange capital for their ventures within their accessible resources
- understand the importance of cause and finding opportunity within their skills to find the solution for that

COURSE OUTLINE

1. **Introduction**
   - Introduction to entrepreneurship and history of entrepreneurship
   - Women entrepreneurs in Islam and lessons (Story of Hazrat Khadeeja RA and other women leaders)
2. **Entrepreneurship: A Global Social Movement**
   - Understanding entrepreneurship
   - Myths and Realities of Entrepreneurship
   - Types of Entrepreneurship
   - Focus on Effectuation
   - Skills Needed for Entrepreneurship
3. **The Economics of Entrepreneurship and Innovation**
   - The evolution of innovation and enterprise
   - Value chains
   - Economic cycles
   - Invention is not innovation
   - Types of innovation

- Sources of innovation

4. **Nut and Bolts of Effectuation**
   Understanding and applying 5 principles of effectuation
5. **Effectuation Principles**
   - Bird in Hand
   - The affordable Loss
   - Managing Finances
6. **Effectuation Principles**
   - The Lemonade
   - The Crazy Quilt
   - Pilot in the Plane
7. **Generating New Ideas**
   - Opportunity identification
   - Idea Development
   - Idea development practical activity
8. **Testing and Experimenting in Markets for product idea**
   - What Are Experiments?
   - The Rights of Research Participants
   - Generating Data and the Rules of Experimentation
   - Types of Experiments
   - Trying Out New Experiences
   - Taking Things Apart
   - Testing Ideas Through Pilots and Prototypes
   - The Power of Storyboarding
   - Finalization of idea practical activity
   - SWOT Analysis activity
9. **Business Modeling**
   - Understanding parts of business models
   - Customer Value Proposition
   - Business Model Canvas
   - Business Model Canvas Activity
   - Developing Business Plan activity
10. **Financing the venture**
    - Valuing the venture
    - Angel Investors
    - Venture Capitalists
    - SECP and Business setup rules
11. **Marketing Plan**
    - Understanding market
    - Understanding communication
    - Developing a marketing plan
12. **Intellectual Capital**

- Managing the intellectual property

13. Islamic ethics in managing businesses
    - Islamic principles in fair business dealing
    - Islamic principles in pricing and promoting the venture
14. **Green Entrepreneurship**
    - Managing the social and environmental aspects of the venture
15. **Practical activity of a small venture**
16. **Business Plan and business activity presentations**

SUGGESTED READINGS

1. Entrepreneurship for Everyone A Student Textbook. Book by Robert Mellor with Gary Coulton, Anne Chick, Antonia Bifulco, Noha Mellor and Alan Fisher Entrepreneurship: The Practice and Mindset. Book by Christopher P. Neck, Emma L. Murray, and Heidi M. Neck
2. Entrepreneurship: A Real-World Approach. Book by Rhonda Abrams
3. Effectual Entrepreneurship. Book by Stuart Read, Saras Sarasvathy, Nick Dew, Robert Wiltbank

Women, Law, and Human Rights

COURSE DESCRIPTION

This course offers a comprehensive introduction to the historical development and conceptual evolution of gender equality within the framework of international human rights. Central to the course is the recognition of the maxim "women's rights are human rights," illustrated through pivotal frameworks such as the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Acknowledging the state's obligations under both international agreements and the Constitution of Pakistan, this course further examines the translation of global commitments into domestic legal frameworks, with a particular emphasis on laws affecting women.

COURSE LEARNING OUTCOMES

By the end of this course, students will be able to:

- understand the United Nations human rights framework.
- examine the rationale behind emphasizing women's rights within the broader discourse of human rights.
- establish both theoretical and practical connections among women, legal frameworks, and human rights within the context of Pakistan.
- explore how international human rights commitments are interpreted and implemented within Pakistan's domestic legal system.

COURSE OUTLINE

1. **Introduction to Human Rights**
    - Human Rights Philosophy and History
    - Origin and Evolution of Contemporary Human Rights
2. **UN System and Human Rights protection Mechanisms**
    - An Overview of the UN System
    - Various UN commissions on Human Rights

3. **UN Human Rights Treaties with a special focus on CEDAW**
   - Bill of Rights and its Significance for Human Rights
   - An introduction to major UN Treaties
   - CEDAW and Women Rights Issue
   - Implementation of CEDAW in Pakistan
4. **Human Rights and the Constitution of Pakistan**
   - The process of law-making in Pakistan
   - Constitutional safeguards and fundamental rights guaranteed in the 1973 Constitution of Pakistan
   - Informal and/or parallel legal systems in Pakistan
5. **Pro-Women National and Provincial Legislation in Pakistan**
   - Family laws in Pakistan
   - Shariah laws in Pakistan
   - Women Protection Bill, 2006
   - The Protection Against Harassment of Women at the Workplace Act 2010
   - The Prevention of Anti-Women Practices Act 2011
   - Domestic Violence (Prevention and Protection) Act, 2012
   - Respective Provincial laws

RECOMMENDED READINGS

1. Agosín, M. (Ed.). (2001). Women, Gender, and Human Rights: A Global Perspective. New Jersey: State University Press.
2. Ahmed, Z. S., & Yilmaz, I. (2021). Islamists and the Incremental Islamisation of Pakistan: The Case of Women's Rights. Commonwealth & Comparative Politics, 59(3), 275-295.
3. Ali, Shaheen S. (2000). Gender and Human Rights in Islam and International Law: Equal before Allah, Unequal before Man. The Hague: Kulwer Law Institute.
4. Anjum, G., Chilton, A., & Usman, Z. (2021). United Nations Endorsement and Support for Human Rights: An Experiment on Women's Rights in Pakistan. Journal of Peace Research, 58(3), 462-478.
5. Askin, Kelly D., and Koenig, D. (Eds.). (2023). Women and International Human Rights Law. Vol. 3. Brill.
6. Jamal, A. (2006). Gender, Citizenship, and the Nation-State in Pakistan: Wilful Daughters or Free Citizens. Signs, 31(2), 283-304.
7. Khaleel, B., & Ahmed, D. K. (2024). Navigating the Legal Landscape: A Discourse Analysis of Domestic Law in Pakistan. International Research Journal of Social Sciences and Humanities, 3(1), 15–33. Retrieved from https://irjssh.com/index.php/irjssh/article/view/64.
8. Khan, A. (2015). Human Rights for Women or the Human Rights of Women?: Pakistan, CEDAW and the Gatekeepers. Pakistan Journal of Gender Studies, 10(1), 19-37.
9. Mertus, Julie. (2010). The United Nations and Human Rights: A Guide for a New Era. Routledge.
10. Madhok, S. (2021). Vernacular Rights Cultures: The Politics of Origins, Human Rights, and Gendered Struggle for Justice. Cambridge University Press.
11. Patel, R. (2003). Woman Versus Man: Socio-Legal Gender Inequality in Pakistan. Oxford University Press.
12. United Nations Texts:

13. Universal Declaration of Human Rights (UDHR) (1948)
14. International Covenant on Economic, Social and Cultural Rights (ICESCR). (1966), entered into force Jan. 3, 1976.
15. International Covenant on Civil and Political Rights (ICCPR). (1966), entered into force Mar. 23, 1976.
16. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). (1979), entered into force Sept. 3, 1981.
17. Beijing Declaration & Platform for Action (BPfA) (1995)
18. The Sustainable Development Goals (SDGs) (2015)

Research Methods

COURSE DESCRIPTION

This course will help students to design, collect, and analyze research data and then present their results to the scientific community. It stresses the importance of ethics in research and taking the time to properly design and think through any research endeavor. This course will enable students to critically evaluate research literature, design and conduct both quantitative and qualitative research with a feminist lens, and contribute to the development of knowledge that is inclusive and equitable.

COURSE LEARNING OUTCOMES

After completion of this course, the students will be able to:

- understand the traditional as well as emerging research methods used in social sciences;
- get an overview on the various phases of carrying out research: planning the research study, selecting appropriate methods for data collection, analyzing the data and reporting the results;
- apply research methods in social sciences with special reference to gender related issues in the society;
- evaluate ethical considerations and challenges in research;
- communicate research findings effectively, acknowledging the impact of feminist methodologies on research outcomes.

COURSE OUTLINE

1. **Introduction of Research**
   - Sources of Knowledge
   - Need and scope of research in social sciences
2. **Research Design and Paradigms**
   - Understanding Research Paradigms
   - Positivism, Interpretivism, and Critical Theory
   - Choosing a Research Design
   - Exploratory, Descriptive, Explanatory
3. **Overview of Feminist Research Methodologies**
   - Philosophical Foundations of Feminist Research
4. **Developing Research Aims and Objectives**
   - Research Problems and Characteristics
   - Formulation of Research Aims and Objectives
   - Connecting Objectives and Research Questions

- Validity and Reliability

5. **Review of Related Literature**
   - Need and Sources
   - Assembling Literature

   Citation and Reference
   - Some of the famous Styles (recent edition)
6. **Research Methods: Qualitative**
   - Case Study
   - Ethnographic
   - Phenomenological
   - Grounded
   - Narrative

   Research Methods: Quantitative
   - Surveys
   - Correlational Studies
   - Causal Comparative
   - Experimental Research
   - Experimental Designs
7. **Participatory Action Research (PAR)**
   - Characteristics Participatory Action Research
   - Feminist perspectives on PAR
8. **Research Method**
   - Research Design and Site
   - Reflexivity and Positionality
   - Sampling Procedures (Types of sampling)
   - Probability Sampling
   - Non-Probability Sampling
9. **Data Collection Tools**
   - In-depth Interviews
   - Focus group discussion
   - Observation
   - Rating Scales and other Instruments
   - Criteria for Selection of Instruments
10. **Ethical Considerations**
    - Informed Consent
    - Participants Anonymity
    - Data Security
    - Participants Rights
11. **Data Analysis**
    - Process of Qualitative Data Analysis
    - Thematic Analysis
    - Interpretive Phenomenological Analysis (IPA)

- Techniques for Quantitative Data Analysis

12. Writing and Presenting Research

- Structuring Research Reports and Articles
- Strategies for Effective Presentation of Research Findings

RECOMMENDED READINGS

1. Bernard, H. R., & Bernard, H. R. (2013). Social research methods: Qualitative and quantitative approaches. Sage Publication.
2. Creswell, J. W., & Creswell, J. D. (2018). Research Design: Qualitative, Quantitative, and Mixed Methods Approaches. (5th, Ed.) London: Sage Publications
3. Neuman, W. L. (2014). Social Research Methods: Qualitative and Quantitative Approaches. (7th, Ed.) England: Pearson Education Limited.
1. Andrews, M., Squire, C., & Tamboukou, M. (Eds.). (2013). Doing narrative research. Sage Publication.
2. Charmaz, K. (2006). Constructing grounded theory. Sage Publications.
3. Collins, P. H., & Bilge, S. (2016). Intersectionality. Polity Press.
4. Fine, M. (2007). Feminist designs for difference. In S. N. Hesse-Biber (Ed.), Handbook of feminist research: Theory and praxis (pp. 613-620). Sage Publications.
5. Harding, S. (2004). The feminist standpoint theory reader: Intellectual and political controversies. Routledge.
6. Hesse-Biber, S. N. (2014). Feminist research practice: A primer (2nd ed.). Sage Publications.
7. Iida, P. C., Ruegg, R., De Boer, M., Araki, N., & Agnello, M. F. (2020). The concise APA handbook: APA 7th edition. IAP.
8. LeCompte, M. D., & Schensul, J. J. (2010). Designing & conducting ethnographic research: An introduction (Vol. 1). Rowman Altamira.
9. Madriz, E. (2000). Focus groups in feminist research. In N. K. Denzin & Y. S. Lincoln (Eds.), Handbook of qualitative research (2nd ed., pp. 835-850). Sage Publications.
10. Moustakas, C. (1994). Phenomenological research methods. Sage Publication.
11. Mertens, D. M. (2009). Transformative research and evaluation. Guilford Press.
12. Personal Narratives Group. (1989). Interpreting women's lives: Feminist theory and personal narratives. Indiana University Press.
13. Reinharz, S., & Davidman, L. (1992). Feminist methods in social research. Oxford University Press.
14. Reinharz, S. (1992). Feminist methods in social research. Oxford University Press.
15. Richardson, L., & St. Pierre, E. A. (2005). Writing: A method of inquiry. In N. K. Denzin & Y. S. Lincoln (Eds.), The SAGE handbook of qualitative research (3rd ed., pp. 959- 978). Sage Publications.
16. Strauss, A. L., & Corbin, J. M. (1997). Grounded theory in practice. Sage Publications.
17. Yin, R. K. (2018). Case study research and applications.
18. Yin, R. K. (2012). Applications of case study research (Vol. 34). Sage Publications.
1. Creswell, J. W., & Creswell, J. D. (2005). Mixed methods research: Developments, debates, and dilemmas. Research in organizations: Foundations and methods of inquiry, 2, 315-326.
2. Lazar, M. M. (2007). Feminist critical discourse analysis: Articulating a feminist discourse praxis. Critical Discourse Studies, 4(2), 141-164.
3. Cutcliffe, J. R. (2000). Methodological issues in grounded theory. Journal of advanced nursing, 31(6), 1476-1484.

4. Pillow, W. S. (2003). Confession, catharsis, or cure? Rethinking the uses of reflexivity as methodological power in qualitative research. International Journal of Qualitative Studies in Education, 16(2), 175-196.
5. Stacey, J. (1988). Can there be a feminist ethnography? Women's Studies International Forum, 11(1), 21-27.

Accounting and Finance for Entrepreneurs

COURSE DESCRIPTION

This course equips students with the financial and accounting acumen necessary to build, manage, and grow innovative ventures. It provides a foundational understanding of key financial statements, budgeting practices, cash flow management, and valuation techniques tailored to entrepreneurial contexts. Students will learn how to interpret financial data to make informed decisions, assess the financial health of a business, and explore various financing options including debt, equity, and crowdfunding. Through case studies, real-world financial statement analysis, and hands-on activities, students will develop the confidence to engage with investors and manage the financial operations of their ventures effectively.

COURSE LEARNING OUTCOMES

By the end of this course, students will be able to:

- understand the importance of numbers in the entrepreneurial ventures
- understand the accounting and financial terms and able to comprehend financial statements
- differentiate between different financial statements and their importance
- comprehend the need of external financing and the sources

COURSE OUTLINE

1. **Introduction**
   - Introduction to Accounting and Financial statements
   - Generally accepted accounting principles
   - Type of information needed
2. **The art of Finance**
   - Understanding the need of finance and use of numbers
   - Increasing Financial Intelligence
3. **Financial Statements**
   - Understanding types of Financial statements
   - Balance Sheet
   - Income Statement
   - Cash Flow statement
4. **The Balance Sheet and Its Components**
   - Understanding balance sheet
   - Components of Balance Sheets
5. **The Income Statement**
   - Components and illustrations of Income Statement

6. **Cash is King**
   - Cash Flow Statement
   - Understanding the cash flow statements
   - Cash and cash equivalents
7. **Double Entry Accounting**
   - Journal and Ledgers management
8. **Financial Statement Analysis**
   - Proactive Analysis
   - Income Statement Analysis
   - Ratio Analysis
   - Breakeven Analysis
9. **Valuation**
   - Premoney and Postmoney Valuations
   - Why Value Your Company?
   - Key Factors Infl
10. **Budgeting for Your Business**
    - Planning and Control
    - Advantages of Budgeting
    - The Master Budget
    - Sales Budget
    - Capital Budget
    - Budgeted Income Statement
    - The Cash Budget
11. **Debt Financing**
    - Pros and Cons of Debt Financing
    - Cost of Debt Capital
    - Sources of Debt Financing
    - Creative Ways to Structure Long-Term Debt
12. **Equity Financing**
    - Pros and Cons of Equity Financing
    - Sources of Equity Capital
    - Private Placements
    - Corporate Venture Capital
    - International Private Equity
    - Advice for Raising Private Equity
    - Small-Business Investment Companies
    - Initial Public Offerings
    - Direct Public Offerings
13. **Financing for women and minorities**
    - Minorities—Debt Financing
    - Minorities—Equity Financing

- Women—Debt Financing
- Women—Equity Financing

14. Crowdfunding

- Crowdfunding with Pledges
- Crowdfunding Campaigns
- Crowdfund Investing Through the Jobs Act
- Alternative Crowdfund Investing Approaches
- A Note on Crowdfunding Versus Crowdsourcing

15. Practical activity of making and finding issues in Financial Statements

16. Final Presentations

RECOMMENDED READINGS

1. Entrepreneurial Finance: Finance and Business Strategies for the Serious Entrepreneur. Book by Steven S. Rogers
2. Accounting for Non-Accountants. Book by DR. WAYNE A. LABEL, CPA
3. Financial Intelligence, A Manager's Guide to Knowing What the Numbers Really Mean. Book by KAREN BERMAN, JOE KNIGHT with JOHN CASE

POOL OF ELECTIVE COURSES

Note: These courses will be optional and relevant institutions can develop its contents in the light of already available outlines in the scheme of studies of various programs of HEC.

1. Entrepreneurial Strategy (3)
2. Entrepreneurial Marketing (3)
3. Legal Issues in Entrepreneurship (3)
4. New Venture Creation (3)
5. Women Entrepreneurs in Muslim Societies (3)
6. Seminar on Entrepreneurial Issues (3)

COURSE LEARNING OUTCOMES

Women Entrepreneurs in Muslim Societies (3)

By the end of this course, students will be able to:

- Understand the religious, social and cultural perspectives of women entrepreneurs.
- Understand the hurdles and enablers for women entrepreneurs by analyzing the structural, legal, and religious myths and realities.
- Analyze the intersection of culture, religion, race and ethnicity in Muslim societies to foster entrepreneurship.
- Explore and Analyse the case studies of Muslim women entrepreneurs across the globe

Entrepreneurial Strategy (3)

By the end of this course, students will be able to:

- Analyze the strategic position of the entrepreneurial venture of the company at different stages of development

- Understand the importance of continuous upgrading of the customer value and strategize accordingly
- Frame the marketing and business plans for the different growth stages of the venture
- Asses the resources based and dynamic capabilities and use them in the strategic planning of the venture

Entrepreneurial Marketing (3)

By the end of this course, students will be able to:

- Identify the difference between entrepreneurship and traditional businesses and what entrepreneurial marketing is
- understand how an entrepreneur can tap into the market how to use the innovation better and how to maneuver in the market
- understand how the marketing mix with an entrepreneurial mindset works and to equip students with a sound understanding of the promotional mix and supply chain for an entrepreneurial business.

Legal Issues in Entrepreneurship (3)

By the end of this course, students will be able to:

- Understand the legal framework of Pakistan for venture management
- Comprehend the legal and economic frameworks and regulations for women entrepreneurs
- Analyze the need for intellectual property rights and regulation
- Display the ability to identify the legal risks and liabilities and manage ventures accordingly

New Venture Creation (3)

By the end of this course, students will be able to:

- Understand the constant need of innovation and improvement and will be able to turn innovative ideas into ventures
- Design the business models for managing the existing competition in the market through proper market research
- Understand the financial management and resource mobilization
- Develop a business plan and pitch to the angel investors

Seminar on Entrepreneurial Issues (3)

By the end of this course, students will be able to:

- Critically evaluate the rising issues in the entrepreneurship scholarship and market
- Engage in activities to compare theoretical knowledge with existing practices
- Stay up to dated on the evolution of the world and national business market