

**POST GRADUATE DEPARTMENT OF HUMAN RIGHTS AND DUTIES EDUCATION
ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS),
CHENNAI – 600008**

SYLLABUS TO BE EFFECTIVE FROM 2018-2020

Course Code	Course title	Hrs/ Wk	Credi ts	CA	End Sem ester	Total	Teachin g/hrs	L-T-P
SEMESTER I								
9SP18/1C/HHP	Human Rights-A Historical Perspective	6	4	40	60	100	90	3 3 0
9SP18/1C/HIC	Human Rights And Duties Under Indian Constitution	6	4	40	60	100	90	3 3 0
9SP18/1C/HRL	Key Legislations Furthering Human Rights in India	6	4	40	60	100	90	3 3 0
9SP18/1C/HGR	Human Rights And Group Rights	6	4	40	60	100	90	3 3 0
9SP18/1E1/FVS or 9SP18/1E1/IHR	Field Visits to Human Rights Organisation Or Implementing Human Rights in Daily Life	4	3	40	60	100	60	3 1 0
9G18/1S/PEW	SBS 1 - Personality Enrichment for Women	2	2	NA	NA	50	30	2 0 0

SEMESTER II

9SP18/2C/H CJ	Human Rights And Criminal Justice System	5	4	40	60	100	75	3 2 0
9SP18/2C/HAR	Human Rights Advocacy And Redress of Grievances	5	4	40	60	100	75	3 2 0
9SP18/2C/HDD	Human Rights in Developed and Developing Countries	5	4	40	60	100	75	3 2 0
9SP18/2C/HDF	Human Rights and Duties of the Fourth Estate	5	4	40	60	100	75	3 2 0
9SP18/2E1/LRS or 9SP18/2E1/HWE	Labour Rights or Human Rights And Women's	4	3	40	60	100	60	3 1 0

	Empowerment							
9SP18/2E/DWR	NME1 - Defending Women's Rights	4	3	40	60	100	60	3 1 0
9SP18/2S/AST	SBS 2 - Communication Skill in English/ French for Beginners/ German for Beginners	2	2	NA	NA	50	30	2 0 0
	Summer Internship		2					

SEMESTER III

9SP18/3C/RMR	Research Methodology for Social Sciences	6	4	40	60	100	90	3 3 0
9SP18/3C/HRG	Human Rights And Gender	5	4	40	60	100	75	3 2 0
9SP18/3C/CIS	Contemporary Issues In Human Rights	5	4	40	60	100	75	3 2 0
9SP18/3E3/NGO or 9SP18/3E3/EDR	Human Rights And NGO Management / Emerging Dimensions of Human Rights	4	3	40	60	100	60	3 1 0
9SP18/3E/AHR	NME2 - Application Of Human Rights in Daily Life	4	3	40	60	100	60	3 1 0
9SP18/3E4/BHR or 9SP18/3E4/HDP	Bio Medical Ethics And Human Rights / Human Rights- Development, Peace and Security	4	3	40	60	100	60	3 1 0
9SP18/3S/PTS	SBS 4 - Presentation Skills	2	2	NA	NA	50	30	2 0 0
9SP18/3SS/FWH	Field work in human rights organisations	0	2	40	60	100	00	

SEMESTER IV

9SP18/4C/HRE	Human Rights And Duties Towards The Environment	6	4	40	60	100	90	3 3 0
9SP18/4C/IPR	Intellectual Property Rights And Human Rights	6	4	40	60	100	90	3 3 0
9SP18/4C/CHR	Cyber Issues And Human Rights	6	4	40	60	100	90	3 3 0
9SP18/4C/PRO	Project - A Study of Human Rights/ Violation	6	4	40	60	100	90	3 3 0
9SP18/4E1/IHR or 9SP18/4E1/CSO	International Obligations Towards Human Rights / Human Rights and Civil Society Organisation	4	3	40	60	100	60	3 1 0
9SP18/4S/ISW	SBS 3 - Introduction to Social Work	2	2	NA	NA	50	30	2 0 0

SEMESTER – II LABOUR RIGHTS

TEACHING HOURS: 60hrs
CREDIT: 3

COURSECODE: 9SP18/2E3/HRM
LTP: 3 1 0

OBJECTIVE:

- To enable students to get an appreciation of the people that staff and operate an organization
- To recognize the importance of getting work done with people who work collectively and cooperatively towards the common goal successfully
- To study human resource management from a human rights perspective

Unit I:	Human Resource management: an overview- Functions –Labour Rights of Organised and Unorganised Sector.	12hrs
Unit II:	Recruitment and Selection – Equality and non-discrimination – Reservation / Affirmative action – Skill development and Development	12hrs
Unit III:	Assessment of employees – Rights of employees with regards to compensation and benefits – Social security – retrenchment and downsizing.	12hrs
Unit IV:	Overview of labour welfare laws – Minimum wages Act, Payment of Bonus Act, Employees’ State Insurance Act, Provident Fund Act – Labour reforms.	12hrs
Unit V:	Compliance of human rights standards - Creating a safe workplace - Work ethics - Protection against Sexual Harassment – Non-discrimination with respect to Age, Sex, Alcoholism, Disease and Medication.	12hrs

Course Outcomes:

Students completing the course will be able to:

1. Empowered to protect them through the knowledge imparted through the Acts.
2. Help them to understand the various Labour Laws availed to them.
- 3.Helps them to recognize the non-discrimatory policies adopted the Govt.

REFERENCE BOOKS

1. Koontz and O’Donnel – Essentials of Management
2. Dala, Emest – Management Theory and Practice
3. Bagar – Principles of Management
4. DinkarPagare – Business Management
5. Sherikar and Sheriekar – Principles and Practice of Management
6. Mirza S. Saiyadain –Human Resource Management
7. Manmohan Joshi – Human Resource Management

SEMESTER - III
FIELD WORK IN HUMAN RIGHTS ORGANIZATIONS

(self study paper offered for students who scored above 75% marks in first two Semesters)

TEACHING HOURS: 0

COURSE CODE: 9SP18/3SS/FWH

CREDITS: 2

LTP: 0 0 3

COURSE OBJECTIVE:

- To make students participate, sensitize students on human rights issues through field visits
- Through field visits students would gain a better appreciation on the working of Governmental Institutions and voluntary organizations
- To create a better attitude and leadership among the students while dealing with human rights issues
- To complement theoretical inputs on human rights education
- To familiarize students with report writing

COURSE OUTLINE:

Field work in Government institutions relates to human rights issues

Police stations, Crime records Bureau, Police Control Room and other organizations working for the police; Court of Criminal Trial, Juvenile Guidance bureau, observation home, Vigilance home.

Field work in Non Governmental Institutions dealing with children's rights

Institutions dealing with neglected and abandoned children, Released Juvenile delinquents; child beggars; intervention centers to prevent child abuse; Shelter homes.

Field work in Non Governmental Institutions dealing with women's rights

Institutions to protect neglected and abandoned women; Shelters for women rescued from domestic violence

Field work in other voluntary organizations

De-addiction centers, Old-age homes, Refugee camps, institute of mental health and other NGO

RECOMMENDED TEXTBOOKS:

The students need to refer to relevant books pertaining to the organisation of work.