



शिक्षण प्रसारक मंडळी, पुणे

R. A. Podar College of Commerce & Economics AUTONOMOUS

Matunga, Mumbai - 400 019

An 'A+' Institution as Accredited by NAAC
Certified as 'Best College' by University of Mumbai

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7.1.1- Gender equity & sensitization issues integrated into curriculum by the Institution

Program Name	Course	Topic	Description
BCom	Commerce- I	Entrepreneurship	Women Entrepreneurs: Problems and Promotion
BCom	Mass Communication II	Media Ethics and Legal Aspects	Freedom of Speech and Expression a Media Representation. Media and the Constitution of India. Press legislation in India (constitutional laws of press freedom, official Secrets Act 1923, contempt of courts, Copyright Act 1957). Laws of defamation and Journalistic defence (Justification, Fair Comment, Privilege, Apology)
	Psychology of Human Behavior at Work-II	Sexual harassment: Unequal power in the workplace	Sexual harassment as unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature. The topic helps the learners : to understand the unethical practices and negative traits that must be severely condemned for professional growth; to enhance equality and equity amongst various genders; respect, empathise and support the opposite sex for career growth and development ; to create a healthy and harmonised work environment by understanding and preventing all occurrences of sexual harassment at workplace
BCom	Foundation Course-I	1. Gender related issues.	I. Social issues and problems- Explore the disparities arising out of gender with specific reference to violence against women. II. Measures to enhance Status of women. III. Role and significance of women in politics.

BCom	Foundation Course-III	1. Human Values 2. Gender related issues	I. Human Rights Provisions, Violations and Redressal for Scheduled Castes, Scheduled Tribes, Women and Children. II. Public Health, Mental health issues. III. Physical Education and Sports a need of the society.
BCom	Foundation Course-IV	1. Human Values 2. Gender related issues 3. Environment and sustainability	I. Human Rights Provisions, Violations and Redressal dealing with Migration. II. Humanitarian approach to resettlement and rehabilitation. III. LGBTQ and constitutional safeguards. IV. Issues in addressing disasters.
BCom	Commerce VI	1. Human Values 2. Gender related issues 3. Environment and sustainability	Counselling, Employees Morale, Emotional Quotient and Spiritual Quotient, Human Relations, Employee welfare measures and Health & Safety Measures, Employee Empowerment, Workforce Diversity, Attrition, Retrenchment Downsizing, Employee Absenteeism, Work life Balance, Sexual Harassment at work place, Domestic and International HR Practices, Millennial (Gen Y) Competency Mapping
BAS	Foundation Course	Social issues and problems	Explore the disparities arising out of gender with specific reference to violence against women and Psycho social and economic inequalities arising thereafter; Measures to enhance Status of women
BMS	Foundation Course-I	Significant Aspects of Political Process	The party system in Indian politics; Local self-government in urban and rural areas; the 73rd and 74th Amendments and their implications for inclusive politics; Role and significance of women in politics
BMS	Training and Development	Performance measurement, Talent management & Knowledge management	Ethics in appraisal
BAS	Foundation Course	I. Social issues and problems- Explore the	The learner is sensitized to the disparities arising out of gender with specific reference to violence

		disparities arising out of gender with specific reference to violence against women. II. Measures to enhance Status of women. III. Role and significance of women in politics.	against women and Psycho social and economic inequalities arising thereafter; and is able to enhance Status of women
BFM	Foundation Course I	Social issues and problem	Appreciate the inequalities faced by people with disabilities and understand with sensitivity the issues of people with physical and mental disabilities, mental ill health, sensitivity towards third gender
BFM	Foundation Course I	Significant Aspects of Political Processes	Role and significance of women in politics
BBA	Foundation Course I	Social issues and problem	Appreciate the inequalities faced by people with disabilities and understand with sensitivity the issues of people with physical and mental disabilities, mental ill health, sensitivity towards third gender
BBA	Foundation Course I	Significant Aspects of Political Processes	Role and significance of women in politics
MCom II (Business management)	Organizational Behavior	Introduction to Organizational Behaviour	Demonstrate the applicability of the concept of organizational behavior to understand the behavior of people in the organization
M.Com I (Business Analytics)	Business Ethics	Introduction to Corporate Social Responsibility	Relevance and Importance of CSR in Contemporary Society. Organization citizenship Behaviour in the work place. Role of NGO's and International Agencies in CSR, Integrating CSR into Business
MCom II (Business)	Entrepreneurial Management	Women Entrepreneurs	Address the significance of gender diversity and inclusivity in entrepreneurial ventures, promoting equal opportunities for women

managem ent)			entrepreneurs and addressing gender disparities.
MCom II (Business managem ent)	Rural Marketing	Role of Cooperatives and Self Help Groups (SHG) in Rural Marketing	Address the significance of gender equality within rural marketing, ensuring that women's participation and empowerment within cooperatives and SHGs are promoted and gender disparities are reduced.
MCom II (Business managem ent)	Human Resource Management	Latest Development in H.R.M. and Labour Legislation	Industrial Relation Act – Prominent features and recent changes in Trade Union Act 2016, Factories Act 1961, Industrial Disputes Act 1950. Prominent features and recent changes to Child and Women Labour Act 1986, Social Security Act 2016, Prevention of Sexual harassment Act, 2013. Prominent features and recent changes to Employees Acts like payment of Gratuity Act 2015, Provident Fund Act 1952, Minimum Wages Act 2016 and Payment of Wages Act 1991, Workmen Compensation Act 2014/ESI Scheme.