

2.1 Power, Patriarchy & Workplace Dynamics

Primary references - Understanding Patriarchy and Gendered Hierarchies

Leela Dube conceptualizes patriarchy as a multi-layered social system and removes it from the usual understanding of male dominance alone. Dube argues that patriarchal structures function in tandem with structures of household, workplace, kinship, community and governance. This helps us understand that patriarchy is closely embedded with cultural institutions and social norms. The resources made available below deal with patriarchal structures in different yet very similar workplace/cultural/social settings. Here we are attempting to understand how oppression employed by patriarchal settings tends to transform itself depending on the institutional dynamic.

Important Resources

- Bina Agarwal Structures of patriarchy state community and house hold in modernizing Asia: https://archive.org/details/structuresofpatr0000unse_g2i7/page/n9/mode/2up
- On Gender Justice and Sexual Harassment in the workplace:
 - Hema Committee Report (complete): <https://feministlawarchives.pldindia.org/wp-content/uploads/justice-hema-committee-report-on-various-issues-faced-by-women-in-cinema-2024.pdf>
 - Discussion at Centre for Development Studies (September, 2024) - <https://www.youtube.com/watch?v=pWexshi5pIQ>
 - Short analysis - <https://medium.com/unframed-thinking/hema-committee-report-women-in-malayalam-cinema-843a58643e9b>
 - Short papers of Workplace Hierarchy:
<https://www.ijariit.com/manuscripts/v10i4/V10I4-1206.pdf>
<https://journals.sagepub.com/doi/epub/10.1177/00380261241310012>
- Indian Labour Movement and Oral History Documentation of Indian Labour Movement - Anil Rajimwale - This document was published by the V.V. Giri National Labour Institute is focused on oral history documentation of India's labour movement. It collects testimonies of labour leaders and workers involved in trade union activities.
https://www.indianlabourarchives.org/bitstream/20.500.14121/2646/1/Oral_History_Documentation_of_Indian_Labour_Movement.pdf

