INEQUALITIES IN INSTITUTIONS: POWER AND IMAGE EQUATION OF WOMEN

RAJESH K. MOKALE

Abstract: It has been seen that woman has been seen from the perspective of house work. Her space was limited to kitchen and near social environments. It is seen that there is need for gender equality and gender sensitivity in industrial population. Organizations are creating a Performa by continuing their policies by keeping the social subjects away from their context. Gender equality has been not promoted in the sense of equality. There is lag in power and image of industrial woman. This study focuses on two aspects: change in the position of women from agrarian society to industrialized society and today's position of women in industrial spaces and their contribution. Here, the factors important for the creation of organizational power domination are focused. There is obvious role of each entity in society impacting the other. Role of woman herself, social structure, patriarchy, new industrial spaces, gain and transfer of power and its spatial and temporal aspects are the main areas of study. This paper makes significant contribution to women studies in the current scenario of liberalization, privatization and globalization. It accommodates historical and contemporary aspects by giving gender neutral perspectives.

Introduction: Indian society is changing its stage from conservative to permissive society. There are institutional and non-institutional bodies like houses, temples, society, public forums and bodies etc. as social spaces for human to experience. Some spaces were reserved by male for a long time, thus denial of women was obvious. Today, she is reaching from aerospace to central part of temples, thus it looks like society is becoming more liberal to create social spaces for woman. These spaces are divided into perceived space, conceived space and social space. We see revolutionary changes in industrial spaces where women now can contribute through their work and create a structure which can give them power out in the society. Also in social spaces, she is taking part in healing people through social work and other various activities to take the society one step ahead and modernize it in real sense. Thus, woman in social spaces has been in her forming phase, while in some places storming (Tuckman, 1965) phase to get the group rights.

Concept of Space: Space is social morphology (Lefebvre, 2008). Social morphology is framed around three dimensions namely spatial practice, representation of space and spaces of representation. Spatial practices are formed by syntagmatic dimension of languages, i.e. articulation and connection of elements of activities making interactional and communication networks for people. Representation of space is formed by paradigmatic dimension of language i.e. possibility of substitution of representation. This consists of ways of representation like verbal and non-verbal representation. Spaces of representation consist of symbolic dimension of space. Creation of symbols is according to particular person or group. On the basis of dimensions, space contains various attributes in industrial society:

1. Social Relations of Reproduction - bio-physical relations between sexes and age group and between age groups along with specific organization of family
2. Relations of Production – the division of labour and its organization in the form of hierarchical social relations

Space as per the morphology has been divided into three types, namely perceived space, conceived space and Social Space. Space is divided in same way as socio-technical division of labour (Lefebvre, 2008). The system has intellectual as well as material labour. Industrial spaces are designed in gender neutral ways as the concept of industries is foreign concept and it has to basically to do with knowledge, skill and abilities of individuals irrespective of caste, creed, gender and social practices. After economic LPG (Liberalization, Globalization and Privatization) principles, woman got space in economic activities through involvement in work, policy making and leadership, made her think beyond traditional ritualistic work and get into economic activity of earning for family.

In industrial society social change started with woman taking work position which are not there in her caste. The discipline of feminism is seen through these three ways of spaces in the next topics.
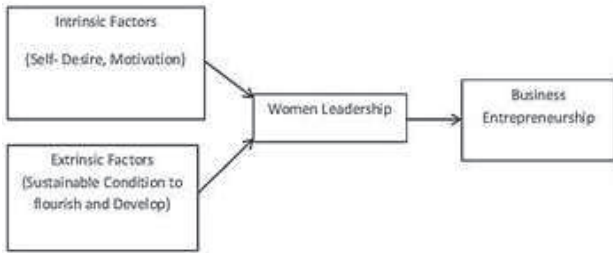
Fig. (1) Impact of Industrialization for creation of new spaces and roles

There are three kinds of positions in industry those are entrepreneurial, managerial and worker. These three categories differ in their power, authority and work. These identities are produced according to the living space of woman. It consists of three concepts namely as follows:

System	Associated Power	Space
Entrepreneurial	Contributing through leadership	Perceived Space
Managerial	Contributing through Execution	Conceived Space
Work	Contributing through work	Social Space

Fig. (2) Industrial Positions, Powers associated with it and Production of Space

Next it important to see how these women started producing their spaces and other factors impacting leading to social stratification.

Spatial Practices in creating spaces: In India, it is spaces are organized by the Varna and Caste system where the division limited the spaces to a particular work. Business Entrepreneurship is commendable role in industrial world. To earn leadership is itself a difficult task and keeping it intact is challenging task. We see women entrepreneurial leadership is coming up in this field. Her space still is limited as she is not seen through the personality earning for herself and her family, as a decision maker.

Lefebvre (2008) writes "revolution is possible, that is, only if 'the level of everyday and the level of historical can interact." Today we see women entrepreneurs, directors and CEOs working in organizations.
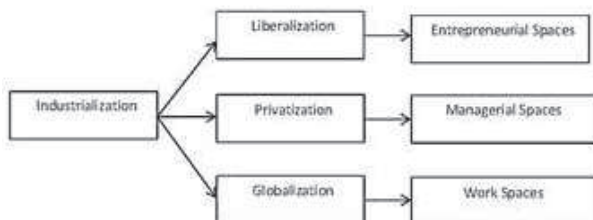

Fig. (3) Business Entrepreneurship and Women
Revolution always starts from prospect of level P i.e. private spaces, then acts upon M i.e. urban spaces and M acts upon G i.e. global space to create social practices thus P>M.>G.

Social hierarchy gets build in the same fashion. In Indian context feminism always has touch of western leadership. They created leadership irrespective of social obligations. They perceived spaces as per their understanding and strived hard for getting things done, which will create social value, respect to see a woman as personality with traits considered to be possessed by men.

They are earning respect through their own visionary systemic change. They never tried to accommodate themselves in the systems, but think beyond the norms of society. In Indian diaspora, women tried produce their own space while acting upon necessary traits required for her. These spaces are conceived space by themselves. It is like these spaces are gained spaces by them through taking control over situation. Thus importance of these spaces creates major importance.

Industrial Leadership and Women
Industrial spaces are conceived spaces, where power positions are achieved by the women through their own achievement. They dreamt it and made it possible. These women started defining themselves, have created visionary examples in front of society. There is peculiarity of the industrial system, that these design of these spaces and roles in these spaces are gender neutral. For a long time the leadership was neglected, as these are our prejudices as male dominated society. Industrial spaces are largely crowded by men and the situation is very difficult for woman to systematize her entry into economic operations.

Liberalization and Leadership: Economic liberalization has also made it possible to create social liberalization. Woman produced her space while depicting the challenges of society. Kalpana Saroj is a visionary example in front of woman. She has not only broken the chains of caste but also of gender. Working on Rs. 2 per day to an Entrepreneur with her own company of more than 250 crores of revenue is outstanding achievement for a twice oppressed i.e. as a Dalit first and then a female. Liberalization is generating more opportunities to use lowercastes their smarts and skills to move. Perhaps no one epitomizes that movement quite like Ms. Saroj. This has made feminist leadership to climb at another level with woman getting associated with industries. There are a few such examples that came up in industrial society.

Alternatively she has been given positions in of CEO, Managing director etc. in late nineties. Her space still is limited as they are very lesser in numbers there and also are from similar social backgrounds in terms of variables like family income, caste, class and ultimately the old social order. Thus, it is not she has been liberated, but she has been given space to keep other variable intact, to create fair playground for

certain male practices which are running under the same roof of Brahminical Patriarchy. Still there is superimposition of endogamy of caste over exogamy of relational groups of intra-caste people. She is still there in the chains of religious domination, what is changed, just she has become the player and Man has become so all round ide synchronous in handling her. She is not being seen all-rounder to take her decision as man even today. These spaces are majorly conceived spaces and more of driven through the support of their male partners in the society.

Social Spaces: Impact of Governance and Polity: Indian constitution makes equal place to live through equality before law. Various laws enacted protect position of woman in male dominated society. This includes Equal Remuneration Act, Maternity benefit Act, Human Rights Act, and Abolition of dowry Act. What today's laws give her is her own space, her own public space. She was seen always through the lenses of family centered, care taker, secondary in decision taking position, maintaining her chastity, trust etc. What remained affected for her was her public image of decision maker for the larger part of the society. Her position was always looked with less vigor and vitality.

Dr. B.R. Ambedkar established the principles according to the demolition of hierarchical rights systems with immorality on caste basis and establishment of new order based on moral principles of liberty, equality and fraternity which are more just and bonding India in right way. It is not the only effort made during independence, there was introduction of Hindu Code bill. But, it was abolished by then Brahminical and Savarna Patriarchy. Ultimately looking at acts only tried to abolish a few things.

Organizational policies are gender neutral on paper, thus there is no moral pressure on the organizations to look towards her in more just and ethical manner. Her position is social realities needed to be addressed. Though a person has his own rights; still woman has to suffer of various wrong doings of the system. These are discrimination on the basis of gender in recruitment, performance parameters and personal prejudices. Globalization has brought world nearer, not together. It has created barriers for religious system. It has brought some new perspectives. Some of these are liberal like black feminism, Dalit feminism and other many of the movements. It started creating a social culture of equality.

Also socio-cultural bindings are taken ahead in a way to bring women into certain boundaries. This rationality is bounded in accepting just systems. Our

past systems were so ruined to make them male friendly and female centric for keeping her in rationality to keep her character in line with social norms. Ethicality and social equality are being seen at the cost of chastity of the woman. There is a saying that rationality is always bounded.

Following data shows inequality in industry over the years 2000 to 2010. The ratio seems to be below 15.32% for Adult, while it is 235% for adolescent and 52.5% for child.

Percentage Women/Men	Adult (above 18)	Adolescent (15-18)	Child (below 15)
2000	10.61	NA	NA
2001	17	305	NA
2002	19.5	514.08	NA
2003	12.38	171.13	NA
2004	21.82	321.69	45.33
2005	20.01	431.55	NA
2006	20.14	216.82	97.09
2007	11.46	72.03	104.17
2008	9.18	321.82	197.8
2009	7.87	24.83	61.66
2010	18.59	214	68.89

Source: MSPI, Govt. of India (2015)

Conclusion: With system of religion and agriculture continuing, we see there is lag in women education. Thus this make them lack in opportunities available. There is always a vacuum at some places like religious institutions, while in industrial society the change is happening very slowly. While woman at home has the same status as it was in past, the only factor important for change and self enhancement of her is education. With her own self raising voice in the society, she can produce the spaces those are absent in industrial society.

From the perceived spaces to Social Spaces there is stratification of society visible in Indian context as per the caste as well as gender.

It shows that not only qualitatively but quantitatively, there is significant difference in the industrial opportunities in India. Major effect of lack of opportunities is due to religious bindings making her position down in gender hierarchy, made her to lose her power over social spaces and natural resources. It is need to make gender inclusive policies which can create social space for women and understand importance of her in Talent management in organizations.

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Rajesh K. Mokale/Research Scholar/TISS/Mumbai/