



in
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**Faculty Development Programme
in
Gender Sensitization**

Gender & Patriarchy: Understanding the Root Cause

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Patriarchy is an institution that perpetuates male domination and subordination of women, girls, boys, subordinate men and sexual minorities. It sustains power relations that discriminate against girls, women and transgender persons in the households and in the larger world.

Patriarchy attributes 'private' realm to women, 'public' domain to men and role-lessness to the transgender persons.

Pillars of patriarchy are family, kinship network, state, religion and media- PANCH MAHABHOOTA. In a patriarchal society, the line of inheritance passes from father to son which is known as Patrilineage. The patriarchal order is Patrilocal i.e. after marriage; the bride is expected to go to the groom's residence.

Through its structures and systems, patriarchy thrives on control of sexuality, fertility and labour subordinate men and all women for dominant men's hegemony over economic, political and socio-cultural resources

- A) Dress code which, restricts mobility of women and girls, does not allow her to do those chores which require flexible body movements, reduces her efficiency and employability in non-conventional occupations.**
- B) "Tool" as a phallic symbol, not being allowed to be used by menstruating women as it is supposed to have contaminating influence. Hostility towards women who ride bicycles, drive cars and scooters, operate machines and use ploughs for farming, wheels for pottery, saw for carpentry.**
- C) Women being treated as repository of custom and tradition and cultural practices, dedicated as *devdasis*, *jogtis* and forced to undergo series of masochistic fasting, scarification and self infliction of pain which make them unemployable and perpetually dependent on the patriarchs. They enjoy only subversive power of a comfort woman that too, is mediated by men, as they don't have any legal rights. In the commercial context, the same happens to women beneficiary of *Maitri-Karar* (friendship contract) and *Seva-karar* (*Service contract*).**
- D) Need for male escorts, bodyguards for dainty, sickly and weak women who see their identity as anorexic women. Billion-dollar beauty business thrives by controlling young women so that they are incapable of using their body for manual chores. Here, women's insecurity about their looks is used by the cosmetic industry.**
- E) Women eating last, the least and the left over. Nourishing and balanced diet as a male prerogative. Daughters and brides kept on starvation diet. Food secures middle-aged women as honorary men.**

- A) Women being treated as male-child producing machine. Customary practices of female infanticide and neglect and abandonment of girl child, scientific techniques of sex determination tests used for female foeticide, pre-conception elimination of female embryo with the help of sex-preselection techniques.**
- B) Population policies targeting women for unsafe contraceptives and harmful hormone based contraceptive researches, which violate bodily integrity and dignity of married and unmarried girls and women.**
- C) Laws on prostitution penalising and persecuting women victims of sexploitation running a parallel economy of as much as 200 billion rupees.**
- D) Social boycott of unwed mothers. Illegitimate children being stigmatised by society and deprived of economic, social and educational opportunities. They are further marginalised in the economy, which is undergoing massive structural adjustments and instability. Facilities like identity card, ration card and other legal documents which are a must for citizenship rights are not provided to them.**



Control of women's labour



- A) Invisibility of women's contribution in the economy, non-recognition of unpaid care work as valuable contribution**
- B) Use of women in the economy for the occupations which, are extensions of housework, i.e. 3 Cs (cooking, cleaning and caring). Gender based division of labour**
- C) Only 6 % of women are in the organised sector which guarantees protection of labour legislation and ERA (Equal Remuneration Act). 94% of women are in the informal sector which does not guarantee job-security, regular income and personal safety.**
- D) Demonisation of highly qualified, efficiency plus and career women. Witch hunting of intellectually independent and verbally articulate women workers, employees, technicians and decision-makers.**
- E) Sexual harassment as an occupational hazard to crush the confidence of women and to keep them in the state of perpetual terrorisation, humiliation and intimidation.**



Gender Stereotypes perpetuating Subordination-domination Relationship

Women Are	Men are
Dependent	Independent
Weak	Powerful
Incomplete	Complete
Emotional	Logical
Implementers	Decision makers
Housekeepers	Breadwinners
Supporters	Leaders
Fearful	Brave

Women are	Men are
Peacemakers	Aggressive
Cautious	Adventurous
Flexible	Focused
Passive	Active
Nurturing	Assertive
Caretakers	Achievers
Cheerful	Forceful



Gender stereotypes that create glass ceiling, glass cliff, sticky floor, glass walls

Women are	Men are
Warm	Self reliant
Passive	Active
Followers	Leaders
Modest	Ambitious
Subjective	Objective
Spectators	Doers
Soft spoken	Out spoken
Secretaries	Bosses
Gentle	Strong

Glass Ceiling: Glass ceiling refers to the fact that a qualified person wishing to advance within the hierarchy of his/her organization is stopped at a lower level due to a discrimination most often based on sexism or racism. The glass ceiling refers thus to vertical discrimination most frequently against women in companies.

Glass Walls: The terms "glass walls" and "glass elevators" refer to institutional barriers that isolate some employees -- traditionally women and minorities -- into jobs that don't lead to executive advancement within a business.

Glass Cliff: Women in leadership roles, such as business executives in the corporate world and female candidates for political office, are more likely than men to be promoted to leadership roles during periods of crisis or downturn when the chance of failure is highest.

Sticky Floor: The term "sticky floor" is used to describe a discriminatory employment pattern that keeps a certain group of people at the bottom of the job scale. "Pink collar" jobs, such as those in the administrative support and helping fields. In turn, this promotes the "sticky floor" phenomena.

***#MeToo* is NOT
Women against Men.
#MeToo is
ALL OF US against
Patriarchy.**

Women's RIGHTS = Human RIGHTS

Inequality

Unequal access to opportunities



Equality?

Evenly distributed tools and assistance



Equity

Custom tools that identify and address inequality



Justice

Fixing the system to offer equal access to both tools and opportunities



Safeguards for Women in Indian Penal code

- **The IPC Section** **Nature of Offence**
- **304 B** **Dowry death/ murder**
- **354** **Criminal assault of women to outrage women's modesty**
- **366** **Kidnap, abduction and marriage of a women by force.**
- **366 A** **Procurement of a minor girl**
- **366 B** **Import of girl from a foreign country**
- **376** **Rape**
- **376 A** **Intercourse by a man with his wife during judicial separation**
- **376 B** **Intercourse by a public servant with woman in his custody**
- **376 C** **Intercourse by superintendent of jail, remand home with women in his custody.**
- **376 D** **Intercourse by any member of the management or staff of a hospital with any woman in that hospital**
- **498 A** **Husband or in-laws subjecting a woman to cruelty**
- **509** **Word, gesture or act intended to insult the modesty of a woman**
- **Maternity Benefits Act, 2017**
- **Transgender Persons Protection of Rights Act, 2019**

Affirmative Actions in Response to Historical Injustices Imposed on Women by Patriarchal Value System

- **Women Empowerment Policy- Welfare, Access, Conscientisation, Participation**
- **Reservation Policy**
- **Night shift, Flexitime**
- **Cluster Approach**
- **Supportive and Safe Environment: Scholarships, free ships, Hostel, toilets**
- **Safe Transport**
- **Transfer: Sensitivity to family life**
- **Gender responsive participatory budgeting**
- **Gender audit and right based approach**
- **Recognise, Represent, Reward unpaid care work of women**

Empowered Women in all Walks of life

- **Academics**
- **Politics-Local Self Government Bodies**
- **Governance-Administration-Civil Services**
- **Fine Arts: Music, dance, theatre, film making, painting**
- **Craft: Textiles,**
- **Creative spheres: Poetry, Novels**
- **Scientific pursuits**
- **Sports**
- **Media**
- **Policy making: Economic, cultural, diplomatic**
- **Legal-Judiciary**

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