

Notes

1 Setting Out to Study Class and Gender in Contemporary India

1. *Pandita* is a title given to a female scholar (often a scholar of ancient Sanskrit texts) – a rare achievement for a woman of the 19th century.
2. The Tata group of companies launched the ‘Nano’, a car that initially cost only one lakh, that is, one hundred thousand rupees, in 2009 (at the time of this conversation it was not yet on the market) (See *The Economist*, 2008).

3 The ‘New’ Indian Middle Class Woman

1. The National Council for Applied Research (NCAER) India is a highly reputed economic research institution in India. Surveys and reports produced by the NCAER are extensively used by the government and industry to inform policy decisions.
2. Jayawardena, 2002, with regard to Srilanka; Chatterjee, 1989, with regard to India; Pollard, 2005, with regard to Egypt.

4 Individualism and Responsibility: Women’s Relationships Within Their Families

1. The term is coined by M. N. Srinivas (1959) to describe the practice of suppressed castes attempting to emulate the lifestyles, customs and practices of the upper castes in an attempt to gain higher status.

5 Women’s Relationships with Paid Work in the Transnational Economy

1. Of late private colleges with better infrastructure and much higher fees than government-aided colleges have grown, but the government colleges continue to enjoy high enrolment.
2. Forward community refers to those (traditionally privileged castes) who do not enjoy the benefits of affirmative action such as reservation of places in university and government jobs. The ‘forward castes’ (upper castes) often express resentment against the policy of reserving positions in universities for students from the depressed castes and oppose such reservations on the grounds of ‘meritocracy’.

6 Managing Paid Employment and Family Life

1. Fredrick Taylor, a late 19th-century mechanical engineer, is credited with the modern management practice of dividing tasks in a manner that allows the maximum possible work to be accomplished in the minimum possible time. Taylor's ideas were widely implemented, regulating the work of blue-collar workers in the steel and automotive industries. The notion of Taylorization is associated with strict regimentation of tasks to ensure maximum efficiency even at the cost of alienating workers.

7 Relational Reflexivity, Individual Choice and 'Respectable Modernity'

1. Although she gives clearer details of her and her husband's linguistic identities, revealing them would make her more identifiable.
2. Since I did not speak directly with Nitya's in-laws this interpretation is based on what she reports; however, her participation in creating this family identity is apparent from her remarks.

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Appendix: Profiles of Interviewees

Anita, 32, has an MBA and is married with two children aged six years and six months, respectively, and works in a middle management position in Human Resources in a large Indian transnational company. She lives in a simple household with her husband, who is in a senior management position, and her children, but his grandmother has temporarily moved in to supervise childcare.

Anjali, 30, has eight years' work experience. She is currently working as a human resources manager in a large Indian transnational company. She lives in a nuclear household with her husband and a child aged two.

Anjana, 33, has an eight-year-old child and lives in a joint household with her husband, mother-in-law and parents. She has a degree in engineering and eleven years' work experience. She is currently a manager in the technical-writing division of a medium-sized transnational company.

Beena, 30, has seven years' experience and works in marketing at a junior managerial level with a medium-sized Indian transnational company. She is married and lives in a nuclear household.

Cristina, 29, is married to a lecturer in a college. She has two children aged five and one. She has a BSc in Computer Science and works at the administrative level in a reputed transnational company and has nine years' work experience. She lives in a nuclear household but her mother has temporarily moved in to help with the childcare.

Deepika, 27, a financial analyst, has six years' work experience and works for the offshore development centre of a well-known transnational company. She has a bachelor's degree in commerce and is currently completing her MBA. She is married and lives in a joint household with her husband who is in a similar line of work.

Geetika, 32, has two children aged five and one. She has a bachelor's degree in catering and eight years' work experience. She has recently taken up a (junior-level) operations management role in a large transnational company after a career break. Her husband is in a senior management position. They live in a nuclear household.

Hema, 26, is married to a software engineer. She works as an administrator in an established transnational company and has eight years' work experience. She completed her BSc degree via distance learning while working and is currently doing an MBA programme also via distance learning. She currently lives in a single-person household as her husband's job has taken him to another city.

Jaya, 33, is married and has a child aged five. She has a master's degree in Computer Application and works as the manager of a software maintenance team for a large transnational company. She is currently pursuing an executive

MBA programme. Her husband has a similar role in another transnational company. They live in a joint household which includes her grandmother.

Jyoti, 29, is married and has a one-year-old child. She works as a business development executive in a well-established transnational company. She currently lives in a nuclear household with her husband and child, but her mother or mother-in-law often visits to help with childcare.

Kanti, 35, has a Bachelor of Arts degree. She has seven years' work experience and is currently in an administrative position in a well-known transnational company. She lives in a joint household with her husband, who is unemployed, her child and her in-laws.

Lathika, 33, is single. She currently heads recruitment in the Offshore division of a medium-sized transnational company and has ten years' experience in the industry. Lathika has a master's degree in Social Work and is currently pursuing an MBA programme via distance learning. She lives with her parents.

Malini, 33, has a three-year-old child. She has an MBA in Human Resources and had about seven years' experience working with a large Indian transnational company when she took a career break to bring up her child. She currently lives in a nuclear household with her husband, a software engineer.

Maya, 37, is married and has a two-year-old child. She has a master's degree in Social Work and thirteen years' work experience. She heads the human resources division in the offshore development centre of a large transnational company. She lives in a nuclear household with her husband, who holds a senior position in the banking and financial sector, and her child.

Meenakshi, 24, has recently separated from her husband. She has about two years' work experience in the IT industry and a Bachelor of Arts degree. Harassment as a result of her ambiguous marital position caused her to give up her job as an executive in the human resource division of a medium-sized transnational IT company and to choose a similar role in the fitness industry. She lives in a working women's hostel.

Nalini, 37, has one child aged twelve. Her husband is a lecturer in a college and also has a part-time real estate business. With degrees in Social Work and Law and twelve years' experience, she is currently working as a junior manager in the legal division of the offshore development centre of an established transnational company.

Nitya, 27, is an executive financial analyst with a well-known transnational company. She is a qualified (chartered) accountant and has about three years' work experience. Her husband works in a similar area. She lives in a joint household with her husband and his parents.

Punita, 37, is married and lives in a nuclear household with her husband and two children aged eleven and eight. She works as a marketing executive in a well-established transnational company.

Rupa, 28, has been married for three years. She has an MBA and works as a human resource manager for a division of a large Indian transnational company

with six years' experience. Rupa was born in Bangalore but her father's job as an employee of a public sector firm took the family to different parts of the country. She currently lives in a nuclear household with her husband, a software engineer.

Sarah, 36, is married and has eleven years' work experience. She works in a middle managerial level in business operations in an established transnational company. She is married and currently lives in a single-person household as her husband works elsewhere.

Savita, 32, has a four-year-old child. She has a degree in engineering and eleven years' work experience. She currently works in a senior management position in a large Indian transnational company, heading a team of over 150 people. Savita lives in a joint household which consists of her husband, a businessman, her mother-in-law and her child.

Shreela, 29, is a software engineer and works in a junior management position with a well-known transnational company. She has an engineering degree and nine years' work experience. She lives in a nuclear household with her husband who is also a software engineer.

Sumaiya, 29, has a two-year-old child and lives in a nuclear household with her husband who works with a charity. She has a Bachelor of Arts degree and works as a human resource executive in a large transnational company. She has about five years' work experience.

Swarna, 31, is married and lives in a joint household with her husband, her parents-in-law, her husband's grandmother and her child aged one. She works at a junior managerial level in the research and development section of a large transnational Indian company.

Swati, 34, has one child aged eight. She has a PhD in Computer Science and eight years' experience in the IT industry. She heads a software development team of about forty-five people for the offshore development centre of a transnational company. She currently lives with her daughter in Bangalore; her husband, a government employee whose job keeps him elsewhere, visits her often as do her in-laws.

Upasna, 28, is married. She works in an executive level in product development with a well-known transnational company. She lives in a nuclear household with her husband.

Index

- Adams, Mathew, 35–6, 41–2, 86, 118
Adkins, Lisa, 35–6, 84, 165
administrators, administrative staff,
 46, 96, 120, 126, 162
Afshar, Haleh, 77
agency, 6, 13, 26, 35, 40–1, 43, 60–1,
 74, 91, 159, 165–6
Asia, 6, 31, 34, 39, 44, 97, 125
Asian women, 2, 31, 36, 44, 77, 133,
 169, 171–2, 174, 176
Bangalore, 1, 14, 16–20, 24, 31, 71, 76,
 77, 121, 124, 131, 138, 142–3, 146
Bauman, Zygmunt, 22, 29, 36, 39–40,
 144, 156, 160
Basi, JK Tina, 12–13
Beck, Ulrich, 14, 20, 22–39, 68–9,
 89–90, 95, 97, 106, 113–14, 134–5,
 140, 162–3
Beck-Gernsheim, Elizabeth, 29–31,
 37–8, 68–9, 89–90, 97, 106,
 113–14, 134–5, 140, 162, 163
Bulbeck, Chilla, 2–3
care, care work, 17, 19, 23, 35, 38, 48
caste, 3–4, 8–9, 17, 22–3, 46–7, 51,
 53–9, 61–4, 69, 71, 79–83, 86, 98,
 100, 104, 112, 115, 138, 142, 147,
 163, 167
Chatterjee, Partha, 54, 57–8, 67, 100,
 141, 145, 167
Chakravarti, Uma, 57, 59, 67
childcare, 22, 71, 87, 90, 111, 117,
 126–7, 142–4, 161, 178–9
 see also motherhood
Choice, 5, 21, 24, 27–9, 31, 36, 39–40,
 42, 44–5, 64–5, 69, 78–84, 88,
 90–1, 94, 96–8, 101, 113, 116–18,
 120, 126–7, 129, 133–4, 136–7,
 139–41, 143–59, 163–5, 168
 see also individual choice
colonialism, 7, 32–5, 54–5, 165, 170,
 176
Connell, Raewyn, 31–4, 44, 54
consumerism, consumption, 10, 11,
 13, 15, 48, 53, 60–1, 63, 109, 133,
 172
cultural capital, 11, 17, 51–3, 90–9,
 104–6, 113, 159, 161
daughters, 21, 53, 63, 70, 75–7, 91,
 93, 99–100, 124, 147, 151, 163
 see also parent-daughter
 relationships
daughter-in-law, 21, 53, 69, 72, 74,
 75, 76, 77, 85–8, 91, 93, 100, 107,
 112, 132, 149–51, 163
Deshpande, Satish, 9–11, 46–9, 55
DeVault, Marjorie, 9, 132
de-traditionalization, 22, 24–5, 27,
 29, 33
discourse, 3, 10, 23, 36–7, 39
domestic work, 3, 112, 130, 133, 167
 see also housework
dowry, 13, 61–2, 76
economic liberalization, 12, 48, 52,
 79, 99
education, 3, 12, 15, 28, 40, 46–8, 51,
 56–8, 60–1, 63–4, 80, 81, 93–4,
 98–102, 104, 106, 108–10, 112,
 125, 138–9, 142, 144, 146–7, 152,
 162, 165
employment, paid employment,
 12–13, 15, 20, 30, 38, 40, 52,
 61–2, 65, 69, 74, 79–80, 84, 85,
 87, 89–90, 92–6, 100–1, 105–9,
 112, 114–15, 117, 119, 121, 123,
 125, 127–9, 131, 133–5, 151, 153,
 162, 168
Favero, Paulo, 10–11, 56
feminism/feminist, 2, 4, 5, 6, 9,
 11, 20, 24, 32, 35, 38–9, 43–5,
 64, 113, 116, 143, 155, 161–2,
 169–76

- Fernandes, Leela, 10–11, 46–9, 55
 Finch, Janet and Mason, Jennifer, 72, 74
 Fleetwood, Steve, 129
 flexible work, flexibility, 30, 68, 98, 114, 118–19, 126–7, 125–9, 134, 155, 161
 flexi-time, 117, 126–8, 161
 Foucault, Michael, 28, 39–41
see also discourse
 Fuller, Chris and Narasimhan, Haripriya, 79, 81
 Giddens, Anthony, 14, 20–45, 68, 81, 89, 95, 98, 101, 113, 127, 137–8, 144, 152, 156–7, 163
 Global North, 2, 5, 31, 37
 Global South, 2, 5, 23, 37–9, 160
 Globalization, 1, 9, 11, 14–15, 20–3, 25–7, 29, 31, 33–4, 45, 48–9, 61, 64, 66–7, 69, 80, 91, 94–5, 107, 112–13, 141, 153, 166, 169
 Guha, Ramachandra, 58–9
 Gupta, Dipankar, 10, 53, 54, 75, 109
 Harassment, 139, 141, 147, 153, 164
 Hayami, Yoko, Tanabe, Akio and Tokita-Tanabe, Yumiko, 54, 66–7, 103, 164
 Heaphy, Brian, 27, 35–6
 Heelas, Paul, 33
 Hindu, Hinduism, 8, 12, 49, 55, 57–9, 62, 82, 104, 169–71, 174–5
 mythology, 55, 82
 Hochschild, Arlie, 83, 85, 119, 121, 123, 128–30, 144–5
 Housework, 72, 93, 128–30, 132
see also domestic work
 household, 11–12, 36–8, 48–51, 65, 68–72, 76, 85, 131, 133–4, 138, 146, 149, 169, 175, 178–80
 human resources, human resource policies, 14, 16, 97, 115, 117–18, 174
 identity, 7, 11–12, 26–30, 33, 36, 40, 43–5, 48–9, 54–6, 58, 66, 74, 80, 88, 103–4, 106, 120, 132–3, 136–7, 140–4, 148–51, 155–6
see also self-identity, self, project of self
 income, women's, 3, 12, 61, 79, 87, 99, 100, 105–7, 109–12, 125, 140
 Indian womanhood, 12, 20, 35, 56–7, 60, 64, 66–7, 74, 85, 136, 143, 158
 individual choice, 21, 36, 40, 44, 69, 82, 91, 96–7, 113, 118, 134, 136, 144, 147, 151–2, 156–8, 162, 165
see also choice
 individualism, 20, 23, 25, 29, 31, 39–40, 42, 44–5, 65, 68–9, 80, 82, 84, 86–8, 91, 98, 101, 144, 167
see also individualization
 individualization, 7, 20, 23–4, 26–9, 31, 35–9, 45, 68, 74, 95–6, 114, 118, 135, 158, 162
 information technology (IT) industry, 1–3, 8, 11, 13–17, 19–20, 48, 52, 79, 92, 94, 96, 98, 104, 111, 115–19, 125–7, 154, 160–1, 167
 in-laws, in-law relationships, 72–3, 76–7, 80, 85–7, 100, 112, 117, 124–5, 127, 131–2, 138–9, 149–51, 157, 161, 163–4, 168, 179–80
see also daughter-in-law, kinship
 Jackson, Stevi, 35, 38–9, 42–4, 88, 162
 Jafferlot, Christopher and Van der Veer, Peter, 10–11, 46–8
 Jamieson, Lynn, 36, 38, 81
 joint family, 23, 68–71
 Kakar, Sudhir, 75, 82, 85, 88
 Kandiyoti, Deniz, 84, 157, 164
 kinship, 61, 71–2, 74–5, 131, 170–4
 Krishna, Anirudh and Brihadesam, Vijay, 52–3, 98, 104
 Lash, Scott, 35–6, 39–41, 103, 105, 156, 161, 165
 leisure, 16, 48, 51, 131–2
 liberalization, 12, 15, 48, 52, 61, 64, 79, 99
 Liddle, Joanna and Joshi, Rama, 12, 59, 60, 69, 71, 92–4, 98, 106–7, 112, 126, 129

- managers, 14, 96, 102–3, 106–7,
117–18, 120–1, 126, 128, 134, 162
- Mankekar, Purnima, 12, 46, 59, 61, 65
- marriage, 7, 13, 23, 29, 30, 39, 44, 50,
55, 57, 59, 61–3, 70–2, 74–86, 91,
94, 99, 110, 113, 115, 135, 138,
147–51, 153, 157, 163–4
- marital choices, 157
- inter-caste, 80, 86
- Mead, George Herbert, 39, 42–4, 164
- media, 3, 7, 10, 27, 33, 64–5, 70, 126,
134, 145, 160
- magazines, women's, 58, 60, 64–5
- middle class, 2–5, 9–14, 18–21, 23, 36,
45–67, 52–3, 64, 69, 71, 81–2, 85,
87, 89–90, 92, 94, 98–107, 109–13,
115, 126–7, 134–5, 138–9, 149,
158–63, 167
- modernity, modernities, 2, 9, 10, 12,
14, 20–8, 30–5, 37, 39–40, 42,
44–6, 48–9, 53–8, 60, 63, 65–9,
71, 74, 86, 88–91, 95–6, 100–1,
104, 113–14, 133–8, 140, 144,
146, 152–4, 158, 163–6, 168
- see also* reflexive modernity
- Mohanty, Chandra Talpade, 2–3, 6
- motherhood, 7, 13, 57, 74, 86, 88–91,
94, 113, 115, 123, 143, 145, 151,
156–8
- see also* childcare
- multinational companies (MNCs), 7,
92, 103, 118, 142, 160
- mythology, 55, 82, 85
- see also* Hindu mythology
- Narayan, Uma, 6–7, 133
- NASSCOM (National Association
of Software and Services
Companies), 15–17, 93, 169
- NCAER (National Council of Applied
Economic Research), 11, 49–50,
167, 173
- narrative, 9, 12–13, 28, 35, 37–8,
43–4, 48, 61, 136–7, 141, 143–4,
146, 151–2, 158–9
- nationalism, 12, 80
- discourse, 56, 59, 66–7, 74, 158, 136
- movement, 4, 10, 49, 55, 59–60, 66
- period, 66, 145, 152–3
- Oza, Rupal, 12, 65–6, 105
- paid work, 20, 29, 92–4, 98, 106, 111,
115–16, 119, 122, 127, 129, 149,
167–8
- see also* employment
- Phule, Jyotiba, 58
- Pocock, Barbara, 89, 119, 123–4, 129,
145
- post colonialism, post colonial
nations, 32, 34–5, 44, 54, 56,
60–1, 166
- professional life, professional success,
14, 40, 65, 79, 87, 91, 94, 96,
100–2, 106, 118, 149, 151, 157,
161–2
- project of self, 21, 144, 160
- Puri, Jyoti, 12–13, 66, 76, 79, 82, 86,
88
- Radhakrishnan, Smita, 12–14, 154
- Ramabai, Pandita, 3, 58
- Ray, Raka and Baviskar, Amita, 11, 47
- reflexivity, 14, 20–1, 23–6, 31–2, 35–6,
38–44, 68, 84, 88, 96, 103–5, 118,
136, 152, 159, 164–6, 168
- see also* self reflexivity, self as a
reflexive project
- self as a reflexive project, 24, 27–8
- religion, religiosity, 8, 9, 27–8, 31, 55,
62, 64, 82, 104, 115, 54, 58, 142
- respectable modernity, discourse
of, 60, 63, 65–6, 136, 140, 145,
152–4, 158, 165
- responsibility, 26, 30, 36, 38, 40, 44,
57, 68–9, 73–4, 77, 82–3, 89, 91,
96–7, 105, 113, 118–19, 122, 126,
129, 134, 136, 138, 144–5, 147,
151–2, 156–8, 162, 165–7, 174
- see also* individual responsibility
- Riessman, Cathy, 137–8
- self
- determination, 5, 59, 142–3, 148,
162
- reliance, 3, 48, 58, 65, 97
- identity, 10–11, 26–9, 36, 41, 43–5,
66, 74, 88, 136–7, 152, 156, 165
- reflexivity, 4, 10, 138

- self – *continued*
 actualization, 65, 107, 125, 138, 156
 confidence, 53, 55
 construction, 54, 138, 152, 159
 expression, 88, 106–7, 120, 156–7
 Shinde, Tarabai, 58
 Smart, Carol and Shipman, Becky,
 35–6, 80
 Southern Theory, 20, 24, 32, 35, 44
 Thapan, Meenakshi, 12, 46, 65, 100,
 136, 145
 time, lack of –, famine –,
 management –, 86, 108, 119,
 121–5, 127–8, 145
 tradition/traditional, 3, 5, 10, 12, 22,
 24–5, 27–33, 35, 42, 44–5, 53–5,
 57–9, 60, 63, 65, 67–8, 70–1, 75,
 77, 80, 84, 87, 91, 101, 109, 114,
 116, 119, 132–3, 136, 140–2,
 149–50, 152–3, 158, 163–4, 167
 Trinh T. Minh-ha, 2, 5, 7
 Upadhyaya, Carol and Vasavi, AR, 8,
 10–11, 13, 15–17, 52–3, 69, 71,
 95, 97–8, 104, 109, 116–18
 Varma, Pawan, 10, 15, 46, 47–8, 53,
 109
 Wajcman, Judy, 97, 119, 129, 143, 145
 West, Westernization, 1–3, 5–7, 10,
 16, 23–4, 27, 31, 42, 47, 53–9,
 66–7, 69, 114, 118
 wives, 57, 74, 78, 80, 82, 85, 91, 113,
 153, 157, 158
 women's movement, 4, 49, 61–3
 work life balance, 14, 15, 117–19,
 126, 129, 134–5, 155–6, 162
 workplace, 22, 30, 61, 66–7, 71, 87,
 94, 97, 108, 113, 115, 117–19,
 122–3, 125, 133–6, 143, 153–4,
 161–2
 Yuval-Davis, Nira, 56, 137