

Reinterpreting Indigenous Organising from the South Asian Ardhanari Androgyne metaphor

Using a South Asian androgyne perspective, this talk will bridge two critical literatures in management and organization studies, namely gendered organization and decolonising organization. Drawing upon the Ardhanārīśvara divine androgyne notion and practice prevalent in South Asia, it proposes this as an epistemic construct that can be used to bridge gendered and decolonising literatures and enable them to move beyond binary adversarial framing of analysis. It discusses application of the construct using the exemplar of Bombay textile mills of late 1800s.