Contents

Editorial Introduction ix
EMMA L. JEANES, DAVID KNIGHTS, PATRICIA YANCEY MARTIN

SECTION ONE: HISTORIES AND PHILOSOPHIES OF GENDER, WORK AND ORGANIZATION 1

Editorial Introduction 1

1 Postmodern Feminism and Organization Studies: A Marriage of Inconvenience? 9
MELISSA TYLER

2 Women’s Writing 25
HEATHER HOPFL

3 Ways of Knowing: Gender as a Politics of Knowledge? 37
SILVIA GHERARDI

4 Gender, Work, and Organization in Popular Culture 51
ALISON PULLEN AND CARL RHODES

5 Theorizing Gender, Race, and Class in Organizations 65
JOAN ACKER
6 How to Study Gender Inequality in Organizations?  
BARBARA CZARNIAWSKA

SECTION TWO: EMBODYING ORGANIZATIONS, ORGANIZING BODIES AND REGULATING IDENTITIES

Editorial Introduction

7 Leading with Body  
AMANDA SINCLAIR

8 The Body: A Review and a Theoretical Perspective  
ANGELA HOPE

9 New Intimacy, New Motherhood, Same Old Work?  
JOANNA BREWIS

10 Representing the Successful Managerial Body  
KATE KENNY AND EMMA BELL

11 The Organisational Contours of 'Body Work'  
CAROL WOLKOWITZ

12 Embodying Transgender in Studies of Gender, Work, and Organization  
TORKILD THANEM

SECTION THREE: ORGANIZING WORK AND THE GENDERED ORGANIZATION

Editorial Introduction

13 Does Gender Inequality Ever Disappear?  
JOANNE MARTIN

14 Practicing Gender Neutrality in Organizations  
PAIVI KORVAJARVI
15 Women Professionals’ Gender Strategies: Negotiating Gendered Organizational Barriers 245
SHARON R. BIRD AND LAURA A. RHOTON

16 Gender and Work: A Technofeminist Analysis 263
JUDY WAJCMAN

17 Gender Change, Organizational Change, and Gender Equality Strategies 277
YVONNE BENSCHOP AND MIEKE VERLOO

SECTION FOUR: DIVERSITY IN/AND MANAGEMENT AND ORGANIZATIONS 291

Editorial Introduction 291

18 Sexualities, Work, Organizations, and Managements: Empirical, Policy, and Theoretical Challenges 299
JEFF HEARN

19 Diversity in Organizations: A Critical Examination of Assumptions about Diversity and Organizations in Twenty-first Century Management Literature 315
VEDRAN OMANOVIC

20 Diversity, Uniqueness, and Images of Human Resourcefulness 333
BOGDAN COSTEA

SECTION FIVE: GLOBALIZATION AND GENDER IN/AND MANAGEMENT AND ORGANIZATIONS 347

Editorial Introduction 347

21 International Organizations and the Organization of Gender 355
ALISON E. WOODWARD

22 Toward Gender Equality in European Union Labour Markets: Achievements and Contemporary Challenges 375
CATHERINE CASEY
23 The Military in a Globalized Environment: Perpetuating an 'Extremely Gendered' Organization

ORNAN SASSON-LEVY

24 In the Back and Forth of Transmigration: Rethinking Organization Studies in a Transnational Key

MARTA B. CALAS AND LINDA SMIRCICH

Biographies

Index

429

439