

# 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 HÖPEL	
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	

CONTENTS

---

6 How to Study Gender Inequality in Organizations?	81
BARBARA CZARNIAWSKA	
SECTION TWO: EMBODYING ORGANIZATIONS, ORGANIZING BODIES AND REGULATING IDENTITIES	
Editorial Introduction	109
7 Leading with Body	117
AMANDA SINCLAIR	
8 The Body: A Review and a Theoretical Perspective	131
ANGELA HOPE	
9 New Intimacy, New Motherhood, Same Old Work?	147
JOANNA BREWIS	
10 Representing the Successful Managerial Body	163
KATE KENNY AND EMMA BELL	
11 The Organisational Contours of 'Body Work'	177
CAROL WOLKOWITZ	
12 Embodying Transgender in Studies of Gender, Work, and Organization	191
TORKILD THANEM	
SECTION THREE: ORGANIZING WORK AND THE GENDERED ORGANIZATION	
Editorial Introduction	205
13 Does Gender Inequality Ever Disappear?	213
JOANNE MARTIN	
14 Practicing Gender Neutrality in Organizations	231
PÄIVI KORVAJÄRVI	

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 OMANOVIĆ	
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	

CONTENTS

---

- 23 The Military in a Globalized Environment: Perpetuating an 'Extremely Gendered' Organization 391  
ORNA SASSON-LEVY
- 24 In the Back and Forth of Transmigration: Rethinking Organization Studies in a Transnational Key 411  
MARTA B. CALÁS AND LINDA SMIRCICH
- Biographies 429
- Index 439