

The Sexuality Of Organization

Gender, Symbolism and Organizational Cultures - Silvia Gherardi 1995-11-13

The symbolic order of gender in organizations - how gender relations are culturally and discursively produced and reproduced, and how they might be 'done' differently, are explored in this book. Silvia Gherardi focuses on the relationship between gender, power and culture in organizations and on the need to come to grips with the pervasive, elusive and ambiguous nature of gender in work settings. She introduces two key metaphors. The first is of the sexual contract, which centres on the sexuality of organizations and 'static' gender difference. The second, of the alchemic wedding, highlights a plurality of cultural models of femaleness and of women/work relationships, and processes of dynamic difference, transformation and

The Sexual Organization of the City - Edward O. Laumann 2005-08-01

We think of the city as a place where anything goes. Take the sensational fantasies and lurid antics of single women on Sex in the City or young men on Queer as Folk, and you might imagine the city as some kind of sexual playground—a place where you can have any kind of sex you want, with whomever you like, anytime or anywhere you choose. But in *The Sexual Organization of the City*, Edward Laumann and company argue that this idea is a myth. Drawing on extensive surveys and interviews with Chicago adults, they show that the city is—to the contrary—a place where sexual choices and options are constrained. From Wicker Park and Boys Town to the South Side and Pilsen, they observe that sexual behavior and partnering are significantly limited by such factors as which neighborhood you live in, your ethnicity, what your sexual preference might be, or the circle of friends to which you belong. In other words, the social and institutional networks that city dwellers occupy potentially limit their sexual options by making different types of sexual activities, relationships, or meeting places less accessible. To explain this idea of sex in the city, the editors of this work develop a theory of sexual marketplaces—the places where people look for sexual partners. They then use this theory to consider a variety of questions about sexuality: Why do sexual partnerships rarely cross racial and ethnic lines, even in neighborhoods where relatively few same-ethnicity partners are available? Why do gay men and lesbians have few public meeting spots in some neighborhoods, but a wide variety in others? Why are African Americans less likely to marry than whites? Does having a lot of friends make you less likely to get a sexually transmitted disease? And why do public health campaigns promoting safe sex seem to change the behaviors of some, but not others? Considering vital questions such as these, and shedding new light on the city of Chicago, this work will profoundly recast our ideas about human sexual behavior.

Gender, Symbolism and Organizational Cultures - Professor Silvia Gherardi 1995-09-07

The symbolic order of gender in organizations - how gender relations are culturally and discursively produced and reproduced, and how they might be done differently, are explored in this book. Silvia Gherardi focuses on the relationship between gender, power and culture in organizations and on the need to come to grips with the pervasive, elusive and ambiguous nature of gender in work settings. She introduces two key metaphors. The first is of the sexual contract, which centres on the sexuality of organizations and 'static' gender difference. The second, of the alchemic wedding, highlights a plurality of cultural models of femaleness and of women/work relationships, and processes of dynamic difference, transformation and transcendence. Gherardi continues her examination of the construction of gender relations in the workplace through a series of rich and illuminating stories which also draw on various symbolic archetypes as powerful forms of cultural expression. The final section of the book looks at possibilities for change, developing in particular a concept of different forms of gender citizenship of organizations.

Sexualizing the Social - Lisa Adkins 1996-06-12

Sociologists are increasingly aware that analyses of social life must include a consideration of how the

social may be structured by the sexual. In turn, this insight is contributing to a shift in understandings of sociology. This volume - drawn from papers from the 1994 British Sociological Association Annual Conference on 'Sexualities in Social Context' - brings together a range of writers who are contributing to this exciting new agenda. Various aspects of social life - including employment, family life, representations, politics, identities and the workings of the law - are considered, in terms of how sexuality shapes their organization and they shape sexuality. In so doing a series of ongoing and new controversies and debates are confronted, from the relationship of feminism to prostitution to the constitution of the self in late modernity.

Sexual Harassment of Women - National Academies of Sciences, Engineering, and Medicine 2018-09-01

Over the last few decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are significantly more women entering careers and studying science, engineering, and medicine than ever before. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sexual harassment is one of these barriers. Over thirty years the incidence of sexual harassment in different industries has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment as they work and learn. Over the last several years, revelations of the sexual harassment experienced by women in the workplace and in academic settings have raised urgent questions about the specific impact of this discriminatory behavior on women and the extent to which it is limiting their careers. *Sexual Harassment of Women* explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

Gender, Sexuality and Violence in Organizations - Jeff Hearn 2001-07-05

'This exceptionally interesting study provides an up-to-date and integrated perspective on organizations, violence, gender and sexuality. It pays particular attention to the power wielded by hierarchies of heterosexual men, and the ways in which this produces violence in different, carefully analyzed forms. This book is a major contribution to the construction of sociological and political knowledge that is not founded on the dominant definitions of heterosexual masculinities' - Professor Terrell Carver, University of Bristol
'This is a wide-ranging and authoritative book. The authors draw attention to the huge amount of evidence now available that documents the gendering and sexualising processes at the core of organisational life. While they never nag about violation and inequality, they are nonetheless relentless in confronting the reader with the weight of evidence' - Professor Rosemary Pringle, University of Southampton
This book brings together the themes of gender, sexuality, violence and organizations. The authors synthesize the literature and research which has been done in these fields and provide a coherent framework for understanding the interrelationship between these concepts. The importance of violence and abuse, and particularly men's violence to women, children and other men has been well established, especially through feminist and some pro-feminist research. The insights of this scholarship have rarely been applied to organizational analysis. The authors draw on this literature and their own research, as well as relevant literatures on safety and risk at work; anxiety and stress at work; organizational policies on violence; sexual

harassment and bullying in organizations; and male sexuality, to provide valuable information on violence in and around organizations. *Gender, Sexuality and Violence in Organizations* breaks new ground in organization studies and will be essential reading for academics and students in both organization studies and all those studying issues of gender and sexuality in organizations.

Organizational Behaviour and Gender - Fiona M. Wilson 2017-05-15

Organizational Behaviour and Gender provides an alternative to the gender silence of the standard OB textbooks. This Second Edition updates and expands the text's coverage and employs the most recent research findings to portray the world of work in a realistic manner. *Organizational Behaviour and Gender* is a comprehensive text. The text examines some of the assumptions that have been made about women at work - for example that women's 'difference' is rooted in biology and that women and men have contrasting (and even polar opposite) skills and attitudes. The text considers the key topics in OB (such as selection, assessment, leadership and motivation) to test such assumptions. The book describes the reality of working life for women. It examines issues of low pay, part-time working, family responsibilities, home working and horizontal and vertical job segregation. It asks whether inequality of opportunity comes about because of actual gender differences or from prejudicial expectations and thinking. The last chapter is about sex and sexuality in organizations. Sexual behaviour in organizations is pervasive but is rarely discussed in OB textbooks. This chapter describes the masculine and heterosexual business environment and examines the issues of work romances and sexual harassment. The text provides numerous learning aids (including discussion topics and chapter questions) to assist both the lecturer and the student.

The sexuality of organization - et al. 1989

De rol die seksualiteit speelt in organisaties. Bijvoorbeeld de ervaringen van vrouwelijke managers, secretaresses en lesbische vrouwen in organisaties.

Comprehending the Incomprehensible - Donald Palmer 2018-08-31

This Element describes child sexual abuse and the formal organizations in which it can occur, reviews extant perspectives on child abuse, and explains how an organization theory approach can advance understanding of this phenomenon. It then elaborates the main paths through which organizational structures can influence child sexual abuse in organizations and analyze how these structures operate through these paths to impact the perpetration, detection, and response to abuse. The analysis is illustrated throughout with reports of child sexual abuse published in a variety of sources. The Element concludes with a brief discussion of the policy implications of this analysis.

Understanding Gender and Organizations - Mats Alvesson 2009-05-19

In the decade since the First Edition of this critical and provocative text, many aspects of gender have changed, and many have stayed the same. While the gendered study of organizations is a growing field in its own right, in many real-life organizations gaps in gendered job roles and pay are as entrenched as they were. This new edition is a long-awaited update to an essential text in this dynamic and expanding field of inquiry, incorporating new, international perspectives that incorporate recent theory and debate, and a new chapter on gender and identity.

The Sexual Organization of the City - Edward O. Laumann 2005-11-21

We think of the city as a place where anything goes. Take the sensational fantasies and lurid antics of single women on *Sex in the City* or young men on *Queer as Folk*, and you might imagine the city as some kind of sexual playground—a place where you can have any kind of sex you want, with whomever you like, anytime or anywhere you choose. But in *The Sexual Organization of the City*, Edward Laumann and company argue that this idea is a myth. Drawing on extensive surveys and interviews with Chicago adults, they show that the city is—to the contrary—a place where sexual choices and options are constrained. From Wicker Park and Boys Town to the South Side and Pilsen, they observe that sexual behavior and partnering are significantly limited by such factors as which neighborhood you live in, your ethnicity, what your sexual preference might be, or the circle of friends to which you belong. In other words, the social and institutional networks that city dwellers occupy potentially limit their sexual options by making different types of sexual activities, relationships, or meeting places less accessible. To explain this idea of sex in the city, the editors of this work develop a theory of sexual marketplaces—the places where people look for sexual partners. They then use this theory to consider a variety of questions about sexuality: Why do sexual

partnerships rarely cross racial and ethnic lines, even in neighborhoods where relatively few same-ethnicity partners are available? Why do gay men and lesbians have few public meeting spots in some neighborhoods, but a wide variety in others? Why are African Americans less likely to marry than whites? Does having a lot of friends make you less likely to get a sexually transmitted disease? And why do public health campaigns promoting safe sex seem to change the behaviors of some, but not others? Considering vital questions such as these, and shedding new light on the city of Chicago, this work will profoundly recast our ideas about human sexual behavior.

The Sexuality of Organization - Jeff Hearn 1989

This exciting, critical text explores the pervasiveness of sexuality in organizations, and the interrelations of sexuality and power in the ongoing production and reproduction of organizational life. Clearly and accessibly, the authors show various ways in which the very processes of organization reflect power relations suffused with dominant forms of sexuality. Specific subjects addressed include sexuality and the labour process, sexual harassment, men's sexuality, lesbians in organizations, and the experiences of women managers and secretaries.

Handbook of Gender, Work and Organization - Emma Jeanes 2012-03-02

This work of reference represents a remarkably complete, detailed and extensive review of the field of gender, work and organization in the second decade of the 21st century. Its authors represent eight countries and many disciplines including management, sociology, political science, and gender studies. The chapters, by top scholars in their areas of expertise, offer both reviews and empirical findings, and insights and challenges for further work. The chapters are organized in five sections: Histories and Philosophies; Organizing Work and the Gendered Organization; Embodiment; Globalization; and Diversity. Theoretical and conceptual developments at the cutting edge of the field are explicated and illustrated by the handbook's authors. Methods for conducting research into gender, work and organization are reviewed and assessed as well as illustrated in the work of several chapters. Efforts to produce greater gender equality in the workplace are covered in nearly every chapter, in terms of past successes and failures. Military organizations are presented as one of the difficult to change in regards to gender (with the result that women are marginalized in practice even when official policies and goals require their full inclusion). The role of the body/embodiment is emphasized in several chapters, with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage. Particular attention is paid to sexuality in/and organizations, including sexual harassment, policies to alleviate bias, and the likelihood that future work will pay more attention to the body's presence and role in work and organizations. Many chapters also address "change efforts" that have been employed by individuals, groups, and organizations, including transnational ones such as the European Union, the United Nations, and so on. In addition to its value for teachers and students within this field, it also offers insights that would be of value to policy makers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations.

Sexual Harassment in the Workplace - Margaret S. Stockdale 1996-03-12

"Simultaneously thorough and readable. This book is a must for anybody who needs to be up on the latest thinking on this complex and difficult topic." --Myra Strober, Stanford University Sexual harassment is a problem with a long past, but a short history. About 15 years after journalists and scholars first began writing about it, sexual harassment has become a household word and a topic of concern for employers and employees, and despite very little research funding, there is now a fair amount of data on this topic. *Sexual Harassment in the Workplace* provides a comprehensive look at what we know about sexual harassment. Editor Margaret S. Stockdale and a multidisciplinary cast of contributing authors have produced a volume that is grounded in theory, research, and practice but is accessible to researchers, advanced students, and practitioners in multiple disciplines. The topic of sexual harassment is one that is extremely timely and relevant for today's students in women's studies, organizational studies, and sociology. *Sexual Harassment in the Workplace* deals with a variety of issues and aspects of sexual harassment that will certainly spark discussion and debate.

'Sex' at 'work' - Jeff Hearn 1987

In the Way of Women - Cynthia Cockburn 2018-08-06

How are men responding to feminism? In particular, at work dealing with the challenge to their power and privilege represented by positive action for sex equality? The 1980s saw many organizations, from major companies to left-wing local councils, take action to improve women's chances. The research on which this book is based evaluates the part of men in the equality process. The author demonstrates the social mechanisms through which women's aspirations for change are thwarted and draws lessons from experience for feminist activism in organizations in the 1990s.

Sex at Work - Jeff Hearn 1995

Discusses sexuality and power in the context of the organization and the workplace. Part I introduces key concepts and contributions in the study of sexuality and organizational life. Part II focuses on questions of power and dialectics. Part III describes the paradoxical occurrence of the qualities of organization and sexuality. This revised editi

Sexualities, Work and Organizations - James Ward 2007-10-04

Sexuality is arguably the most under-researched of all diversity areas in work organizations. This book brings together and relates stories of minority sexual identity from six organizations drawn from three

different industry sectors: the Emergency Services, the Civil Service and the Banking sector. Here sexual minorities&nbs

Gender, Culture and Organizational Change - Catherine Itzen 2003-09-02

An engaging contribution to the increasing body of knowledge about gender and organizations, *Gender, Culture and Organizational Change* examines gender-based inequality in organizations and considers how sexual and social relations between women and men based on sexuality, power and control determine the cultures, structures and practices of organization and the experiences of men and women working in them. *Gender, Culture and Organizational Change* represents a decade of experience of managing change and implementing theory in public sector organizations during a period of major social, political and economic transition and analyses the progress that has been made. It expands to make wider connections with women and trade unions in Europe and management development for women in the "developing" countries of Africa and Asia. It will be valuable reading for students in social policy, gender studies and sociology and for professionals with an interest in understanding the dynamics of the workplace.

The Social Organization of Sexuality - Edward O. Laumann 2000-12-15

Reports the complete results of the United States' most comprehensive representative survey of sexual practices in the general adult population.

The Sexuality Of Organization:

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