

REVISED AND UPDATED

'SEX' AT

'WORK'

THE POWER  
AND PARADOX

OF

ORGANISATION  
SEXUALITY



Jeff Hearn

Wendy Parkin

# Sex At Work The Power And Paradox Of Organization Sexuality

**Emma Jeanes, David Knights, Patricia  
Yancey Martin**



## **Sex At Work The Power And Paradox Of Organization Sexuality:**

'Sex' at 'work' Jeff Hearn, Wendy Parkin, 1987      Sex at Work Jeff Hearn, Wendy Parkin, 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 edition      **Culture, Society and Sexuality** Richard Guy Parker, Peter Aggleton, 1999 This work offers an introduction to the central debates in sexuality research Among the issues examined are the social and cultural dimensions of sex human sexuality and sex research      East Asian Sexualities Stevi Jackson, Jieyu Liu, Juhyun Woo, 2013-07-18 This book paints a vivid picture of women's active involvement in reshaping intimate and public sexual life in East Asia In bringing together exciting new feminist research on sexuality from East Asia and making it available to a wider audience East Asian Sexualities unsettles stereotypes rectifies lack of awareness and demonstrates that East Asia matters The chapters address the diversity and variety of everyday sexual lives and sexual politics in China Hong Kong Taiwan Korea and Japan They range from workplace sexual cultures trans national sexual relations the conditions of sex work and the emergence of new sexual desires cultures and movements The contributors highlight the gendered and sexual consequences of globalization and rapid social change In doing so they engage with western debates on late modernity while also exploring the contested understandings of modernization and westernization in the East This is a collection which illuminates the local situations in which women's sexual lives are lived and offers fresh perspectives on global issues      Changing Forms of Employment Rosemary Crompton, Duncan Gallie, Kate Purcell, 2002-03-11 During the last two decades there has been widespread evidence of change in specific aspects of employing organizations employment and employment related institutions Changing Forms of Employment looks at the underlying trends which generate pressures towards a fundamental reshaping of social institutions in three ways changes in the organization of production particularly those associated with the growth of service dominated economics the effects of technological change particularly those associated with Information Technology the erosion of the male breadwinner or single earner model of employment and household These trends have resulted in strains and ruptures in the organization and regulation of employment and related institutions including trade unions employers and households The task of the next decade is to both reconstruct relationships and to renew institutions      **Beyond Hierarchy** Sarah Oerton, 2013-10-08 Since the early 1980s there has been a surge of interest in both issues of gender and sexuality in work and organizational life and in the founding and running of co operatives and collectives Since hierarchy rests on divisions which are in part gendered and sexualized and co operatives for the most part operate with flat or non hierarchical structures they could be seen as places where gender and sexuality make little difference to the experiences of workers This text takes issue with the assumption that where there is an absence of formal hierarchy in work and organizational life there is likely to be an absence

of gender inequalities It argues that the matter is more complex than the simple equating of less hierarchy with greater gender equality **Queer Business** Nick Rumens, 2017-09-13 In this modern day and age it is surprising that managerialist perspectives practices and ideas are colonising the study of sexualities in organisation A timely intervention into the contemporary vitality of queer theories Queer Business is an innovative book length exploration of how queer theory has been used in management and organisation studies with the aim of broadening and deepening queer scholarship in this discipline Through both scholarly and original empirical research Rumens also seeks to demonstrate how queer theory has been mobilised in MOS and how it might be advanced in a field where it has yet to become exhausted and clichéd In particular this volume shows how scholars can use queer theory concepts to explore how lesbian gay bisexual and transgender sexualities and genders are understood and experienced in the workplace Challenging notions of LGBT inclusivity in the workplace through concepts such as queer liberalism and homonormativity Queer Business will appeal to scholars undergraduate and postgraduate students and postdoctoral researchers interested in fields such as management and organisation studies queer studies gender studies sexuality studies organisational theory and cultural studies

*Organizing Relationships* Patricia M. Sias, 2008-10-15 Organizing Relationships makes a contribution to the discipline in its treatment of this area from multiple perspectives in its deliberate engagement suggestions of future research directions and its functional purpose of bringing together extant research on this important topic in a coherent and organized way It adds cumulatively to our knowledge of organizational communication and relationships it fits within the horizon of the established parameters of our field while opening new areas for engagement and moreover it is a very interesting read It will no doubt become a touchstone for the field of organizational communication Janie Hardin Fritz Duquesne University This book represents an important step to a relational approach to organizational behavior communication by pulling together many different areas types of relationships It will be a must book to anyone who teaches relationships in organization or broadly relational applied organizational communication Jaesub Lee University of Houston The first book in the field to provide a comprehensive interdisciplinary treatment of workplace relationships Organizing Relationships Traditional and Emerging Perspectives on Workplace Relationships explores both negative and positive workplace relationships including supervisor subordinate relationships peer relationships workplace friendships romantic workplace relationships and customer client relationships Author Patricia M Silas a recognized scholar in the field examines workplace relationships from multiple theoretical perspectives including postpositivism social construction theory critical theory and structuration theory She helps readers understand the unique influences of the workplace on relationship processes and dynamics Key Features Examines the role of workplace relationships as information sharing resource distributing decision making and support systems and highlights their importance to both organizational and individual well being Includes cases in each chapter that demonstrate the usefulness of approaching real world workplace problems and issues from multiple perspectives Helps

readers broaden and enrich the ways they think about workplace relationships and their roles in organizational processes Provides an innovative agenda for future research Organizing Relationships is appropriate for upper level undergraduate and graduate courses in Workplace Relationships Relational Communication Applied Interpersonal Communication Organizational Communication Communication Management Operations Human Resource Management Organizational Psychology and Organizational Sociology *Culture, Society And Sexuality* Peter Aggleton, Richard Parker, 2002-01-04 Since the beginnings of time people have been interested in sex the form it takes the pleasure it can give the circumstances in which it occurs and what it means both for the individuals concerned and to society more generally Often seen as a synonym for love sometimes as an expression of power and infrequently as a means of exploitation and abuse sex is a complex and multi faceted aspect of human behaviour that has been written about by numerous writers and theorists worldwide This book offers an introduction to the central debates in sexuality research Among the issues examined are the social and cultural dimensions of sex human sexuality and sex research It will be of use to students of sociology cultural studies and health and behavioural studies Global Perspectives on Gender and Work Jacqueline Goodman, 2000-04-16 Central to all our lives work affects our status in the state the family and the economy This comprehensive reader examines the myriad ways in which work whether it is well paid unpaid or underpaid profoundly influences our roles in both the public and private spheres Jacqueline Goodman has selected a key set of essays that examine influential arguments on such central themes as 1 the origins of the gendered division of labor 2 historical trends and economic transformations that affect and are affected by women s position in market and non market work 3 the effects of occupational and job segregation by sex on status pay and promotion 4 the ways in which formal and informal organizational culture shape and in turn are shaped by gender in professional and managerial positions 5 class consciousness among wage earning men and women 6 the different forms of gender discrimination that women and men face in the workplace 7 the problems working parents face and the ways in which different societies subcultures and genders cope and 8 alternative approaches to improving the lives of working women and their families in the global economy With its rich interdisciplinary perspective this text is ideal for courses in sociology political science anthropology and women s and gender studies Contributions by Amel Adib Kevin Bales Dorothy Sue Cobble Sharon M Collins Ruth Schwartz Cowan Susan Eisenberg Ashley English Yen Le Espiritu Anne Fausto Sterling Nancy Folbre Carla Freeman Michele Ruth Gamburd Jacqueline Goodman Janet C Gornick Yvonne Guerrier Luigi Guiso Shannon Harper Heidi Hartmann Ariane Hegewisch Arlie Russell Hochschild Pierrette Hondagneu Sotelo Jacqueline Jones Rosabeth Moss Kanter Ivy Kennelly Alice Kessler Harris Michael Kimmel Eleanor Leacock Judith Lorber Susan E Martin Marcia K Meyers Ferdinando Monte Martha C Nussbaum Jennifer Pierce Pun Ngai Barbara Reskin Tracey Reynolds Leslie Salzinger Paola Sapienza Joan W Scott Tyson Smith Margaret Talbot Louise A Tilly Christine L Williams Muhammad Yunus and Luigi Zingales

**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      *Constructing Gendered Bodies* K. Backett-Milburn,L. McKie,2001-03-27 Interest in sociological study of the body theoretically and empirically has increased dramatically in the 1990s This book builds on this work by bringing together exciting and stimulating research which examines the social and cultural processes involved in the construction of gendered bodies and sexual practices Contributors explore these issues in a variety of settings ranging from the workplace and leisure industry to social arenas of moral and medical regulation      *Sex and the Office* Julie Berebitsky,2012-04-17 In this engaging book the first to historicize our understanding of sexual harassment in the workplace Julie Berebitsky explores how Americans attitudes toward sexuality and gender in the office have changed since the 1860s when women first took jobs as clerks in the U S Treasury office Berebitsky recounts the actual experiences of female and male office workers draws on archival sources ranging from the records of investigators looking for waste in government offices during World War II to the personal papers of Cosmopolitan editor Helen Gurley Brown and Ms magazine founder Gloria Steinem and explores how popular sources including cartoons advertisements advice guides and a wide array of fictional accounts have represented wanted and unwelcome romantic and sexual advances This range of evidence and the study s long scope expose both notable transformations and startling continuities in the interplay of gender power and desire at work      *In the Company of Men* James Gruber,Phoebe Morgan,2005 Despite over twenty years of discussion and study sexual harassment remains a significant problem in the workplace Current research focusing on organizational policy and women s career development often ignores the reality of male dominance prevalent in areas such as the military the police and firefighting occupations that see not only more frequent but also more severe harassment even sexual assault Meanwhile new evidence points to the fact that men are largely responsible not only for the harassment of women but for most harassment of other men as well This landmark collection of original essays investigates the links between male dominance and sexual harassment in light of new research and more complex understandings of masculinity Treated not merely as a matter of worker sex ratios but as an inherent element of workplace culture male dominance is observed from a variety of quantitative and qualitative approaches ranging from criminology and sociology to psychology and gender studies Integrating both men s and women s viewpoints research across occupational groups and studies from both the United States and Europe the chapters provide an invaluable international perspective into two inextricably intertwined problems rooted in cultural constructions of gender and institutional roles and processes      *Is There A Nordic Feminism?* Drude von der Fehr,Anna Jonasdottir,Bente Rosenbeck,2005-08-18 This text focuses on changes in culture and society that concern women

and feminists in the Nordic countries It examines women s political strategies questions of identity rationality and subjectivity and social and cultural values      **Gender, Sexuality and Power in Chinese Companies** Liu Jieyu,2016-11-08 This book offers the first ethnographic account of the experiences of highly educated young professional women hailed by the Chinese media as white collar beauties It exposes the organizational mechanisms naturalization objectification and commodification of women that wield gendered and sexual control in post Mao workplaces Whilst men benefit from symbolic and bureaucratic power women professionals skilfully enact indirect power in a game of domination and resistance The sources of women s subversion are grounded in their only child upbringing which breaks the patrilineal base of familial patriarchy fostering an unprecedented ambition in personal development gender as inherently relational and a role oriented system and inner outer cultural boundaries as signifiers of moral agency This raises a new feminist inquiry about the agents for social change Through a nuanced analysis grounded in the socio cultural locality this book throws fresh light upon the ways in which gender sexuality and power could be theorized beyond a Euro American reality      **Organization Theory and**

**Class Analysis** Stewart R. Clegg,2017-11-07 No detailed description available for Organization Theory and Class Analysis

**Handbook of Workplace Diversity** Alison M Konrad,Pushkala Prasad,Judith Pringle,2005-12-06 By assembling an international cast of contributors from all walks of research life Professors Prasad Pringle and Konrad successfully broaden the scope of scholarly discourse on workplace diversity This stimulating volume considers how to define this fuzzy construct what differences are more important than others and how to make best use of alternative research methods at different levels of analysis It reviews what we have learned about workplace diversity along several important dimensions e g gender race ethnicity weight sexual orientation disabilities class and it offers useful recommendations for how to conduct future research that will expand our knowledge of the implications of diversity for individuals marginalized groups work organizations and societies Gary N Powell Professor of Management University of Connecticut In this much needed handbook an international collection of first rate scholars deals incisively and perceptively with the problems of diversity difference inclusion and cultural pluralism in organizations This handbook will be invaluable for researchers and advanced students one of those books that stays on the top of the desk covered with bookmarks Joanne Martin Stanford University Globalization and its melting pot of different nationalities ethnicities and cultures is attracting research that is gathering in substance and theory A dynamic new field that represents a significant focus within management and organisation studies is emerging This handbook showcases the scope of international perspectives that exist on workplace diversity and is the first to define this hotly contested field Part one of the handbook dissects the theoretical reasons and shows how the study of workplace diversity follows different directions Part two critiques quantitative and qualitative research methods within the field while Part three investigates the parallels and distinctions between different workplace groups Key issues are drawn together in an insightful introduction from the editors and future directions for research are proposed in the conclusion The Handbook of

Workforce Diversity is an indispensable resource for students and academics of human resource management organisational behaviour organisational psychology and organisation studies

*Gender and Feminist Theory in Law and Society* Madhavi Sunder, 2017-11-30 This volume chronicles a quarter century of feminist theorizations on equality and liberty The essays demonstrate a continuing commitment to feminist method a democratic notion that all people have a right to participate in the production of knowledge of the world including legal knowledge and manifest feminism s continuing critical tradition namely theorists willingness to see multiple factors including feminism itself as obstructing enlightened constructions of the world Taken together the essays suggest that liberty to make the world is not just a means to an end equality but is a substantive end in itself

**Handbook of Gender, Work and Organization** Emma Jeanes, David Knights, Patricia Yancey Martin, 2012-04-16 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 policymakers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations

## Unveiling the Power of Verbal Beauty: An Mental Sojourn through **Sex At Work The Power And Paradox Of Organization Sexuality**

In some sort of inundated with displays and the cacophony of quick transmission, the profound energy and emotional resonance of verbal beauty often fade in to obscurity, eclipsed by the constant onslaught of sound and distractions. However, located within the musical pages of **Sex At Work The Power And Paradox Of Organization Sexuality**, a interesting perform of fictional elegance that impulses with natural feelings, lies an unforgettable journey waiting to be embarked upon. Composed by a virtuoso wordsmith, this mesmerizing opus books readers on a mental odyssey, lightly revealing the latent possible and profound impact stuck within the delicate web of language. Within the heart-wrenching expanse of the evocative analysis, we shall embark upon an introspective exploration of the book is main subjects, dissect their captivating publishing model, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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