Record Nr. UNINA9910457742003321 Casting the other: the production and maintenance of inequalities in **Titolo** work organizations / / edited by Barbara Czarniawska and Heather Hopfl London;; New York:,: Routledge,, 2002 Pubbl/distr/stampa **ISBN** 1-134-47764-3 1-134-47765-1 1-280-11119-4 0-203-99422-1 Descrizione fisica 1 online resource (241 p.) Collana Management, organizations and society Altri autori (Persone) Czarniawska-JoergesBarbara HopflHeather Disciplina 331.133 658.30082 Soggetti Sex discrimination in employment Sex role in the work environment Sexual division of labor Electronic books. Lingua di pubblicazione Inglese **Formato** Materiale a stampa Monografia Livello bibliografico Description based upon print version of record. Note generali Nota di bibliografia Includes bibliographical references and index. Nota di contenuto Book Cover; Title; Contents; List of illustrations; List of contributors; Acknowledgements; Casting the Other: introduction; How do statistical aggregates work? About the individual and organizational effects of general classifications; Gender order and disorder: the articulation of women and disorder as resources in the establishment of new medical practices: The construction of the female entrepreneur as the Other: Keeping the veil of otherness: practising disconnection; Construction of gender in corporations Individual vs collective action: gender inequality and women's action strategies in German and Swedish business firmsGender-neutral gender and denial of the difference; The Black Engel: women from the ruins of the National Board of Building: The business case for diversity and the 'Iron Cage'; Casting the native subject: ethnographic practice

and the (re)production of difference; References; Index

Sommario/riassunto

Casting the Other: Maintaining Gender Inequalities in the Workplace focuses on the production and maintenance of gender inequalities in organizations. By emphasizing 'difference' as something to be managed many organizations institute the 'problem of difference', and while organizations pay lip-service to ideas of equality, their day-to-day practices may be unchanged and unchallenged. Discrimination of various groups such as women, immigrants and older people continues and its dynamics remain unclear, largely because of the difficulties of studying it in the field. Additionally, vari