

# Contents

<b>Introduction</b>	1
<b>1. Organizational Symbolism, Culture and Gender</b>	7
Gender and organizational culture	11
A cultural approach: the dragon ripping down the organizational chart	19
Ambiguity in symbolist understanding	27
<b>2. The Metaphor of the Sexual Contract</b>	38
The sexuality of the employment contract	42
Male sexual identity as a reaction to subordination	51
Eros and organizational sexualities	57
<b>3. Jerosgamos: The Metaphor of the Alchemic Wedding</b>	67
Archetypes of femaleness	71
Organizing as family dynamics	82
The dual presence	93
<b>4. The Symbolic Order of Gender in Organizations</b>	96
Women's standpoint versus positionality	98
Narratives of travellers in a male world	108
Liminality and symbolic order	122
<b>5. Doing Gender in the Workplace</b>	126
The dual presence at work	128
Dual presence and the deferral of the symbolic order	131
Hypocrisy, irony, trust, embarrassment	142
Emotional rationality	150
<b>6. Gender Citizenship in Organizations</b>	164
Gender citizenship as civic discourse	167
<b>7. Conclusions: The Symbolics of Gender Citizenship</b>	185
<b>Bibliography</b>	190
<b>Index</b>	199