

Table of Contents

About the Handbook

Women's Point of View	9
Chapter 1. Practice, Gender, and Organization	14
Chapter 2. Definition of Terms	22

Section One: Gender Diagnosis - Decoding and Representing Women's Points of View in the Organization

Chapter 3. The Point of View (POV) Group	29
Chapter 4. Catalog of Gendered Practices in Organizations	37
Chapter 5. Assessing the Status of Gender Equality in Organizations: Quantitative Monitoring	47

Section Two: Recruiting Allies to Women's Point of View

Chapter 6. Mobilizing Allies	55
Chapter 7. Regimes of Justification, Controversies, Resistance, and Support	72
Chapter 8. The Leadership Group: Developing Leadership from a Gender Perspective	84

Section Three: Interventions in Gendered Organizational Practices

Chapter 9. Assimilation of Gender POV in Decision-Making Processes	97
Chapter 10. Gender Analysis of Occupations	106
Chapter 11. Preventing Sexual Harassment	116
Chapter 12. Silencing Voices in Speech Acts	137
Chapter 13. Work-Life Balance: The Arrangement and Schedule of Work	148
Chapter 14. Remuneration Regimes: Narrowing the Gender Pay Gap	159
Chapter 15. Gender Budgeting: Promoting Gender Equality through Organizational Budgeting Processes	174
Bibliography	184