



## Revealing and Concealing Gender: Issues of Visibility in Organizations

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# Revealing and Concealing Gender: Issues of Visibility in Organizations

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Exploring new terrain for understanding the ways in which gender is both revealed and concealed in organizations this book highlights how visibility and invisibility 'play out' in work contexts – revealing the often hidden and gendered processes of organizing and how these processes can be concealed within norms, practices and values. Through a conceptual framework and through the empirical sites that make up the chapters in the book, it helps to make sense of the complexities of (in)visibility – how through radical acts, subversive stories and interpersonal relations, normative practices are challenged and revealed; how Otherhood is exposed and how individuals may seek invisibility and 'disappear'. Each chapter demonstrates the complicated ways in which these processes interact to preserve and challenge gendered power and to underpin gender based privilege and disadvantage.



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