Contents

T (•
Preface	1X

Acknowledgments xvii

One What Does Feminism Have to Do with Bureaucracy? 3

Defining Bureaucracy 6

Conformity, Contradictions, and the Search for Control 10

Constructing Feminist Discourse 22

Two Social Structure and Bureaucratic Discourse 30

Historical Roots of Bureaucratic Society 31 The Structural Arrangements of Bureaucratic Capitalism 36

Education, the Family, and Sexuality 42 Understanding Bureaucratic Discourse 59

A "Case Study" in Bureaucratic Discourse: Public Administration 61

Bureaucratic Discourse and Political Theory 79

Three The Bureaucrat as the Second Sex 83

The Organizational Class Structure 84
Femininity as Subordination 92
The Manager as Subordinate 99
The Industrial and Clerical Worker as Subordinate

The Industrial and Clerical Worker as Subordinate 111

Women and Organizational Resistance 116 \(\gamma \)

Four

The Client as the Second Sex 123

Human Service Organizations within Bureaucratic Capitalism 128

Bureaucratic Discourse and the Production of Clients 136

Bureaucratic Solutions and Client Resistance 148

Five

Elements of a Feminist Discourse 154

Sources of Feminist Discourse 158
What Is (and Is Not) to Be Done? 180
Individual Upward Mobility: The Illusion of the
Epoch 182

√ Juridico-Legal Discourse and Liberal Feminism 193 Directions for Feminist Discourse 196

Conclusion 203

Notes 213

Selected Bibliography 259

Index 279