An important, though seldom used and developed set of concepts is related to the homosocial bonds between men. Men’s homosociality, male homosociability, homosocial desire and fratriarchy refer in different ways to the gendered dynamics and structures of social bonds between men. This paper looks at the possibilities of applying these concepts in studying men’s networking in and around organisations.

The search for a conceptual framework arises from my ongoing work on men’s networks in a peacekeeping unit and in a major Finnish corporation. Men give each other social support through networks in which formal and informal relationships intermingle, but networks are also contexts of competition and oppression and of construction of masculinities that are in hierarchical relations with each other and with femininities. In the study the construction and dynamics of men’s networks and the gendered power – access to opportunities, positions and resources – that is gained and held through these networks is analysed from the point of view of critical studies on men and organisational studies.