
Download Free The Betrayal Of Work How Low Wage Jobs Fail 30 Million Americans

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KEY=BETRAYAL - CARTER RHETT

THE BETRAYAL OF WORK

HOW LOW-WAGE JOBS FAIL 30 MILLION AMERICANS AND THEIR FAMILIES

The New Press Following its publication in hardcover, the critically acclaimed Betrayal of Work became one of the most influential policy books about economic life in America; it was discussed in the pages of Newsweek, Business Week, Fortune, the Washington Post, Newsday, and USA Today, as well as in public policy journals and in broadcast interviews, including a one-on-one with Bill Moyers on PBS's NOW. The American Prospect's James K. Galbraith's praise was typical: "Shulman's slim and graceful book is a model combination of compelling portraiture, common sense, and understated conviction." Beth Shulman's powerfully argued book offers a full program to address the injustice faced by the 30 million Americans who work full time but do not make a living wage. As the influential Harvard Business School newsletter put it, Shulman "specifically outlines how structural changes in the economy may be achieved, thus expanding opportunities for all Americans." This edition includes a new afterword that intervenes in the post-election debate by arguing that low-wage work is an urgent moral issue of our time.

HOW THE UNIVERSITY WORKS

HIGHER EDUCATION AND THE LOW-WAGE NATION

NYU Press As much as we think we know about the modern university, very little has been said about what it's like to work there. Instead of the high-wage, high-profit world of knowledge work, most campus employees—including the vast majority of faculty—really work in the low-wage, low-profit sphere of the service economy. Tenure-track positions are at an all-time low, with adjuncts and graduate students teaching the majority of courses. This super-exploited corps of disposable workers commonly earn fewer than \$16,000 annually, without benefits, teaching as many as eight classes per year. Even undergraduates are being exploited as a low-cost, disposable workforce. Marc Bousquet, a major figure in the academic labor movement, exposes the seamy underbelly of higher education—a world where faculty, graduate students, and undergraduates work long hours for fast-food wages. Assessing the costs of higher education's corporatization on faculty and students at every level, *How the University Works* is urgent reading for anyone interested in the fate of the university.

THE BETRAYAL OF THE AMERICAN DREAM

Public Affairs Examines the formidable challenges facing the middle class, calling for fundamental changes while surveying the extent of the problem and identifying the people and agencies most responsible.

BOTH HANDS TIED

WELFARE REFORM AND THE RACE TO THE BOTTOM IN THE LOW-WAGE LABOR MARKET

University of Chicago Press *Both Hands Tied* studies the working poor in the United States, focusing in particular on the relation between welfare and low-wage earnings among working mothers. Grounded in the experience of thirty-three women living in Milwaukee and Racine, Wisconsin, it tells the story of their struggle to balance child care and wage-earning in poorly paying and often state-funded jobs with inflexible schedules—and the moments when these jobs failed them and they turned to the state for additional aid. Jane L. Collins and Victoria Mayer here examine the situations of these women in light of the 1996 national Personal Responsibility and Work Opportunity Reconciliation Act and other like-minded reforms—laws that ended the entitlement to welfare for those in need and provided an incentive for them to return to work. Arguing that this reform came at a time of gendered change in the labor force and profound shifts in the responsibilities of family, firms, and the state, *Both Hands Tied* provides a stark but poignant portrait of how welfare reform afflicted poor, single-parent families, ultimately eroding the participants' economic rights and affecting their ability to care for themselves and their children.

NO MORE WORK

WHY FULL EMPLOYMENT IS A BAD IDEA

UNC Press Books For centuries we've believed that work was where you learned discipline, initiative, honesty, self-reliance--in a word, character. A job was also, and not incidentally, the source of your income: if you didn't work, you didn't eat, or else you were stealing from someone. If only you worked hard, you could earn your way and maybe even make something of yourself. In recent decades, through everyday experience, these beliefs have proven spectacularly false. In this book, James Livingston explains how and why Americans still cling to work as a solution rather than a problem--why it is that both liberals and conservatives announce that "full employment" is their goal when job creation is no longer a feasible solution for any problem, moral or economic. The result is a witty, stirring denunciation of the ways we think about why we labor, exhorting us to imagine a new way of finding meaning, character, and sustenance beyond our workaday world--and showing us that we can afford to leave that world behind.

IMPROVING WORKPLACE QUALITY

NEW PERSPECTIVES AND CHALLENGES FOR WORKER WELL-BEING

Kluwer Law International B.V. A consensus has developed in workplace studies around the concept of 'well-being at work' in an awareness that such apparently distinct aspects as health and safety, discrimination, labour market integration, and work-life balance converge in the workplace and are best treated as one complex phenomenon. This important book offers twelve contributions by distinguished international scholars from a range of disciplinary domains, providing an in-depth analysis of ongoing changes in the world of work and their impact on personal well-being. The contributors place specific workplace experiences in a comparative perspective, examining policy and regulatory initiatives and judicial rulings at national, regional, and international levels. The case studies are drawn from Italy, France, the United States, Russia, and developing countries. The essays examine recent legal developments in such topical issues as: - atypical and non-standard work; - child-care leave; - company-level welfare provisions; - disability; - harassment; - low-wage workers and employment benefits; - misperception discrimination; - public policy in care services; - unemployment and mental health; and - work/family conciliation policies. Providing a detailed overview of recent developments in policy and jurisprudence in a comparative perspective regarding discrimination, work-life balance, and workers' integration into the labour market - as well as a guide to best practices in promoting well-being at work - this book will prove indispensable to labour and employment law practitioners, as well as to work organization, occupational medicine, mental health, and human

resources professionals.

PAYING THE PRICE

COLLEGE COSTS, FINANCIAL AID, AND THE BETRAYAL OF THE AMERICAN DREAM

University of Chicago Press A “bracing and well-argued” study of America’s college debt crisis—“necessary reading for anyone concerned about the fate of American higher education” (Kirkus). College is far too expensive for many people today, and the confusing mix of federal, state, institutional, and private financial aid leaves countless students without the resources they need to pay for it. In *Paying the Price*, education scholar Sara Goldrick-Rab reveals the devastating effect of these shortfalls. Goldrick-Rab examines a study of 3,000 students who used the support of federal aid and Pell Grants to enroll in public colleges and universities in Wisconsin in 2008. Half the students in the study left college without a degree, while less than 20 percent finished within five years. The cause of their problems, time and again, was lack of money. Unable to afford tuition, books, and living expenses, they worked too many hours at outside jobs, dropped classes, took time off to save money, and even went without adequate food or housing. In many heartbreaking cases, they simply left school—not with a degree, but with crippling debt. Goldrick-Rab combines that data with devastating stories of six individual students, whose struggles make clear the human and financial costs of our convoluted financial aid policies. In the final section of the book, Goldrick-Rab offers a range of possible solutions, from technical improvements to the financial aid application process, to a bold, public sector-focused “first degree free” program. “Honestly one of the most exciting books I’ve read, because [Goldrick-Rab has] solutions. It’s a manual that I’d recommend to anyone out there, if you’re a parent, if you’re a teacher, if you’re a student.”—Trevor Noah, *The Daily Show*

UNINSURED IN AMERICA, UPDATED

LIFE AND DEATH IN THE LAND OF OPPORTUNITY

Univ of California Press *Uninsured in America* goes to the heart of why more than forty million Americans are falling through the cracks in the health care system, and what it means for society as a whole when so many people suffer the consequences of inadequate medical care. Based on interviews with 120 uninsured men and women and dozens of medical providers, policymakers, and advocates from around the nation, this book takes a fresh look at one of the most important social issues facing the United States today. A new afterword updates the stories of many of the people who are so memorably presented here.

POVERTY IN AMERICA

CAUSE OR EFFECT?

Marshall Cavendish Huge issues confront America today: among them health care, poverty, and the place of religion in government. with the nation on the brink of changes, it's more important than ever before for students to understand what led to these problems and why people in power disagree about what caused them and, therefore, how to solve them. More important, the books in Controversy! give students a way to use critical thinking to create informed opinions on where they stand on these issues, and may help them become part of the solution.

SOCIAL PROBLEMS

SELECTIONS FROM CQ RESEARCHER

Pine Forge Press Social Problems is a contemporary collection of articles covering core issues within the broad topic of social problems. The book is intended to supplement core courses in the Sociology curriculum titled Social Problems, Introductory Sociology, Principles of Sociology, among other similarly titled courses. The book has a 4-part structure of topics generally covered in social problems courses and texts: The Bases of Inequality, Our Social Institutions, Our Social and Physical Worlds, and Individual Action and Social Change. In total, there are 16 articles.

SOCIOLOGY OF WORK

AN ENCYCLOPEDIA

SAGE Publications The simple act of going to work every day is an integral part of all societies across the globe. It is an ingrained social contract: we all work to survive. But it goes beyond physical survival. Psychologists have equated losing a job with the trauma of divorce or a family death, and enormous issues arise, from financial panic to sinking self-esteem. Through work, we build our self-identity, our lifestyle, and our aspirations. How did it come about that work dominates so many parts of our lives and our psyche? This multi-disciplinary encyclopedia covers curricular subjects that seek to address that question, ranging from business and management to anthropology, sociology, social history, psychology, politics, economics, and health. Features & Benefits: International and comparative coverage. 335 signed entries, A-to-Z, fill 2 volumes in print and electronic formats. Cross-References and Suggestions for Further Readings guide readers to additional resources. A Chronology provides students with historical perspective of the sociology of work. In the electronic version, the comprehensive Index combines with the Cross-References and thematic Reader's Guide themes to provide robust search-and-browse capabilities.

ISSUES FOR DEBATE IN SOCIOLOGY

SELECTIONS FROM CQ RESEARCHER

Pine Forge Press Issues for Debate in Sociology: Selections from CQ Researcher is a contemporary collection of articles covering core issues within the broad topic of introductory sociology. The book is intended to supplement core courses in the Sociology curriculum titled Introductory Sociology or Principles of Sociology. The book has a 5 part structure of topics generally covered in introductory sociology courses and texts.

ISSUES FOR DEBATE IN SOCIAL POLICY

SELECTIONS FROM CQ RESEARCHER

SAGE Issues for Debate in Social Policy is a timely supplement for courses in Social Policy. Each article gives substantial background and analysis of a particular issue as well as useful pedagogical features to inspire critical thinking and to help students grasp and review key material. Topics include: * Women's Rights * Middle Class Squeeze * Vanishing Jobs * Race and Politics * Domestic Poverty * Welfare Reform * Hunger in America * Social Security Reform * Child Welfare Reform * Wounded Veterans * Universal Coverage * Ending Homelessness * Mortgage Crisis * Caring for the Elderly * Aging Baby Boomers * Gender Pay Gap * The Obama Presidency.

ISSUES FOR DEBATE IN CORPORATE SOCIAL RESPONSIBILITY

SELECTIONS FROM CQ RESEARCHER

SAGE Issues for Debate in Corporate Social Responsibility is a contemporary collection of articles covering core issues within the controversial topic of corporate social responsibility (CSR). The book is intended to supplement core courses in the Business and Management titled Corporate Social Responsibility, Environment of Business, Business Ethics, and Business Policy. The book offers an insight into topics often covered in CSR courses and texts: organizational issues; economic issues; and societal issues. There are a total of 15 highly contemporary and data-rich articles in the collection. Each article gives substantial background and analysis of a particular issue as well as useful pedagogical features to inspire critical thinking and to help students grasp and review key material.

FRAMING CLASS

MEDIA REPRESENTATIONS OF WEALTH AND POVERTY IN AMERICA

Rowman & Littlefield Publishers Framing Class explores how the media, including television, film, and news, depict wealth and poverty in the

United States. Fully updated and revised throughout, the second edition of this groundbreaking book now includes discussions of new media, updated media sources, and provocative new examples from movies and television, such as The Real Housewives series and media portrayals of the new poor and corporate executives in the recent recession. The book introduces the concepts of class and media framing to students and analyzes how the media portray various social classes, from the elite to the very poor. Its accessible writing and powerful examples make it an ideal text or supplement for courses in sociology, American studies, and communications.

TO DO JUSTICE

A GUIDE FOR PROGRESSIVE CHRISTIANS

Westminster John Knox Press Encouraging Christians to call for public policies that benefit those most vulnerable in our nation, To Do Justice offers tools for studying complex domestic social problems such as Social Security, immigration, the environment, and public education, and serves as a guidebook to becoming involved in social action. Rooted in Christian tradition, each essay analyzes a contemporary problem from social, biblical, and theological perspectives before providing directions for public policy. These engaged ethicists from across the mainline denominations provide concrete examples of how progressive-minded Christians can work for justice in response to these moral dilemmas. With discussion questions in each chapter, this book is an excellent resource for classrooms--both in colleges and in churches.

ON THE CLOCK

WHAT LOW-WAGE WORK DID TO ME AND HOW IT DRIVES AMERICA INSANE

Little, Brown "Nickel and Dime for the Amazon age," (Salon) the bitingly funny, eye-opening story of finding work in the automated and time-starved world of hourly low-wage labor After the local newspaper where she worked as a reporter closed, Emily Guendelsberger took a pre-Christmas job at an Amazon fulfillment center outside Louisville, Kentucky. There, the vending machines were stocked with painkillers, and the staff turnover was dizzying. In the new year, she travelled to North Carolina to work at a call center, a place where even bathroom breaks were timed to the second. And finally, Guendelsberger was hired at a San Francisco McDonald's, narrowly escaping revenge-seeking customers who pelted her with condiments. Across three jobs, and in three different parts of the country, Guendelsberger directly took part in the revolution changing the U.S. workplace. Offering an up-close portrait of America's actual "essential workers," On the Clock examines the broken social safety net as well as an economy that has purposely had all the slack drained out and converted to

profit. Until robots pack boxes, resolve billing issues, and make fast food, human beings supervised by AI will continue to get the job done. Guendelsberger shows us how workers went from being the most expensive element of production to the cheapest - and how low wage jobs have been remade to serve the ideals of efficiency, at the cost of humanity. *On the Clock* explores the lengths that half of Americans will go to in order to make a living, offering not only a better understanding of the modern workplace, but also surprising solutions to make work more humane for millions of Americans.

BETRAYAL 101

A COLLEGE SAGA

After being awarded a PhD in mathematics, Ken Russell begins teaching at a state university. Despite his conscientious efforts to help students succeed, they fail at an alarming rate. Many of his students lack mathematical skills they should have learned before taking his courses, and others are chronic absentees. When he is accused of poor teaching by a number of students, colleagues, and even the dean, he loses his job and is seemingly blacklisted for academic work. He spends several years unemployed and supported by his wife. Finally forced to work outside academia, he accepts a menial industrial job paying a low wage. He is slowly promoted but is laid off after a few years. He then accepts an unexpected offer of a faculty position at a small college but finds himself working at cross-purposes with most of the campus community. Too late, he learns the great secrets of American higher education.

GOOD JOBS AMERICA

Russell Sage Foundation America confronts a jobs crisis that has two faces. The first is obvious when we read the newspapers or talk with our friends and neighbors: there are simply not enough jobs to go around. The second jobs crisis is more subtle but no less serious: far too many jobs fall below the standard that most Americans would consider decent work. A quarter of working adults are trapped in jobs that do not provide living wages, health insurance, or much hope of upward mobility. The problem spans all races and ethnic groups and includes both native-born Americans and immigrants. But *Good Jobs America* provides examples from industries ranging from food services and retail to manufacturing and hospitals to demonstrate that bad jobs can be made into good ones. Paul Osterman and Beth Shulman make a rigorous argument that by enacting policies to help employers improve job quality we can create better jobs, and futures, for all workers. *Good Jobs America* dispels several myths about low-wage work and job quality. The book demonstrates that mobility out of the low-wage market is a chimera—far too many adults remain trapped in poor-quality jobs. Osterman and Shulman show that while education and training are

important, policies aimed at improving earnings equality are essential to lifting workers out of poverty. The book also demolishes the myth that such policies would slow economic growth. The experiences of countries such as France, Germany, and the Netherlands, show that it is possible to mandate higher job standards while remaining competitive in international markets. Good Jobs America shows that both government and the firms that hire low-wage workers have important roles to play in improving the quality of low-wage jobs. Enforcement agencies might bolster the effectiveness of existing regulations by exerting pressure on parent companies, enabling effects to trickle down to the subsidiaries and sub-contractors where low-wage jobs are located. States like New York have already demonstrated that involving community and advocacy groups—such as immigrant rights organizations, social services agencies, and unions—in the enforcement process helps decrease workplace violations. And since better jobs reduce turnover and improve performance, career ladder programs within firms help create positions employees can aspire to. But in order for ladder programs to work, firms must also provide higher rungs—the career advancement opportunities workers need to get ahead. Low-wage employment occupies a significant share of the American labor market, but most of these jobs offer little and lead nowhere. Good Jobs America reappraises what we know about job quality and low-wage employment and makes a powerful argument for our obligation to help the most vulnerable workers. A core principle of U.S. society is that good jobs be made accessible to all. This book proposes that such a goal is possible if we are committed to realizing it.

POVERTY: PUBLIC CRISIS OR PRIVATE STRUGGLE?

Cavendish Square Publishing, LLC Millions of Americans struggle with poverty every day. The United States prides itself on being the land of opportunity, yet many disagree about why so many Americans have struggled to meet their basic needs. This book looks at the challenges surrounding poverty in America today, and explores the legal, political, social, and economic solutions, including food stamps, Social Security, Medicare, and Medicaid, that have been proposed to remedy the problem. Readers will gain an in-depth understanding of the many factors causing poverty and of how governments and communities can do their part to help those in need. Full-color images and sidebars support this compelling narrative.

MARGINAL WORKERS

HOW LEGAL FAULT LINES DIVIDE WORKERS AND LEAVE THEM WITHOUT PROTECTION

NYU Press Undocumented and authorized immigrant laborers, female workers, workers of color, guest workers, and unionized workers together

compose an enormous and diverse part of the labor force in America. Labor and employment laws are supposed to protect employees from various workplace threats, such as poor wages, bad working conditions, and unfair dismissal. Yet as members of individual groups with minority status, the rights of many of these individuals are often dictated by other types of law, such as constitutional and immigration laws. Worse still, the groups who fall into these cracks in the legal system often do not have the political power necessary to change the laws for better protection. In *Marginal Workers*, Ruben J. Garcia demonstrates that when it comes to these marginal workers, the sum of the law is less than its parts, and, despite what appears to be a plethora of applicable statutes, marginal workers are frequently lacking in protection. To ameliorate the status of marginal workers, he argues for a new paradigm in worker protection, one based on human freedom and rights.

THE GLOVES-OFF ECONOMY

WORKPLACE STANDARDS AT THE BOTTOM OF AMERICA'S LABOR MARKET

Cornell University Press *Across the United States*, increasing numbers of employers are breaking, bending, or evading long-established laws and standards designed to protect workers, from the minimum wage to job safety standards to the right to organize. This "gloves-off economy," no longer confined to a marginal set of sweatshops and fly-by-night small businesses, is sending shock waves into every corner of the low-wage labor market. In the process, employers who play by the rules are under growing pressure to follow suit, intensifying the search for low-cost business strategies across a wide range of industries and ratcheting up into ever higher reaches of the labor market. Although other books have touched on pieces of this problem, *The Gloves-off Economy* is the first to provide a comprehensive, integrated analysis--and quite a disturbing one. This book examines a range of gloves-off practices, the workers who are affected by them, and strategies for enforcing workplace standards. The editors, four respected labor scholars, have brought together economists, sociologists, labor attorneys, union strategists, and other experts to offer varying perspectives on both the problem and the creative solutions currently being explored in a wide range of communities and industries. Annette Bernhardt, Heather Boushey, Laura Dresser, and Chris Tilly and the volume's other authors combine rigorous analysis with a stirring call to renew worker protections in the twenty-first century.

POVERTY AND POWER

THE PROBLEM OF STRUCTURAL INEQUALITY

Rowman & Littlefield *Poverty and Power* suggests that today's poverty results from deep-rooted disparities in income, wealth, and power. The

rate and severity of poverty remain high, because millions of Americans are trapped in low-wage jobs, inadequately served by government policy, excluded from mainstream policy debates, and victimized by discrimination and social exclusion

YOU WANT FRIES WITH THAT

A WHITE-COLLAR BURNOUT EXPERIENCES LIFE AT MINIMUM WAGE

Skyhorse Publishing Inc. Prioleau Alexander s comic tales of quitting the rat race to find meaning have a deep lesson for all of us get back in that race and run like hell! Stephen...

WORKING IN AMERICA

CONTINUITY, CONFLICT, AND CHANGE IN A NEW ECONOMIC ERA

Routledge The Great Recession brought rising inequality and changing family economies. New technologies continued to move jobs overseas, including those held by middle-class information workers. The first new edition to capture these historic changes, this book is the leading text in the sociology of work and related research fields. Wharton s readings retain the classics but offer a new spectrum of articles accessible to undergraduate students that focus on the changes that will most affect their lives. New to the fourth edition"

ENCYCLOPEDIA OF US LABOR AND WORKING-CLASS HISTORY

Routledge A RUSA 2007 Outstanding Reference Title The Encyclopedia of US Labor and Working-Class History provides sweeping coverage of US labor history. Containing over 650 entries, the Encyclopedia encompasses labor history from the colonial era to the present. Articles focus on states, regions, periods, economic sectors and occupations, race-relations, ethnicity, and religion, concepts and developments in labor economics, environmentalism, globalization, legal history, trade unions, strikes, organizations, individuals, management relations, and government agencies and commissions. Articles cover such issues as immigration and migratory labor, women and labor, labor in every war effort, slavery and the slave-trade, union-resistance by corporations such as Wal-Mart, and the history of cronyism and corruption, and the mafia within elements of labor history. Labor history is also considered in its representation in film, music, literature, and education. Important articles cover the perception of working-class culture, such as the surge in sympathy for the working class following September 11, 2001. Written as an objective social history, the Encyclopedia encapsulates the rise and decline, and continuous change of US labor history into the twenty-first century.

ON THE EDGE OF THE LAW

CULTURE, LABOR, AND DEVIANCE ON THE SOUTH TEXAS BORDER

University of Texas Press The Valley of South Texas is a region of puzzling contradictions. Despite a booming economy fueled by free trade and rapid population growth, the Valley typically experiences high unemployment and low per capita income. The region has the highest rate of drug seizures in the United States, yet its violent crime rate is well below national and state averages. The Valley's colonias are home to the poorest residents in the nation, but their rates of home ownership and intact two-parent families are among the highest in the country for low-income residential areas. What explains these apparently irreconcilable facts? Since 1982, faculty and students associated with the Borderlife Research Project at the University of Texas-Pan American have interviewed thousands of Valley residents to investigate and describe the cultural and social life along the South Texas-Northern Mexico border. In this book, Borderlife researchers clarify why Valley culture presents so many apparent contradictions as they delve into issues that are "on the edge of the law"—traditional health care and other cultural beliefs and practices, displaced and undocumented workers, immigration enforcement, drug smuggling, property crime, criminal justice, and school dropout rates. The researchers' findings make it plain that while these issues present major challenges for the governments of the United States and Mexico, their effects and contradictions are especially acute on the border, where residents must daily negotiate between two very different economies; health care, school, and criminal justice systems; and worldviews.

THE END OF BURNOUT

WHY WORK DRAINS US AND HOW TO BUILD BETTER LIVES

Univ of California Press Everyone is burned out, but no one knows what that means -- Burnout : the first 2,000 years -- The burnout spectrum -- How jobs have gotten worse in the age of burnout -- Work saints and work martyrs : the problem with our ideals -- We can have it all : a new vision of the good life -- How benedictines tame the demons of work -- Varieties of anti-burnout experience -- Conclusion : nonessential work in a post-pandemic world.

FROM ORIENTALISM TO POSTCOLONIALISM

ASIA, EUROPE AND THE LINEAGES OF DIFFERENCE

Routledge This book uses a historical and theoretical focus to examine the key of issues of the Enlightenment, Orientalism, concepts of identity and difference, and the contours of different modernities in relation to both local and global shaping forces, including the spread of capitalism. The

contributors present eight in-depth studies and a substantial theoretical introduction, utilizing primary and secondary sources in Turkish, Farsi, Chinese, not to mention English, French and German in the effort to engage materials and cultural perspectives from diverse regions. It provides a critical attempt to think through the potentialities and limitations of area-studies and 'civilizational' approaches to the production of knowledge about the modern world, and the often obscured relationship between the fragment and the whole, or the particular and universal. The book is an intervention in one of the most fundamental debates confronting the social science and humanities, namely how to understand global and local historical processes as interconnected developments affecting human actors. From Orientalism to Postcolonialism will be of interest to academics and postgraduate students in Cultural and Postcolonial Studies and Asian studies and Middle Eastern studies.

INVISIBLE HANDS, INVISIBLE OBJECTIVES

BRINGING WORKPLACE LAW AND PUBLIC POLICY INTO FOCUS

Stanford University Press The global financial crisis and recession have placed great strains on the free market ideology that has emphasized economic objectives and unregulated markets. The balance of economic and noneconomic goals is under the microscope in every sector of the economy. It is time to re-think the objectives of the employment relationship and the underlying assumptions of how that relationship operates. *Invisible Hands, Invisible Objectives* develops a fresh, holistic framework to fundamentally reexamine U.S. workplace regulation. A new scorecard for workplace law and public policy that embraces equity and voice for employees and economic efficiency will reveals significant deficiencies in our current practices. To create one, the authors—a legal scholar and an economics and industrial relations scholar—blend their expertise to propose a comprehensive set of reforms, tackling such issues as regulatory enforcement, portable employee benefits, training programs, living wages, workplace safety and health, work-family balance, security and social safety nets, nondiscrimination, good-cause dismissal, balanced income distributions, free speech protections for employees, individual and collective workplace decision-making, and labor unions. *Invisible Hands, Invisible Objectives* is not just another book that sketches a reform agenda. The book provides the much-needed rubric for how we think about employment policy specifically, but also economic policy more generally. It is a must-read in these most critical times.

DIVIDED

THE PERILS OF OUR GROWING INEQUALITY

New Press/ORIM Essays on the dangers of the wealth and income gap, collected by the New York Times-bestselling author of *It's Even Worse*

Than You Think. This collection includes writings by a wide range of voices—including Adam Smith, Elizabeth Warren, Barbara Ehrenreich, Joseph E. Stiglitz, Studs Terkel, Paul Krugman, Barack Obama, and David Cay Johnston—illuminating the reality of economic inequality in America, where in spite of the fury that followed the 2008 financial crisis, little has to been done to address the gulf between the one percent and the ninety-nine percent. Pulitzer Prize-winning journalist David Cay Johnston explains that in this most unequal of developed nations, every aspect of inequality remains hotly contested and poorly understood. These writings, from leading scholars, journalists, and activists, offers a multifaceted look at the problem, exploring its devastating—and dangerous—implications in areas as diverse as education, justice, health care, social mobility, and political representation. Provocative and eminently readable, here is an essential resource for anyone who cares about the future of America—and compelling evidence that inequality can be ignored only at the nation’s peril.

DOWNSIZING IN AMERICA

REALITY, CAUSES, AND CONSEQUENCES

Russell Sage Foundation In the 1980s and early 1990s, a substantial number of U.S. companies announced major restructuring and downsizing. But we don't know exactly what changes in the U.S. and global economy triggered this phenomenon. Little research has been done on the underlying causes of downsizing. Did companies actually reduce the size of their workforces, or did they simply change the composition of their workforces by firing some kinds of workers and hiring others? **Downsizing in America**, one of the most comprehensive analyses of the subject to date, confronts all these questions, exploring three main issues: the extent to which firms actually downsized, the factors that triggered changes in firm size, and the consequences of downsizing. The authors show that much of the conventional wisdom regarding the spate of downsizing in the 1980s and 1990s is inaccurate. Nearly half of the large firms that announced major layoffs subsequently increased their workforce by more than 10 percent within two or three years. The only arena in which downsizing predominated appears to be the manufacturing sector—less than 20 percent of the U.S. workforce. **Downsizing in America** offers a range of compelling hypotheses to account for adoption of downsizing as an accepted business practice. In the short run, many companies experiencing difficulties due to decreased sales, cash flow problems, or declining securities prices reduced their workforces temporarily, expanding them again when business conditions improved. The most significant trigger leading to long-term downsizing was the rapid change in technology. Companies rid themselves of their least skilled workers and subsequently hired employees who were better prepared to work with new technology, which in some sectors reduced the size of firm at which production is most efficient. Baumol,

Blinder, and Wolff also reveal what they call the dirty little secret of downsizing: it is profitable in part because it holds down wages. Downsizing in America shows that reducing employee rolls increased profits, since downsizing firms spent less money on wages relative to output, but it did not increase productivity. Nor did unions impede downsizing. The authors show that unionized industries were actually more likely to downsize in order to eliminate expensive union labor. In sum, downsizing transferred income from labor to capital—from workers to owners. Downsizing in America combines an investigation of the underlying realities and causes of workforce reduction with an insightful analysis of the consequent shift in the balance of power between management and labor, to provide us with a deeper understanding of one of the major economic shifts of recent times—one with far-reaching implications for all American workers.

NEW LABOR FORUM

JUVENILE JUSTICE

A SOCIAL, HISTORICAL, AND LEGAL PERSPECTIVE

Jones & Bartlett Learning Thoroughly updated and revised, the Second Edition of *Juvenile Justice: A Social, Historical, and Legal Perspective*, offers readers a comprehensive volume on how the juvenile justice system works. This book is designed to help readers understand the complexities of the present juvenile justice system by presenting a thorough examination of the social, historical, and legal context within which delinquency and juvenile justice occurs. In addition to gaining valuable knowledge on the juvenile justice process, readers will learn how the different parts of the process are interrelated, how decisions made in one case influence future cases, and the laws that direct juvenile justice policy.

MARGINALISED MOTHERS

EXPLORING WORKING CLASS EXPERIENCES OF PARENTING

Routledge Successive moral panics have cast poor or socially excluded mothers - associated with social problems as diverse as crime, underachievement, unemployment and mental illness - as bad mothers. Their mothering practices are held up as the antithesis of good parenting and are associated with poor outcomes for children. *Marginalised Mothers* provides a detailed and much-needed insight into the lived experience of mothers who are frequently the focus of public concern and intervention, yet all too often have their voices and experiences overlooked. The book explores how they make sense of their lives with their children and families, position themselves within a context of inequality and vulnerability, and resist, subvert and survive material and social marginalisation. This controversial text uses qualitative data from a

selection of working class mothers to highlight the opportunities and choices they face and to expose the middle class assumptions that ground much contemporary family policy. It will be of interest to students and researchers in sociology, social work and social policy, as well as social workers and policymakers.

WAL-MART

THE FACE OF TWENTY-FIRST-CENTURY CAPITALISM

The New Press A collection of essays that “do an incredible job of balancing the wonders and horrors of the force that is Wal-Mart” (Booklist, starred review). Edited by one of the nation’s preeminent labor historians, this book marks an ambitious effort to dissect the full extent of Wal-Mart’s business operations, its social effects, and its role in the United States and world economy. Wal-Mart is based on a spring 2004 conference of leading historians, business analysts, sociologists, and labor leaders that immediately attracted the attention of the national media, drawing profiles in the New York Times, Los Angeles Times, and the New York Review of Books. Their contributions are adapted here for a general audience. At the end of the nineteenth century, the Pennsylvania Railroad declared itself “the standard of the world.” In more recent years, IBM and then Microsoft seemed the template for a new, global information economy. But at the dawn of the twenty-first century, Wal-Mart had overtaken all rivals as the world-transforming economic institution of our time. Presented in an accessible format and extensively illustrated with charts and graphs, Wal-Mart examines such topics as the giant retailer’s managerial culture, revolutionary use of technological innovation, and controversial pay and promotional practices to provide the most complete guide yet available to one of America’s largest companies. “Like archaeologists who pick over artifacts to understand an ancient society, the scholars here [are] examining Wal-Mart for insights into the very nature of American capitalist culture.” —The New York Times “Stimulating perspectives on the world’s largest corporation.” —Publishers Weekly

RESTORING THE AMERICAN DREAM

A WORKING FAMILIES' AGENDA FOR AMERICA

MIT Press How to give working families the tools and opportunities to prosper in the new economy: a call to action for families, business, labor, and government. Many American families have not prospered in the new “knowledge economy.” The layoffs, restructurings, and wage and benefit cuts that have followed the short-lived boom of the 1990s threaten our deeply held values of justice, fairness, family, and work. These values—and not those superficial ones political pollsters ask about—are the foundation of the American dream of good jobs, fair pay, and opportunities for all. In this call to action for families, business, labor, and government, Thomas

Kochan outlines ways in which we can empower working families to earn a good living by doing satisfying work while still having time for family and community life. We cannot make the transition to a knowledge economy, writes Kochan, with a workforce that is stressed, frustrated, and insecure. Businesses need to rebuild relationships with their employees based on trust. And working families need to take control of their own destinies. First, we can take action that goes beyond the workplace buzzwords flexible and family friendly to design systems that support productive work and healthy family life. We can invest in better basic education and life-long learning, and we can work toward strategies for creating and sustaining good jobs with portable benefits. We need organizations that value investors of human capital—their employees—as highly as they do investors of financial capital, and we need a renewed labor movement to give workers a stronger voice. Kochan lays out an agenda for working families in the twenty-first century that calls for business, labor, government, and workers to come together to make the changes that will allow us all to benefit from the new economy. The solution to our problems, he points out, is too important to be left to "the market."

HARD LABOR

Routledge An in-depth view of the world of low-wage women workers, this expert presentation by authors actively involved in the field provides a realistic picture of the women and the issues as well as suggested strategies and innovations. The book covers a wide range of topics, including getting and keeping a job, struggling to balance the demands of work and family, health care, child care, and unemployment. It is set in the context of both welfare reform and the low-wage labor market and incorporates both self-employment and micro-business enterprise.

BUSINESS WEEK

PRIVATE LIES

INFIDELITY AND THE BETRAYAL OF INTIMACY

W. W. Norton & Company Discusses the most common crisis in marriage--infidelity--uses examples from literature, film and therapeutic practice to understand why people "cheat," and offers suggestions on how to make a marriage work