

The Rise Of The Working Class Shareholder Labor S Last Best Weapon

This book is the first devoted entirely to an examination of working-class activism, broadly defined as that of farmers' organizations, labor unions, and (often biracial) political movements, in Arkansas during the Gilded Age. On one level, Hild argues for the significance of this activism in its own time: had the Arkansas Democratic Party not resorted to undemocratic, unscrupulous, and violent means of repression, the Arkansas Union Labor Party would have taken control of the state government in the election of 1888. He also argues that the significance of these movements lasted beyond their own time, their influence extending into the biracial Southern Tenant Farmers' Union of the 1930s, the civil rights movement of the 1950s and 1960s, and even today's Farmers' Union and the United Mine Workers of America. The story of farmer and labor protest in Arkansas during the late nineteenth century offers lessons relevant to contemporary working-class Americans in what some observers have called the "new Gilded Age."

2.7 billion of the world's workforce are frontline workers - this book explains how business leaders can transform their organization by making frontline workers more effective, efficient, motivated, and happier in their work."An essential business book for senior management in retail, manufacturing, construction, hospitality, or indeed any industry that employs large numbers of frontline workers." Given that 80% of the world's workforce is employed on the frontline, why have organizations not invested in the mobile tools that will make those workers more effective, efficient, motivated, and happier in their work? Desk-based workers have been provided with such tools, why not their frontline counterparts? These are the questions that Cristian Grossmann addresses in his new book, *The Rise of the Frontline Workers*, in which he outlines why it is so important for businesses to digitalize their frontline workforce and explains how organizations should best approach doing so. Cristian is a tech entrepreneur whose company Beekeeper has raised more than \$80M in funding and supplies its employee communications app to some of the world's biggest and best-known organizations, including London Heathrow Airport, Domino's Pizza, and Hilton Hotels. Cristian, a former frontline worker himself, has an extensive understanding of what technology is required to make the frontline workforce more effective and describes why frontline workers need tools and solutions that are designed specifically for them, not a patched-up version of something that works for desk-based workers. *The Rise of the Frontline Workers* explores how frontline workers are essential to the smooth running of society. The events of 2020 and the Covid-19 pandemic have proved that beyond any doubt. Yet for many employers, frontline workers and their needs are overlooked, time and time again. During the various lockdowns of 2020, frontline workers rarely had the option of working from home and continued to work on the frontline, often at personal risk to themselves due to a lack of PPE. This ignoring of frontline worker needs is not new and dates back centuries. But things are changing. Covid-19 has accelerated trends that had been building for years. People were already using smartphones in massive numbers and reaching frontline workers via their smartphones has become a mission-critical objective for many organizations. The on-going rise of mobile technology and changing perceptions of how frontline workers are valued have combined to create a perfect storm in which the needs of the frontline workforce are finally being addressed. Providing frontline workers with the tools to communicate with, to give them access to the information that will keep them safe at work, and to ensure they feel valued has become one of the biggest priorities for businesses now. By the end of *The Rise of the Frontline Workers*, you will have gained a greater understanding of the perfect storm that has gathered to make digitalization of frontline workers so important, learn from companies that have already done so, and be ready to start your own frontline worker digitalization projects. Organizations that take the needs of 80% of their workforce seriously by providing them with the right digital tools for the job will survive and indeed thrive in the future. Those that continue to ignore the needs of the frontline workforce will head in the opposite direction. This book makes it clear why you should choose the former option.

"A successful Silicon Valley executive and consultant shares straight-shooting advice for succeeding at work without losing your sanity in three steps: do better, look better, and connect better"--Provided by publisher.

This work has been selected by scholars as being culturally important, and is part of the knowledge base of civilization as we know it. This work was reproduced from the original artifact, and remains as true to the original work as possible. Therefore, you will see the original copyright references, library stamps (as most of these works have been housed in our most important libraries around the world), and other notations in the work. This work is in the public domain in the United States of America, and possibly other nations. Within the United States, you may freely copy and distribute this work, as no entity (individual or corporate) has a copyright on the body of the work. As a reproduction of a historical artifact, this work may contain missing or blurred pages, poor pictures, errant marks, etc. Scholars believe, and we concur, that this work is important enough to be preserved, reproduced, and made generally available to the public. We appreciate your support of the preservation process, and thank you for being an important part of keeping this knowledge alive and relevant.

This book is the first to offer an uncompromising look at the English Defence League (EDL), aiming to alter thinking about working-class politics and the rise of right-wing nationalism in de-industrialised English towns and cities.

A New York Times Bestseller A Wall Street Journal Bestseller A New York Times Notable Book of 2020 A New York Times Book Review Editors' Choice Shortlisted for the Financial Times and McKinsey Business Book of the Year A New Statesman Book to Read From economist Anne Case and Nobel Prize winner Angus Deaton, a groundbreaking account of how the flaws in capitalism are fatal for America's working class Deaths of despair from suicide, drug overdose, and alcoholism are rising dramatically in the United States, claiming hundreds of thousands of American lives. Anne Case and Angus Deaton explain the overwhelming surge in these deaths and shed light on the social and economic forces that are making life harder for the working class. As the college educated become healthier and wealthier, adults without a degree are literally dying from pain and despair. Case and Deaton tie the crisis to the weakening position of labor, the growing power of corporations, and a rapacious health-care sector that redistributes working-class wages into the pockets of the wealthy. This critically important book paints a troubling portrait of the American dream in decline, and provides solutions that can rein in capitalism's excesses and make it work for everyone.

This text provides a panoramic chronicle of New York City's labour strife, social movements and political turmoil in the eras of Thomas Jefferson and Andrew Jackson.

An insider's account of how politicians representing a radical white minority of Americans have used "the world's greatest deliberative body" to hijack our democracy. Every major decision governing our diverse, majority-female, and increasingly liberal country bears the stamp of the United States Senate, an institution controlled by people who are almost exclusively white, overwhelmingly male, and disproportionately conservative. Although they do not represent a majority of Americans—and will not for the foreseeable future—today's Republican senators possess the power to block most legislation. Once known as "the world's greatest deliberative body," the Senate has become one of the greatest threats to our democracy. How did this happen? In *Kill Switch*, Senate insider Adam Jentleson contends that far from reflecting the Framers' vision, the Senate has been transformed over the decades by a tenacious minority of white conservatives. From John Calhoun in the mid-1800s to Mitch McConnell in the 2010s, their primary weapon has been the filibuster, or the requirement that most legislation secure the support of a supermajority of senators. Yet, as Jentleson reveals, the filibuster was not a feature of the original Senate and, in allowing a determined minority to gridlock the federal government, runs utterly counter to the Framers' intent. For much of its history, the filibuster was used primarily to prevent civil rights legislation from becoming law. But more recently, Republicans have refined it into a tool for imposing their will on all issues, wielding it to thwart an increasingly progressive American majority represented by Barack Obama's agenda and appointees. Under Donald Trump, McConnell merged the filibuster with rigid leadership structures initially forged by Lyndon Johnson, in the

process surrendering the Senate's independence and centrality, as infamously shown by its acquiescence in Trump's impeachment trial. The result is a failed institution and a crippled democracy. Taking us into the Capitol Hill backrooms where the institution's decline is most evident, Jentleson shows that many of the greatest challenges of our era—partisan polarization, dark money, a media culture built on manufactured outrage—converge within the Senate. Even as he charts the larger forces that have shaped the institution where he served, Jentleson offers incisive portraits of the powerful senators who laid the foundation for the modern Senate, from Calhoun to McConnell to LBJ's mentor, Richard Russell, to the unapologetic racist Jesse Helms. An essential, revelatory investigation, Kill Switch ultimately makes clear that unless we immediately and drastically reform the Senate's rules and practices—starting with reforming the filibuster—we face the prospect of permanent minority rule in America.

The world has witnessed three step functions in technological change: mechanization, electrification, and computerization. These industrial revolutions led to massive increases in productivity and thus the need for fewer workers. With each of these technological breakthroughs, the power balance between companies and workers shifted heavily to companies. The abuses of that power by companies instigated employee unrest and sometimes even armed uprisings. Counterbalancing forces rose to constrain companies' power, eventually prompting unions, regulation, and the social safety net to bring stability to the relationship. As we enter the fourth great leap forward in technology with robots and AI, we face the first services revolution. The power balance will again shift massively to companies as new technologies drive productivity increases in the service industry, much as the last three industrial revolutions transformed manufacturing. What lessons can we learn from the past three industrial revolutions and the current state of the labor market? How will we renegotiate the social contract to ensure fairness for workers, set clear rules for companies, and provide stability for society? What is the future of work? The book also includes The Future of Work Prize competition, where the following twenty thought leaders in the world of work wrote essays on their vision of the world in 2040. The contributor that is most correct in 2040 will be awarded the \$10 million Future of Work Prize. Contributors include: Andrew Stern - President Emeritus, Service Employees International Union Barry Asin - President, Staffing Industry Analysts Bruce Morton - Head of Strategy, Allegis Global Solutions Carl Camden - Former CEO, Kelly Services Cindy Olson - Former CHRO, Enron Daniel Pianko - Managing Partner, Achieve Partners David Fano - CEO, Teal Deborah Borg - CHRO, Bunge Gene Holtzman - Founder, Talent Tech Labs Gene Zaino - Founder, MBO Partners Holly Paul - CHRO, FTI Consulting Ian Ziskin - Former CHRO, Northrop Grumman Jane Oates - President, WorkingNation Johnny C. Taylor, Jr. - President, Society for Human Resource Management Kim Seymour - CHRO, WW (formerly Weight Watchers) Marcus Sawyerr - CEO, Yoss Michael Bertolino - Senior Partner, E&Y Michael Johnson - Former CHRO, UPS Michelle Greenstreet - Former CHRO, Various William Weissman - Partner, Littler Mendelson

THE SUNDAY TIMES BESTSELLER 'There was nothing extraordinary about my childhood or background. And yet I looked in vain for any aspect of my family's story when I went to university to read history, and continued to search fruitlessly for it throughout the next decade. Eventually I realised I would have to write this history myself.' What was it really like to live through the twentieth century? In 1910 three-quarters of the population were working class, but their story has been ignored until now. Based on the first-person accounts of servants, factory workers, miners and housewives, award-winning historian Selina Todd reveals an unexpected Britain where cinema audiences shook their fists at footage of Winston Churchill, communities supported strikers, and where pools winners (like Viv Nicholson) refused to become respectable. Charting the rise of the working class, through two world wars to their fall in Thatcher's Britain and today, Todd tells their story for the first time, in their own words. Uncovering a huge hidden swathe of Britain's past, *The People* is the vivid history of a revolutionary century and the people who really made Britain great. When Steven Burd, CEO of the supermarket chain Safeway, cut wages and benefits, starting a five-month strike by 59,000 unionized workers, he was confident he would win. But where traditional labor action failed, a novel approach was more successful. With the aid of the California Public Employees' Retirement System, a \$300 billion pension fund, workers led a shareholder revolt that unseated three of Burd's boardroom allies. In *The Rise of the Working-Class Shareholder: Labor's Last Best Weapon*, David Webber uses cases such as Safeway's to shine a light on labor's most potent remaining weapon: its multitrillion-dollar pension funds. Outmaneuvered at the bargaining table and under constant assault in Washington, state houses, and the courts, worker organizations are beginning to exercise muscle through markets. Shareholder activism has been used to divest from anti-labor companies, gun makers, and tobacco; diversify corporate boards; support Occupy Wall Street; force global warming onto the corporate agenda; create jobs; and challenge outlandish CEO pay. Webber argues that workers have found in labor's capital a potent strategy against their exploiters. He explains the tactic's surmountable difficulties even as he cautions that corporate interests are already working to deny labor's access to this powerful and underused tool. *The Rise of the Working-Class Shareholder* is a rare good-news story for American workers, an opportunity hiding in plain sight. Combining legal rigor with inspiring narratives of labor victory, Webber shows how workers can wield their own capital to reclaim their strength.

The American working class didn't disappear with the manufacturing economy. It transformed. Instead of unionized blue-collar men, today's working class is dominated by underpaid women in service jobs--especially health care. With recognition of this shift, Gabriel Winant argues, may come political clout.

In *Gilded Age America*, rampant inequality gave rise to a new form of Christianity, one that sought to ease the sufferings of the poor not simply by saving their souls, but by transforming society. In *Union Made*, Heath W. Carter advances a bold new interpretation of the origins of American Social Christianity. While historians have often attributed the rise of the Social Gospel to middle-class ministers, seminary professors, and social reformers, this book places working people at the very center of the story. The major characters--blacksmiths, glove makers, teamsters, printers, and the like--have been mostly forgotten, but as Carter convincingly argues, their collective contribution to American Social Christianity was no less significant than that of Walter Rauschenbusch or Jane Addams. Leading readers into the thick of late-19th-century Chicago's tumultuous history, Carter shows that countless working-class believers participated in the heated

debates over the implications of Christianity for industrializing society, often with as much fervor as they did in other contests over wages and the length of the workday. The city's trade unionists, socialists, and anarchists advanced theological critiques of laissez faire capitalism and protested "scab ministers" who cozied up to the business elite. Their criticisms compounded church leaders' anxieties about losing the poor, such that by the turn-of-the-century many leading Christians were arguing that the only way to salvage hopes of a Christian America was for the churches to soften their position on "the labor question." As denomination after denomination did just that, it became apparent that the Social Gospel was, indeed, ascendant--from below. At a time when the fate of the labor movement and rising economic inequality are once more pressing social concerns, *Union Made* opens the door for a new way forward--by changing the way we think about the past.

Although the most visible banners of feminism were carried by educated, white-collar, professional women, in fact, working-class women were a powerful force in the campaign for gender equality. "Rights, Not Roses" explores how unionized wage-earning women led the struggle to place women's employment rights on the national agenda, decisively influencing both the contemporary labor movement and second-wave feminism. Drawing on union records, oral histories, and legislative hearings and debates, Dennis A. Deslippe unravels a complex history of how labor leaders accommodated and resisted working women's demands for change. Through case studies of unions representing packinghouse and electrical workers, Deslippe explains why gender equality emerged as an issue in the 1960s and how the activities of wage-earning women in and outside of their unions shaped the content of the debate. He also traces the faultlines between working-class women, who sought gender equality within the parameters of unionist principles such as seniority, and middle-class women, who sought an equal rights amendment that would guarantee an abstract equality for all women. A thoughtful and thorough study of working-class feminism, "Rights, Not Roses" raises important questions about the meaning of equality for working women, the connections of women to their unions, the gendered nature of equal rights, and more.

In 1951 an Argentine newspaper announced that the standard of living of workers in Argentina was "the highest in the world." More than half a century later, Argentines still look back to the mid-twentieth century as the "golden years of Peronism," a time when working people, who had struggled to make ends meet a few years earlier, could now buy ready-made clothing, radios, and even big-ticket items like refrigerators. Milanesio explores this period marked by populist politics, industrialization, and a fairer distribution of the national income by analyzing the relations among consumers, consumer goods, manufacturers, advertising agents, and Juan Domingo Perón's government (1946–1955). Combining theories from the anthropology of consumption, cultural studies, and gender studies with the methodologies of social, cultural, and oral histories, Milanesio shows the exceptional cultural and social visibility of low-income consumers in postwar Argentina along with their unprecedented economic and political influence. Her study reveals the scope of the remarkable transformations fueled by the new market by examining the language and aesthetics of advertisement, the rise of middle- and upper-class anxieties, and the profound changes in gender expectations.

Based on a section of the author's thesis, University of London.

A generation of magnificent scholars, from Peter Drucker to Jack Welch, have taught us that understanding business issues and the profound changes the world's economy is undergoing makes sense if set in historical context. Today the best managers in the world demand to know how things came to be as they are. This collection of essays is designed to give the reader an historical perspective on the fastest growing sector of the work force: knowledge workers. The articles tell you how knowledge workers evolved from manufacturing and agricultural jobs and then go on to give you some insight as to what the future roles of knowledge workers will be. The readings in this volume come from a variety of sources not normally looked at by managers and business executives. There are reports from historians, sociologists, academics, and economic experts. Each chapter begins with a brief introduction on the material, its significance, and something about the context in which it was written, including brief biographical comments on the author. *The Rise of the Knowledge Worker* is intended for business people, managers, leaders, government employees, and students.

From bestselling writer David Graeber—"a master of opening up thought and stimulating debate" (Slate)—a powerful argument against the rise of meaningless, unfulfilling jobs...and their consequences. Does your job make a meaningful contribution to the world? In the spring of 2013, David Graeber asked this question in a playful, provocative essay titled "On the Phenomenon of Bullshit Jobs." It went viral. After one million online views in seventeen different languages, people all over the world are still debating the answer. There are hordes of people—HR consultants, communication coordinators, telemarketing researchers, corporate lawyers—whose jobs are useless, and, tragically, they know it. These people are caught in bullshit jobs. Graeber explores one of society's most vexing and deeply felt concerns, indicting among other villains a particular strain of finance capitalism that betrays ideals shared by thinkers ranging from Keynes to Lincoln. "Clever and charismatic" (The New Yorker), *Bullshit Jobs* gives individuals, corporations, and societies permission to undergo a shift in values, placing creative and caring work at the center of our culture. This book is for everyone who wants to turn their vocation back into an avocation and "a thought-provoking examination of our working lives" (Financial Times).

Not all workers' needs were served by the union. Focusing on the steel works at Duquesne, Pennsylvania, a linchpin of the old Carnegie Steel Company empire and then of U.S. Steel, James D. Rose demonstrates the pivotal role played by a nonunion form of employee representation usually dismissed as a flimsy front for management interests. The early New Deal set in motion two versions of workplace representation that battled for supremacy: company-sponsored employee representation plans (ERPs) and independent trade unionism. At Duquesne, the cause of the unskilled, hourly workers, mostly eastern and southern Europeans as well as blacks, was taken up by the union -- the Fort Dukane Lodge of the Amalgamated Association of Iron, Steel, and Tin Workers. For skilled tonnage workers and skilled tradesmen, mainly U.S.-born and of northern and western European extraction, ERPs offered a better solution. Initially little more than a crude antiunion device, ERPs matured from tools of the company into semi-independent, worker-led organizations. Isolated from the union movement through the mid-1930s, ERP representatives and management nonetheless created a sophisticated bargaining structure that represented the shop-floor interests of the mill's skilled workforce. Meanwhile, the Amalgamated gave way to the Steel Workers Organizing Committee, a professionalized and tightly organized affiliate of John L. Lewis's CIO that expended huge resources trying to gain companywide unionization. Even when the SWOC secured a collective bargaining agreement with U.S. Steel in 1937, however, the Union was still unable to sign up a majority of the workforce at Duquesne. A sophisticated study of the forces that shaped and responded to workers' interests, *Duquesne and the Rise of Steel Unionism* confirms that what people did on the shop floor was as critical to the course of steel unionism as were corporate decision making and shifts in government policy.

The New York Times-bestselling guide to how automation is changing the economy, undermining work, and reshaping our lives Winner of Best Business Book of the Year awards from the Financial Times and from Forbes "Lucid, comprehensive, and unafraid...;an indispensable contribution to a long-running argument."--Los Angeles Times What are the jobs of the future? How many will there be? And who will have them? As technology continues to accelerate and machines begin taking care of themselves, fewer people will be necessary. Artificial intelligence is already well on its way to making "good jobs" obsolete: many paralegals, journalists, office workers, and even computer programmers are poised to be replaced by robots and smart software. As progress continues, blue and white collar jobs alike will evaporate, squeezing working- and middle-class families ever further. At the same time, households are under assault from exploding costs, especially from the two major industries-education and health care-that, so far, have not been transformed by information technology. The result could well be massive unemployment and inequality as well as the implosion of the consumer economy itself. The past solutions to technological disruption, especially more training and education, aren't going to work. We must decide, now, whether the future will see broad-based prosperity or catastrophic levels of inequality and economic insecurity. Rise of the Robots is essential reading to understand what accelerating technology means for our economic prospects-not to mention those of our children-as well as for society as a whole.

David H. Webber shines a light on labor's most potent remaining weapon: its multitrillion-dollar pension funds. Outmaneuvered at the bargaining table and in the courts, state houses, and Washington, worker organizations are beginning to exercise muscle through markets. Shareholder activism is a rare good-news story for America's working class.--

Contesting Precarity in Japan details the new forms of workers' protest and opposition that have developed as Japan's economy has transformed over the past three decades and highlights their impact upon the country's policymaking process. Drawing on a new dataset charting protest events from the 1980s to the present, Saori Shibata produces the first systematic study of Japan's new precarious labour movement. It details the movement's rise during Japan's post-bubble economic transformation and highlights the different and innovative forms of dissent that mark the end of the country's famously non-confrontational industrial relations. In doing so, moreover, she shows how this new pattern of industrial and social tension is reflected within the country's macroeconomic policymaking, resulting in a new policy dissensus that has consistently failed to offer policy reforms that would produce a return to economic growth. As a result, Shibata argues that the Japanese model of capitalism has therefore become increasingly disorganized.

In both Europe and North America, populist movements have shattered existing party systems and thrown governments into turmoil. The embattled establishment claims that these populist insurgencies seek to overthrow liberal democracy. The truth is no less alarming but is more complex: Western democracies are being torn apart by a new class war. In this controversial and groundbreaking new analysis, Michael Lind, one of America's leading thinkers, debunks the idea that the insurgencies are primarily the result of bigotry, traces how the breakdown of mid-century class compromises between business and labor led to the conflict, and reveals the real battle lines. On one side is the managerial overclass—the university-credentialed elite that clusters in high-income hubs and dominates government, the economy and the culture. On the other side is the working class of the low-density heartlands—mostly, but not exclusively, native and white. The two classes clash over immigration, trade, the environment, and social values, and the managerial class has had the upper hand. As a result of the half-century decline of the institutions that once empowered the working class, power has shifted to the institutions the overclass controls: corporations, executive and judicial branches, universities, and the media. The class war can resolve in one of three ways: • The triumph of the overclass, resulting in a high-tech caste system. • The empowerment of populist, resulting in no constructive reforms • A class compromise that provides the working class with real power Lind argues that Western democracies must incorporate working-class majorities of all races, ethnicities, and creeds into decision making in politics, the economy, and culture. Only this class compromise can avert a never-ending cycle of clashes between oligarchs and populists and save democracy.

The untold story of how welfare and development programs in the United States and Latin America produced the instruments of their own destruction In the years after 1945, a flood of U.S. advisors swept into Latin America with dreams of building a new economic order and lifting the Third World out of poverty. These businessmen, economists, community workers, and architects went south with the gospel of the New Deal on their lips, but Latin American realities soon revealed unexpected possibilities within the New Deal itself. In Colombia, Latin Americans and U.S. advisors ended up decentralizing the state, privatizing public functions, and launching austere social welfare programs. By the 1960s, they had remade the country's housing projects, river valleys, and universities. They had also generated new lessons for the United States itself. When the Johnson administration launched the War on Poverty, U.S. social movements, business associations, and government agencies all promised to repatriate the lessons of development, and they did so by multiplying the uses of austerity and for-profit contracting within their own welfare state. A decade later, ascendant right-wing movements seeking to dismantle the midcentury state did not need to reach for entirely new ideas: they redeployed policies already at hand. In this groundbreaking book, Amy Offner brings readers to Colombia and back, showing the entanglement of American societies and the contradictory promises of midcentury statebuilding. The untold story of how the road from the New Deal to the Great Society ran through Latin America, *Sorting Out the Mixed Economy* also offers a surprising new account of the origins of neoliberalism.

The economic boom of the 1990s veiled a grim reality: in addition to the growing gap between rich and poor, the gap between good and bad quality jobs was also expanding. The postwar prosperity of the mid-twentieth century had enabled millions of American workers to join the middle class, but as author Arne L. Kalleberg shows, by the 1970s this upward movement had slowed, in part due to the steady disappearance of secure, well-paying industrial jobs. Ever since, precarious employment has been on the rise—paying low wages, offering few benefits, and with virtually no long-term security. Today, the polarization between workers with higher skill levels and those with low skills and low wages is more entrenched than ever. *Good Jobs, Bad Jobs* traces this trend to large-scale transformations in the American labor market and the changing demographics of low-wage workers. Kalleberg draws on nearly four decades of survey data, as well as his own research, to evaluate trends in U.S. job quality and suggest ways to improve American labor market practices and social policies. *Good Jobs, Bad Jobs* provides an insightful analysis of how and why precarious employment is gaining ground in the labor market and the role these developments have played in the decline of the middle class. Kalleberg shows that by the 1970s, government deregulation, global competition, and the rise of the service sector gained traction, while institutional protections for workers—such as unions and minimum-wage legislation—weakens. Together, these forces marked the end of postwar security for American workers. The composition of the labor force also changed significantly; the number of dual-earner families increased, as did the share of the workforce comprised of women, non-white, and immigrant workers. Of these groups, blacks, Latinos, and immigrants remain concentrated in the most precarious and low-quality jobs, with educational attainment being the leading indicator of who will earn the highest wages and experience the most job security and highest levels of autonomy and control over their jobs and schedules. Kalleberg demonstrates, however, that building a better safety net—increasing government responsibility for worker health care and retirement, as well as strengthening unions—can go a long way toward redressing the effects of today's volatile

labor market. There is every reason to expect that the growth of precarious jobs—which already make up a significant share of the American job market—will continue. *Good Jobs, Bad Jobs* deftly shows that the decline in U.S. job quality is not the result of fluctuations in the business cycle, but rather the result of economic restructuring and the disappearance of institutional protections for workers. Only government, employers and labor working together on long-term strategies—including an expanded safety net, strengthened legal protections, and better training opportunities—can help reverse this trend. A Volume in the American Sociological Association's Rose Series in Sociology.

With the rollback of net neutrality, platform cooperativism becomes even more pressing: In one volume, some of the most cogent thinkers and doers on the subject of the cooptation of the Internet, and how we can resist and reverse the process.

How did Americans come to believe that working at home is feasible, productive, and desirable? *Easy Living* examines how the idea of working within the home was constructed and disseminated in popular culture and mass media during the twentieth century. Through the analysis of national magazines and newspapers, television and film, and marketing and advertising materials from the housing, telecommunications, and office technology industries, *Easy Living* traces changing concepts about what it meant to work in the home. These ideas reflected larger social, political-economic, and technological trends of the times. Elizabeth A. Patton reveals that the notion of the home as a space that exists solely in the private sphere is a myth, as the social meaning of the home and its market value in relation to the public sphere are intricately linked.

In this important and timely book, workplace well-being expert Jennifer Moss helps leaders and individuals prevent burnout and create healthier, happier, and more productive workplaces. We tend to think of burnout as a problem we can solve with self-care: more yoga, better breathing techniques, and more resilience. But evidence is mounting that applying personal, Band-Aid solutions to an epic and rapidly evolving workplace phenomenon isn't enough—in fact, it's not even close. If we're going to solve this problem, organizations must take the lead in developing an antiburnout strategy that moves beyond apps, wellness programs, and perks. In this eye-opening, paradigm-shifting, and practical guide, Jennifer Moss lays bare the real causes of burnout and how organizations can stop the chronic stress cycle that an alarming number of workers suffer through. *The Burnout Epidemic* explains: What causes burnout—and what organizations can do to prevent it Why traditional wellness initiatives fall short How companies can build an antiburnout strategy based on prevention, not perks How leaders can measure burnout in their own organizations What leaders can do to develop a healthier culture that prioritizes resilience and curiosity As the pandemic has shown, self-care is important, but it's not a cure-all for burnout. Employers need to do more. With fascinating research, new findings from the pandemic, and interviews with business leaders around the globe, *The Burnout Epidemic* offers readers insightful and actionable advice that will empower them to help themselves—and their employees—feel healthier and happier at work.

Rooted in the crisis over slavery, disagreements about child labor broke down along sectional lines between the North and South. For decades after emancipation, the child labor issue shaped how Northerners and Southerners defined fundamental concepts of American life such as work, freedom, the market, and the state. Betsy Wood examines the evolution of ideas about child labor and the on-the-ground politics of the issue against the backdrop of broad developments related to slavery and emancipation, industrial capitalism, moral and social reform, and American politics and religion. Wood explains how the decades-long battle over child labor created enduring political and ideological divisions within capitalist society that divided the gatekeepers of modernity from the cultural warriors who opposed them. Tracing the ideological origins and the politics of the child labor battle over the course of eighty years, this book tells the story of how child labor debates bequeathed an enduring legacy of sectionalist conflict to modern American capitalist society.

Sergio Bologna has long been one of the sharpest analysts and critics of the changing structures in the contemporary labour market. In this new volume, the Italian thinker focuses on the phenomenon of 'freelance workers', and particularly of knowledge workers, not just as another segment within the global workforce, but as an emerging category striving to construct its own identity. Far from limiting his analysis to the realm of the economy, Bologna investigates the difference between employees and freelancers also in terms of their existential experiences and of their social relationships, both in the public and private sphere. On this basis, Bologna argues that the development of a shared identity among freelancers can function as the first step to establishing a network of cooperation and solidarity, all the way to the creation of a union of freelance workers. Himself a freelance worker, Sergio Bologna offers the reader a powerful and passionate argument for political and existential change in the 21st century.

How America's high standard of living came to be and why future growth is under threat In the century after the Civil War, an economic revolution improved the American standard of living in ways previously unimaginable. Electric lighting, indoor plumbing, motor vehicles, air travel, and television transformed households and workplaces. But has that era of unprecedented growth come to an end? Weaving together a vivid narrative, historical anecdotes, and economic analysis, *The Rise and Fall of American Growth* challenges the view that economic growth will continue unabated, and demonstrates that the life-altering scale of innovations between 1870 and 1970 cannot be repeated. Robert Gordon contends that the nation's productivity growth will be further held back by the headwinds of rising inequality, stagnating education, an aging population, and the rising debt of college students and the federal government, and that we must find new solutions. A critical voice in the most pressing debates of our time, *The Rise and Fall of American Growth* is at once a tribute to a century of radical change and a harbinger of tougher times to come.

The Rise of the Project Workforce "Melik brings a difficult subject into focus by adding a detailed and feasible approach to managing complex projects in the digital age. Not only is *The Rise of the Project Workforce* a strong entry-level primer, but an extremely valuable reference guide for any seasoned project or program manager." —Jonathan W. Rider, Vice

President and CIO, Gilbane Inc. "Project professionals remain challenged with business solutions that force-fit production and manufacturing discipline and tools to meet the needs of knowledge-based information workers. This book provides a comprehensive reference for enterprises that are making the shift to a service-based and project-based world." —Ray Wang, Analyst, Forrester Research "This is a must-read for anyone looking for a framework to manage complex projects where speed, quality, and managing diverse competencies are critical success components of the project." —Rich LaBarbera, President and CEO, Kintera Inc. and former president, Niku Corporation "The strength of *The Rise of the Project Workforce* is in the breadth of the topics covered—in both the realm of project management as well as human capital management. Lots of books do one well, but Melik manages to successfully educate readers on the importance of balancing and linking both areas." —John Colbert, CEO, Guidance Software Inc. "This book is a well-organized, college-level course for professionals preparing for the changes and challenges of the twenty-first century. It touches on current and future issues associated with risk mitigation and regulatory compliance that affect every company competing in the global marketplace today." —David Hofferberth, Analyst, SPI Research

The book *Lifhack* calls "The Bible of business and personal productivity." "A completely revised and updated edition of the blockbuster bestseller from 'the personal productivity guru'" —Fast Company Since it was first published almost fifteen years ago, David Allen's *Getting Things Done* has become one of the most influential business books of its era, and the ultimate book on personal organization. "GTD" is now shorthand for an entire way of approaching professional and personal tasks, and has spawned an entire culture of websites, organizational tools, seminars, and offshoots. Allen has rewritten the book from start to finish, tweaking his classic text with important perspectives on the new workplace, and adding material that will make the book fresh and relevant for years to come. This new edition of *Getting Things Done* will be welcomed not only by its hundreds of thousands of existing fans but also by a whole new generation eager to adopt its proven principles.

Two generations ago, young men and women with only a high-school degree would have entered the plentiful industrial occupations which then sustained the middle-class ideal of a male-breadwinner family. Such jobs have all but vanished over the past forty years, and in their absence ever-growing numbers of young adults now hold precarious, low-paid jobs with few fringe benefits. Facing such insecure economic prospects, less-educated young adults are increasingly forgoing marriage and are having children within unstable cohabiting relationships. This has created a large marriage gap between them and their more affluent, college-educated peers. In *Labor's Love Lost*, noted sociologist Andrew Cherlin offers a new historical assessment of the rise and fall of working-class families in America, demonstrating how momentous social and economic transformations have contributed to the collapse of this once-stable social class and what this seismic cultural shift means for the nation's future. Drawing from more than a hundred years of census data, Cherlin documents how today's marriage gap mirrors that of the Gilded Age of the late-nineteenth century, a time of high inequality much like our own. Cherlin demonstrates that the widespread prosperity of working-class families in the mid-twentieth century, when both income inequality and the marriage gap were low, is the true outlier in the history of the American family. In fact, changes in the economy, culture, and family formation in recent decades have been so great that Cherlin suggests that the working-class family pattern has largely disappeared. *Labor's Love Lost* shows that the primary problem of the fall of the working-class family from its mid-twentieth century peak is not that the male-breadwinner family has declined, but that nothing stable has replaced it. The breakdown of a stable family structure has serious consequences for low-income families, particularly for children, many of whom underperform in school, thereby reducing their future employment prospects and perpetuating an intergenerational cycle of economic disadvantage. To address this disparity, Cherlin recommends policies to foster educational opportunities for children and adolescents from disadvantaged families. He also stresses the need for labor market interventions, such as subsidizing low wages through tax credits and raising the minimum wage. *Labor's Love Lost* provides a compelling analysis of the historical dynamics and ramifications of the growing number of young adults disconnected from steady, decent-paying jobs and from marriage. Cherlin's investigation of today's "would-be working class" shines a much-needed spotlight on the struggling middle of our society in today's new Gilded Age.

While powerful gender inequalities remain in American society, women have made substantial gains and now largely surpass men in one crucial arena: education. Women now outperform men academically at all levels of school, and are more likely to obtain college degrees and enroll in graduate school. What accounts for this enormous reversal in the gender education gap? In *The Rise of Women: The Growing Gender Gap in Education and What It Means for American Schools*, Thomas DiPrete and Claudia Buchmann provide a detailed and accessible account of women's educational advantage and suggest new strategies to improve schooling outcomes for both boys and girls. *The Rise of Women* opens with a masterful overview of the broader societal changes that accompanied the change in gender trends in higher education. The rise of egalitarian gender norms and a growing demand for college-educated workers allowed more women to enroll in colleges and universities nationwide. As this shift occurred, women quickly reversed the historical male advantage in education. By 2010, young women in their mid-twenties surpassed their male counterparts in earning college degrees by more than eight percentage points. The authors, however, reveal an important exception: While women have achieved parity in fields such as medicine and the law, they lag far behind men in engineering and physical science degrees. To explain these trends, *The Rise of Women* charts the performance of boys and girls over the course of their schooling. At each stage in the education process, they consider the gender-specific impact of factors such as families, schools, peers, race and class. Important differences emerge as early as kindergarten, where girls show higher levels of essential learning skills such as persistence and self-control. Girls also derive more intrinsic gratification from performing well on a day-to-day basis, a crucial advantage in the learning process. By contrast, boys must often navigate a conflict between their emerging masculine identity and a strong attachment to school. Families and peers play a crucial role at this juncture. The authors show the gender gap in educational attainment between children in the same families tends to be lower when the father is present and more highly educated. A strong academic climate, both among friends and at home, also tends to erode stereotypes that disconnect academic prowess and a healthy, masculine identity. Similarly, high schools with strong science curricula reduce the power of gender stereotypes concerning science and technology and encourage girls to major in scientific fields. As the value of a highly skilled workforce continues to grow, *The Rise of Women* argues that understanding the source and extent of the gender gap in higher education is essential to improving our schools and the economy. With its rigorous data and clear recommendations, this volume illuminates new ground for future education policies and research.

This book charts social work's development over the last 150 years, calling for a progressive, radical/critical practice based on

social justice and social change.

In the United States, a strong work ethic has long been upheld as a necessity, and tributes to motivation abound -- from the motivational posters that line the walls of the workplace to the self-help gurus who draw in millions of viewers online. Americans are repeatedly told they can achieve financial success and personal well-being by adopting a motivated attitude toward work. But where did this obsession come from? And whose interests does it serve? *Work Better, Live Better* traces the rise of motivational rhetoric in the workplace across the expanse of two world wars, the Great Depression, and the Cold War. Beginning in the early twentieth century, managers recognized that force and coercion -- the traditional tools of workplace discipline -- inflamed industrial tensions, so they sought more subtle means of enlisting workers' cooperation. David Gray demonstrates how this "motivational project" became a highly orchestrated affair as managers and their allies deployed films, posters, and other media, and drew on the ideas of industrial psychologists and advertising specialists to advance their quests for power at the expense of worker and union interests.

Skilled workers of the early nineteenth century enjoyed a degree of professional independence because workplace knowledge and technical skill were their "property," or at least their attribute. In most sectors of today's economy, however, it is a foundational and widely accepted truth that businesses retain legal ownership of employee-generated intellectual property. In *Working Knowledge*, Catherine Fisk chronicles the legal and social transformations that led to the transfer of ownership of employee innovation from labor to management. This deeply contested development was won at the expense of workers' entrepreneurial independence and ultimately, Fisk argues, economic democracy. By reviewing judicial decisions and legal scholarship on all aspects of employee-generated intellectual property and combing the archives of major nineteenth-century intellectual property-producing companies--including DuPont, Rand McNally, and the American Tobacco Company--Fisk makes a highly technical area of law accessible to general readers while also addressing scholarly deficiencies in the histories of labor, intellectual property, and the business of technology.

[Copyright: f27b892aac45ee37f6af02b021eacb25](https://www.digipub.com/works/f27b892aac45ee37f6af02b021eacb25)