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Adam Reich, Peter Bearman

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Where Bad Jobs Are Better Francoise Carre,Chris Tilly,2017-11-16 Retail is now the largest employer in the United States For the most part retail jobs are bad jobs characterized by low wages unpredictable work schedules and few opportunities for advancement However labor experts Fran oise Carr and Chris Tilly show that these conditions are not inevitable In Where Bad Jobs Are Better they investigate retail work across different industries and seven countries to demonstrate that better retail jobs are not just possible but already exist By carefully analyzing the factors that lead to more desirable retail jobs Where Bad Jobs Are Better charts a path to improving job quality for all low wage jobs In surveying retail work across the United States Carr and Tilly find that the majority of retail workers receive low pay and nearly half work part time which contributes to high turnover and low productivity Jobs staffed predominantly by women such as grocery store cashiers pay even less than retail jobs in male dominated fields such as consumer electronics Yet when comparing these jobs to similar positions in Western Europe Carr and Tilly find surprising differences In France though supermarket cashiers perform essentially the same work as cashiers in the United States they receive higher pay are mostly full time and experience lower turnover and higher productivity And unlike the United States where many retail employees are subject to unpredictable schedules in Germany retailers are required by law to provide their employees notice of work schedules six months in advance The authors show that disparities in job quality are largely the result of differing social norms and

national institutions For instance weak labor regulations and the decline of unions in the United States have enabled retailers to cut labor costs aggressively in ways that depress wages and discourage full time work On the other hand higher minimum wages greater government regulation of work schedules and stronger collective bargaining through unions and works councils have improved the quality of retail jobs in Europe As retail and service work continue to expand American employers and policymakers will have to decide the extent to which these jobs will be good or bad Where Bad Jobs Are Better shows how stronger rules and regulations can improve the lives of retail workers and boost the quality of low wage jobs across the board

Corporate Social Responsibility, Sustainability and Public Relations Donnalyn Pompper,2015-11-19 While public relations offers numerous assets for organization stakeholder relationship building and for ethical corporate social responsibility and sustainability communication it also faces challenges linked to negative perceptions of the profession which can lead to accusations of greenwashing This innovative book critically explores the growing complex and sometimes contradictory connections among public relations corporate social responsibility and sustainability This book advocates a postmodern insider activist role for public relations which can transform organizations into moral places committed to people planet and profit By amplifying voices of nearly 100 for profit and nonprofit professionals and using hermeneutic phenomenological theme analyses of CSR Sustainability reports and websites this book invokes public relations postmodern and critical theories to empower public relations professionals to transform organizations into ethical authentic and transparent actors in the public sphere It is essential reading for scholars educators and enquiring professionals working in public relations corporate communication sustainability and corporate social responsibility

[Small and Medium-Sized Enterprises in International Economic Law](#) Thilo Rensmann,2017-06-09 International economic law with its traditional focus on large multinational enterprises is only slowly waking up to the new reality of small and medium sized enterprises SMEs entering the global marketplace In the wake of the digital revolution smaller companies now play an important role in the global economic landscape In 2015 the UN expressly called for SMEs to have greater access to international trade and investment and it is increasingly recognized that the integration of SMEs provides one of the keys to creating a more sustainable and inclusive global economy As SMEs increasingly permeate transnational supply chains so interactions between these companies and international economic law and policy proliferate Small and Medium sized Enterprises in International Economic Law offers the first comprehensive analysis of the interaction between SMEs and international economic law This book presents a broad international perspective gathering together contributions by leading experts from academia legal practice and international organizations It opens up a field of enquiry into this so far unexplored dynamic and provide a touchstone for future debate The analysis covers a broad spectrum of international trade and investment law focusing on issues of particular interest to SMEs such as trade in services government procurement and trade facilitation Diverse perspectives illuminate regional developments in particular within the EU and the implications of mega regional free

trade agreements The essays also examine questions of legitimacy of global economic governance in particular concerns surrounding the threat posed to the interests of domestic SMEs by the growing liberalization of international trade and investment These essays constitute essential reading for practitioners and academics seeking to navigate a previously neglected trend in international economic law

The Challenges of Minoritized Contingent Faculty in Higher

Education Edna Chun,Alvin Evans,2023-11-15 The Challenges of Minoritized Contingent Faculty in Higher Education offers a probing and unvarnished look at the employment challenges of these faculty members in four year institutions With dramatic shifts in the faculty workforce and nearly three quarters of instructional positions in United States institutions now off the tenure track contingent faculty have become the essential frontline workers of higher education Remarkably little research attention has focused on the experiences of minoritized contingent faculty in this new academic underclass Based on in depth interviews coupled with extensive research the book highlights the double marginalization that can occur due to secondary employment status in the academic hierarchy and the exclusion resulting from the intersectionality of nondominant social identities including race and ethnicity gender sexual orientation gender identity and disability As the first person narratives reveal these faculty often struggle for acceptance recognition and rewards in the day to day academic environment and they can face devaluation of their contributions As a pragmatic and concrete resource this book offers proactive workforce strategies and key structural and policy recommendations that will assist academic and administrative leaders including presidents provosts department chairs and chief diversity officers in building more inclusive working conditions for contingent faculty

Working for Respect Adam Reich,Peter Bearman,2018-07-24 Walmart is the largest

employer in the world It encompasses nearly 1 percent of the entire American workforce young adults parents formerly incarcerated people retirees Walmart also presents one possible future of work Walmartism in which the arbitrary authority of managers mixes with a hyperrationalized centrally controlled bureaucracy in ways that curtail workers ability to control their working conditions and their lives In Working for Respect Adam Reich and Peter Bearman examine how workers make sense of their jobs at places like Walmart in order to consider the nature of contemporary low wage work as well as the obstacles and opportunities such workplaces present as sites of struggle for social and economic justice They describe the life experiences that lead workers to Walmart and analyze the dynamics of the shop floor As a part of the project Reich and Bearman matched student activists with a nascent association of current and former Walmart associates the Organization United for Respect at Walmart OUR Walmart They follow the efforts of this new partnership considering the formation of collective identity and the relationship between social ties and social change They show why traditional unions have been unable to organize service sector workers in places like Walmart and offer provocative suggestions for new strategies and directions Drawing on a wide array of methods including participant observation oral history big data and the analysis of social networks Working for Respect is a sophisticated reconsideration of the modern workplace that makes important

contributions to debates on labor and inequality and the centrality of the experience of work in a fair economy [Working for Respect - Community and Conflict at Walmart](#) Adam Reich,Peter Bearman,2020-06-16 Adam Reich and Peter Bearman examine how Walmart workers make sense of their jobs in order to consider the nature of contemporary low wage work as well as the obstacles and opportunities such workplaces present for social and economic justice Working for Respect makes important contributions to debates on labor and inequality

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Pointers on Preparing an Employee Handbook Frank M. Cruger,1977 [The Small-Business Guide to Creating Your Employee Handbook](#) Kimberley King,Elise Riddall,2014-04-15 What all great companies have in common is a well defined set of rules recorded in an easily accessible employee handbook

The Small Business Guide to Creating Your Employee Handbook provides you with all the information you need to create an understandable set of rules and regulations for your employees to follow New and current employees will appreciate the information you set out in your employee handbook It not only provides your employees with company policies but also provides protection against unfair treatment discrimination and legal claims Your handbook will be a valuable communication tool for both your business and your employees This step by step guide will help you define professional conduct establish health and safety requirements describe group and other benefits and construct social media policies It also provides information on how to make a nondisclosure agreement so employees cannot give information about your company to your competitors while they are employed by you or after they leave The CD included with this book contains easy to use forms to help you as you prepare your small business s very own employee handbook Guide for Employee Handbook Policies ,2005

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