

# Selected Labor & Employment Law Capsule Reviews

*compiled by* Book Review/Casenote Editor

Dorothy Sue Cobble, *THE OTHER WOMEN'S MOVEMENT: WORKPLACE JUSTICE AND SOCIAL RIGHTS IN MODERN AMERICA* (Princeton University Press, 2003, 315pp. \$29.95).

In this volume, Dorothy Sue Cobble retrieves the forgotten feminism of the previous generations of working women, illuminating the ideas that inspired them and the reforms they secured from employers and the state. This socially and ethnically diverse movement for change emerged first from union halls and factory floors and spread to the "pink collar" domain of telephone operators, secretaries, and airline hostesses. From the 1930s to the 1980s, these women pursued answers to problems that are increasingly pressing today: how to balance work and family and how to address the growing economic inequalities that confront us. *THE OTHER WOMEN'S MOVEMENT* traces their impact from the 1940s into the feminist movement of the present.

Michael W. Klein, Scott Schuh & Robert K. Triest, *JOB CREATION, JOB DESTRUCTION, AND INTERNATIONAL COMPETITION* (W.E. Upjohn Institute, 2003, 216pp. \$17.00).

This volume presents a picture of how the effects of international trade on employment in U.S. manufacturing vary widely. The authors document the disparate effects between and within narrowly defined industries, showing that international factors have a much larger and more complex impact on labor markets than was previously thought.

Catharine A. Mackinnon & Reva B. Siegel, eds., *DIRECTIONS IN SEXUAL HARASSMENT LAW* (Yale University Press, 2003, 736 pp. \$50.00).

When it was published twenty-five years ago, Catharine MacKinnon's pathbreaking work *SEXUAL HARASSMENT OF WORKING WOMEN* had a major impact on the development of sexual harassment law. The U.S. Supreme Court accepted her theory of sexual harassment in 1986. Here MacKinnon collaborates with eminent authorities to appraise what has been accomplished in the field and what still needs to be done. An introductory essay by Reva Siegel considers how sexual harassment came to be regulated as sex discrimination. Contributors discuss how law can best address sexual harassment; the importance and definition of consent and unwelcomeness; issues of same-sex harassment; questions of institutional responsibility for sexual harassment in both employment and education settings; considerations of freedom of speech; effects of sexual harassment doctrine on gender and racial justice; and transnational approaches to the problem. An afterword by MacKinnon assesses the changes wrought by sexual harassment law in the past quarter century.

Sharon H. Mastracci, *BREAKING OUT OF THE PINK-COLLAR GHETTO: POLICY SOLUTIONS FOR NON-COLLEGE WOMEN* (M.E. Sharpe, 2004, 256pp. \$65.95).

*BREAKING OUT OF THE PINK COLLAR GHETTO* addresses vital issues concerning the effects of gender segregation in career counseling and employment and training policy. This volume reports on the successes of innovative training opportunities for non-college women who end up in low-paying, low-mobility, pink collar jobs. The author examines the relative effectiveness of various programs in helping these women gain access to high-wage, high-mobility employment opportunities. The analysis includes case studies of grant-funded projects, as well as in-depth statistical analysis using ten years of data on women throughout the United States.

Karen E. Riggs, *GRANNY @ WORK: AGING AND NEW TECHNOLOGY ON THE JOB IN AMERICA* (Routledge, 2003, 266pp. \$21.95).

In *GRANNY @ WORK*, Karen E. Riggs, a renowned expert on aging, shows how employers, software engineers, and public policy makers are thinking about the roles older adults might play in the workplace of the future and asks whether those on the front lines of corporate life are actually looking out for the interests of a graying workforce. She also examines dominant beliefs about aging and technology as seen in popular culture, ranging from films like *Cocoon* and *Space Cowboys* to specialty websites and magazines

aimed at older workers.

David C. Stapleton & Richard V. Burkhauser, eds., *THE DECLINE IN EMPLOYMENT OF PEOPLE WITH DISABILITIES: A POLICY PUZZLE* (W.E. Upjohn Institute, 2003, 429pp. \$22.00).

This volume reports on the employment decline of working-age people with disabilities. The contributors provide documentation of the decline, an evaluation of its conflicting causes, and the implications for public policy.

It presents the latest research on the employment woes of the working-aged population with disabilities in a way that is accessible not only to researchers, but to policymakers, advocacy groups, and grass-roots disability communities.

Paul Stewart & Elsie Charron, eds., *WORK AND EMPLOYMENT RELATIONS IN THE AUTOMOBILE INDUSTRY* (Palgrave Macmillan, 2004, 265 pp. \$65.00).

This volume examines the form and character of the internationalization of employee relations in the automobile industry. It goes on to examine the impact of the new forms of regionalization and their impact on employment relations within firms. Case studies are used to examine the transformation of employment standards, including studies of General Motors, Toyota, Renault, FIAT, and Peugeot.