

Selected Labor & Employment Law Capsule Reviews

compiled by the Book Review/Casenote Editor

Daniel E. Bender, *SWEATED WORK, WEAK BODIES: ANTI-SWEATSHOP CAMPAIGNS AND LANGUAGES OF LABOR* (Rutgers University Press, 2004, 272 pp. \$23.95).

SWEATED WORK, WEAK BODIES explores the history of sweatshops and how they came to represent the dangers of industrialization and the perils of immigration. It is an innovative study of the language used to define the sweatshop, how these definitions shaped the first anti-sweatshop campaign, and how they continue to influence our current understanding of the sweatshop.

Tony Dundon & Derek Rollinson, *EMPLOYMENT RELATIONS IN NON-UNION FIRMS* (Routledge Publishing, 2004, 208 pp. \$100).

In this volume, the authors present a detailed analysis of the conditions and patterns of employment relations in both small and large non-union firms. They assess the impact of regulation, managerial ideology and market influences on employer strategies to avoid unionization. Using social and psychological exchange, the book concludes with an assessment of the capacity of workers to act as an agent of change in these non-union relationships. The implications for worker mobilization, trade union expansion and employer strategies are also considered in the light of detailed case study analysis.

Joyce P. Jacobsen & Gilbert L. Skillman, *LABOR MARKETS AND EMPLOYMENT RELATIONSHIPS: A COMPREHENSIVE APPROACH* (Blackwell Publishers, 2004, 450 pp. \$39.95).

This volume grounds the economic analysis of labor markets and employment relationships in a unified theoretical treatment of labor

exchange conditions. In addition to providing coverage of standard topics including labor supply and demand, human capital theory, and compensating wage differentials, the text draws on game theory and the economics of information to study the implications of key departures from perfectly competitive labor market conditions. Analytical results are consistently applied to contemporary policy issues and empirical debates.

Seymour Martin Lipset, Noah M. Meltz, Rafael Gomez & Ivan Katchanovski, *THE PARADOX OF AMERICAN UNIONISM: WHY AMERICANS LIKE UNIONS MORE THAN CANADIANS DO BUT JOIN MUCH LESS* (Cornellpress, 2004, 240 pp. \$32.50).

This volume examines the issue of why Americans, who by a clear majority approve of unions, have been joining them in smaller numbers than ever before. It attempts to answer the question by comparing the American experience with that of Canada, where approval for unions is significantly lower than in the United States, but where since the mid-1960s workers have joined organized labor to a much greater extent. This volume provides a detailed comparative analysis of both countries using, among other things, a detailed survey conducted in the United States and Canada by the Ipsos-Reid polling group.

The authors explain that the relative reluctance of employees in the United States to join unions, compared with those in Canada, is rooted less in their attitudes toward unions than in the former country's deep-seated tradition of individualism and laissez-faire economic values. Canada has a more statist, social democratic tradition, which is in turn attributable to its Tory and European conservative lineage. Canadian values are therefore more supportive of unionism, making unions more powerful and thus, paradoxically, lowering public approval of unions. Public approval is higher in the United States, where unions exert less of an influence over politics and the economy.

Ruth Pearson, Shahra Razavi & Caroline Danloy eds., *GLOBAL, EXPORT ORIENTED EMPLOYMENT AND SOCIAL POLICY: GENDERED CONNECTIONS* (Palgrave Macmillan Publishing, 2004, 150 pp. \$75.00).

Gender and development theory and analysis is replete with implicit assumptions that women's entry into the world of paid work will positively affect their status both in the household and in the public sphere. Until recently the debate on global factories and export production has remained

focused on women's individual experience of export employment and the extent to which this represents a positive opportunity or gross exploitation. In spite of the extended discussion of rights and citizenship in the global economy, little attention has hitherto been paid to the implications for women's entitlements arising out of their pivotal role in export sectors. While many assume that women's visible and crucial presence in key economic sectors will be reflected in the ways in which social policies are formulated, there has been up to now little empirical and analytical engagement with this question. This volume, bringing together detailed commissioned studies from six developing countries, aims to fill this gap.

Andrew Ross, *LOW PAY, HIGH PROFILE: THE GLOBAL PUSH FOR FAIR LABOR* (New Press, 2004, 256 pp. \$18.95).

The industrial sweatshop has become a byword for corporate-led globalization; the world's lowest-paying jobs have been the subject of high-profile media coverage; and exposés of sweatshop conditions have become a staple of investigative reporting and public attention. As a result, fair labor standards are now on the negotiating table of world trade agreements. In *LOW PAY, HIGH PROFILE*, author Andrew Ross presents case studies from around the world — from the health hazards faced by Asian microchip workers and recyclers of electronic waste to the controversy over Nike's contract with Manchester United, the world's leading soccer club — to show how and why the movement found the strength and energy to shake the confidence of corporate and financial elites. Here is an unabashedly partisan inquiry into the cruelty and indignity of the modern workplace that shows how critique combined with action can bring world-changing results.

Marjorie A. Stockford, *THE BELLWOMEN: THE STORY OF THE LANDMARK AT&T SEX DISCRIMINATION CASE* (Rutgers University Press, 2004, 256 pp. \$25.95).

In the early 1970s, David Copus teamed up with his EEOC colleagues to confront the mature and staid executives of AT&T over the company's treatment of its female and minority employees. Their disagreement resulted in a \$38 million settlement that benefited 15,000 employees, more than 13,000 of them women, and changed our perceptions of women's and men's roles in the workplace forever. This case provided a catalyst that drove many more women into the paid workforce in non-traditional jobs. *THE BELLWOMEN* recounts the history of this case in a novelistic style,

illuminating the motivations, strengths, and weaknesses of all the players, from AT&T corporate leaders, to the lawyers of the EEOC, to the female activists fighting for what they believed. The author also profiles three beneficiaries of the case, presenting their ambitions and achievements.

Katherine V. W. Stone, *FROM WIDGETS TO DIGITS: EMPLOYMENT REGULATION FOR THE CHANGING WORKPLACE* (Cambridge University Press, 2004, 288 pp. \$25.00).

This volume explores the changing nature of the employment relationship and its implications for labor and employment law. The current challenge of labor regulations is to find a means to provide workers with continuity in wages, ongoing training opportunities, sustainable and transferable skills, unambiguous ownership of their human capital, portable benefits, and support structures to enable them to weather career transitions.