

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

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.

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—were weakened. 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.

SELLING SEX ON CAMERA isn't for everyone, but for a select few, it's a calling. Following his libido all the way to sunny Los Angeles, a recent college dropout becomes entangled in a web of porn, drugs, and a revolving door of lovers. With each passing scene he finds himself drawn deeper into the torrid underbelly of adult entertainment, tempted by sex and the prospects of fame. Success is closer than ever but so is the breaking point. Between the Sheets is the naked truth about life in porn: compellingly normal, irresistibly weird.

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 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.

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.

ALLEN/GETTING THINGS DONE

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. Milanese 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, Milanese 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.

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.

During World War I, the Industrial Workers of the World (IWW) rose to prominence as an effective, militant union and then was destroyed by a devastating campaign of repression launched by the federal government. This book documents the rise and fall of this important industrial labor organization. • Offers an accurate portrayal of the Wobblies as a group of dedicated radicals who viewed workplace organizing as one aspect of a broader movement to bring about fundamental social change • Presents information drawn from a wide range of documents held in the National Archives that were kept closed to the public for many decades after the World War I era • Provides a unique case study of the profound impact that World War I had on those who remained at home and how the federal government stifled dissent to quell popular discontent • Represents the only modern, in-depth, and scholarly examination of the IWW in its heyday

The untold history of the surprising origins of the "gig economy" --how deliberate decisions made by consultants and CEOs in the 50s and 60s upended the stability of the workplace and the lives of millions of working men and women in postwar America. Every working person in America today asks the same question: how secure is my job? In postwar America, business and government leaders embraced a vision of a workforce rooted in stability, and the "bottom line" was about minimizing risk, not maximizing profit or shareholder value. Over the last fifty years, job security has cratered as the postwar institutions that insulated us from volatility--big unions, big corporations, powerful regulators--have been swept aside by a fervent belief in the market. In Temp, Louis Hyman explains the real origins of the gig economy: it was created not by accident, but by choice. A series of deliberate decisions by consultants and CEOs made as early as the 1950s -- long before the digital revolution -- upended the longstanding understanding of what a corporation, factory, or shop was meant to do. Temp tells the story of the unmaking of American work through the experiences of those on the inside: consultants and executives, and the temporary (and often invisible) data processors, line workers and migrant laborers. Drawing on the archives from companies such as Apple, HP, McKinsey & Company, and Manpower, Hyman shows how these firms helped corporations trade long-term stability for short-term profits. Temp also offers concrete ideas to restoring balance between prosperity and stability. Uber is not the cause of insecurity and inequality in our country, and neither is the rest of the gig economy. The answer goes deeper than apps, further back than outsourcing and downsizing, and contests the most essential assumptions we have about how our businesses should work. As we make choices about the future, we need to understand our past.

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.

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.

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 developed countries, men's labor force participation at older ages has increased in recent years, reversing a decades-long pattern of decline. Participation rates for older women have also been rising. What explains these patterns, and the differences in them across countries? The answers to these questions are pivotal as countries face fiscal and retirement security challenges posed by longer life-spans. This eighth phase of the International Social Security project, which compares the social security and retirement experiences of twelve developed countries, documents trends in participation and employment and explores reasons for the rising participation rates of older workers. The chapters use a common template for analysis, which facilitates comparison of results across countries. Using within-country natural experiments and cross-country comparisons, the researchers study the impact of improving health and education, changes in the occupation mix, the retirement incentives of social security programs, and the emergence of women in the workplace, on labor markets. The findings suggest that social security reforms and other factors such as the movement of women into the labor force have played an important role in labor force participation trends.

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

Like the robber barons of the 19th century Gilded Age, a new and proliferating crop of billionaires is driving rapid development and industrialization in poor countries. The accelerated industrial growth spurs economic prosperity for some, but it also widens the gap between the super rich and the rest of the population, especially the very poor. In Rich People Poor Countries, Caroline Freund identifies and analyzes nearly 700 emerging-market billionaires whose net worth adds up to more than \$2 trillion. Freund finds that these titans of industry are propelling poor countries out of their small-scale production and agricultural past and into a future of multinational industry and service-based mega firms. And more often than not, the new billionaires are using their newfound acumen to navigate the globalized economy, without necessarily relying on political connections, inheritance, or privileged access to resources. This story of emerging-market billionaires and the global businesses they create dramatically illuminates the process of industrialization in the modern world economy.

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).

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.

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.

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.

"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.

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

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.

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.

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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 sectional conflict to modern American capitalist society.

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 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.

Today, more than a third of Americans are working in the gig economy--mixing together short-term jobs, contract work, and freelance assignments. For those who've figured out the formula, life has never been better! You, too, can learn how to embrace the independent and self-sufficient world of freelance! *The Gig Economy* is your guide to this uncertain but ultimately rewarding world. Packed with research, exercises, and anecdotes, this eye-opening book supplies strategies--ranging from the professional to the personal--to help you leverage your skills, knowledge, and network to create your own career trajectory--one immune to the impulsive whims of an employer looking only at today's bottom line. Learn how to:

- Construct a life based on your priorities and vision of success
- Cultivate connections without networking
- Create your own security
- Build flexibility into your financial life
- Face your fears by reducing risk
- And much more!

Corporate jobs are not only unstable--they're increasingly scarce. It's time to take charge of your own career and lead the life you actually want. Start mapping out your place in the gig economy today!

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.

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.--

Before seizing power the Nazi movement assembled an exceptionally broad social coalition of activists and supporters. Many were working class, but there remains considerable disagreement over the precise size and structure of this constituency and still more over its ideology and politics. An indispensable work for scholars of interwar Germany and Nazism in general.

The Rise of the Working-Class Shareholder Labor's Last Best Weapon Harvard University Press

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.

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.

This discerning book provides a wide-ranging comparative analysis of the legal and social policy challenges posed by the spread of different forms of precarious work in Europe, with various social models in force and a growing 'gig economy' workforce. It not only considers the theoretical foundations of the concept of precarious work, but also offers invaluable insight into the potential methods of addressing this phenomenon through labour regulation and case law at EU and national level.

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.

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.

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