

# Inequality And Work In The Second Machine Age

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## BEST DYER

### Deep Inequality MIT Press

In a wide-ranging analysis, the author presents a host of original findings on postwar trends in Hispanic wages, poverty unemployment rates, and educational attainment. The implications of these findings for current debates on income inequality, discrimination, school dropouts, and the domestic effects of immigration are thoroughly evaluated.

### The Inequality Paradox Harvard University Press

Women, Inequality and Media Work investigates how women experience gender inequality in film and television production industries. Examining women's place in the production of media is vital to understanding the broader and related question of how women are (mis)represented in media content. This book goes behind the camera to explore the world of women working in media industries and unpacks the systemic gender inequality that they experience at work. It argues that

women internalize their experience of gender inequality by adopting various beliefs: whether it is that gender does not matter in the workplace; that the workplace is now post-feminist; or by adopting a sense of self as liminal, neither fully included nor excluded from the industry. Drawing on detailed academic research and empirical investigation, *Women, Inequality and Media Work* is an important and timely book for students, researchers and those working in media industries.

*The Political Economy of Gender Inequality* Routledge

The nature of globalization and the fallout from the international financial crisis have brought profound changes to societies and economies around the world. This book documents that, over the last two decades, the growth of nonstandard and informal employment has led to greater inequalities. This is partly explained by the fact that adjustment policies in the 1980s, market liberalization policies in the 1990s and, more recently, globalization and anti-poverty policies did not pay sufficient attention to policies for employment and income redistribution. As a response to these trends, this book recommends the development of clearer policies for employment and income redistribution. These policies should now become an integral part of national and

international economic policy making. This is even more relevant in the current context of the international financial crisis as: Several elements of globalization, especially the unfettered markets, and the growing inequality have given cause to the current crisis and, There is growing evidence that the employment, human and social effects of the financial crisis will be felt well after an economic recovery has taken place, especially if no corrective action is taken. This volume will be of benefit to policymakers, scholars and practitioners alike. This book was published as a special issue of the *Journal of Human Development and Capabilities*.

### Inequality at Work Lynne Rienner Pub

What is the passion principle? -- Why is the passion principle compelling? -- The privilege of passion? Passion-seeking and socioeconomic inequality among career aspirants -- The passion principle as prescriptive and explanatory narrative? How the passion principle choicewashes workforce inequalities -- Exploiting passion? The demand side of the passion principle.

[Race, Gender, and the Labor Market](#) Abrams

A map of the relationship between work and health that is truly global--both geographically and in

its coverage of the impact of work on the health of individuals, families, and societies, has not previously been drawn. *Global Inequalities at Work* is the first book to fill in the map. Drawing from studies done around the world, it critically examines the many ways in which work is affecting health around the world. The first section covers the wide range of risks—physical, chemical, and social—to the health of employees in agricultural, industrial, and post-industrial workplaces. Part II provides a detailed analysis of how working conditions can dramatically influence the health and welfare of family members—including children, elderly parents, and the disabled—in both the developing and industrial world. Part III examines the relationships between work and health at the societal level by focusing on two examples: the ways in which working conditions affect income inequalities and health, and the ways in which working conditions influence gender inequalities and health. Part IV investigates the new challenges and opportunities for improving the relationship between work and health that are presented by a rapidly globalizing economy. *Global Inequalities at Work* addresses these issues at a time when globalization is both markedly changing the impact of work on the health of individuals, families, and societies, and radically revising what can be done about it. Leaders from universities, international organizations, and nongovernmental organizations bring to this edited volume expertise from six continents.

#### **Markets and Bodies** OECD Publishing

A groundbreaking, urgent report from the front lines of "dirty work"—the work that society considers essential but morally compromised. Drone pilots who carry out targeted assassinations. Undocumented immigrants who man the "kill floors" of industrial slaughterhouses. Guards who patrol the wards of the United States' most violent and abusive prisons. In *Dirty Work*, Eyal Press offers a paradigm-shifting view of the moral landscape of contemporary America through the stories of people who perform society's most ethically troubling jobs. As Press shows, we are increasingly shielded and distanced from an array of morally questionable activities that other, less privileged people perform in our name. The COVID-19 pandemic has drawn unprecedented attention to essential workers, and to the health and safety risks to which workers in prisons and slaughterhouses are exposed. But *Dirty Work* examines a less familiar set of occupational hazards: psychological and emotional hardships such as stigma, shame, PTSD, and moral injury. These burdens fall disproportionately on low-income workers, undocumented immigrants, women, and people of color. Illuminating the moving, sometimes harrowing stories of the people doing society's dirty work, and incisively examining the structures of power and complicity that shape their lives, Press reveals fundamental truths about the moral dimensions of work and the hidden costs of inequality in America.

#### *Work Appropriation and Social Inequality* Emerald Group Publishing

The Great Recession punished American workers, leaving many underemployed or trapped in jobs that did not provide the income or opportunities they needed. Moreover, the gap between the wealthy and the poor had widened in past decades as mobility remained stubbornly unchanged. Against this deepening economic divide, a dominant cultural narrative took root: immobility, especially for the working class, is driven by shifts in demand for labor. In this context, and with right-to-work policies proliferating nationwide, workers are encouraged to avoid government dependency by arming themselves with education and training. Drawing on archival material and interviews with African American women transit workers in the San Francisco Bay Area, Katrinell Davis grapples with our understanding of mobility as it intersects with race and gender in the postindustrial and post-civil rights United States. Considering the consequences of declining working conditions within the public transit workplace of Alameda County, Davis illustrates how worker experience—on and off the job—has been undermined by workplace norms and administrative practices designed to address flagging worker commitment and morale. Providing a comprehensive account of how political, social, and economic factors work together to shape the culture of opportunity in a postindustrial workplace, she shows how government manpower policies, administrative policies, and drastic shifts in unionization have influenced the prospects of low-skilled workers.

**Understanding the New Normal and How to Challenge It** Oxford University Press on Demand  
Gender and Racial Inequality at Work The Sources and Consequences of Job Segregation Cornell University Press  
Work Inequality Basic Income MIT Press

#### **Employment, Inequality and Globalization** Rutgers University Press

Despite centuries of campaigning, women still earn less and have less power than men. Equality remains a goal not yet reached. In this incisive account of why this is the case, Mary Evans argues that optimistic narratives of progress and emancipation have served to obscure long-term

structural inequalities between women and men, structural inequalities which are not only about gender but also about general social inequality. In widening the lenses on the persistence of gender inequality, Evans shows how in contemporary debates about social inequality gender is often ignored, implicitly side-lining critical aspects of relations between women and men. This engaging short book attempts to join up some of the dots in the ways that we think about both social and gender inequality, and offers a new perspective on a problem that still demands society's full attention.

#### **Gender & Racial Inequality at Work** Stanford University Press

In a panoramic study that draws on diverse sources, Jerry Jacobs and Kathleen Gerson explain why and how time pressures have emerged and what we can do to alleviate them. In contrast to the conventional wisdom that all Americans are overworked, they show that time itself has become a form of social inequality that is dividing Americans in new ways—between the overworked and the underemployed, women and men, parents and non-parents. They piece together a compelling story of the increasing mismatch between our economic system and the needs of American families, sorting out important trends such as the rise of demanding jobs and the emergence of new pressures on dual earner families and single parents. Comparing American workers with their European peers, Jacobs and Gerson also find that policies that are simultaneously family-friendly and gender equitable are not fully realized in any of the countries they examine. As a consequence, they argue that the United States needs to forge a new set of solutions that offer American workers new ways to integrate work and family life. Table of Contents: Acknowledgments Introduction Part I: Trends in Work, Family, and Leisure Time 1. Overworked Americans or the Growth of Leisure? 2. Working Time from the Perspective of Families Part II: Integrating Work and Family Life 3. Do Americans Feel Overworked? 4. How Work Spills Over into Life 5. The Structure and Culture of Work Part III: Work, Family, and Social Policy 6. American Workers in Cross-National Perspective with Janet C. Gornick 7. Bridging the Time Divide 8. Where Do We Go from Here? Appendix: Supplementary Tables Notes References Index Jacobs and Gerson present the most fine-grained analysis yet offered of working time and its impacts on families. They successfully combine sophisticated analyses of quantitative data with breakthroughs in the conceptualization of work time. Their focus on household work time and their incorporation of subjective aspects of work-family conflict are welcome additions to the study of work time. As a result of their nuanced treatment, they avoid making simplistic generalizations that have marked many previous treatments of this topic. --Rosalind Chait Barnett, Brandeis University, and co-author of *Same Difference: How Myths About Gender Differences Are Hurting Our Relationships, Our Children, and Our Jobs* This is an outstanding book. It offers powerful arguments in the debates over work-family conflict going on in academia and society. The data the authors bring to bear on the subject offer new insights that support their analysis and policy recommendations. Scholars of the workplace and of contemporary American society as well as public policy advocates must read this book! --Cynthia Fuchs Epstein, City University of New York, and co-author of *The Part-time Paradox: Time Norms, Professional Life, Family and Gender* The *Time Divide* makes a substantial contribution to the work-family literature and will be cited often by those with an interest in women's employment, children's well-being, family functioning, and work in America. Its appeal will be broad and capture the attention of policy makers along with academics in a number of disciplines including sociology, family studies, and public policy. The book is engagingly written and the logic of the analysis is sound. --Suzanne Bianchi, University of Maryland, and co-author of *Continuity and Change in the American Family* The main thesis is original and important: that Americans are not, in general, overworked; rather, they can be divided into both the overworked and the underworked. The former are usually found in the upper half of the occupational distribution, the latter in the lower half. The overworked wish they could work less, and the underworked wish they could work more. Overall, *The Time Divide* significantly advances our understanding of just where the time divide lies. And that's an important contribution. --Andrew J. Cherlin, Johns Hopkins University, and author of *Public and Private Families*

#### **A Continuous Concern** Brookings Institution Press

Probing the ominous side of career advice to "follow your passion," this data-driven study explains how the passion principle fails us and perpetuates inequality by class, gender, and race; and it suggests how we can reconfigure our relationships to paid work. "Follow your passion" is a popular mantra for career decision-making in the United States. Passion-seeking seems like a promising path for avoiding the potential drudgery of a life of paid work, but this "passion principle"—seductive as it is—does not universally translate. *The Trouble with Passion* reveals the

significant downside of the passion principle: the concept helps culturally legitimize and reproduce an exploited, overworked white-collar labor force and broadly serves to reinforce class, race, and gender segregation and inequality. Grounding her investigation in the paradoxical tensions between capitalism's demand for ideal workers and our cultural expectations for self-expression, sociologist Erin A. Cech draws on interviews that follow students from college into the workforce, surveys of US workers, and experimental data to explain why the passion principle is such an attractive, if deceptive, career decision-making mantra, particularly for the college educated. Passion-seeking presumes middle-class safety nets and springboards and penalizes first-generation and working-class young adults who seek passion without them. The ripple effects of this mantra undermine the promise of college as a tool for social and economic mobility. The passion principle also feeds into a culture of overwork, encouraging white-collar workers to tolerate precarious employment and gladly sacrifice time, money, and leisure for work they are passionate about. And potential employers covet, but won't compensate, passion among job applicants. This book asks, What does it take to center passion in career decisions? Who gets ahead and who gets left behind by passion-seeking? *The Trouble with Passion* calls for citizens, educators, college administrators, and industry leaders to reconsider how we think about good jobs and, by extension, good lives.

#### **Dirty Work** Yale University Press

Bringing together international authors, this edited collection addresses the need for greater inclusivity within organizational policy and practice, in order to tackle both visible and invisible inequalities amongst employees. Evidence suggests that more positive employment relationships can be brought about by tackling diversity issues, yet there are still 'grey areas' existing in the current legislative framework. Volume I explores the way that these hidden inequalities can be used to identify an individual as 'other,' and how this ultimately affects their wellbeing and welfare at work. Analysing social justice and stigma, as well as nuanced issues within the workplace, this book is a thought-provoking read for scholars of HRM, practitioners and policy-makers.

#### *Inequality and the Labor Market* Routledge

Why are men still winning at work? If women have equal leadership ability, why are they so under-represented at the top in business and society? Why are we still living in a man's world? And why do we accept it? In this provocative book, Gill Whitty-Collins looks beyond the facts and figures on gender bias and uncovers the invisible discrimination that continues to sabotage us in the workplace and limits our shared success. Addressing both men and women and pulling no punches, she sets out the psychology of gender diversity from the perspective of real personal experience and shares her powerful insights on how to tackle the gender equality issue. 'This book tells the inconvenient truth about the gender inequality issue, providing some real deep insights into what truly gets in the way of driving diversity - even in companies that are trying to do the right thing. It may be uncomfortable reading for some but crucial for driving the needed change to create a long-term advantage.' - Paul Polman, Founder & Chair, Imagine and Ex CEO, Unilever  
*Working Life and Gender Inequality* SAGE Publications, Incorporated

Women and minorities have entered higher paying occupations, but their overall earnings still lag behind those of white men. Why? Looking nationwide at workers across all employment levels and occupations, the author examines the unexpected ways that prejudice and workplace discrimination continue to plague the labor market. He probes the mechanisms by which race and sex groups are sorted into "appropriate" jobs, showing how the resulting segregation undercuts earnings. He also uses an innovative integration of race-sex queuing and segmented-market theories to show how economic and social contexts shape these processes. His analysis reveals how race, sex, stereotyping, and devaluation interact to create earnings disparities, shedding new light on a vicious cycle that continues to the leave women and minorities behind.

#### *The Great Inequality* University of Illinois Press

In the modern globalized world of work, society's capitalist and patriarchal norms perpetuate old and create new differences based on gender, class, ethnicity, age, and other social categorizations. This book proposes a novel conceptual framework offering theoretical and methodological insights for thinking through the present and future inequality challenges in the globalized world of work and working life issues in the context of spatio-temporal relations. Bringing together global feminist studies of intersectionality and transnationalism, work-life research, and studies of space, place, and identity, this edited collection responds to the growing interest in peripheries, rurality, and other spaces beyond the urban and business market centres. In crossing the theoretical boundaries between intersectionality and peripherality, this volume brings these concepts together

to identify how racism, capitalism and heteropatriarchy operate on bodies in the name of work, particularly as expressed in precarious labour conditions. It also advocates for transnational solidarity as part of feminist ethics, while providing an opportunity to reflect on ways forward for feminist intersectional studies of work and working life, drawing on embodied relationality and a feminist ethics of care. *Working Life and Gender Inequality* explores the intersectional nature of gender, class, race and other inequalities from a global and spatial perspective. It will be of value to researchers, academics, students, managers, consultants, and policy makers in the fields of organizational studies, leadership, feminist and gender studies, working life, intersectionality and transnational feminism.

**Gender Inequalities in the Japanese Workplace and Employment** St. Martin's Press

Work behaviours and inequality in work-based rewards are essential to financial security and general well-being. Although the benefits of receiving work-based rewards, such as income, benefits and retirement packages, are significant, they are not enjoyed uniformly. Scholars have invested considerable resources in studying the processes that lead to differential work outcomes, and we know a considerable amount about what places people in the distributions of income and wealth. However, religion is a critical determinant of these outcomes that has attracted little attention. It seems logical that a person's general approach to the world - their religious beliefs or cultural orientation - would be an important determinant of their wealth. After all, the things we consider important and our operating assumptions about how the world does work and how it should work are certain to affect the goals we pursue, our decisions about critical life events, and, ultimately, how well-off we are. This volume brings together major thinkers in the field of religion, work and inequality to explore current research and to articulate an agenda for better understanding these essential social processes.

**Theories and Empirical Evidence** Univ of California Press

This book examines how the law has limitations to the extent that it can combat repression, isolation, and inequality. The main point the book explores is that isolation and inequality cannot be solved by driving up wages and having better working conditions. The true divide between management and workers is the inability of management to see the workers as people, and not

just numbers. "The Swiss novelist Max Frisch remarked at the time, 'We imported workers and got men instead.'" This encapsulates the dilemma of management - how to distance one's self enough from workers to command respect yet not too distant as to be seen as inhumane. How can isolation and inequality within the workplace be overcome? *Regulation and Inequality at Work* shows how workers can have an increased voice by using tools outside of the typical legal ones. Without state protection, the rights can be viewed as less stringent. Working outside the system allows for greater malleability and flexibility to be able to cater to individual workers in individual workplaces. Workers' rights are about better working conditions, hourly wages, and benefits, but are also about being treated in a more civilized manner where one's humanity is recognized. Only through all of these parts working together will a true version of workers' rights emerge—one where workers are not viewed as mere tools but within and of the system itself. It shows the latest state of knowledge on the topic and will be of interest both to students at an advanced level, academics and reflective practitioners in the fields of business and company law, labour law, and employment law.

*work, family, and gender inequality* Oxford University Press

WINNER: The 2018 McGannon Center Book Prize and shortlisted for the Goddard Riverside Stephan Russo Book Prize for Social Justice The New York Times Book Review: "Riveting." Naomi Klein: "This book is downright scary." Ethan Zuckerman, MIT: "Should be required reading." Dorothy Roberts, author of *Killing the Black Body*: "A must-read." Astra Taylor, author of *The People's Platform*: "The single most important book about technology you will read this year." Cory Doctorow:

"Indispensable." A powerful investigative look at data-based discrimination—and how technology affects civil and human rights and economic equity The State of Indiana denies one million applications for healthcare, foodstamps and cash benefits in three years—because a new computer system interprets any mistake as "failure to cooperate." In Los Angeles, an algorithm calculates the comparative vulnerability of tens of thousands of homeless people in order to prioritize them for an inadequate pool of housing resources. In Pittsburgh, a child welfare agency uses a statistical model to try to predict which children might be future victims of abuse or neglect. Since the dawn of the digital age, decision-making in finance, employment, politics, health and human services

has undergone revolutionary change. Today, automated systems—rather than humans—control which neighborhoods get policed, which families attain needed resources, and who is investigated for fraud. While we all live under this new regime of data, the most invasive and punitive systems are aimed at the poor. In *Automating Inequality*, Virginia Eubanks systematically investigates the impacts of data mining, policy algorithms, and predictive risk models on poor and working-class people in America. The book is full of heart-wrenching and eye-opening stories, from a woman in Indiana whose benefits are literally cut off as she lays dying to a family in Pennsylvania in daily fear of losing their daughter because they fit a certain statistical profile. The U.S. has always used its most cutting-edge science and technology to contain, investigate, discipline and punish the destitute. Like the county poorhouse and scientific charity before them, digital tracking and automated decision-making hide poverty from the middle-class public and give the nation the ethical distance it needs to make inhumane choices: which families get food and which starve, who has housing and who remains homeless, and which families are broken up by the state. In the process, they weaken democracy and betray our most cherished national values. This deeply researched and passionate book could not be more timely.

*Intersectional Perspectives and the Spatial Practices of Peripheralization* James Lorimer & Company Deep Inequality looks behind statistics to understand not only wealth inequality but also rising disparities in other elements of life—from education to the media. The authors argue that inequality has become so pervasive that it is the new normal. This book explains the changing landscape of inequality to help readers see society in a new way.

**Inequality in the Canadian Labour Market** Penguin

This revised and rewritten edition of *Women and Work* provides an up-to-date analysis of the issue of workplace inequality. Among the topics discussed are women's participation in the workplace, the continuing disparity in wages, the impact of new technologies, free trade and economic restructuring, and the involvement of women in the labour movement. The authors demonstrate how the restructured Canadian economy continues to short-change women. *Women and Work* examines why, despite impressive advances, Canadian women remain behind the ghetto walls of "women's work".