

## FROM THE EDITOR

Welcome to the tenth issue of the *Journal of Workplace Rights*. The *Journal of Workplace Rights* is dedicated to the proposition that human rights should not be compromised by employers. It uses an expansive definition of human rights based on the Universal Declaration of Human rights as passed by the United Nations in 1948. A list of proposed topics can be found on our website. The *Journal* invites prospective authors to submit articles that are completely unrelated to these topics as long as their focus is on workplace rights. Before I preview this issue's articles, I wish to pay special thanks to the following Editorial Board members who did a terrific job of reviewing them in a timely yet thorough manner: Phillip Beaumont, Victor Devinatz, Teri Domagalski, David Jacobs, Mary Meisenhelter, and Hedayeh Samavati. In addition, Faiza Ali, Jerry Carbo, Rebecca Gray, Jane Hardy, Patrice Mareschal, and Marty Martin took time from their very busy schedules to excellently serve as ad hoc reviewers for this issue. And as always, Ann O'Hear provided impeccable manuscript editing service.

The first article is by Yvette Lopez, Helen LaVan, and Marty Martin, and it is entitled, "Specific characteristics distinguishing winning from losing: Litigated workplace bullying cases." This is an important follow-up to a article that they published in our sixth issue. The second article, by Charlie Penrod and Marcelline Fusilier, is "Improving sexual harassment protections: An examination of the legal compliance of U.S. university sexual harassment policies." Universities can be hotbeds of sexual harassment and victims can turn to this article for guidance.

The third article, by Phil James and Joanna Karmowska, is entitled "Accommodating difference? British unions and Polish migrant workers." This article provides a unique perspective through interviews with lower-level union employees and Polish workers. The fourth article, by Marie Hjalmarsson, is "'We're not supposed to work with ICT—we're supposed to work with the clients': Home health aides in Sweden using loyalty as resistance." This article is a nice counterpart to one that we published in our eighth issue which examined resistance by health care workers.

The final two articles in this issue constitute our “New Scholars” section. We will never publish an issue without at least one article by a “New Scholar,” defined as a student or a professor holding an untenured or non-permanent appointment. We have published articles by scholars at all career stages, but we feel that New Scholars tend to produce particularly high-quality research, perhaps because they tend to have fewer administrative burdens than their more senior colleagues. Articles by New Scholars go through exactly the same review process as all other articles. The only preferential treatment that New Scholars receive is that they jump to the front of the publication queue so that their articles may be published ahead of those by other authors.

The fifth article, by Angie Ng, is entitled “‘Chasing rainbows’: Challenging workplace bullying in Australia and the U.S.” This article explains why anti-bullying legislation has enjoyed greater success in Australia, once again placing Americans at a comparative disadvantage on terms of workplace rights. Our final article, by Julia Grünenfelder, is “‘A female . . . will not be available here’: Gendered labour markets in northwest Pakistan’s rural development sector.” This article is one of several that we have published that makes the same argument in different contexts, which is that women need preferential treatment in order to enjoy equal employment opportunities.

If you have as much fun reading these articles as I did while editing them, you are in for a very good time indeed. Our plan is to publish 10 more issues in the next 15 months. So if you want to be published quickly in the world’s most progressive English-language academic journal, please send me your work. Readers with any questions about this journal should contact me electronically at [jwr@rowan.edu](mailto:jwr@rowan.edu)

*Joel Rudin*  
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