

## FROM THE EDITOR

Welcome to the fourteenth 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: Hamid Akbari, Victor Devinatz, Teri Domagalski, and Hedayeh Samavati. In addition, Crispen Chinguno, Shobha Gurung, Ahmed Kamel, John McNamara, Carmen Pérez, Matt Stahl, and Peggy Wallace 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 Kenneth Thornicroft, and it is entitled, "Gender bias in the negotiation of severance pay in lieu of 'reasonable notice.'" This article touches on a recurring theme within this journal, which is that facially neutral policies actually disadvantage women. The second article, by Katherine Joynt and Edward Webster, is "Discordant voices: The hidden world of Johannesburg's inner city clothing workers." This is the first of two articles in this issue about Africa.

The third article, by Tony Robinson, Jessie Dryden, and Heather Gomez, is entitled "Intersecting oppressions: Racial-ethnic stratification in domestic work and implications for identity-based organizing." This is one of several articles that we have published about domestic workers, a group that interests us because their workplace rights are so inadequate. The fourth article, by Marta Ibáñez and Claudia Narocki, is "Occupational risk and masculinity: The case of the construction industry in Spain." This paper discusses how the industry's macho culture increases the risk of workplace injuries.

The final two articles in this issue constitute our “New Scholars” section. We will never publish an issue without at least one paper 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. Papers by New Scholars go through exactly the same review process as all other papers. 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 Mohammad Ali, is entitled “The role of worker organizations in developing grassroots democracy: The Egyptian case.” This is extremely topical. The final article, by Geoff Harkness, is “The spirit of rapitalism: Artistic labor practices in Chicago’s hip-hop underground.” If you don’t think rappers are workers, you will change your mind after reading this.

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 five more issues in the next fourteen 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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