

## FROM THE EDITOR

Welcome to the third 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: Paul Adler, Phillip Beaumont, Tom Keenoy, and John Logan. In addition, Kimble Byrd, David Jacobs, Leon Levitt, Jeff Mello, Zara Mirmalek, Brigid O'Farrell, and David Weir 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 Anna Pollert, and it is entitled, "Injustice at work: How Britain's low-paid non-unionised employees experience workplace problems." This article demonstrates the failure of the country's system of protecting rights for workers who do not enjoy the benefits of collective representation. The second article, by Christine Cross and Margaret Linehan, is "Organisational barriers and the female managerial career: Some empirical evidence from Ireland." It shows that everything has changed in the Irish business world over the past few decades except for the glass ceiling that keeps women from the high-paying jobs that they deserve. The third article, by Sonia Ghumman and Linda Jackson, is entitled, "Between a cross and a hard place: Religious identifiers and employability." Through a laboratory experiment, they show the complexity and powerfulness of religious discrimination in the hiring process.

The fourth article, by Duncan Lewis, Michael Sheehan, and Catherine Davies, is "Uncovering workplace bullying" This article vividly demonstrates the deficiencies of the most commonly used method of measuring the severity of bullying

on the job. The final two articles in this issue constitute the New Scholars section. Each issue of our journal will feature work by doctoral students and untenured faculty, as they have fewer rights than those of us who have completed the tenure and promotion process. The fifth article, by Özen Eren, is entitled “Continuation of the ILO principles in the 21st century through the compliance pull of core labor rights.” This article shows that the strategic decision of the International Labor Organization to focus on four core labor rights has yielded some successes, but that limited progress has been achieved with respect to the right to freedom of association and collective bargaining. Alison Cook and Christy Glass wrote “But can s/he lead: Market assessments of black leadership in corporate America.” This article provides support for “glass cliff” theory, which argues that organizations offer their least desirable promotional opportunities to minorities.

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 for 2009 is to increase our publication frequency, ideally to the four issues per year that I promised the publisher. So if you want to be published in 2009 in the world’s most progressive academic journal, please send us your work. Readers with any questions about this journal should contact me electronically at [jwr@rowan.edu](mailto:jwr@rowan.edu)

*Joel P. Rudin*  
*Editor*