

FROM THE EDITOR

Welcome to the fourth 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: Steve Jaros, Mary Meisenhelter, Leah Ritchie, and Hedayeh Samavati. In addition, Hamid Akbari, Christine Brenner, Jerry Carbo, Darlene Alexander-Houle, Mark Learmonth, Louise Reynolds, Pracheta Mukherjee, and Patricia Roos 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 Helen Hatchell and Nado Aveling, and it is entitled, "Those same old prejudices? Gendered experiences in the science workplace." This article provides important insights into the causes of high attrition rates for female scientists and engineers. The rest of the articles in this issue were written by new scholars. Every issue of our journal features at least one paper written by doctoral students and/or non-tenured (non-permanent) faculty. The second article, by Amanda Moras, is "The private home as public workplace: Employing paid domestic labor." It shows how the conflicting emotions of employers of domestic laborers have negative impacts on laborers' rights. The third article, by Lori Gardinier, is entitled "'We thought we were going to get it done': Examining the paid family leave campaign in Massachusetts." It is scandalous that the United States does not legally guarantee paid family leave, and this analysis of a failed campaign should prove to be instructive to those who strive for justice for working parents.

The fourth article, by Michele Wakin, is "La Barda: Documenting conditions and exploring change at Santa Barbara's labor line." This article documents the

depressing conditions of day laborers but it also shows that they do not have to be deprived of every fundamental workplace right. The fifth article, by Chika Shinohara, is entitled “Global pressure, local results: The impact of CEDAW on working women in Japan.” This article explodes the myth that Japanese women have no workplace rights, and demonstrates how international pressure led to substantial improvements in their working conditions. Beatrice Gusmano wrote “Coming out or not? How nonheterosexual people manage their sexual identity at work.” This article greatly enriches our understanding of workplace issues for sexual minorities. Scholars interested in issues relevant to the gay, lesbian, bisexual, and transgendered (GLBT) community often complain that academic journals are disinterested in publishing their work, but it will always have a receptive home at the *Journal of Workplace Rights*.

At this point, I wish to pay special tribute to our Associate Editor, Charles Coleman. Charles was the previous editor of the previous incarnation of this journal, and he was tremendously helpful to me when I started out. I consider him to be a mentor and a friend. He will be retiring from service to the journal after this issue, but his contributions will be remembered and missed. In the introduction to the next issue, I will introduce the new Associate Editor and the new Editorial Board members.

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 the upcoming year 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 next year 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.

Joel Rudin
Editor