

FROM THE EDITOR

Welcome to the sixth 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: Teri Domagalski, Kelly Dye, Adrienne Eaton, Mark Learmonth, Mark-Bernhard Ungericht, and Hoyt Wheeler. In addition, Connie Bygrave, Jerry Carbo, Tricia Cleland, Leon Levitt, Brigid O'Farrell, and Rahul Varman 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 Marty Martin, Yvette Lopez, and Helen LaVan, and it is entitled, "What legal protections do victims of bullies in the workplace have?" This article shatters the myth that victims of U.S. workplace bullies are powerless, notwithstanding the inadequacy of American anti-bullying law. The second article, by Bengt Furåker, is "Unsatisfactory working conditions and voice: An analysis involving employees in Sweden." It discusses the difficulty of demanding improvements in working conditions, which must be even more challenging in less labor-friendly countries.

The third article, by Ray Hogler and Chris Henle, is entitled "The social effects of labor organization in the United States: Legal reform and public policy." This paper demonstrates the positive social effects of union density and provides a roadmap for the labor movement to increase membership. The fourth article, by Marie-Josée Legault, is "Are less-educated women in the blind spot of pay equity?" This paper analyzes the impact of pay equity legislation on working Québécois women, with surprising and important results.

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 papers may be published ahead of those by other authors.

The fifth article, by Debdulal Saha, is entitled “Decent work for the street vendors in Mumbai, India—A distant vision!” A huge percentage of the global workforce is engaged in small-scale retail trade, and the more we learn about this type of worker the more we can develop the decency of this type of work. Our final paper, by Laura Barron, is “Promoting the underlying principle of acceptance: The effectiveness of sexual orientation antidiscrimination legislation.” Like the paper by Hogler and Henle earlier in this issue, this article uses quantitative analysis to demonstrate the positive effects of progressive legislation. We have already become the leading academic journal for workplace issues pertaining to the gay, lesbian, bisexual, and transgendered (GLBT) community. GLBT-oriented scholars need to send their work to the *Journal of Workplace Rights*.

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 more than four issues this year. 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.

Joel Rudin
Editor