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Under the Bus: How Working Women Are Being Run Over

Caroline Fredrickson

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Caroline Fredrickson : Under the Bus: How Working Women Are Being Run Over before purchasing it in order to gage whether or not it would be worth my time, and all praised Under the Bus: How Working Women Are Being Run Over:

6 of 6 people found the following review helpful. Sure, support leaning in, but understand how many women can't. By Becca This book is an eye-opening look at the many legal protections that don't extend to a large number of American women, especially low-income women, who are disproportionately women of color. Fredrickson expertly dissects civil rights and labor statutes to show how women were thrown under the bus in an effort to get critical rights in place

for others. Using personal stories to illustrate the implications of laws--or in some cases the *lack* of laws--she paints a picture that is clear and persuasive. As an attorney who has worked in the progressive policy arena, I thought I knew the scope of most of these issues. But I didn't. I have a much better understanding after reading *Under the Bus*, and I'm motivated to try to help remedy the many holes in our system through which women, and therefore families, fall. 0 of 0 people found the following review helpful. Well-researched book on the sorry state of our worker protection laws. By MJ. In this very timely book, the author addresses how many worker protection laws leave out a significant portion of the workforce. The book interweaves statistics and legislative history with real-life stories, which makes it easy to follow and enjoyable to read, even though the subject matter is often heart-wrenching. Anyone who has spent time working in the service industry will recognize the stories of just-in-time scheduling or the hour games played by corporations. Ms. Fredrickson's research on maternity leave and child care points out one of our country's biggest failings; the government provides little security for women to keep up in the workplace and provide good care for their children, despite platitudes celebrating women and mothers. Ms. Fredrickson meticulously documents many real-life stories and the depressing state of our protection laws and acknowledges what's we're up against (companies with seemingly unlimited resources and lobbying power). But, she also eloquently sets forth a path that our country could take to protect and invest in the workers left behind. I particularly like the proposal that it may be time to cut the employment requirement out of the equation for these critical rights. The way protections exist now, so many employed people are carved out and left under the bus. 1 of 1 people found the following review helpful. "Under the Bus" unveils concrete reasons why working mothers may not be winning at life. By Busy Mamacita. Fredrickson emphasizes a crucial component of the working mother debate. "Under the Bus" provides an excellent historical and research-based explanation of workforce inequality. As oppose to the "Lean In" approach that requires working mothers to find the fault in themselves, this book shines a light on American workforce conditions that stagnate women's success. The reader will take away a deeper understanding of workplace inequality, which has been oversimplified in previous discussions.

Most Americans think that our country has done quite a lot to protect women and ensure gender equity in the workplace. After all, we have banned discrimination against women, required equal pay for equal work, and adopted family-leave legislation. But the fact is that we have a two-tiered system, where some working women have a full panoply of rights while others have few or none at all. We allow blatant discrimination by small employers. Domestic workers are cut out of our wage and overtime laws. Part-time workers, disproportionately women, are denied basic benefits. Laws are written through a process of compromise and negotiation, and in each case vulnerable workers were the bargaining chip that was sacrificed to guarantee the policy's enactment. For these workers, the system that was supposed to act as a safety net has become a sieve; and they are still falling through. Caroline Fredrickson is a powerful advocate and D.C. insider who has witnessed the legislative compromises that leave out temps, farmworkers, employees of small businesses, immigrants, and other workers who fall outside an intentionally narrow definition of "employees." The women in this fast-growing part of the workforce are denied minimum wage, maternity leave, health care, the right to unionize, and protection from harassment and discrimination; all within the bounds of the law. If current trends continue, their fate will be the future of all American workers.

Praise for *Under the Bus*: "This is a damn fine book that I will reference frequently and at length, forever. . . . The book is easy to read and it's easy to recognize myself—and the women I've worked with over the years—in its pages."—Linda Tirado, Elle "I took furious notes while reading Caroline Fredrickson's *Under the Bus: How Working Women Are Being Run Over*. . . . 'Furious' because I had to write fast to keep up with information Fredrickson packs into this relatively slim book, and furious because every new thing I learned made the hair on my neck stand on end."—Katie McDonough, Salon "Offers up fixes for this broken, exclusive system."—Mother Jones "Informative, occasionally shocking exploration of the state of women's rights in the workplace."—Kirkus "This excellent book will contribute to ongoing discussions concerning women in the workplace."—Booklist "Did you think you knew the facts about women and work? Think again. Caroline Fredrickson has written a terrific book that paints the whole picture, and it's not pretty. The history, the huge continuing gaps in the laws, the widespread employer exploitation, the statistics, and the wrenching stories—they're all there in this meticulously researched and utterly gripping volume."—Peter Edelman, author of *So Rich, So Poor* "Women workers are the backbone of America's service economy, yet, as Fredrickson so expertly describes in *Under the Bus*, millions have been abandoned by our nation's employment laws, which were established to protect all workers. The book provides clear ways forward to help empower and lift up the voices of women workers and to reverse the growing income inequality they face. Fredrickson's persuasive analysis explains why organizing and legislation must go hand in hand."—Mary Kay Henry, International President, Service Employees International Union (SEIU) "Under the Bus vividly brings to life the hardest working women in our economy and shows that their systemic exclusion is no mistake but a calculated result of racism and narrow thinking. Fredrickson's indispensable work expands the conversation from the few women at the top of the corporate structure to the many millions who are working to survive. Brilliant, compelling,

and important."—Saru Jayaraman, co-director, Restaurant Opportunities Centers United; director of the Food Labor Research Center, UC Berkeley; and author of *Behind the Kitchen Door*