



RIGHTS AT WORK

■ PAY EQUITY

REFORM

AND THE

POLITICS OF

LEGAL

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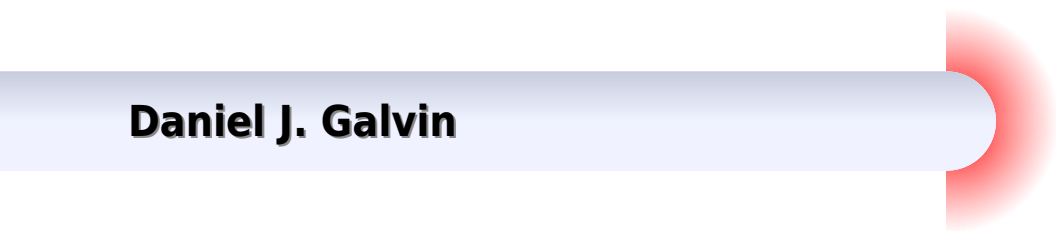
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Rights At Work Pay Equity Reform And The Politics Of Legal Mobilization

Daniel J. Galvin



Rights At Work Pay Equity Reform And The Politics Of Legal Mobilization:

Rights at Work Michael W. McCann, 1994-07-15 What role has litigation played in the struggle for equal pay between women and men In Rights at Work Michael W. McCann explains how wage discrimination battles have raised public legal consciousness and helped reform activists mobilize working women in the pay equity movement over the past two decades Rights at Work explores the political strategies in more than a dozen pay equity struggles since the late 1970s including battles of state employees in Washington and Connecticut as well as city employees in San Jose and Los Angeles Relying on interviews with over 140 union and feminist activists McCann shows that even when the courts failed to correct wage discrimination litigation and other forms of legal advocacy provided reformers with the legal discourse the understanding of legal rights and their constraints for defining and advancing their cause Rights at Work offers new insight into the relation between law and social change the ways in which grass roots social movements work within legal rights traditions to promote progressive reform

The Politics of Right Sex Courtenay W. Daum, 2020-08-01 Examines the limitations of rights based mobilization and litigation for advancing the interests of trans individuals in the contemporary United States While the growing attention to trans rights and the development of trans specific interest groups suggest that the time is right for a trans rights movement akin to prior civil rights movements The Politics of Right Sex explores the limitations of rights based mobilization and litigation for advancing the interests of trans communities Synthesizing critical theory transgender studies and extant law and society research Courtenay W. Daum argues that trans individuals particularly those situated at the intersection of gender race class and immigration status are regulated by myriad forces of governmentality that work to maintain the sex and gender binaries and associated power hierarchies Because many informal practices and norms are located beyond the reach of civil rights laws a trans politics of rights may produce some modest legal and legislative reforms but will not eliminate the disciplinary forces that work to subject trans individuals It will also privilege those who are able to conform with dominant gender norms at the expense of the interests of those individuals who are gender nonconforming gender queer trans people of color and others unable or unwilling to embrace a transnormative presentation of self and or lifestyle In order to disrupt the dominant discourse and hierarchical power arrangements in pursuit of collective liberation for all as opposed to rights for some The Politics of Right Sex advocates for a more confrontational approach that directly engages and challenges the hegemonic power structures that govern and discipline trans individuals

Legal Mobilization for Human Rights Gráinne de Búrca, 2022-03-21 The traditionally top down focus in human rights scholarship on laws institutions and courts has begun to turn towards a bottom up focus on activists advocacy groups affected communities and social movements The essays collected in Legal Mobilization for Human Rights examine a range of issues including which groups claim rights what they are mobilizing to protect the goals they pursue the forums they use the obstacles they encounter and the extent of their success or failure Case studies reveal key themes such

as the importance of human rights to marginalized communities how political and societal authoritarianism shapes opportunities for effective mobilization the importance of the choice of forum for instigating change the role intermediary actors such as NGOs play in innovating strategies to address challenges the possibilities for subaltern mobilization to reshape human rights law and the importance of supporting genuinely community led legal mobilization

Research Handbook on the Politics of Constitutional Law Mark Tushnet, Dmitry Kochenov, 2023-11-03 This Research Handbook deals with the politics of constitutional law around the world using both comparative and political analysis delivering global treatment of the politics of constitutional law across issues regions and legal systems Offering an innovative critical approach to an array of key concepts and topics this book will be a key resource for legal scholars and political science scholars Students with interests in law and politics constitutions legal theory and public policy will also find this a beneficial companion

Special Issue: Social Movements/Legal Possibilities Austin Sarat, 2011-02-22 Social movements provide the engine of legal change and law itself spurs social movement activity This issue includes articles on social movements in several different nations including France South Africa and Canada asking us to consider the way context is reflected in movement activities

Shari'a, Inshallah Mark Fathi Massoud, 2021-05-27 Shari'a Inshallah shows how people have used shari'a to struggle for peace justice and human rights in Somalia and Somaliland

Alt-Labor and the New Politics of Workers' Rights Daniel J. Galvin, 2024-02-02 Over the last half century two major developments have transformed the nature of workers rights and altered the pathways available to low wage workers to combat their exploitation First while national labor law which regulates unionization and collective bargaining has grown increasingly ineffective employment laws establishing minimal workplace standards have proliferated at the state and local levels Second as labor unions have declined a diversity of small under resourced nonprofit alt labor groups have emerged in locations across the United States to organize and support marginalized workers In Alt Labor and the New Politics of Workers Rights political scientist Daniel J Galvin draws on rich data and extensive interviews to examine the links between these developments With nuance and insight Galvin explains how alt labor groups are finding creative ways to help their members while navigating the many organizational challenges and structural constraints they face in this new context Alt labor groups have long offered their members services and organizing opportunities to contest their unfair treatment on the job But many groups have grown frustrated by the limited impact of these traditional strategies and have turned to public policy to scale up their work They have successfully led campaigns to combat wage theft raise the minimum wage improve working conditions strengthen immigrants rights and more These successes present something of a puzzle relative to their larger wealthier and better connected opponents alt labor groups are small poor and weak Their members are primarily low wage immigrant workers and workers of color who are often socially economically and politically marginalized With few exceptions the groups lack large dues paying memberships and are dependent on philanthropic foundations and other unpredictable sources of funding

How given their myriad challenges have alt labor groups managed to make gains for their members Galvin reveals that alt labor groups are leveraging their deep roots in local communities their unique position in the labor movement and the flexibility of their organizational forms to build their collective power and extend their reach A growing number of groups have also become more politically engaged and have set out to alter their political environments by cultivating more engaged citizens influencing candidate selection processes and expanding government capacities These efforts seek to enhance alt labor groups probabilities of success in the near term while incrementally shifting the balance of power over the long term Alt Labor and the New Politics of Workers Rights comprehensively details alt labor s turn to policy and politics provides compelling insights into the dilemmas the groups now face and illuminates how their efforts have both invigorated and complicated the American labor movement

Studies in Law, Politics, and Society Austin Sarat, 2017-07-04 *Studies in Law Politics and Society* provides a vehicle for the publication of scholarly articles within the broad parameters of interdisciplinary legal scholarship In this latest edition of this highly successful research series articles examine a diverse range of legal issues and their impact on and intersections with society

Politics of Democratic Inclusion Christina Wolbrecht, Rodney E. Hero, 2005-04-08 The issue of political participation has been central to American politics since the founding of the United States The Politics of Democratic Inclusion addresses the ways traditionally underrepresented groups have and have not achieved political incorporation representation and influence or democratic inclusion in American politics Each chapter provides a state of the discipline essay that addresses the politics of diversity from a range of perspectives and in a variety of institutional arenas Taken together the essays in The Politics of Democratic Inclusion evaluate and advance our understanding of the ways in which the structure processes rules and context of the American political order encourage mediate and hamper the representation and incorporation of traditionally disadvantaged groups

Gender, Constitutions, and Equality Priscilla A. Lambert, Druscilla L. Scribner, 2023-06-15 This book addresses whether the gendering of constitutions promotes women s equality The authors use a mixed methods approach to explore how constitutional gender rights affect political processes and strategies legislative and judicial outcomes and ultimately women s equality They employ a cross national study by constructing a unique database of gender provisions in over 100 countries at three points in time 1995 2005 and 2015 Four in depth comparative case studies on Argentina Chile South Africa and Botswana trace the complex relationship between constitutional law strategies and policy change in four policy areas family law gender based violence reproductive rights and employment rights They argue that where egalitarian constitutional provisions are present women s rights advocates can use them as a tool to fight gender discrimination and pursue policy changes that address gender based power disparities At a time when gender equality provisions are increasingly common in constitutional design this book clarifies the mechanisms that link constitutional provisions to changes in process and outcomes while also systematically describing and analyzing the effect of gender provisions across countries and over time Gender Constitutions

and Equality will inform theoretical debates on gender and politics law and social change feminist institutionalism and constitutional design and its effect on legislation and political strategies

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