

# SELLING WOMEN SHORT

The  
**LANDMARK**  
BATTLE for  
WORKERS'  
RIGHTS at  
WAL-MART

LIZA FEATHERSTONE



# Selling Women Short The Landmark Battle For Workers Rights At Wal Mart

**Lori L. Montalbano**



## **Selling Women Short The Landmark Battle For Workers Rights At Wal Mart:**

Selling Women Short Liza Featherstone, 2005-09-07 On television Wal Mart employees are smiling women delighted with their jobs But reality is another story In 2000 Betty Dukes a fifty two year old black woman in Pittsburg California became the lead plaintiff in Dukes v Wal Mart Stores a class action representing 1 6 million women In her explosive investigation of this historic lawsuit journalist Liza Featherstone reveals how Wal Mart a self styled family oriented Christian company Deprives women but not men of the training they need to advance Relegates women to lower paying jobs like selling baby clothes reserving the more lucrative positions for men Inflicts punitive demotions on employees who object to discrimination Exploits Asian women in its sweatshops in Saipan a U S commonwealth Featherstone goes on to reveal the creative solutions that Wal Mart workers around the country have found like fighting for unions living wage ordinances and childcare options *Selling Women Short* combines the personal stories of these employees with superb investigative journalism to show why women who work these low wage jobs are getting a raw deal and what they are doing about it A new preface to the paperback edition will reflect on Wal Mart s response to this lawsuit and its critics including this one *Labor Contestation at Walmart Brazil* Scott B. Martin, João Paulo Cândia Veiga, Katiusia Moreno Galhera, 2021-09-10 This book explores how and why the labor practices of the world s largest employer supermarket giant Walmart were contested by unions and government regulators as it expanded to Latin America starting in the 1990s With an in depth case study of Brazil and a comparative chapter examining Argentina Chile and Mexico this book analyzes the problematic encounter between diffusion of home office anti labor practices and evolving national institutional contexts that are quite varied and in some cases enable considerable resistance by unions and or regulators Walmart s repressive familial and anti union model is found to generate costs and conflicts that contributed to its unprofitability and ultimate exit from Brazil in 2018 This experience contrasted with country situations where Walmart s overall competitive and labor and human resource practices fit better with national markets and institutions underlines the brittle problematic nature of diffusionist corporate models lacking adaptive capacity to significant cross national variations across host countries Selling Women Short Liza Featherstone, 2009-04-20 On television Wal Mart employees are smiling women delighted with their jobs But reality is another story In 2000 Betty Dukes a 52 year old black woman in Pittsburg California became the lead plaintiff in Dukes v Wal Mart Stores a class action representing 1 4 million women In an explosive investigation of this historic lawsuit journalist Liza Featherstone reveals how Wal Mart a self styled family oriented Christian company Deprives women but not men of the training they need to advance Relegates women to lower paying jobs like selling baby clothes reserving the more lucrative positions for men Inflicts punitive demotions on employees who object to discrimination Exploits Asian women in its sweatshops in Saipan a U S commonwealth Featherstone reveals the creative solutions Wal Mart workers around the country have found like fighting for unions living wage ordinances and childcare options *Selling Women Short* combines the personal stories of these employees

with superb investigative journalism to show why women who work low wage jobs are getting a raw deal and what they are doing about it

*Why Women Have Better Sex Under Socialism* Kristen R. Ghodsee, 2018-11-20 A brilliant engaging and valuable Financial Times exploration of why capitalism hurts women and how socialism when done right can bring economic independence better labor conditions and yes even better sex In *Why Women Have Better Sex Under Socialism* acclaimed ethnographer Kristen R Ghodsee argues that unregulated capitalism disproportionately harms women at work at home in government and in the bedroom Having spent years researching what happened to women in countries that transitioned from state socialism to capitalism Ghodsee claims that by rejecting the bad and salvaging the good we can adapt some socialist ideas to the twenty first century and improve our lives This book is a spirited witty and deeply researched exploration of why socialism when done right can lead to economic independence better work life balance and yes even better sex It s become increasingly clear to women that capitalism isn t working for us and Ghodsee is the informed lively guide who can show us the way forward

*Walmart in the Global South* Carolina Bank Muñoz, Bridget Kenny, Antonio Stecher, 2018-05-02 As the largest private employer in the world Walmart dominates media and academic debate about the global expansion of transnational retail corporations and the working conditions in retail operations and across the supply chain Yet far from being a monolithic force conquering the world Walmart must confront and adapt to diverse policies and practices pertaining to regulation economy history union organization preexisting labor cultures and civil society in every country into which it enters This transnational aspect of the Walmart story including the diversity and flexibility of its strategies and practices outside the United States is mostly unreported Walmart in the Global South presents empirical case studies of Walmart s labor practices and supply chain operations in a number of countries including Chile Brazil Argentina Nicaragua Mexico South Africa and Thailand It assesses the similarities and differences in Walmart s acceptance into varying national contexts which reveals when and how state regulation and politics have served to redirect company practice and to what effect Regulatory context state politics trade unions local cultures and global labor solidarity emerge as vectors with very different force around the world The volume s contributors show how and why foreign workers have successfully though not uniformly driven changes in Walmart s corporate culture This makes Walmart in the Global South a practical guide for organizations that promote social justice and engage in worker struggles including unions worker centers and other nonprofit entities

**Discrimination Laundering** Tristin K. Green, 2016-11-14 While discrimination in the workplace is often perceived to be undertaken at the hands of individual or rogue employees acting against the better interest of their employers the truth is often the opposite organizations are inciting discrimination through the work environments that they create Worse the law increasingly ignores this reality and exacerbates the problem In this groundbreaking book Tristin K Green describes the process of discrimination laundering showing how judges are changing the law to protect employers and why By bringing organizations back into the discussion of discrimination with real world stories and extensive social science

research Green shows how organizational and legal efforts to minimize discrimination usually by policing individuals over broader organizational change are taking us in the wrong direction and how the law could do better by creating incentives for organizational efforts that are likely to minimize discrimination instead of inciting it      **Necessary Trouble** Sarah Jaffe, 2016-08-23 We are witnessing a moment of unprecedented political engagement and social activism among them the growth of the Tea Party BlackLivesMatter and the grassroots networks supporting presidential candidates like Bernie Sanders Jaffe leads readers into the heart of these movements explaining what has made ordinary Americans become activists Americans regardless of political alignment are boldly challenging who wields power in this country and are poised to permanently remake politics as we know it      *Equality on Trial* Katherine Turk, 2016-06 In 1964 Title VII of the Civil Rights Act outlawed workplace sex discrimination but its practical meaning was uncertain *Equality on Trial* examines how a generation of workers and feminists fought to infuse the law with broad notions of sex equality reshaping workplaces activist channels state agencies and courts along the way      *We Were Feminists Once* Andi Zeisler, 2016-05-03 Feminism has hit the big time Once a dirty word brushed away with a grimace feminist has been rebranded as a shiny label sported by movie and pop stars fashion designers and multi hyphenate powerhouses like Beyonc It drives advertising and marketing campaigns for everything from wireless plans to underwear to perfume presenting what s long been a movement for social justice as just another consumer choice in a vast market Individual self actualization is the goal shopping more often than not the means and celebrities the mouthpieces But what does it mean when social change becomes a brand identity Feminism s splashy arrival at the center of today s media and pop culture marketplace after all hasn t offered solutions to the movement s unfinished business Planned Parenthood is under sustained attack women are still paid 77 percent or less of the man s dollar and vicious attacks on women both on and offline are utterly routine Andi Zeisler a founding editor of Bitch Media draws on more than twenty years experience interpreting popular culture in this biting history of how feminism has been co opted watered down and turned into a gyratory media trend Surveying movies television advertising fashion and more Zeisler reveals a media landscape brimming with the language of empowerment but offering little in the way of transformational change Witty fearless and unflinching *We Were Feminists Once* is the story of how we let this happen and how we can amplify feminism s real purpose and power      **Divining Desire** Liza Featherstone, 2018-02-15 Over the course of the last century the focus group has become an increasingly vital part of the way companies and politicians sell their products and policies Few areas of life from salad dressing to health care legislation to our favorite TV shows have been left untouched by the questions put to controlled groups about what they do and don t like *Divining Desire* is the first ever popular survey of this rich topic In a lively sweeping history Liza Featherstone traces the surprising roots of the focus group in early twentieth century European socialism its subsequent use by the Mad Men of Madison Avenue and its widespread deployment today She also explores such famous failures of the method as the doomed launch of the Ford Edsel with its vagina shaped radiator

grille and the even more ill fated attempt to introduce a new flavor of Coca Cola which prompted street protests from devotees of the old formula As elites have become increasingly detached from the general public they rely ever more on focus groups whether to win votes or to sell products And in a society where many feel increasingly powerless the focus group has at least offered the illusion that ordinary people will be listened to and that their opinions count Yet it seems the more we are consulted the less power we have That paradox is particularly stark today when everyone can post an opinion on social media our 24 hour focus group yet only plutocrats can shape policy In telling this fascinating story Featherstone raises profound questions about democracy desire and the innermost workings of consumer society      *Gender, Race, and Social Identity in American Politics* Lori L. Montalbano, 2019-08-26 *Gender Race and Social Identity in American Politics* The Past and Future of Political Access explores the ways in which cultural expression is represented in American politics as it intersects with issues of gender race and the construction of social identity Specifically this body of work examines how representations in the media and larger culture can establish and diminish the status of diverse communities of American politicians Contributors analyze the rhetorical and performative changes that have occurred in America as it has shifted politically from growing acceptance and tolerance to an obscure and often hostile conservative ideology This book contributes to the growing dialogue surrounding American politics by citing specific cases of gender and race based infringements of the current political system as purported by media and party players This book will be especially useful to scholars of political science media studies gender studies and critical race studies      *Brooklyn Tides* Benjamin Heim Shepard, Mark J. Noonan, 2018-03-15 Brooklyn has all the features of a global borough It is a base of immigrant labor and ethnically diverse communities of social and cultural capital of global transportation cultural production and policy innovation At once a model of sustainable urbanization and overdevelopment the question is now What will become of Global Brooklyn Tracing the emergence of Brooklyn from village outpost to global borough Brooklyn Tides investigates the nature and consequences of global forces that have crossed the East River and identifies alternative models for urban development in global capitalism Benjamin Shepard and Mark Noonan provide a unique ethnographic reading of the literature social activism and changing tides impacting this ever transforming space Cover and interior images of a rapidly transforming global borough by photographer Caroline Shepard      *Handbook of the International Political Economy of Agriculture and Food* Alessandro Bonanno, Lawrence Busch, 2015-04-30 This book tackles the central question of the political and structural changes and characteristics that govern agriculture and food Original contributions explore this highly globalized economic sector by analyzing salient geographical regions and sub      Wal-Mart World Stanley D. Brunn, 2006 Now that Wal Mart has conquered the US can it conquer the world As Wal Mart World shows the corporation is certainly trying For a number of years Wal Mart has been the largest company in the United States Now though it is the largest company in the world Its global labor practices and outsourcing strategies represent for many what contemporary economic globalization is all about

But Wal Mart is not standing still and is opening up stores everywhere From Germany to Beijing to Mexico City to Tokyo more than a billion shoppers can now hunt for bargains at a Wal Mart superstore Wal Mart World is the first book to look at this incredibly important phenomenon in global perspective with chapters that range from its growth in the US and impact on labor relations here to its fortunes overseas How Wal Mart manages this transition in the near future will play a significant role in the determining the character of the global economy Wal MartWorld s impressively broad scope makes it necessary reading for anyone interested in the global impact of this economic colossus *Business in Ethical Focus: An Anthology - Second Edition* Fritz Allhoff,Alexander Sager,Anand J. Vaidya,2016-12-20 Business in Ethical Focus is a compilation of classical and contemporary essays and case studies in business ethics Readers will become acquainted with seminal ideas on corporate social responsibility and the place of business in a just society Other topics include diversity in the workplace sexual harassment workplace rights environmental responsibility and sustainability global business intellectual property bribery and ethical issues in advertising and marketing This second edition adds a dozen original case studies as well as new sections on global perspectives with articles on Islamic Confucian and Buddhist business ethics entrepreneurship and the non profit sector Background material on ethical theory and the nature of business ethics is included to orient readers new to this field *Ebook: Corporate Communication* Paul A Argenti,2014-10-16 Corporate Communication 6th Edition shows readers the importance of creating a coordinated corporate communication system and describes how organizations benefit from important strategies and tools to stay ahead of the competition Throughout the book cases and examples of company situations relate to the chapter material These cases provide readers with the opportunity to participate in real decisions that managers had to make on a variety of real problems [Pourquoi les femmes ont une meilleure vie sexuelle sous le socialisme](#) Kristen Ghodsee,2024-03-01T14:27:00-05:00 Le capitalisme nuit gravement Surtout aux femmes Il les confine la d pendance envers les hommes et les contraint de soumettre leurs relations intimes des consid rations conomiques Voil ce que Kristen Ghodsee a conclu des vingt ann es qu elle a pass es observer les r percussions de la transition du socialisme d tat au capitalisme sur le quotidien des habitantes des pays de l ancien bloc de l Est Sans pour autant r habiliter les dictatures du communisme r el elle d montre qu il y avait beaucoup sauver des ruines du Mur et que contre le mortif re triomphalisme n olib ral d aujourd hui il est encore temps de raviver l id al du socialisme D une plume libre et g n reuse qui va de l anecdote personnelle l analyse de statistiques en passant par les notes de terrain l anthropologue s adresse d abord aux jeunes femmes puis quiconque souhaite contrecarrer les effets d l t res du libre march Sous l gide des grandes figures f ministes du socialisme elle aborde tous les aspects de la vie des femmes et propose des pistes pour qu elles aient une vie sexuelle plus panouie [Por que as mulheres tem melhor sexo sob o socialismo](#) Kristen Ghodsee,2021-08-06 Em um artigo irreverente que viralizou na internet Kristen Ghodsee aclamada etn grafa e professora de Estudos Russos e do Leste Europeu argumentou que as mulheres tinham melhor sexo sob o socialismo O engajamento nas

redes foi imenso claramente ela articulou algo que muitas mulheres sentiram por anos o problema com o capitalismo n o conosco Neste livro Ghodsee explora de forma espirituosa e ferozmente inteligente porque o capitalismo ruim para as mulheres e como quando bem feito o socialismo leva independ ncia econ mica melhores condi es de trabalho melhor equil brio entre vida profissional e pessoal e sim sexo ainda melhor Abordando todos os aspectos da vida profissional da mulher como sexo relacionamentos cidadania e lideran a disparidade salarial ass dio e discrimina o a autora apresenta uma perspectiva em que est cada vez mais claro que o capitalismo n o regulamentado prejudica desproporcionalmente as mulheres e de que o socialismo uma grande ferramenta para superar essas quest es Ap s longos anos de pesquisa sobre a consequ ncia da transi o do socialismo de Estado para o capitalismo Ghodsee nos presenteia com um guia completo sobre um caminho a se seguir ao rejeitar os lados negativos e salvar seus aspectos positivos podemos adaptar algumas ideias socialistas ao s culo XXI e mudar a vida e a situa o das mulheres na sociedade contempor nea Ghodsee usa um argumento sofisticado para falar de sexo a pol tica feminista central no socialismo porque os princ pios econ micos s o a base constitutiva do feminismo Enquanto as mulheres forem economicamente dependentes dos homens n o haver igualdade e sem igualdade ela argumenta as rela es heterossexuais assim como a pr pria experi ncia sexual sofrem Jane Miller In ese Times Existem muitas raz es para rever as pol ticas socialistas num momento de crescente desigualdade e a perspectiva feminista o incentivo mais poderoso Emily Witt Guardian O triunfo do capitalismo foi uma calamidade para a maioria das mulheres O livro de Kristen Ghodsee revela esta realidade de forma brilhante Yanis Varoufakis Uma cr tica bastante sutil abordagem lean in que defende o empoderamento das mulheres no mundo empresarial Ghodsee traz uma forma mais abrangente de se compreender o feminismo na qual rever o sistema econ mico fundamental Nos faz pensar que socialismo hoje diz respeito tanto a prazer quanto a poder e produ o Kate Aronoff co editora da Democratic Socialism American Style **Still Broke** Rick Wartzman, 2022-11-15 How America s biggest company began taking better care of its workers and why such efforts will never be enough Fifteen years ago Walmart was the most controversial company in America By offering incredibly low prices it had come to dominate the retail landscape But with this dominance came a suite of ethical concerns Walmart was accused of wiping out mom and pop businesses across the country ruthlessly pressuring suppliers to cut costs even if it meant closing up U S factories and moving production overseas and above all not taking adequate care of its own employees who were paid so little that many wound up on public assistance Today while Walmart remains America s largest employer the picture is very different It has become an environmental leader among businesses and has taken many other steps to use its immense scale to have a positive social impact Most notably its starting wage has risen from 7 25 to 12 and employee benefits have improved With internal and external threats to its business looming the company began to change directions in 2005 a transformation that accelerated in 2014 with the arrival of CEO Doug McMillon By undertaking such large scale change without a legal mandate to do so Walmart has joined a number of major corporations that say they are dedicated to

practicing a new socially conscious form of capitalism In Still Broke award winning author Rick Wartzman goes inside the company s transformation showing in novelistic detail how the company has gotten to where it is Yet he also asks a critical question is it enough With a still simmering public debate around the minimum wage and widespread movements by workers demanding better treatment how far will 12 an hour go in today s economy Or even 15 Or Walmart s average wage which now hovers above 17 but even so doesn t pencil out to so much as 32 000 a year for a fulltime worker In the richest nation on earth how did the bar get set so low How did America find itself relying on an army of low wage workers without ever acknowledging their most basic needs And if Walmart s brand of change is the best we have how can we ever expect to build a healthy society With unparalleled access to the key executives and change makers at Walmart Still Broke does more than document a remarkable business makeover It interrogates the role of business in American life and asks what the future of our economy and country can be and whose job it is to make it

**"We Are All Fast-Food Workers Now"** Annelise Orleck, 2018-02-27 The story of low wage workers rising up around the world to demand respect and a living wage Tracing a new labor movement sparked and sustained by low wage workers from across the globe We Are All Fast Food Workers Now is an urgent illuminating look at globalization as seen through the eyes of workers activists small farmers fast food servers retail workers hotel housekeepers home healthcare aides airport workers and adjunct professors who are fighting for respect safety and a living wage With original photographs by Liz Cooke and drawing on interviews with activists in many US cities and countries around the world including Bangladesh Cambodia Mexico South Africa and the Philippines it features stories of resistance and rebellion as well as reflections on hope and change as it rises from the bottom up

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