

Private Government: How Employers Rule Our Lives (and Why We Don't Talk About It): How Employers Rule Our Lives (and Why We Don't Talk About It) (The University Center For Human Values Series)

This book reconstructs how a group of nineteenth-century labor reformers appropriated and radicalized the republican tradition. These "labor republicans" derived their definition of freedom from a long tradition of political theory dating back to the classical republics. In this tradition, to be free is to be independent of anyone else's will - to be dependent is to be a slave. Borrowing these ideas, labor republicans argued that wage laborers were unfree because of their abject dependence on their employers. Workers in a cooperative, on the other hand, were considered free because they equally and collectively controlled their work. Although these labor republicans are relatively unknown, this book details their unique, contemporary, and valuable perspective on both American history and the organization of the economy.

**** Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes. *By reading this summary, you will discover why most American companies can be considered dictatorships, but also, how to remedy this. *You will also discover : how the market economy was developed along with the democratic notions of freedom and equality; how this economy was designed to work with a majority of individual entrepreneurs; how the explosion of wage-labour following the industrial revolution undermined these ideals; that the corporation now exercises a dictatorial type of power over the employees, at least in the United States; what alternatives make it possible to combine market economy and individual liberties. *Elizabeth Anderson teaches philosophy at the prestigious Princeton University, where she focuses on social issues and the challenge of equality. Her book transcribes two lectures given in 2015, and presents the originality of then giving a voice to her opponents, in order to nourish her own reflection. His deliberately provocative remarks revolve around two main ideas. *On the one hand, Anderson observes that the market, designed to be liberating, is today proving to be a source of oppression for many employees. The company functions like a private government, which constrains them in a way they would not tolerate from a democratic state. On the other hand, she points out that this issue is largely underestimated, even denied in political and academic discourse. *Buy now the summary of this book for the modest price of a cup of coffee!***

Provides essential data on assets, investments, membership, and industry structure, and an evaluation of trends in the private pensions industry; comprehensive country profiles; and an analysis of the implications of the financial crisis for pensions policy.

The birth of Physiocracy was the birth of the science of economics in the broad general form in which it is known to us today. It is surprising therefore that the Physiocrats should have received so little attention from economists in the English-speaking world. This book fills that gap. The volume begins with a deliberately non-specialist introduction. Translations of Physiocratic writings then follow and the final section of the book consists of specialized essays, dealing with certain aspects of the Physiocratic doctrine, its history and its influence.

Ask a Manager

Another Day in the Death of America

Moral Virtues and Commercial Interests

How Industrial Relations and Labour Policies Can Close the Gap

Why Full Employment Is a Bad Idea

Creating Order in Economic and Social Life

The Imperative of Integration

On cover and title page: Equality Act 2010 code of practice

More than forty years have passed since Congress, in response to the Civil Rights Movement, enacted sweeping antidiscrimination laws in the Civil Rights Act of 1964, the Voting Rights Act of 1965, and the Fair Housing Act of 1968. As a signal achievement of that legacy, in 2008, Americans elected their first African American president. Some would argue that we have finally arrived at a postracial America, but The Imperative of Integration indicates otherwise. Elizabeth Anderson demonstrates that, despite progress toward racial equality, African Americans remain disadvantaged on virtually all measures of well-being. Segregation remains a key cause of these problems, and Anderson skillfully shows why racial integration is needed to address these issues. Weaving together extensive social science findings--in economics, sociology, and psychology--with political theory, this book provides a compelling argument for reviving the ideal of racial integration to overcome injustice and inequality, and to build a better democracy. Considering the effects of segregation and integration across multiple social arenas, Anderson exposes the deficiencies of racial views on both the right and the left. She reveals the limitations of conservative explanations for black disadvantage in terms of cultural pathology within the black community and explains why color blindness is morally misguided. Multicultural celebrations of group differences are also not enough to solve our racial problems. Anderson provides a distinctive rationale for affirmative action as a tool for promoting integration, and explores how integration can be practiced beyond affirmative action. Offering an expansive model for practicing political philosophy in close collaboration with the social sciences, this book is a trenchant examination of how racial integration can lead to a more robust and responsive democracy.

Private GovernmentHow Employers Rule Our Lives (and Why We Don't Talk about It)Princeton University Press

The Employment Law Review, edited by Erika C Collins of Proskauer Rose LLP, serves as a tool to help legal practitioners and human resources professionals identify issues that present challenges to their clients and companies. As well as in-depth examinations of employment law in 48 jurisdictions, the book provides further general interest chapters covering the variety of employment-related issues that arise during cross-border merger and acquisition transactions, aiding practitioners and human resources professionals who conduct due diligence and provide other employment-related support in connection with cross-border corporate M&A deals. Other chapters deal with global diversity and inclusion initiatives across the globe, social media and mobile device management policies, and the interplay between religion and employment law. Contributors include: Els de Wind, Van Doorne; Annie Elfassi, Loyens Loeff. "e;Excellent publication, very helpful in my day to day work."e; - Mr Frederic Thorat, Head of HR, BNP Paribas"e;Excellent coverage and detail on each country is brilliant."e; - Mr Raani Costelloe, General manager of Legal and Business Affairs, Sony music Entertainment, Australia"e;An excellent resource for in-house counsel for a company with an international footprint."e; - Mr John R Pendergast, Senior Counsel, BASF Corporation, USA"e;It's invaluable to any lawyer dealing with cross-border and privacy-related employment issues and is a cornerstone to my own legal research"e; - Oran Kiazim, Vice President, Global Privacy, SterlingBackcheck, UK

The Real Roadrunner

Private Government

No More Work

SUMMARY - Private Government: How Employers Rule Our Lives (And Why We Don't Talk About It) By Elizabeth Anderson

Advanced Introduction to Platform Economics

Workers' Control in Theory and Practice

A Toolkit

The Health and Safety (First Aid) Regulations 1981 apply to workplaces in the UK, including those with less than five employees, and to the self-employed.

The law of hiring is a patchwork of rules. Some are directly stated in federal or state statutes and regulations, some are interpreted or derived from statutes, and others are rules of common law. In the public sector, other rules derive from the federal and state constitutions. This book covers the law of recruitment and selection as it applies to North Carolina local government and community college employers. The book will also benefit mental health authorities, water and sewer authorities, public health authorities, local ABC boards, and Councils of Government. Initial chapters of the book survey the various rules that comprise the law of hiring for public employers. Later chapters look more closely at the different stages of the hiring process. Although the book primarily focuses on how laws impact North Carolina local governments, it also covers these federal laws applicable to other states: -Fair Credit Reporting Act -Immigration Reform and Control Act -Americans with Disabilities Act -Genetic Information Nondiscrimination Act -federal anti-discrimination laws -Equal Employment Opportunity Commission (EEOC) The book includes an index of cases, an index of statutes, a subject index, and five appendixes related to small employers, affirmative action, validation of employment selection devices, the Fair Credit Reporting Act, and the EEOC.

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"An examination of strategies for effective organizing"--

Organizing for Power in the New Gilded Age

A Theory in Ethics and Epistemology

The Fissured Workplace

The Health and Safety (First Aid) Regulations 1981

How Employers Rule Our Lives (and Why We Don't Talk about It) by Elizabeth Anderson : Summary

Employment Law Review

Unions in Court

Why our workplaces are authoritarian private governments--and why we can't see it One in four American workers says their workplace is a "dictatorship." Yet that number probably would be even higher if we recognized most employers for what they are--private governments with sweeping authoritarian power over our lives, on duty and off. We normally think of government as something only the state does, yet many of us are governed far more--and far more obtrusively--by the private government of the workplace. In this provocative and compelling book, Elizabeth Anderson argues that the failure to see this stems from long-standing confusions. These confusions explain why, despite all evidence to the contrary, we still talk as if free markets make workers free--and why so many employers advocate less government even while they act as dictators in their businesses. In many workplaces, employers minutely regulate workers' speech, clothing, and manners, leaving them with little privacy and few other rights. And employers often extend their authority to workers' off-duty lives. Workers can be fired for their political speech, recreational activities, diet, and almost anything else employers care to govern. Yet we continue to talk as if early advocates of market society--from John Locke and Adam Smith to Thomas Paine and Abraham Lincoln--were right when they argued that it would free workers from oppressive authorities. That dream was shattered by the Industrial Revolution, but the myth endures. Private Government offers a better way to talk about the workplace, opening up space for discovering how workers can enjoy real freedom. Based on the prestigious Tanner Lectures delivered at Princeton University's Center for Human Values, Private Government is edited and introduced by Stephen Macedo and includes commentary by cultural critic David Bromwich, economist Tyler Cowen, historian Ann Hughes, and philosopher Niko Kolodny.

A personal, lively, in-depth account of the life and lore of the roadrunner.

For centuries we've believed that work was where you learned discipline, initiative, honesty, self-reliance--in a word, character. A job was also, and not incidentally, the source of your income: if you didn't work, you didn't eat, or else you were stealing from someone. If only you worked hard, you could earn your way and maybe even make something of yourself. In recent decades, through everyday experience, these beliefs have proven spectacularly false. In this book, James Livingston explains how and why Americans still cling to work as a solution rather than a problem--why it is that both liberals and conservatives announce that "full employment" is their goal when job creation is no longer a feasible solution for any problem, moral or economic. The result is a witty, stirring denunciation of the ways we think about why we labor, exhorting us to imagine a new way of finding meaning, character, and sustenance beyond our workaday world--and showing us that we can afford to leave that world behind.

Why are unions weaker in the US than they are in Canada, despite the countries' many similarities?

Responsible Belief

How Employers Rule Our Lives (and why We Don't Talk about It)

The Working Life

Aquinas and the Market

Read My Lips

The Promise and Betrayal of Modern Work

Elizabeth Anderson: Private government: how employers rule our lives (and why we don't talk about it) [Rezension]

What we believe and what we do not believe has a great impact on what we do and fail to do. Hence, if we want to act responsibly, we should believe responsibly. However, do we have the kind of control over our beliefs that such responsibility for our beliefs seems to require? Do we have certain obligations to control or influence our beliefs on particular occasions? And do we sometimes believe responsibly despite violating such obligations, namely because we are excused by, say, indoctrination or ignorance? By answering each of these questions, Rik Peels provides a theory of what it is to believe responsibly. He argues that we lack control over our beliefs, but that we can nonetheless influence our beliefs by performing actions that make a difference to what we believe. We have a wide variety of moral, prudential, and epistemic obligations to perform such belief-influencing actions. We can be held responsible for our beliefs in virtue of such influence on our beliefs. Sometimes, we believe responsibly despite having violated such obligations, namely if we are excused, by force, ignorance, or luck. A careful consideration of these excuses teaches us, respectively, that responsible belief entails that we could have failed to have that belief, that responsible belief is in a specific sense radically subjective, and that responsible belief is compatible with its being a matter of luck that we hold that belief.

"We all recognize that climate change is a supremely important issue of our time, which requires both trans-national and trans-generational collaboration and shared responsibility. What we haven't yet fully appreciated, argues political philosopher Henry Shue, are the ethical considerations surrounding the fact that the next one or two decades will determine whether climate change, which already has led us to dangerous effects, will surge into inescapably disastrous effects. The people alive today thus represent a pivotal generation in human history. For the past two centuries humans have undermined our climate at an increasing rate, in ways that the present generations are the first to fully understand, and the last to be able to reverse. But our responsibility for decisive and immediate action rests on three special features of the relation of our present to the future, that many have failed to realize (1) future generations face dangers greater than ours even if we act robustly, (2) the worsening dangers for future generations are currently without limit, and (3) a less robust effort by us is likely to allow climate change to pass critical tipping points for severely worse and potentially unavoidable future dangers. Shue, a renowned scholar of ethics, politics and international relations who has been studying the ethics of climate change for the last two decades, guides us through what our ethical responsibilities to others are, both across the world but especially over time, and what those commitments require us to do in addressing the climate change crisis, now and forcefully!"--

A wide-ranging look at the allure and changing significance of work.With seductions, misunderstandings, and misinformation everywhere, this immensely readable book calls for a new contract--with ourselves. Drawing from history, mythology, literature, pop culture, and practical experience, Ciulla probes the many meanings of work or its meaninglessness and asks: Why are so many of us letting work take over our lives and trying to live in what little time is left? What has happened to the old, unspoken contract between worker and employer? Why are young people not being disloyal when they regularly consider job-changing? Employers can't promise as much to workers as before. Is that because they promise so much to stockholders? Why are there mass layoffs and "downsizing" in a time of unequalled corporate prosperity? And why are the most common lies in business about satisfactory employee performance? The traditional contract between employers and employees is over. This thoughtful and provocative study shows how to replace it by the one we make with ourselves.

Since the turn of the twenty-first century, Canadian unions have scored a number of important Supreme Court victories, securing constitutional rights to picket, bargain collectively, and strike. Unions in Court documents the evolution of the Canadian labour movement's engagement with the Charter, demonstrating how and why labour's long-standing distrust of the legal system has given way to a controversial, Charter-based legal strategy. This book's in-depth examination of constitutional labour rights will have critical implications for labour movements as well as activists in other fields.

Labor and Republican Liberty in the Nineteenth Century

Employment Statutory Code of Practice

Why We Have a Moral Responsibility to Slow Climate Change Right Now

Economics of Physiocracy

Recruitment and Selection Law For Local Government Employers

Tuberculosis in the Workplace

Governing the Firm

International debate has recently focused on increased inequalities and the adverse effects they may have on both social and economic developments. Income inequality, now at its highest level for the past half-century, may not only undermine the sustainability of European social policy but also put at risk Europe's sustainable recovery. A common feature of recent reports on inequality (ILO, OECD, IMF, 2015–17) is their recognition that the causes emerge from mechanisms in the world of work. The purpose of this book is to investigate the possible role of industrial relations, and labour policies more generally, in reducing these inequalities.

May you sell your vote? May you sell your kidney? May gay men pay surrogates to bear them children? May spouses pay each other to watch the kids, do the dishes, or have sex? Should we allow the rich to genetically engineer gifted, beautiful children? Should we allow betting markets on terrorist attacks and natural disasters? Most people shudder at the thought. To put some goods and services for sale offends human dignity. If everything is commodified, then nothing is sacred. The market corrodes our character. Or so most people say. In Markets without Limits, Jason Brennan and Peter Jaworski give markets a fair hearing. The market does not introduce wrongness where there was not any previously. Thus, the authors claim, the question of what rightfully may be bought and sold has a simple answer: if you may do it for free, you may do it for money. Contrary to the conservative consensus, they claim there are no inherent limits to what can be bought and sold, but only restrictions on how we buy and sell.

SHORTLISTED FOR THE ORWELL PRIZE, THE JHALAK PRIZE, THE CWA GOLD DAGGER FOR NON-FICTION AND THE BREAD AND ROSES AWARD Saturday, 23rd November 2013. It was just another day in America. And as befits an unremarkable day, ten children and teens were killed by gunfire. Far from being considered newsworthy, these everyday fatalities are simply a banal fact. The youngest was nine; the oldest nineteen. None made the news. There was no outrage at their passing. It was simply a day like any other day. Gary Younge picked it at random, searched for the families of these children and here, tells their stories. Another Day in the Death of America explores the way these children lived and lost their short lives, offering a searing portrait of the vulnerability of youth in contemporary America.

A surprising and revealing look at what Americans really believe about taxes Conventional wisdom holds that Americans hate taxes. But the conventional wisdom is wrong. Bringing together national survey data with in-depth interviews, Read My Lips presents a surprising picture of tax attitudes in the United States. Vanessa Williamson demonstrates that Americans view taxpaying as a civic responsibility and a moral obligation. But they worry that others are shirking their duties, in part because the experience of taxpaying misleads Americans about who pays taxes and how much. Perceived "loopholes" convince many income tax filers that a flat tax might actually raise taxes on the rich, and the relative invisibility of the sales and payroll taxes encourages many to underestimate the sizable tax contributions made by poor and working people. Americans see being a taxpayer as a role worthy of pride and respect, a sign that one is a contributing member of the community and the nation. For this reason, the belief that many Americans are not paying their share is deeply corrosive to the social fabric. The widespread misperception that immigrants, the poor, and working-class families pay little or no taxes substantially reduces public support for progressive spending programs and undercuts the political standing of low-income people. At the same time, the belief that the wealthy pay less than their share diminishes confidence that the political process represents most people. Upending the idea of Americans as knee-jerk opponents of taxes, Read My Lips examines American taxpaying as an act of political faith. Ironically, the depth of the American civic commitment to taxpaying makes the failures of the tax system, perceived and real, especially potent frustrations.

Toward a Humane Economy

Private Governance

Which Will Lead Asia?

Accident Book

The Pivotal Generation

No Shortcuts

The Market as God

Artificial intelligence-enabled digital platforms collect and process data from and about users. These companies are largely self-regulating in Western countries. How do economic theories explain the rise of a very few dominant platforms? Mansell and Steinmueller compare and contrast neoclassical, institutional and critical political economy explanations. They show how these perspectives can lead to contrasting claims about platform benefits and harms. Uneven power relationships between platform operators and their users are treated differently in these economic traditions. Sometimes leading to advocacy for regulation or for public provision of digital services. Sometimes indicating restraint and precaution. The authors challenge the reader to think beyond the inevitability of platform dominance to create new visions of how platforms might operate in the future.

From the world's first stock markets in the seventeenth century, to private policing in the early days of San Francisco, to the millions of credit card transactions and the complex financial markets governed by private rules today, 'Private Governance' makes the case that private rules and regulations are more common, effective, and promising than most of us believe. Analytical narratives weave together history and economics to show readers how private governance works.

Climate change is one of the greatest threats facing humanity, a definitive manifestation of the well-worn links between progress and devastation. This book explores the complex relationship that the corporate world has with climate change and examines the central role of corporations in shaping political and social responses to the climate crisis. The principal message of the book is that despite the need for dramatic economic and political change, corporate capitalism continues to rely on the maintenance of 'business as usual'. The authors explore the different processes through which corporations engage with climate change. Key discussion points include climate change as business risk, corporate climate politics, the role of justification and compromise, and managerial identity and emotional reactions to climate change. Written for researchers and graduate students, this book moves beyond descriptive and normative approaches to provide a sociologically and critically informed theory of corporate responses to climate change.

In the twentieth century, large companies employing many workers formed the bedrock of the U.S. economy. Today, on the list of big business's priorities, sustaining the employer-worker relationship ranks far below building a devoted customer base and delivering value to investors. As David Weil's groundbreaking analysis shows, large corporations have shed their role as direct employers of the people responsible for their products, in favor of outsourcing work to small companies that compete fiercely with one another. The result has been declining wages, eroding benefits, inadequate health and safety protections, and ever-widening income inequality. From the perspectives of CEOs and investors, fissuring--splitting off functions that were once managed internally--has been phenomenally successful. Despite giving up direct control to subcontractors and franchises, these large companies have figured out how to maintain the quality of brand-name products and services, without the cost of maintaining an expensive workforce. But from the perspective of workers, this strategy has meant stagnation in wages and benefits and a lower standard of living. Weil proposes ways to modernize regulatory policies so that employers can meet their obligations to workers while allowing companies to keep the beneficial aspects of this business strategy.

Markets without Limits

Climate Change, Capitalism, and Corporations

China Or Japan

How to Navigate Clueless Colleagues, Lunch-Stealing Bosses and Other Tricky Situations at Work

Organized Labour and the Charter of Rights and Freedoms

Heading Home

This Toolkit provides non-technical, practical help to enable officials to recognise conflict of interest situations and help them to ensure that integrity and reputation are not compromised.

Before effective treatments were introduced in the 1950s, tuberculosis was a leading cause of death and disability in the United States. Health care workers were at particular risk. Although the occupational risk of tuberculosis has been declining in recent years, this new book from the Institute of Medicine concludes that vigilance in tuberculosis control is still needed in workplaces and communities. Tuberculosis in the Workplace reviews evidence about the effectiveness of control measuresâ€”such as those recommended by the Centers for Disease Control and Preventionâ€”intended to prevent transmission of tuberculosis in health care and other workplaces. It discusses whether proposed regulations from the Occupational Safety and Health Administration would likely increase or sustain compliance with effective control measures and would allow adequate flexibility to adapt measures to the degree of risk facing workers.

Economists investigate the workings of markets and tend to set ethical questions aside. Theologians often dismiss economics, losing insights into the influence of market incentives on individual behavior. Mary L. Hirschfeld bridges this gap by showing how a humane economy can lead to the good life as outlined in the thought of St. Thomas Aquinas.

Women in today 's advanced capitalist societies are encouraged to "lean in." The media and government champion women 's empowerment. In a cultural climate where women can seemingly have it all, why do so many successful professional women—lawyers, financial managers, teachers, engineers, and others—give up their careers after having children and become stay-at-home mothers? How do they feel about their decision and what do their stories tell us about contemporary society? Heading Home reveals the stark gap between the promise of gender equality and women 's experience of continued injustice. Shani Orgad draws on in-depth, personal, and profoundly ambivalent interviews with highly educated London women who left paid employment to take care of their children while their husbands continued to work in high-powered jobs. Despite identifying the structural forces that maintain gender inequality, these women still struggle to articulate their decisions outside the narrow cultural ideals that devalue motherhood and individualize success and failure. Orgad juxtaposes these stories with media and policy depictions of women, work, and family, detailing how—even as their experiences fly in the face of fantasies of work-life balance and marriage as an egalitarian partnership—these women continue to interpret and judge themselves according to the ideals that are failing them. Rather than calling for women to transform their feelings and behavior, Heading Home argues that we must unmute and amplify women 's desire, disappointment, and rage, and demand social infrastructure that will bring about long-overdue equality both at work and at home.

Why Americans Are Proud to Pay Taxes

Motherhood, Work, and the Failed Promise of Equality

Public Control of Private Governing Power

From Slavery to the Cooperative Commonwealth

Reducing Inequalities in Europe

Labor and the Class Idea in the United States and Canada

Managing Conflict of Interest in the Public Sector A Toolkit

The Market has deified itself, according to Harvey Cox's brilliant exegesis. And all of the world's problems—widening inequality, a rapidly warming planet, the injustices of global poverty—are consequently harder to solve. Only by tracing how the Market reached its divine status can we hope to restore it to its proper place as servant of humanity.

Based on two lectures given in 2014 by the author during the Tanner Lectures on Human Values delivered at Princeton University, followed by four commentaries by eminent scholars and the author's response to the commentators. Anderson questions the authoritarian control workers have been forced to give to their employers in order to remain employed and historically why this goes against American ideology of free market values.

'I'm a HUGE fan of Alison Green's "Ask a Manager" column. This book is even better' Robert Sutton, author of The No Asshole Rule and The Asshole Survival Guide 'Ask A Manager is the book I wish I'd had in my desk drawer when I was starting out (or even, let's be honest, fifteen years in)' - Sarah Knight, New York Times bestselling author of The Life-Changing Magic of Not Giving a F*ck A witty, practical guide to navigating 200 difficult professional conversations Ten years as a workplace advice columnist has taught Alison Green that people avoid awkward conversations in the office because they don't know what to say. Thankfully, Alison does. In this incredibly helpful book, she takes on the tough discussions you may need to have during your career. You'll learn what to say when: · colleagues push their work on you - then take credit for it · you accidentally trash-talk someone in an email and hit 'reply all' · you're being micromanaged - or not being managed at all · your boss seems unhappy with your work · you got too drunk at the Christmas party With sharp, sage advice and candid letters from real-life readers, Ask a Manager will help you successfully navigate the stormy seas of office life.

Comparative study of the contemporary power of China versus Japan in the modern world.

First Aid at Work

OECD Private Pensions Outlook 2008

How Employers Rule Our Lives (and Why We Don't Talk about It)

Processes of Creative Self-Destruction

Freedom Through Law

Why our workplaces are authoritarian private governments—and why we can't see it One in four American workers says their workplace is a “dictatorship.” Yet that number almost certainly would be higher if we recognized employers for what they are—private governments with sweeping authoritarian power over our lives. Many employers minutely regulate workers' speech, clothing, and manners on the job, and employers often extend their authority to the off-duty lives of workers, who can be fired for their political speech, recreational activities, diet, and almost anything else employers care to govern. In this compelling book, Elizabeth Anderson examines why, despite all this, we continue to talk as if free markets make workers free, and she proposes a better way to think about the workplace, opening up space for discovering how workers can enjoy real freedom.

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