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Business & Management and Economics

Spring/Summer 2023

Welcome

Building on the strengths of our award-winning Policy Press imprint, the Business & Management and Economics list was established in 2017.

Our mission is to publish work that engages with the global social challenges of the 21st century for scholars, practitioners, students and general readers. Our formats include 'trade' books aimed at an informed public (including business professionals), academic books written for researchers, and textbooks for students.

We are expanding our publishing programme across Business & Management and Economics and would be delighted to hear from prospective authors.

We welcome proposals looking at the various aspects of organisations, work and responsible business. In Economics, we are especially interested in books that rethink the discipline and enter into conversations with other fields like sociology, politics and law.

To discuss your next book, please contact:



Ellen Pearce

Commissioning Editor
(Academic)

ellen.pearce@bristol.ac.uk



Paul Stevens

Publisher (Trade and
Practitioner)

paul.stevens@bristol.ac.uk

How to Build a Stock Exchange

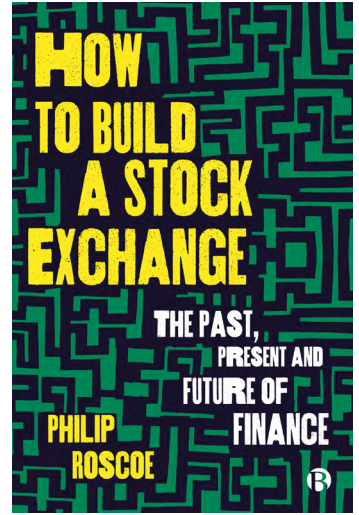
The Past, Present and Future of Finance

Philip Roscoe, University of St Andrews

Why is finance so important? How do stock markets work and what do they really do? Most importantly, what might finance be and what could we expect from it?

Exploring contemporary finance via the development of stock exchanges, markets and the links with states, Roscoe mingles historical and technical detail with humorous anecdotes and lively portraits of market participants.

Deftly combining research and autobiographical vignettes, he offers a cautionary tale about the drive of financial markets towards expropriation, capture and exclusion. Positioning financial markets as central devices in the organisation of the global economy, he includes contemporary concerns over inequality, climate emergency and (de)colonialism and concludes by wondering, in the market's own angst-filled voice, what the future for finance might be, and how we might get there.



Paperback £19.99 | US \$34.95

ISBN 9781529224320

Hardback £85.00 | US \$149.95

ISBN 9781529224313

ePUB ISBN 9781529224337

234 x 156 mm 224 pages

UK March 2023

US April 2023



Wronged and Dangerous

Viral Masculinity and the Populist Pandemic

Karen Lee Ashcraft, University of Colorado Boulder

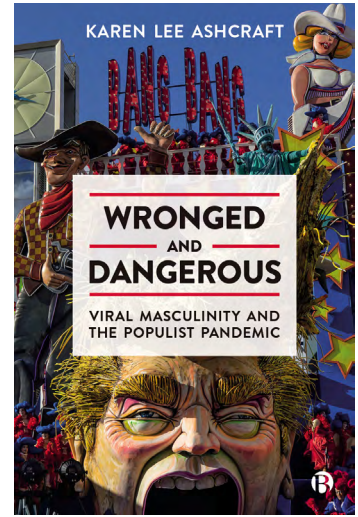
"Toxic masculinity is pervasive in contemporary politics and Ashcraft offers the best analysis to date. Wronged and Dangerous is also a sensitive engagement in the troubled politics of belonging, resentment, and anger."

CRAIG CALHOUN, ARIZONA STATE UNIVERSITY

"Ashcraft's persuasive account of how unhappy masculinities form the bedrock of right-wing populism provides cause for concern: misogynistic dragons we thought had been slain are now rousing. Aimed at an intelligent, general readership, it is a manifesto and call to action; intellectually rigorous, compassionate, thought-provoking and an excellent read. Its ideas should become part of our everyday conversations."

NANCY HARDING, UNIVERSITY OF BATH

Is populism fuelled by a feeling of manhood under attack? If gender is its driving force, are there better ways to respond? COVID-19 delivers a stark warning: the global surge of populism endangers public health. *Wronged and Dangerous* introduces 'viral masculinity' as a novel way to meet that threat by tackling the deep connection of our social and physical worlds. It calls us to ask not what populism says, but how it spreads. Leading with gender without leaving socioeconomic forces behind, it upends prevailing wisdom about populist politics today. You do not need to know or care about gender to get invested. You only need to be concerned with our future.



Paperback £19.99 | US \$19.99

ISBN 9781529221404

Hardback £85.00 | US \$149.95

ISBN 9781529221398

ePUB ISBN 9781529221411

234 x 156 mm 264 pages

UK October 2022

US October 2022



Highly Discriminating

Why the City Isn't Fair and Diversity Doesn't Work

Louise Ashley, Queen Mary, University of London

"This is surely destined to be a landmark text. With razor-sharp precision, Ashley cuts through the glossy corporate promise of 'diversity' to reveal how the City both generates, and profits from, profound class inequalities."

SAM FRIEDMAN, LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE

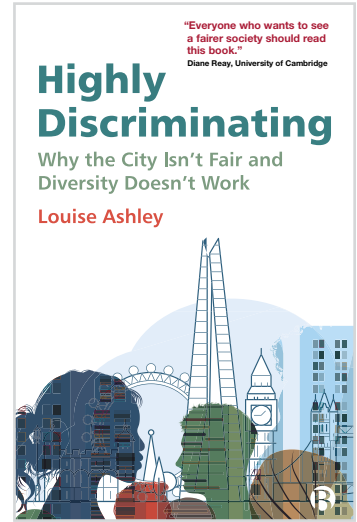
"Highly Discriminating leads a herd of sacred cows to the slaughter."

NICK COHEN, THE SPECTATOR

Why does the City of London, despite an apparent commitment to recruitment and progression based on objective merit within its hiring practices, continue to reproduce the status quo?

Written by a leading expert on diversity and elite professions, this book examines issues of equality in the City, what its practitioners say in public and what they think behind closed doors.

Drawing on research, interviews, practitioner literature and internal reports, it argues that hiring practices in the City are highly discriminating in favour of a narrow pool of affluent applicants, and future progress may only be achieved by the state taking a greater role in organisational life. It calls for a policy shift at both the organisational and governmental level to address the implications of widening inequality in the UK.



Paperback £19.99 | US \$34.95

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ISBN 9781529209648

ePUB ISBN 9781529209662

216 x 138 mm 310 pages

UK September 2022

US October 2022



Recasting Labour's Power

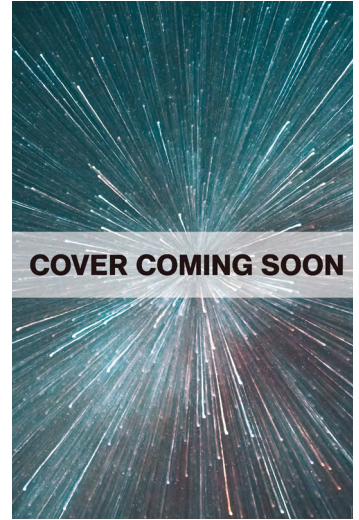
Work and Inequality in the Shadow of the Digital Age

Edward Webster, University of the Witwatersrand

Much of the debate on the future of work has focused on responses to technological trends in the Global North, with little evidence on how these trends are impacting on work and workers in the Global South.

Drawing on a rich selection of ethnographic studies of precarious work in Africa, this innovative book discusses how globalisation and digitalisation are drivers for structural change and examines their implications for labour.

Bringing together global labour studies and inequality studies, it explores the role of digital technology in new business models, and ways in which digitalisation can be harnessed for counter mobilisation.



Paperback £25.00 | US \$42.95

ISBN 9781529218794

Hardback £85.00 | US \$149.95

ISBN 9781529218787

ePDF ISBN 9781529218817

234 x 156 mm 208 pages

UK July 2023

US August 2023



Woke Capitalism

How Corporate Morality is Sabotaging Democracy

Carl Rhodes, University of Technology Sydney

"The workplace has become politicised as never before and companies are struggling to adjust to the demands of younger consumers and employees... The book examines the history of this phenomenon – from corporate social responsibility, through neoliberalism and the debates about the topic – as well as the political causes it has adopted and the implications for all of us."

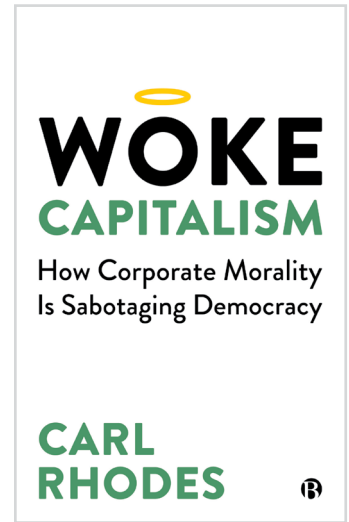
FINANCIAL TIMES

"Carl Rhodes explores how the corporate world's calculated embrace of social justice poses a significant societal threat. This book not only unveils the hypocrisies and self-serving nature of 'woke capitalism', but also its pernicious effect on democracy."

LSE REVIEW OF BOOKS

SHORTLISTED FOR THE BUSINESS BOOK AWARDS 2022

Does 'woke capitalism' improve capitalism's image or does it threaten the future of democracy? From Nike's support for Colin Kaepernick, to Gillette's engagement with the toxic masculinity debate, the 21st century has seen a sharp increase in corporations taking over public morality, a phenomenon which has come to be known as 'woke capitalism'. Carl Rhodes takes us on a lively and fascinating history of woke capitalism – from 1950s corporate social responsibility, through 1980s neoliberalism, tracing it alongside the adoption and mutation of the term 'woke' from Black American culture – and brings us right up to current-day debates. By examining the political causes that woke capitalism has co-opted, and the social causes that it has not, he argues that this surreptitious extension of capitalism has serious implications for us all.



Paperback £11.99 | US \$29.95

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Hardback £19.99 | US \$27.95

ISBN 9781529211665

ePUB ISBN 9781529211689

216 x 138 mm 240 pages

UK November 2021

US November 2021



Where's the 'Human' in Human Resource Management?

Managing Work in the 21st Century

Michael Gold and **Chris Smith**, Royal Holloway, University of London

"This innovative and refreshing new HRM textbook takes the point of view of workers who experience HRM rather than that of managers who are trying to implement it."

ADRIAN WILKINSON, GRIFFITH UNIVERSITY

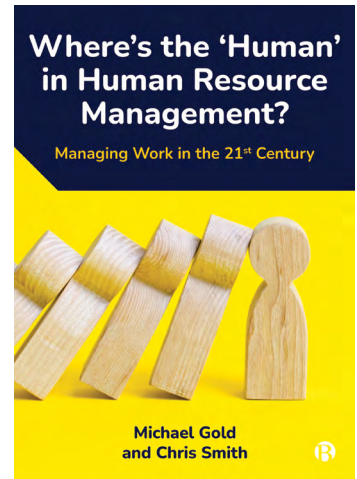
We all have to work to pay the bills – but what influence do we really have over our pay and working conditions? The emergence of the global economy, digital technologies, mass migration, gig work and zero-hours contracts have thrust this question to the forefront of HRM. So how can we keep the 'human' in human resource management faced by these pressures?

This book adopts a critical approach to today's major workplace challenges. It turns traditional HRM on its head by placing workers' perspectives towards the workplace alongside those of managers to create an HRM textbook for the 21st century.

Written by two experienced and research-active authors, the book:

- locates control of labour costs and productivity at the heart of HRM policy and practice;
- covers key issues that are overlooked in many textbooks, including conflict and resistance, the 'new' unitarism, migration and the challenges of Artificial Intelligence;
- adopts a critical approach that will appeal more to students who don't wish to become traditional managers;
- includes current examples and case studies from the international world of work and business that will bring the subject to life.

This is a comprehensive one-stop resource for students and lecturers alike.



Paperback £39.99 | US \$56.99

ISBN 9781529213805

Hardback £90.00 | US \$159.95

ISBN 9781529213799

ePUB ISBN 9781529213812

244 x 170 mm 470 pages

UK September 2022

US October 2022

INSPECTION COPY AVAILABLE



Urgent Business

Five Myths Business Needs to Overcome to Save Itself and the Planet

Ian Thomson and **Dominic Bates**, University of Birmingham

"As someone who helped develop the UN's Global Goals, I know how crucial this fast-disappearing 'decade of action' is to averting an apocalyptic future, which is why this book is so important in helping translate the Goals into practical steps every business can take now."

PAUL POLMAN, FORMER CEO OF UNILEVER

"One of the most important, thought-provoking and interesting books I've ever read."

FRAN O'LEARY, LODESTONE COMMUNICATIONS

Getting business on board is essential if we want to achieve the United Nations' goal of building a better future for people and planet by 2030. But much of the sustainable business agenda falls woefully short of what is needed, with some practices even accelerating the problems they're trying to solve.

In *Urgent Business*, Ian Thomson and Dominic Bates, a business school professor and a former journalist, combine their expert insight to challenge five common myths that trap businesses in an unsustainable black-hole and offer a manifesto for change. Combining cutting-edge research – from AI and systems theory to climate science and behavioural economics – with fascinating real-world examples, the authors highlight the practical and holistic steps all businesses can take to play their part in addressing the UN Sustainable Development Goals.



Paperback £19.99 | US \$22.95

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ePUB ISBN 9781529217605

234 x 156 mm 230 pages

UK February 2022

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Understanding Work and Employment Relations

Series Editors: **Andy Hodder**, University of Birmingham and **Stephen Mustchin**, University of Manchester

Cutting across human resource management and the sociology of work, to law, politics, history, geography and economics, this new series publishes scholarly work that highlights the latest research and commentary in employment.

Find out more here:

bristoluniversitypress.co.uk/understanding-work-and-employment-relations



Labour Conflicts in the Digital Age

A Comparative Perspective

Donatella Della Porta, Riccardo Emilio Chesta
Scuola Normale Superiore and
Lorenzo Cini, University College Dublin

"A timely and important book written by leading experts in the field of labor and social movements."

MICHAEL BURAWOY, UNIVERSITY OF CALIFORNIA, BERKELEY

Hardback £80.00 | US \$120.00

ISBN 9781529228243

ePUB ISBN 9781529228250

234 x 156 mm 192 pages

UK December 2022

US January 2023

Understanding Work and
Employment Relations



From Deliveroo to Amazon, digital platforms have drastically transformed the way we work. But how are these transformations being received and challenged by workers?

This book offers a complete view of the new labour conflicts in the platform economy.

Through case studies in advanced economies in Europe and the US and with an original approach that combines social movement studies and industrial relations, it provides a radical interpretation on the changing nature of worker movements in the digital age.

Organizing Women

Gender Equality Policies in French and British Trade Unions

Cécile Guillaume, Surrey Business School

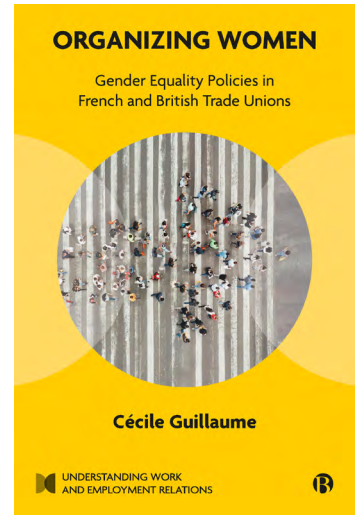
"... advances the union equality debate through the life stories of research participants..."

GILL KIRTON, QUEEN MARY UNIVERSITY OF LONDON

This book explores the representation of women and their interests in the world of work across four trade unions in France and the UK.

Drawing on case studies of the careers of 100 activists and a longitudinal study of the trade unions' struggle for equal pay in the UK, it unveils the social, organisational and political conditions that contribute to the reproduction of gender inequalities or, on the contrary, allow the promotion of equality.

Guillaume's nuanced evaluation is a call to redefine the role of trade unions in the delivering of gender equality, contributing to broader debates on the effectiveness of equality policies and the enforcement of equality legislation.



Hardback £120.00 | US \$139.95

ISBN 9781529213690

ePUB ISBN 9781529213713

234 x 156 mm 212 pages

UK December 2021

US January 2022

Understanding Work and Employment Relations

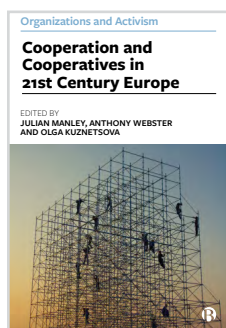


Organizations and Activism

Series Editors: **Daniel King**, Nottingham Trent University and **Martin Parker**, University of Bristol

From cooperatives to corporations, Occupy to Facebook, organizations shape our lives. They engage in politics as well as influencing the possible futures of policy making and social change. This groundbreaking new series offers critical examinations of organizations as sites of, or targets for, activism.

Find out more here: bristoluniversitypress.co.uk/organizations-and-activism



Cooperation and Cooperatives in 21st Century Europe

Julian Manley, University of Central Lancashire, **Anthony Webster**, Northumbria University and **Olga Kuznetsova**, Manchester Metropolitan University

This volume explores the cooperative model's potential for driving environmental and socioeconomic transformation in the post-COVID world.

Contributors showcase how today's cooperative organisations are adapting to serve new societal demands and how the very pursuit of cooperative values and principles contests market fundamentalism and promotes participatory democracy.

This is a timely contribution to recent debates around transformative economies and an invaluable resource for scholars and activists interested in alternative organisations.

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234 x 156 mm 224 pages
UK July 2023
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Organizations and Activism



Reimagining Academic Activism

Learning from Feminist Anti-Violence Activists

Ruth Weatherall, University of Technology Sydney

"...theoretically sophisticated and conceptually rich – brimming with a fire-in-the-belly passion for justice."

KATE SEYMOUR, FLINDERS UNIVERSITY

How can we reimagine the relationship between academia and activism to provide new opportunities for social change?

Based on an ethnography with an anti-violence feminist collective, this vibrant and vital book develops an interdisciplinary approach to activism and activist research, helping us reimagine the role of scholarship in the fight against social inequality.

With its reflections on novel tools that can be employed in the fight for social justice, this book will be a valuable resource for academics in critical management studies, sociology, gender studies and social work as well as practitioners and policy makers across the social services sector.

Organizations and Activism

Reimagining Academic Activism

Learning from Feminist Anti-Violence Activists

RUTH WEATHERALL



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234 x 156 mm 202 pages

UK May 2023

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Organizations and Activism

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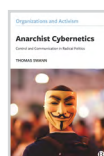


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Guerrilla Democracy

Peter Bloom, Owan
Smolović Jones and Jamie
Woodcock



Anarchist Cybernetics

Thomas Swann

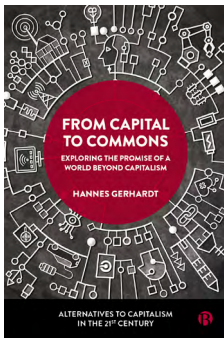
Alternatives to Capitalism in the 21st Century

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This groundbreaking series advances the international, comparative and interdisciplinary study of capitalism and its alternatives in the 21st century. Books in the series explore alternative forms of production, consumption and social reproduction in contemporary societies.

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From Capital to Commons

Hannes Gerhardt, University of West Georgia

In this stimulating analysis, Hannes Gerhardt outlines the potentials and challenges of a technology-enabled, commons-focused transition out of capitalism.

The book shows that openness and cooperation are more beneficial in today's economies and societies than competition and profit-seeking. Driven by this conviction, Gerhardt identifies key imperatives for overcoming capitalism, from democratising our digital, material and financial economies to maintaining a robust, political mobilisation. Using clear examples, he explores tactical openings through the lens of 'compeerism', a newly constructed framework that highlights the latent counter-capitalist possibilities, but also limits, of our emerging technological landscape.

This is an accessible contribution to counter-capitalist discourse that is both inspiring and pragmatic for academics and activists alike.

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Alternatives to Capitalism in the 21st Century



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Luke Martell



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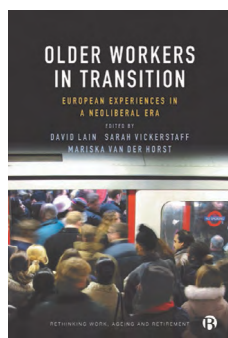
Rethinking Work, Ageing and Retirement

Series Editors: **David Lain**, Newcastle University, **Sarah Vickerstaff**, University of Kent and **Mariska van der Horst**, Vrije Universiteit Amsterdam

This new multidisciplinary series explores the impact of extended working lives on older people and organisations.

Find out more here:

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Older Workers in Transition

European Experiences in a Neoliberal Era

David Lain, Newcastle University, **Sarah Vickerstaff**, University of Kent and **Mariska van der Horst**, Vrije Universiteit Amsterdam

Hardback £80.00 | US \$120.00

ISBN 9781529215007

ePUB ISBN 9781529215014

234 x 156 mm 214 pages

UK September 2022

US October 2022

Rethinking Work, Ageing and Retirement



"Rich and timely... provides an exceptional account of the diversity and plurality of older workers and their employment and retirement transitions in the contemporary policy landscape."

KATHLEEN RIACH, UNIVERSITY OF GLASGOW

More people are extending their working lives through necessity or choice in the context of increasingly precarious labour markets and neoliberalism. This book goes beyond the aggregated statistics to explore the lived experiences of older people attempting to make job transitions.

Drawing on the voices of older workers in a diverse range of European countries, leading scholars explore job redeployment and job mobility, temporary employment, unemployment, employment beyond pension age and transitions into retirement.

This book makes a major contribution and will be essential reading within a range of disciplines, including social gerontology, management, sociology and social policy.

Menopause and the Workplace

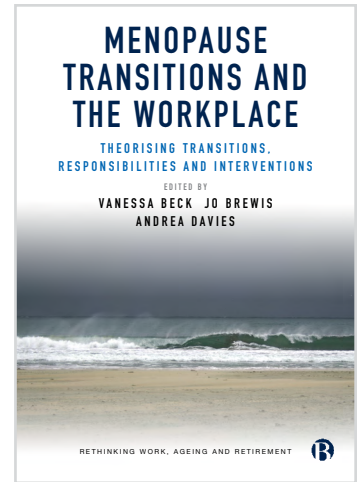
Theorising Transitions, Responsibilities and Interventions

Vanessa Beck, University of Bristol and
Jo Brewis, The Open University

The symptoms of menopause transitions have profound implications for work and are, in turn, affected by work. Despite this, the topic is rarely discussed in management and organisation studies.

Providing an overview of existing knowledge in the field of menopause in the workplace, this collection re-theorises the management of human resources as it relates to the connections between gender, age and the body in the workplace environment with an intersectional analysis.

Offering theoretical frameworks from experts as well as possible practical approaches that can be implemented in workplaces to support women transitioning through menopause, this is a go-to reference for academics and policy makers working in the field.



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ISBN 9781529215700

ePUB ISBN 9781529215717

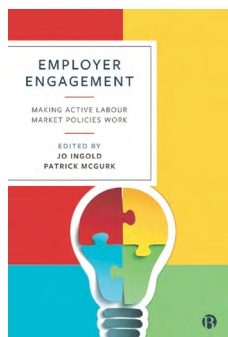
234 x 156 mm 176 pages

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Rethinking Work, Ageing and Retirement





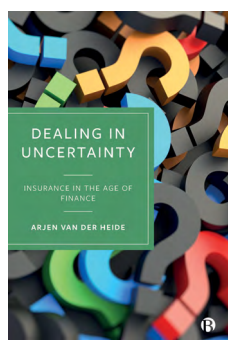
Employer Engagement

Making Active Labour Market Policies Work

Jo Ingold, Deakin University and **Patrick McGurk**, Queen Mary, University of London

Active Labour Market Policies aim to assist people not in work into work through a range of interventions including job search, training and in-work support and development. While policies and scholarship predominantly focus on jobseekers' engagement with these initiatives, this book sheds light for the first time on the employer's perspective.

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UK February 2023
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Dealing in Uncertainty

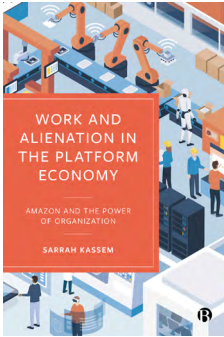
Insurance in the Age of Finance

Arjen van der Heide, Netherlands Institute for Social Research

This book conducts an in-depth investigation into one of the largest and longest-established insurance industries in Europe: British life insurance. The author draws on over 40 oral history interviews to trace how the sector has changed since the 1970s, a period characterised by rampant financialisation and neoliberalisation.

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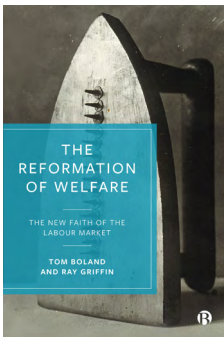
Work and Alienation in the Platform Economy

Amazon and the Power of Organization

Sarrah Kassem, University of Tübingen

Drawing on interviews with Amazon workers and original empirical data, this book explores how different working conditions estrange and alienate workers, and how, despite these, workers find ways to organise and express their agency. This is an important analysis of work on the digital shop floor for scholars of the platform economy.

Hardback £85.00 | US \$120.00
ISBN 9781529226546
ePUB ISBN 9781529226560
234 x 156 mm 208 pages
UK February 2023
US March 2023



The Reformation of Welfare

The New Faith of the Labour Market

Tom Boland, University College Cork
and **Ray Griffin**, Waterford Institute of Technology

"This immensely creative book provokes insights into the salvation rituals of jobseeking on nearly every page."

MITCHELL DEAN, COPENHAGEN BUSINESS SCHOOL

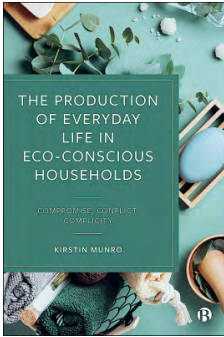
Inspired by ideas from economic theology, this provocative book uncovers deep-rooted religious concepts and shows how they continue to influence contemporary views of work and unemployment. It is essential reading for those interested in the sociology and anthropology of modern economic life.

Chapters 1 and 3 are available Open Access via OAPEN under CC-BY-NC-ND licence.

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234 x 156 mm 218 pages
UK December 2022
US January 2023

NEW IN PAPERBACK





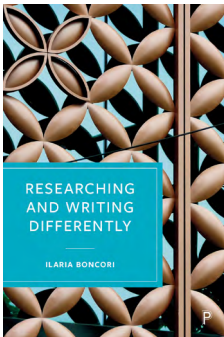
The Production of Everyday Life in Eco-Conscious Households

Compromise, Conflict and Complicity

Kirstin Munro, University of Texas Rio Grande Valley

Drawing on qualitative fieldwork conducted with sustainability-oriented households, this book shows the limits of our assumptions concerning sustainability across the 'green' spectrum. Shedding much-needed light on how households balance priorities and get things done in day-to-day life, the book offers crucial insights about eco-conscious living at an individual level.

Hardback £80.00 | US \$139.95
ISBN 9781529211474
ePUB ISBN 9781529211498
234 x 156 mm 184 pages
UK March 2023
US April 2023



Researching and Writing Differently

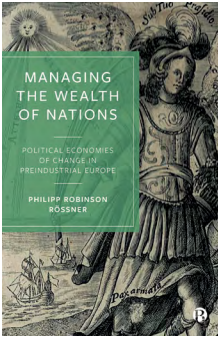
Ilaria Boncori, University of Essex

In a neoliberal academia dominated by masculine ideals of measurement and performance, it is becoming more important than ever to develop alternative ways of researching and writing.

This powerful new book gives voice to non-conforming narratives, suggesting innovative, messy and nuanced ways of organising the reading and writing of scholarship in management and organisation studies. In doing so it spotlights how different methods and approaches can represent voices of inequality and reveal previously silenced topics. Informed by feminist and critical perspectives, this will be an invaluable resource for current and future scholars in management and organisation studies and other social sciences.

Hardback £80.00 | US \$139.95
ISBN 9781447368144
ePUB ISBN 9781447368168
234 x 156 mm 200 pages
UK December 2022
US January 2023





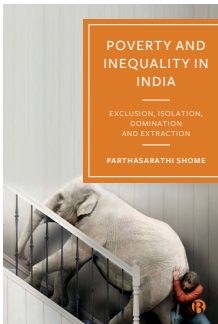
Managing the Wealth of Nations

Political Economies of Change in Preindustrial Europe

Philipp Robinson Rössner, University of Manchester

This pioneering work debunks the neoliberal origin myth of how capitalism came into the world. Rössner follows the development of capitalism from the Middle Ages through the industrial revolution to modern day, casting new light on the areas where premodern political economies of growth and development made a difference.

Hardback £85.00 | US \$149.95
ISBN 9781529211221
ePUB ISBN 9781529211245
234 x 156 mm 296 pages
UK March 2023
US April 2023



Poverty and Inequality in India

Exclusion, Isolation, Domination and Extraction

Parthasarathi Shome, London School of Economics and Political Science

This book analyses poverty in India as being intimately connected with the advent of caste, untouchability, colonialism, indentured servitude and slavery, and their relation to modern practices. It is an original interdisciplinary contribution that offers bold domestic and international policies anchored in human radicalism to eradicate poverty.

Hardback £85.00 | US \$149.95
ISBN 9781529230383
ePUB ISBN 9781529230390
234 x 156 mm 288 pages
UK May 2023
US June 2023





Post-Corona Capitalism

The Alternatives Ahead

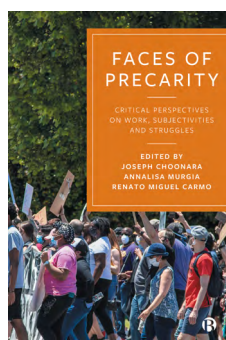
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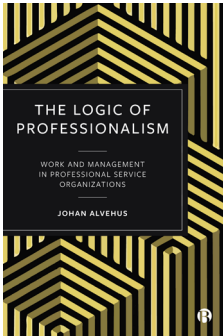
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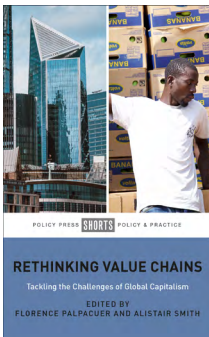
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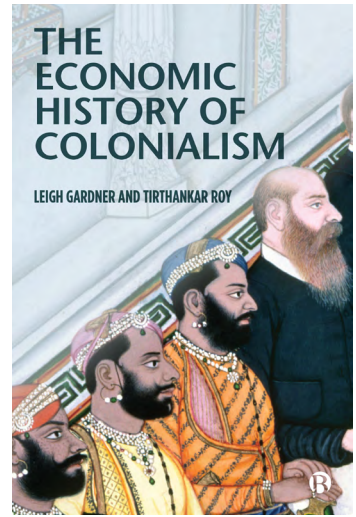
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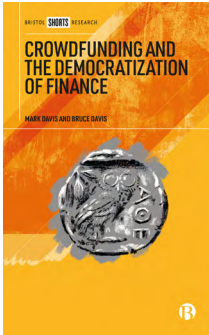
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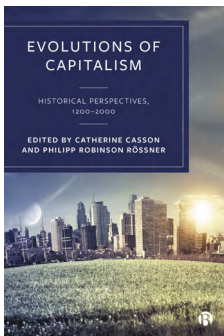
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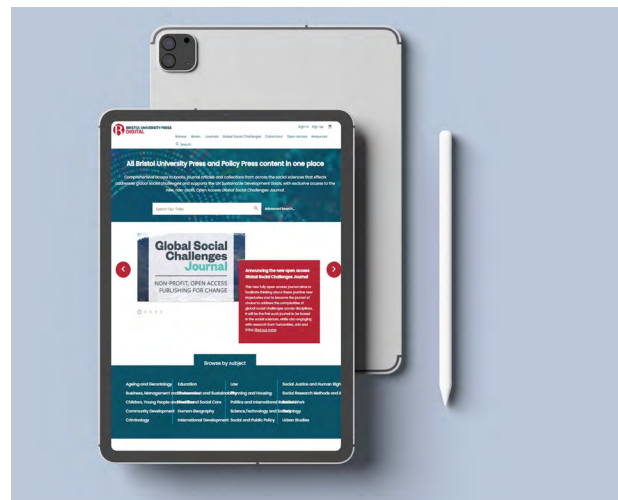
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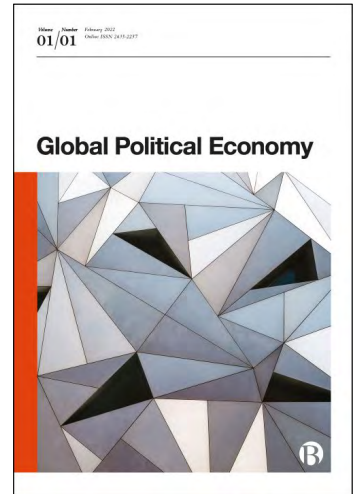
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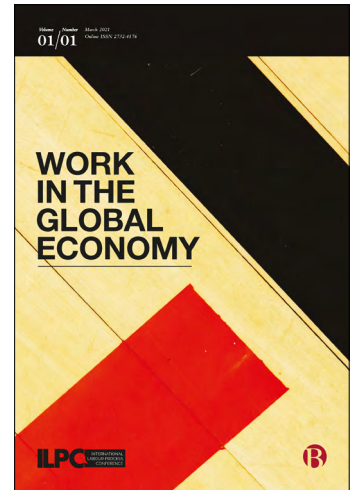


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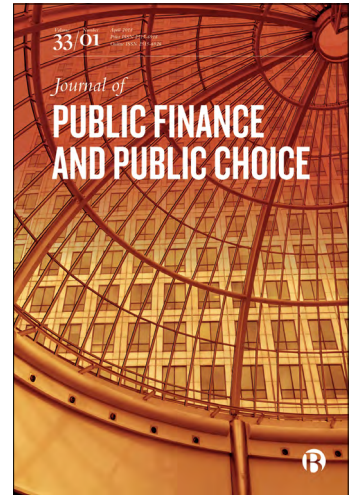
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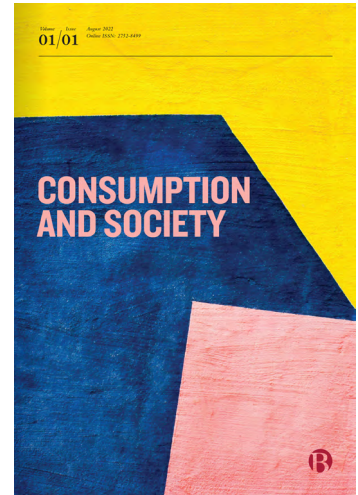
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