LABOR AND WORKLIFE PROGRAM

ANNUAL REPORT JUNE 2015

Part One: Report of Activities

Summary of Academic Year: 2014-2015

1. Executive Summary

The Labor and Worklife Program is Harvard University’s forum for research and teaching on the world of work and its implications for society. The LWP’s activities are in four program areas: the Harvard Trade Union Program (an executive mid-career program for union leaders founded in 1942), the Pensions and Capital Stewardship Project (which focuses on research and public policy concerned with financial security in retirement and pension fund governance, management, and investment), the Science and Engineering Workforce Project (SEWP) (a program mobilizing a dedicated network of researchers for advancing social science understanding of science and engineering), and the Changing Labor Markets Project (CLMP). Additionally, the Labor and Worklife Program administers and awards fellowships on labor and the world of work for the Jacob Wertheim Research Fellowship for the Betterment of Industrial Relationships and the Jerry Wurf Memorial Fund.

In all four areas of our work, the LWP has registered significant achievements this year. The Harvard Trade Union Program (HTUP) held its 104th session in the Spring of 2015 with 44 participants, and it continues to be the premier labor education program in the country providing a unique opportunity for faculty and students to meet with emerging labor leaders from the US and other advanced industrial countries.

The Science and Engineering Workforce Project (SEWP) continued its annual lecture series on issues of concern to the science and engineering workforce. This year’s Fall and Spring seminars were co-sponsored by The Science-Based Business Initiative at the Harvard Graduate School of Business. SEWP has initiated conferences and workshops on a range of pressing topics: the social impact of nanotechnology, the future of engineering in the U.S., international labor migration in highly skilled scientific and technical fields, and overall the economics of science. SEWP related research has also been a part of the weekly China Economics Seminar held at the Harvard Department of Economics.

The Pensions and Capital Stewardship Project continues its work which includes research, conferences at the Law School, international conferences in Brussels, Paris, and Sydney, presentations here and abroad, as well as papers on pension and related issues.
Finally, in the program area of *Changing Labor Markets*, the LWP hosts workshops, talks, and luncheon sessions on important topics on labor and the world of work. The program has developed courses in collaboration with the global union federation, the International Transport Workers Federation (ITF), for teaching union leaders in various countries around the world. Additionally, the program hosts an annual seminar with senior British labor leaders *Leading Change*, works with the global labor survey called the *Wage Indicator*, and organized seminars in Cambridge and abroad on unions, labor leadership, and worker rights.

2. Research, Scholarship and Project Activities

a. Areas of Inquiry – Research Program’s Mission Statement

The Labor and Worklife Program is Harvard University’s forum for research and teaching on the world of work and its implications for society. Under faculty co-directors Harvard Law School Professor Benjamin Sachs and Harvard Economics Professor Richard Freeman, the program brings together scholars, policy experts, and practitioners from a variety of disciplines to analyze critical national and international labor issues in the law, economy, and society. Professor Emeritus Paul Weiler, retired from Harvard Law School in 2007, continues to be involved with the program as Faculty Director Emeritus.

b. Projects/Research & Scholarship

China Economy Seminar

The LWP and several of its fellows participate in the weekly China Economy Seminar held at the Harvard Department of Economics. Led by LWP faculty co-chair Richard Freeman, the China Economy Seminar welcomed presentations in Spring 2015 by Matthew Neidell of Columbia University on “Pollution and Worker Productivity,” Wei Huang and Richard Freeman on “China’s Great Leap Forward” in science including the role of collaboration with U.S. scientists, Yang You of Harvard on the China Gazetteer Project and data sources on Chinese migration, and Hanming Fang from the University of Pennsylvania on “Demystifying the Chinese Housing Boom.” The LWP will continue to build upon the success of the China Economy Seminar as a forum for exchanging ideas and understanding the latest economic developments in China.

The China Gazetteer Project

The China Gazetteer Project is a unique volunteer student project developed in 2015 by a group of Chinese students led by Yang You of Tsinghua University, working at National Bureau of Economic Research, and Harvard economist and NBER researcher Richard B. Freeman. The Gazetteer Project digitalizes county-level and city-level demographic, social, and economic data in over 2,000 local areas in China to create a big data set for researchers worldwide to study the development of China from 1946 to the present. The
data come from the gazettes that local gazetteers write annually on their area, the largest collection of which exist at Harvard's Yenching Library.

The Project creates a socio-economic database with over 120 variables during one of the most important periods in China's history, and the data set is updated yearly. The research project includes raw data collection of the data tables in the gazetteer books, scanning the tables, organizing the files into variables consistent across areas and over time, data entry and cleaning -- all leading to the final outcome: a living data base available on the Web to students and scholars worldwide to study China's remarkable journey of economic development from a largely agricultural developing country to one of the lead countries in the global economy.

The Pensions and Capital Stewardship Project

The Pensions and Capital Stewardship Project (PCSP) is a research and policy project that focuses on issues of financial security in retirement. Topics explored by the Project include employment-based retirement plans, pension fund governance and management, and institutions, systems, and practices of pension fund investment that encourage capital markets and corporate policies to work more effectively for workers and the well-being of the community at large.

Project Director Larry W. Beeferman was an invited speaker at the Fourth Annual ERISA Scholars Conference in Philadelphia. He spoke on his paper “Whose Power? Whose and Which Duties? Pension Fund Investments and Fiduciary Duties in the United States and India” He gave a presentation on “The A, B, Cs of Financializing Energy, Water, and Other Assets” at the Heinrich Boell Foundation in Washington DC on April 14, 2014. On that day at the Heinrich Boell Foundation he was also a panelist with Jordan Schwartz, Executor Director of the Global Infrastructure Facility on a panel entitled “The Global Infrastructure Facility (GIF): Governance, Accountability and Results in a New World Bank Group Partnership”


Publications of the project during the past year include:


“The Materiality of Human Capital to Corporate Financial Performance,” by Aaron Bernstein and Larry Beeferman, April 2015
“Reform’ of the United States and Brazilian Retirement Systems for Federal Employees,” by Larry W. Beeferman and Arthur Bragança de V. Weintraub, September 2014

Science and Engineering Workforce Project


Teitelbaum’s new book has received significant attention in ongoing debates about the state of the scientific workforce. After participating in a panel discussion on the question "Is There a STEM Worker Shortage?" with B. Lindsay Lowell, Director of Policy Studies, Institute for the Study of International Migration at Georgetown University, held at the National Press Club in Washington, D.C. on May 27, 2014, Teitelbaum followed up with several programs including a webinar on September 9, 2014 with the nation’s largest organization of technical workers, IEEE-USA (Institute of Electrical and Electronics Engineers) in a forum called "Is the United States Falling Behind in the Global Race for Scientific and Engineering Talent?"

The LWP SEWP team regularly participates and contributes to the weekly seminar series at the Harvard Business School called the Science-Based Business Initiative (SBBI). With the cooperation of LWP faculty co-chair Richard Freeman and HBS professor Vicki Sato, HBS has sought collaborative efforts at building knowledge and understanding of science-based industries as well as the impact of investment in research and development. The SBBI seminar launched its Fall 2014 season of events with a presentation on September 26, 2014 by Michael Teitelbaum, LWP Senior Research Associate, on the patterns of boom and bust cycles in the scientific workforce based on his new book Falling Behind? Boom, Bust, and the Global Race for Scientific Talent. On October 3, 2014, Susan Feng Lu, assistant professor at the Simon Business School, University of Rochester, presented on “The Reverse Matthew Effect: Catastrophe and Consequence in Scientific Teams.” The “Matthew Effect” refers to the tendency in science of “eminent team members” to garner the credit for outstanding works at the expense of “less eminent team members.” But Lu explored the “rich get richer” phenomenon in reverse when things go wrong in science (i.e., paper retractions), which ends up penalizing far less eminent authors much more dramatically than the big shots, particularly when one measures declines in paper citations. On October 10, 2014, Sen Chai, Werthheim Post-Doctoral Fellow at the LWP, explored “Temporary Colocation and Collaborative Discovery,” which looked at how attending long programs such as the Gordon Research Conferences affected scientific collaboration and productivity.
On October 17, 2014, Ben Rissing, a visiting scholar from the Department of Sociology at Brown University and subsequently appointed to a faculty post at Cornell University’s School of Industrial and Labor Relations, looked at “House of Green Cards: Statistical or Preference-Based Inequality in the Employment of Foreign Nationals.” Rissing discovered significant variation in approvals depending on the foreign nationalities of immigrant labor. On October 31, 2014, Sifan Zhou asked “Where Do Firms Open R&D Labs in the U.S.?” and she indicated that R&D labs often head to rising innovation centers, whereas the manufacturing, service, and sales operations favor the more established centers of innovation. On November 14, 2014, Galit Eizman, Research Scholar at the Harvard Department of Economics, delivered a talk called “Rethink, Revise, Research: Encouraging Critical and Scientific Thinking.” She took up differences in the training of social scientists and scientists, and how there are challenges in developing critical thinking skills in certain types of cultures. On November 21, 2014, Gabriel Chan, a PhD candidate in Public Policy at the Harvard Kennedy School, gave a presentation, “Evaluating Patent Licensing Agreements for Technology Diffusion at the U.S. National Labs.” He demonstrated that “licensed patents are cited at twice the rate of unlicensed patents two years after a license agreement is executed,” which for him indicated that formal intellectual property enhances the benefits of publicly-funded R&D. On December 5, 2014, William R. Kerr of the Harvard Business School spoke on “Agglomeration and Innovation,” research that underlines how innovative activity is more concentrated than industrial activity.

In Spring 2015, the SBBI seminar included the following programs: Griffin Weber, MD, PhD, Head of the Knowledge Discovery and Management Group and Assistant Professor of Medicine, Center for Biomedical Informatics, Harvard Medical School, Beth Israel Deaconess Medical Center, “Using Bibliometric Data and Social Network Analysis to Model the Scientific Workforce” (January 30); Danguole Altman, President and CEO, Vapogenix, Inc., “Balancing strategy, market forces, employment needs and early stage drug development - Vapogenix” (February 6); Matthew Neidell, Columbia University Department of Health Policy and Management, “Pollution and Worker Productivity” (February 20); Riccardo Crescenzi, Department of Geography and Environment, London School of Economics, and Visiting Scholar, HKS, “Moving People with Ideas. Innovation, inter-regional mobility and firm heterogeneity” (March 6); Josh Lerner, Harvard Business School, and Amit Seru, University of Chicago Booth School of Business, "The use and misuse of patent data: Issues for corporate finance and beyond" (March 13); David Ong, Peking University, HSBC Business School, "Endogenous Selection into Single and Coauthorships by Surname Initials in Economics and Management" (March 27); Mike Bonney, Cubist Pharmaceuticals, “Cubist – Battling Superbugs: The Intersection of Science and Policy” (April 3); Jim Manzi, Chairman, Applied Predictive Technologies, “The Experimental Revolution in Business” (April 10); Timothy K. Lu, M.D., Ph.D., MIT Synthetic Biology Center, Co-Founder, Synlogic, Inc., Co-Founder, Sample6, Inc., "Synthetic Biology for Real-World Applications" (April 17); Adam Isen, U.S. Department of the Treasury, "The Effect of High-Skilled Immigration on Patenting and Employment: Evidence from H-1B Visa
The SBBI project has received previous public praise from the Dean of the Harvard Business School, and the LWP will continue its work with this series during 2015-2016. Meanwhile, during 2014-2015, LWP Faculty Co-Chair Richard Freeman produced several papers and interventions on issues of concern for scientific and technical workers, including “Who owns the robots rules the world” for Germany’s IZA World of Labor (Institut zur Zukunft der Arbeit/ Institute for the Study of Labor, May 2015) as well as the paper “Immigration, International Collaboration, and Innovation: Science and Technology Policy in the Global Economy,” which was published in the NBER annual journal Innovation Policy and the Economy, Volume 15, no. 1, 2015 by University of Chicago Press.

Nanotechnology in Society – the Social Impact of Nano

Through the completion of a long-term grant from the National Nanotechnology Initiative in 2011, the Labor & Worklife Program helped with the building of a network of resources on the societal impact of nanotechnology, including the following websites: nanoenvironment.org (based at the LWP), NanoBank.org (based at UCLA), and NanoEthicsBank (based at the Illinois Institute of Technology). Though the website is updated far less regularly, NanoEthicsBank provides summaries of over 1500 articles and works on the legal, regulatory, and ethical implications of nanotechnology. LWP fellows are continuing work on the scale and scope of international collaboration in nanotechnology, as well as work on the background of new entrants to the fields of nanotechnology and biotechnology. In December 2014, Richard B. Freeman contributed to “The Special Issue on Knowledge Capital in Nanotechnology and Other High Technology Industries” for the Annals of Economics and Statistics, no. 115-116, published in December 2014. Many of the contributions to this journal had been presented at conferences that the LWP helped host and organize in cooperation with the Science and Engineering Workforce Project at the National Bureau of Economic Research and with the team of Professor Lynne B. Zucker of UCLA.

c. Clinical Work (not applicable)

d. Other Activities

Jerry Wurf Memorial Fund

The Jerry Wurf Memorial Fund of the LWP was established in 1982 in memory of the late President of the American Federation of State, County and Municipal Employees (AFSCME). The fund supports an array of outstanding and productive programs including guest lectures, conferences, fellowships as well as, articles, cases and books. In line with the terms of the endowment, the fund has support programs and activities that:
reflect Jerry Wurf’s belief in the dignity of work, and his commitment to improving the quality of lives of working people, to free open thought and debate about public policy issues, to informed political action…and to reflect his interests in the quality of management in public service, especially as it assures the ability of workers to do their jobs with maximum effect and efficiency in environments sensitive to their needs and activities.

Activities of the Fund this year included scholarships for AFSCME leaders to participate in the HTUP (four attended the 2015 session on Wurf scholarships) and the KSG States and Local Government Program (five scholarships were given to AFSCME leaders to attend this program in 2014/15). Additionally, in concert with the HTUP, Reverend James Lawson, Pastor Emeritus, Holman United Methodist Church, Los Angeles delivered the Wurf Memorial Lecture on "Labor, Racism and Justice in the 21st Century." Lawson had worked in Memphis together with Jerry Wurf and Martin Luther King in support of sanitation workers during the time leading up to MLK’s assassination. He also brought to the civil rights movement many ideas about non-violence from his time in India. Lawson outlined the challenges for the U.S labor movement, and he explained the transformations in capitalism that have reduced a significant slice of the workforce to poverty conditions. He also explained how the U.S. Supreme Court for so much of its history denied rights and full citizenship to many large segments of the society: women, African Americans, poor whites, Mexicans, Amerindians, Chinese, and on and on. He argued that people do not always appreciate that the civil rights movement was about a lot more than just liberating Blacks from apartheid conditions.

With funding from the Wurf Fund and AFSCME, and in cooperation with AFSCME and the Thurgood Marshall College Fund, the LWP continues to run a 10-week Union Scholars Program during the summer. In 2014 ten and 2015, eleven minority undergraduate students participated in the program (aimed at sophomores and juniors interested in labor and justice issues). The successful candidates were placed with AFSCME affiliates involved in organizing campaigns and came to Harvard during their last week for an educational seminar on the role of unions in society and a debriefing on their experience.

Pensions and Capital Stewardship Project Director, Larry W. Beeferman was invited to contribute comments during the research phase for a report by the UNEP Finance Initiative, the PRI, the UN Global Compact and the UNEP Inquiry into a Sustainable Financial System which examines how prevailing definitions and interpretations of fiduciary duty affect investors’ approach to the integration of environmental, social and governance and provided comments on the draft report.
i. Conferences:

Farm Labor Challenges Conference

On November 12 and 13, 2014, the LWP hosted a major workshop called *Farm Labor Challenges* that included the participation of the Dunlop Commission founded by former U.S. Secretary of Labor John T. Dunlop as a means of problem solving in the agriculture industry. The program featured two former chairs of the National Labor Relations Board, Wilma Liebman and William Gould. Gould, a professor emeritus of labor law at Stanford University, is currently the chair of the *California Agricultural Labor Board*, a state that produces nearly half of the nation’s nuts, fruits, and vegetables. The program explored the following topics: “The Changing Agricultural Business,” “Models of Farm Worker-Industry Problem-Solving,” “Models of Farm Labor Voice, Advocacy, and Representation,” “The labor supply, recruitment and retention challenge,” and “The Value Chain: Sustainable Agriculture to Healthy Food.” The nation’s leading farm labor organizations gave presentations: Gerardo Reyes Chavez from the *Coalition of Immokalee Workers*, Arturo Rodriguez from the *United Farm Workers of America*, and Baldemar Velasquez of the *Farm Labor Organizing Committee*. Several students from the *Harvard Food Law Society* joined various parts of the program, and subsequently the LWP co-sponsored labor panels at the Harvard Food Law Society’s annual conference on March 28-29, 2015 called “Just Food? Forum on Justice in the Food System.” The LWP continues to work with members of the Dunlop Commission in providing academic background and policy resources on the challenges faced by this crucial industry.

Pensions Conference

On May 29 to May 31, 2015, the Project collaborated with PSL-Université Paris-Dauphine, to convene the 13th International Workshop on Pension, Insurance, and Savings. Participants included scholars and researchers, government, pension fund senior, union and government officials, and investment practitioners and others from the United States, Western Europe, Brazil, Chile, Morocco, and India. The first day included three parallel sessions which canvassed a wide range of issues from pension reform and pension fund investment financial literacy and financial advice and keynote remarks on the welfare cost of perceived policy uncertainty (with regard to Social Security). The three sessions on the second day concerned challenges of and opportunities for pension fund governance; the meaning and import of long-term investment for investors; and the alignment of pension fund investments with national development goals.

Police Union Leaders Seminar

In April, in cooperation with *American Police Beat*, the LWP held its 17th annual Police Union Leaders Seminar, with 80 leaders of police associations from the 50 largest cities in America. As in previous years, the program included lectures, panel discussions and round table conversations about the most pressing issues these leaders are facing. This year’s program featured discussions and speakers on leadership, with Gautam
Mukunda, Professor at Harvard Business School, and Jeff Lawrence, Cambridge Leadership Associates. Speaking on the continued financial woes of cities and the problem of health care costs, Harvard Kennedy School of Government Lecturer Shelby Chodos engaged the group in a discussion on the financial crisis of state and local governments and its implication for police unions. Dean Baker, co-director of the Center for Economic and Policy Research, discussed the US macro economy and its impact at the bargaining table. There were numerous discussions on the political challenges facing police unions and panel discussions on issues such as the pros and cons of body cameras. Speakers included attorneys Will Aitchison, Bill Cole, and Sean Smoot, and Director of the Office of Community Oriented Policing Services (COPS), U.S. Department of Justice, Donald L. Davis. President of the Police Association of New South Wales, Scott Weber, and Assistant Secretary of the PANSW, Julie Carroll, shared their perspective on the challenges facing policing in Australia, including attacks on pensions, disability, and public criticism over use of force.

**ii Workshops:**

**Leadership, Strategy and Organizing**

Working with the Women’s Department of the International Transport Workers Federation (ITF), LWP Executive Director Elaine Bernard has continued to design and deliver materials for union women's leadership. In November 2014, Bernard co-taught with ITF women's coordinator Allison McGarry Leading Change II for 28 women union leaders from around the world, at the Paul Hall Center, Seafarers International Union, Piney Point, MD. Additionally, Bernard and McGarry co-taught a week long course for Arab union women with materials translated into Arabic in Tunis, Tunisia in September 2014.

Additionally, during this academic year, Bernard delivered a number of keynote lectures to unions in both Canada and the US. She has developed and taught a one-day session on strategic planning for the Michigan Nurses Association, a weeklong leadership and organizing course for the National Union of Provincial and General Employees of Canada (NUPGE), two four-day sessions on leadership for the Canadian Police Association (CPA) at the Telfer Centre, University of Ottawa, a two-day Strategic Planning session with the Police Association of New South Wales (PANSW), Australia, a three-day course on leadership for the Elementary Teachers Federation of Ontario (ETFO) and a three-day course on leadership for the Professional Institute of the Public Service of Canada (PIPSC).

**Pensions and Capital Stewardship Project**

Project Director, Larry W. Beeferman and non-resident Fellow, Aaron Bernstein in conjunction with the Investor Responsibility Research Center offered, on April 23, 2015, a Webinar on the finds from their paper “The Materiality of Human Capital to Corporate Financial Performance.”
Trades Union Congress (UK) Leading Change

In co-operation with the Trades Union Congress of the U.K. as a component of their senior union leadership program Leading Change, the LWP organized a five-day workshop at Harvard for 20 senior British labor leaders in October 2014. Topics covered in this workshop included the overall state of the U.S. labor movement, strategic planning and strategic choice, worker self-organization, worker ownership, public narrative and unions in politics. Speakers included: Jon Hiatt, Chief of Staff, AFL-CIO; Richard Freeman, Harvard Economics Department and LWP Faculty co-chair; Richard Parker, Lecturer in Public Policy and Senior Fellow Shorenstein Center, Harvard Kennedy School of Government; Marshall Ganz, Lecturer Harvard Kennedy School of Government; Tom Juravich, Professor of Sociology and Labor Studies, University of Massachusetts, Amherst; Elaine Mejia, Vice President, Public Works; Michelle Miller, Founder, Co-Worker.Org; Kris Rondeau, Organizer with the Harvard Union of Clerical and Technical Workers; Saket Soni, Executive Director, New Orleans Workers' Center for Racial Justice and the National Guestworkers' Alliance; and John Kelly, Professor, Birkbeck, University of London. Additionally, Elaine Bernard taught three HTUP case studies to the group. The workshop included a short site visit to unions in Boston and a discussion about the role and functions of local unions.

iii. Events:

Public Forums

The LWP organized a number of forums and speaking events at Harvard Law School during the HTUP. These included talks by:

Aviva Chomsky, Author and Professor, Salem State University, lectured on her book, Undocumented: How Immigration Became Illegal. This forum also included a panel with Mark Erlich, New England Regional Council of Carpenters, Natalia Berthet, Massachusetts Jobs with Justice and Sofia Campos, United We Dream.

Author, Jane McAlevey, on her new book, Raising Expectations (And Raising Hell): My Decade Fighting For The Labor Movement.

Robert Pollin, Distinguished Professor, Co-Director Political Economy, Research Institute (PERI), University of Massachusetts Amherst, and Carla Lipsig-Mummmé, Professor of Work and Labour Studies, Department of Social Science, Faculty of Liberal Arts and Professional Studies, York University, on Building The Green Economy: Jobs And Climate Change.

A John T. Dunlop Memorial Forum on The Fissured Workplace: Why Work Became So Bad For So Many And What Can Be Done To Improve It, with David Weil, Administrator, Wage and Hour Division, U.S. Department of Labor.
A Play Written and Performed by Ian Ruskin, *From Wharf Rats to Lords of The Docks: The Life and Times of Harry Bridges*

e. Fellows/Visiting Researchers/Research Assistants/Interns

The LWP appoints fellows and visiting researchers throughout the year for periods as long as one year, and as short as a few weeks. During this year, the program hosted a total of 17 fellows, the majority funded by the Wertheim Fund, research grants, the Wurf Fund or research funds from their university or national funding agencies.

The *Jacob Wertheim Fellowship for the Betterment of Industrial Relationships* is administered by the LWP. Fellowships are awarded to support original research and publications in the broad field of labor relations and cooperation. Established in 1923 as a gift from the Wertheim family in memory of Jacob Wertheim, the fund has supported the research and publication of 55 books and numerous papers.

With LWP faculty co-chair Richard Freeman spearheading a significant research agenda covering labor, economy, and society in China, the LWP has recently hosted several fellows from China. The LWP has become an integral part of the weekly China Economy Seminar, a forum at the FAS Department of Economics for faculty, graduate students, and research fellows in economics and other fields to present and discuss research and scholarship on the economic and social transformation of China.

**Fellows**

**Erling Barth**
A non-resident Wertheim fellow, Erling Barth collaborates with the LWP from the Institute for Social Research, Oslo and Department of Economics at the University of Oslo. Barth is researching the development of the wage distribution across establishments in the US, in particular linked to the role of productivity dispersion within industries. Additionally, he is examining the role of science and engineering workers for knowledge transmission, for research and development investment and for productivity growth.

**Aaron Bernstein**
A non-resident fellow, Aaron Bernstein continued this year to collaborate with the Pensions and Capital Stewardship Project as a Senior Research Fellow. He has worked on the Project’s initiative on the incorporation of workplace/labor and human rights issues in investment decisions, as he had helped organize the working conference on this subject convened by the Project back in March 2009. As well, he authored two papers for the Occasional Papers series on the topic, and he collaborated with a major European provider of traditional and ESG investment research on a paper concerning the prevalence of corporate supply chain labor and human rights policies, codes, and practices; on another similar paper with Larry W. Beeferman, the Project Director, and a related one concerning key performance indicators. Most recently he co-authored with Larry W. Beeferman, the paper “The Materiality of Human Capital to Corporate Financial Performance” and participated with him in presenting a webinar on its findings.
**Sen Chai**
Sen Chai's research examines the entire developmental course of creative innovations from idea conception to commercialization, with the goal of helping managers and policymakers better support innovation and increase organizations’ chances of creating commercially successful ideas. Her current projects focus on understanding how scientific breakthroughs emerge by concentrating on failed opportunities, the process by which academic and firm researchers conceive of commercially successful ideas, and the role of physical and virtual conferences as a vehicle for collaboration. In the context of innovation funding and incentives, she is studying innovative performance and productivity effects of academic-industry collaboration grants in Denmark and government-backed private equity funds in China, as well as understanding what managerial and structural factors of these schemes make them more effective.

**John Hogan**
Hogan continued his work as Fellow at the LWP during the 2014-2015 academic calendar. He carried out research in three areas: 1) the history and development of the discipline of Industrial Relations; 2) the role of information technology in transforming the labor movement; and 3) press and media policy in Iraqi Kurdistan. After conducting many interviews in Kurdistan with a wide range of journalists, media and government officials on ways to create optimal conditions for press institutions and alternative media, Hogan prepared a major report released to the wider public in late 2013 that continues to receive follow-up inquiries into 2015. He works with Professor Peter Nolan of Leicester University and editor of the *Industrial Relations Journal* on a variety of projects in Industrial Relations.

**Wei Huang**
A PhD Candidate in Economics at Harvard University with interests in labor economics, health economics and public economics, Wei Huang produced an NBER Working Paper with Professor Richard Freeman titled “Collaborating With People Like Me: Ethnic co-authorship within the US,” which was published as an NBER working paper (#19905) and now forthcoming in *Journal of Labor Economics*. Additionally, Huang did an independent project under the guidance of Professor Freeman which examines the relationship between author surname initials and paper citations, finding that the papers with first authors whose surname initials appear earlier in the alphabet get more citations. This paper has been accepted by *Economic Inquiry*. Huang has continued his previous research on the relationship between health outcomes and labor markets. Specifically, coauthoring with Professor David Cutler and Professor Adriana Lleras-Muney on a paper named “When Does Education Matter? The Protective Effect of Education for Cohorts Graduating in Bad Times,” in which the authors confirm that a higher unemployment rate at graduation is associated with lower income, lower life satisfaction, greater obesity, more smoking and drinking later in life, and that education plays a protective role for these outcomes. This paper has been published as another NBER working paper (#20156) and was accepted by *Social Science & Medicine*. 
Linda Kaboolian
As a fellow at the LWP, Kaboolian has continued her work on the reshaping of the public sector, including privatization of public services. She extended her work to include China and the National Health Service of the U.K. Her article, "The New Public Management: Challenging Boundaries of the Management vs. Administration Debate," which appeared in the *Public Administration Review* in 1998, was selected as one of the 75 most influential articles since 1940.

Martin Kahanec
A visiting professor from the Central European University in Budapest, Martin Kahanec provided research seminars at Rutgers (October 3, 2014) and Princeton (November 19, 2014) on “The Free Movement of Workers in an Enlarged European Union.” He also presented on EU labor migration in Bratislava, Slovakia at the IZA/NEB/CLSI Conference on European Labor Markets and the Euro Area during the Great Recession (October 20-21, 2014). He continued work on EU labor migration issues during his LWP fellowship.

Fan Liang
Conducting research on whether unions are having an effect on the insurance coverage of workers in China. Liang focused on whether workers are seeking to get a bigger slice of the gains from China’s prodigious economic growth. Liang is seeking to explain how collective bargaining is performing in gaining benefits in the context of financial crisis and implementation of the new Labor Contract Law. She has also sharpened her understanding of financial practices by participating in the joint Harvard Business School Finance Unit/Harvard Department of Economics faculty seminar.

Qing Liu
A PhD student in Economics from Zhejiang University, China, Qing Liu is developing research focused on China’s labor market. His recent work explores the effects of trade unions on income distribution and economic growth.

Emran Qureshi
An independent scholar from Ottawa, Canada, Emran Qureshi is continuing his work on labor unions and democratization in the Muslim world surveying the Middle East, South Asia, and South East Asia. He draws upon case studies from Morocco, Egypt, Pakistan, Bangladesh, and Indonesia and the role that labor unionists played in democratization efforts past and present. Today trade unions in Muslim polities play an increasingly visible role in tending to the needs of working men and women in societies facing daunting challenges from globalization and political repression.

He is currently writing a historical book-length study of human rights in the Muslim world, which also includes a treatment of labor activists and their role in strengthening democracy and human rights from the early 20th century to the present moment. He helped organize a fall 2014 Harvard workshop that explored the military regimes, sectarianism, and minority rights spanning Nigeria, Mali, Iraq, Syria, and
Afghanistan/Pakistan funded by the Henry Luce Foundation. The participants as a subtext of the workshop discussed the political economy of insurgencies and its relationship to the state. A link to a video transcription of the workshop is: http://cmes.fas.harvard.edu/file/400466

Allan Wain
A non-resident fellow, Allan Wain pursued research interests that include the meaning, relevance, and application of infrastructure to pension funds and to society, incorporating how infrastructure is informed by and is informing of societal values, employment opportunities, government policy, and market behavior. He has written several essays investigating the social, environmental, and investment value of infrastructure to a transitional economy. He has worked with Larry W. Beeferman, the Project Director, on papers concerning such issues, including the most recent paper, “Infrastructure: Doing What Matters”: and is planning, in collaboration with him, a book on infrastructure investment.

Tongyi Wang
A doctoral student in Economics at Zhejiang University, Tongyi Wang works on problems in labor economics including the wage gap between public and private enterprises in China and the effects on wages of labor migration within China. He is continuing work on inequality in China with special focus on rural areas. China has an extremely unique way of urbanization and a segmented labor market. To understand these conditions, a pre-requisite is to explain why the Hukou system has been sustained and how it evolves. During the period as a Wertheim Fellow, Wang has completed two working papers titled “Hukou control, economic development and regional income disparity” and “Local governments' competition and endogenous citizenization policy.” Recently, he has been working on related empirical analyses using both macro statistical data and micro survey data.

Xinran Wang
A visiting fellow from the Tsinghua University School of Economics and Management, Xinran Wang is researching the economic foundations of tax policy in China. She participated in the China Economy Seminar at the Harvard Department of Economics. Wang is exploring college graduates and the outcomes of social security reform using the China Household Survey.

Zheng Xu
Having received a BA and MA in economics from Fudan University, Zheng Xu is currently a PhD candidate in economics at the University of Connecticut and teaches Principles of Microeconomics at UConn. As a research fellow in the LWP since September 2013, Xu has pursued research interests that include labor, migration, and development. Recently he has focused on the impact of trade on the labor market in China, with ramifications for rural-urban migration, employment, and wages. His work also takes up urban migration and informal employment in developing countries.
Guoping Zhang
A member of the China Academy of Corporate Governance and the Business School at Nankai University, Guoping Zhang is exploring brain science and cognitive neuroscience methods in order to unlock the behavioral mechanisms behind corporate governance decisions. The research paradigm explored by neurogovernance reflects the complementarity between a wide variety of disciplines and shows the prospects for broader applications. She is also leading a project on “The Governance Risks of Chinese Transnational Enterprise Groups during their Internationalization.”

Sifan Zhou
A PhD candidate in Economics at the State University of New York, Albany, Sifan Zhou continues her work on “Why are Women Less Cited in the Life Sciences?” She finds that both genders are more likely to be cited by authors of the same gender. Her work then shows that citations from distant citing authors (foreign, or outside the cited author's collaboration network) are more gender neutral than citations from close citing authors (domestic, or inside the cited author's collaboration network). Zhou gave a major presentation to the SBBI seminar at the Harvard Business School on October 31, 2014 on “Where Do Firms Open R&D Labs in the U.S.?”. She indicates that firms which patent often are driven to make connections with universities, as these companies rely more on local academic articles rather than local industrial patents.

Yu Zhou
An associate professor in the Department of Organization and Human Resource at the School of Business, Renmin University of China, Yu Zhou has previously published seven books in Chinese and numerous articles in international journals. His research interests include strategic human resource management, high performance/involvement work systems, compatible effectiveness of diverse employment relations and human resource management systems in Chinese context, linkage of work practices and creativity/innovation, work-life balance practices and employee wellbeing, industrial/organizational democracy, and HRM-Union interaction on employment relation outcomes. Recently, he has focused on the impact of social institutions on work practices in a transformational economy, particularly the impact of strengthening labor law on the dynamics of employment relation modes in the Chinese workplace, and the interaction mechanisms between union practices and human resource management for attaining the economic and social performance of organizations.

3. Contributions to HLS Teaching Program

Trade Union Program

Organized by an interdisciplinary team of Harvard faculty, this six-week intensive executive program for senior union leaders runs from the beginning of January to mid February annually. The 2015 session with 44 union leader participants included a number of Harvard Law School students and visiting scholars sitting in on sessions in the
program. Teaching in the program in 2015 were Harvard Law Professor and LWP faculty co-Director Benjamin Sachs, as well as David Harris from the Charles Hamilton Houston Institute for Race and Justice, who taught a session on “Inequality in America.” HLS Lecturer, Florrie Darwin taught a two-day session on “negotiations.”

Harvard faculty from other Schools teaching in the program included: Professor Richard Freeman, Faculty Co-Director of the LWP, Professor David Cutler from the Faculty of Arts and Science, Professor Richard Parker from the Harvard Kennedy School of Government, Professor Gautam Mukunda from the Harvard Graduate School of Business Administration, Professor Robert Herrick from the Harvard School of Public Health and Dr. Andrew Martin, Center for European Studies.

Labor law faculty from other universities gave seminars in the program, including: Professor Karl Klare, Northeastern University Law School, Professor Tom Kohler, Boston College Law School and Professor Jamin Raskin, American University Washington College of Law; Other legal professionals teaching in the program included: Ms. Wilma Liebman, former Chair, National Labor Relations Board, Mr. Robert DeGregory, Associate Counsel, National Hockey League Players Association, Mr. Ronald DeLord, Special Counsel, Combined Law Enforcement Association of Texas, Mr. Damon Silvers, Director of Policy and Special Counsel, AFL-CIO, and Mr. Arnold Zack, an attorney and a nationally acclaimed arbitrator, who taught a course specifically designed for the HTUP on “Managing Dispute Resolution Systems.”

4. Participation of HLS Students in Program Activities

The LWP continues to work closely with the HLS student club, the Labor and Employment Action Project (LEAP). Our activities with the club included a public forum series co-sponsored by the club and organized in conjunction with the six-week Harvard Trade Union Program (HTUP). Additionally, students at HLS attended some lectures and seminars in the HTUP. For HLS students interested in labor relations, labor law, employment law, and labor rights as human rights, the LWP offers a variety of public forums, conferences and workshops as well as the opportunity for part-time employment and assistance in building relationships with labor leaders and labor bar practitioners. With a higher portion of HLS LLM students from abroad, many have sought out the LWP to discuss US labor law and labor relations.

5. Faculty Participation

All of the conferences, workshops and various events of the LWP generally include participation from some Harvard faculty. As well, throughout the year when the program hosts speakers, special guests and visiting scholars, we frequently organize dinners or other events to provide opportunities for faculty and students to meet with our visitors.

The 2015 session of the Harvard Trade Union Program, for example, had 11 Harvard faculty members from five different schools at Harvard teaching at least one seminar in the program, including faculty from the Harvard Law School, the Faculty of Arts and
Science, the Harvard Kennedy School, Harvard Graduate School of Business Administration, and the Harvard School of Public Health.

6. Other Contributions to the HLS Community

7. Law Reform and Advocacy

Executive Director Elaine Bernard has spoken at over 50 labor conferences, seminars or workshops in the U.S., U.K., Canada, Tunisia and Australia this academic year. Bernard advocates bringing U.S. labor law in compliance with international labor rights (as found in the conventions of the International Labor Organization).

Research Director John Trumpbour gave a presentation on “The Rise of the Prison-Industrial Complex” at the workshop on “Contemporary Issues in Criminal Justice Systems: Comparative Perspectives” at the International Institute for the Sociology of Law in Oñati, Spain (May 20-22, 2015).

8. Connections to the Profession

As noted throughout this report, both the Harvard Trade Union Program and the Pensions and Capital Stewardship Project have extensive contacts and relations with lawyers working in labor relations as well as in the pensions and union capital stewardship areas.

9. Collaborations with other Schools and Departments at Harvard University

As the only program at Harvard University that makes labor and the workforce its central focus, the LWP has a long history of significant collaboration with other schools and departments at Harvard. Working with the Harvard Kennedy School, the program sponsored through the Wurf Fund five union participants in the Executive Program for Senior Leaders in State and Local Government last academic year.

Many Harvard scholars teach seminars in the HTUP, and there is a clear community of interest between The Science and Engineering Workforce Policy Center and FAS. LWP Fellows and staff participate in the weekly China Economics Seminar hosted by the FAS Department of Economics. The LWP has also worked with the Weatherhead Center for International Affairs assisting with the Canada Seminar.

LWP Executive Director Elaine Bernard sits on the external advisory committee on Education and Research on Occupational Health and Safety at the Harvard School of Public Health.

LWP Research Director John Trumpbour serves as a Nonresident Tutor at Harvard College’s Leverett House where he advises undergraduates on academic fellowships as well as on the fields of History and Labor Studies.
Plans for Academic Year: 2015-2016

1. Executive Summary

Over the next year we envision continuing to focus our programs and research in the four program areas: the Harvard Trade Union Program (an executive mid-career program for union leaders founded in 1942), the Pensions and Capital Stewardship Project (PCSP), Science and Engineering Workforce Project (SEWP), and Changing Labor Markets Project (CLMP). As well, we will be awarding fellowships on labor and the world of work for the Jacob Wertheim Research Fellowship for the Betterment of Industrial Relationships and the Jerry Wurf Memorial Fund.

2. Research, Scholarship and Project Activities

Farm Labor Challenges

After the successful conference on Farm Labor Challenges, the LWP has agreed to work with the Dunlop Commission on a case study about the commission and its work, as well as research and possibly future seminars or conferences on the new challenges in the agricultural labor market – with special attention to the immigration issue.

Pensions and Capital Stewardship Project

It is anticipated that the Project will publish three papers in the coming year, one relating to certain aspects relating to Islamic finance (especially as it pertains to infrastructure investment); an in-depth case study of institutional investor investment in a major toll road P3; and a comparison of certain fiduciary duty issues in the United States and Australia. The Project is exploring doing further research and writing on labor and human rights issues as they relate to pension fund investment as well as further work concerning the materiality of human capital to company financial performance. Project Director, Larry W. Beeferman, will be a presenter at the Winter School on Infrastructure Investment and Development in Africa, organized by the Heinrich Boell Stiftung in South Africa, on August 19-21, 2015. The Project is reviewing plans for convening its fourteen annual conference and collaboration with the PSL-Université Paris-Dauphine in that regard.

The China Gazetteer Project

The China Gazetteer Project developed in 2015 by a group of Chinese students led by Yang You of Tsinghua University, working at National Bureau of Economic Research, and Harvard economist and NBER researcher Richard B. Freeman. With dozens of Chinese students involved in this project, we have been able to expand the research work beyond digitizing historic Chinese labor market data to research on innovation.
National Nanotechnology Initiative

Though our grant from the National Nanotechnology Initiative ended on August 31, 2011, the LWP continues to work on research from the project, highlighting the societal impact of nanotechnology. Among the highlights is a project that contrasts the overt nationalism of scientific agendas among political actors with the actual practice of nanoscience, which is marked by considerable transnational cooperation among scientific teams. Gerald Marschke continues work on comparing nanotechnology and biotechnology with several other scientific fields when it comes to understanding new entrants and breakthroughs. He and his collaborators find that inventors in nano and biotech, even at their very beginning, show similar age and experience profiles to inventors in the comparison fields of science. The inventors in nano- and biotechnology, however, were more likely to be found in teams and in teams of larger size than in the comparison fields, especially in nano- and biotechnology’s earliest years. One interpretation of this finding is that a diversity of backgrounds and skill sets are important as new scientific and technological areas are being established.

Science & Engineering Workforce Project

The LWP will continue to play a leading role in the Science & Engineering Workforce Project (SEWP) based at the National Bureau of Economic Research. SEWP is a network of researchers focused on issues of the S&E workforce. During 2015-2016, the project will continue to participate in a faculty seminar series at the Harvard Business School on science-based industry and enterprises. Having presented the work at the China Economics Seminar held at the Harvard Department of Economics, Richard B. Freeman plans to publish his paper co-authored with LWP Fellow Wei Huang on “China’s ‘Great Leap Forward’ in Science and Engineering.”

LWP researchers and affiliates will also work on the following projects: 1) using US Census data to explore the economic returns to industrial research and development (R&D), and the role of scientists and engineers in U.S. R&D productivity and in the impact of their job-to-job mobility on technological spillovers; 2) examining the quality of the science funded during periods of rapid increases of federal funding for the sciences, as during the NIH budget doubling in the late 1990s and the recent ARRA science stimulus; 3) studying how the aging of the scientific workforce affects the rate and direction of scientific progress with a special focus on particularly transformative and radical science; and 4) understanding the patterns and determinants of R&D agglomeration.

LWP Senior Research Associate Michael Teitelbaum’s recent book for Princeton University Press, Falling Behind? Boom, Bust, and the Global Race for Scientific Talent, is generating discussions in major intellectual forums such as The New York Review of Books (July 9, 2015). The debate over surpluses and shortages of scientific workers will continue to be explored by members of the SEWP network for years to come.
Trades Union Congress (UK) Leading Change

In co-operation with the Trades Union Congress of the U.K. as a component of their senior union leadership program Leading Change, the LWP will organize a five-day workshop at Harvard for senior British labor leaders in November 2015. Topics covered in this workshop will include the overall state of the U.S. and Canadian labor movements, strategic planning and strategic choice, and new forms of organizing and representation.

3. Contributions to HLS Teaching Program

The HTUP executive program will celebrate its 105th session with its 2016 program scheduled from January 11 to February 19, 2016. We expect that this session, as with other sessions of the program, will continue to provide an interactive opportunity for faculty to have direct engagement with labor leaders. Many faculty have stressed that the program is a rare one in which they often feel they are receiving much more knowledge from the labor leader students than they themselves are delivering through direct instruction. The LWP will continue to design our conferences, workshops and other events with a mind to mutual learning through significant practitioner engagement.

4. Participation of HLS Students in Program Activities

The LWP continues to work closely with the HLS student club, the Labor and Employment Action Project (LEAP). We will again, early in the semester, sponsor a lunch for all prospective club members, and we will seek to work with the club in planning a public forum series organized in conjunction with the six-week Harvard Trade Union Program (HTUP). Additionally, we will be inviting interested students at HLS to attend lectures and seminars in the HTUP. For HLS students interested in labor relations, labor law, employment law, and labor rights as human rights, the LWP will offer a variety of public forums, conferences and workshops as well as the opportunity for part time employment and assistance in building relationships with labor leaders and labor bar practitioners.

5. Faculty Participation

Harvard Law School Professor Benjamin Sachs and Economics Professor Richard Freeman are the Faculty Co-Directors of the LWP, along with Professor Emeritus Paul Weiler (who has agreed to continue to be involved with the program as Faculty Director Emeritus).

6. Other Contributions to the HLS Community

As Harvard University’s forum for research and teaching on the world of work and its implications for society, the LWP makes an important contribution to the HLS as a resource on these important issues and by linking scholars and practitioners interested in research and public policy on work issues.
7. Law Reform and Advocacy

We hope that our workshops on the fissuring of employment relations and on farm labor challenges might develop ideas and options for regulatory and law reform in the employment arena. As well, we expect to work with public employee unions on issues related to labor rights and collective bargaining rights of public sector workers.

8. Connections to the Profession

The LWP continues to afford students and scholars access to some of the leading practitioners of labor law, employment and workforce related issues in the country.

9. Collaborations with other Schools and Departments at Harvard University

In the coming year, we plan to continue our practice of extensive involvement of Harvard faculty for many schools and departments in the 6-week residential HTUP session. The program is a unique opportunity to bring faculty interested in labor together and to engage in an exciting mutual learning experience with a group of international labor leaders. As well, we anticipate a continued high level of collaboration with other schools and departments at Harvard.