

LABOR AND WORKLIFE PROGRAM

ANNUAL REPORT JUNE 2017

Part One: Report of Activities

Summary of Academic Year: 2016-2017

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 106th session in spring 2017 with 45 participants, including 16 students from 6 different countries. It continues to be the premier labor education program in the country, while 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 seminar 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 Seminar at the Harvard Graduate School of Business (formerly known as the Science Based Business Initiative at HBS). 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 Economy Seminar held at the Harvard Department of Economics.

The *Pensions and Capital Stewardship Project* continues its work, which has included research, conferences and workshops at the Law School, international conferences in Brussels, Paris, and Sydney, presentations here and abroad, as well as papers on pension and capital stewardship issues. That work has encompassed "pensions" issues, such as the

design and operation of diverse kinds of public and private retirement plans and systems within and across countries, as well as “capital stewardship issues.” These have ranged from the governance and management of funded plans to questions of “responsible”/“sustainable”/“long term” investment within the context of “Western” and, more recently, Islamic practices.

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 organizes seminars in Cambridge and abroad on unions, labor leadership, and worker rights.

In early 2017, the LWP began a change in leadership, as **Elaine Bernard**, Executive Director for 28 years, stepped down, although she will continue to teach in the Harvard Trade Union Program and pursue research projects as a Senior Research Fellow. **Sharon Block**, recently Principal Deputy Assistant Secretary for Policy at the U.S. Department of Labor and Senior Counselor to the Secretary of Labor, is the new Executive Director. Having served on the National Labor Relations Board, Block brings extensive knowledge of labor law and the workings of Washington to HLS and the LWP.

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 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 began fall 2017 with a meeting on September 14 of fellows and social scientists who gave brief presentations on their research topics and

various data sets. On September 26, the China Economy Seminar students participated in the special seminar convened by East Asian Legal Studies at HLS, “Who Will Represent China’s Workers?: Lawyers, Legal Aid, and the Representation Gap.” HLS alumnus **Aaron Halegua**, Research Fellow at the US-Asia Law Institute and the Center for Labor and Employment Law at NYU Law School, gave the main presentation. On September 28, **Richard Freeman** convened the China Economy Seminar for his talk on “The ‘double’ labor problem: STI & traditional labor relations,” a presentation based on his Yanfu Memorial Lecture delivered earlier in the month on science, technology, and innovation (STI) at the National School of Development, China Center for Economic Research (CCER), Peking University. On October 5, **Marlon Seror** of the Paris School of Economics explained his co-authored paper on “Internal Migration and Firm Growth: Evidence from China,” work that showed the role of migration in the expansion of manufacturing. **Chris King-Chi Chan** of the City University of Hong Kong, Department of Applied Social Sciences, followed on October 12 with a presentation on “Workers’ Strikes and the Development of Labor Relations in China.” On November 2, **Ruixue Jia** of the University of California San Diego presented a jointly written paper on “Access to Elite Education, Wage Premium, and Social Mobility: The Truth and Illusion of China’s College Entrance Exam.” **Ming Lu** of Antai College of Economics and Management, Shanghai Jiao Tong University gave a paper on November 9 entitled “Geography versus Policy: Exploring How Location Matters in Location-Based Policies Using a Natural Experiment in China.” This work looked at the mass closure of development zones in China starting in 2004. On December 7, **Zhongchao Tan** of the Waterloo Institute for Nanotechnology provided an overview on “Environmental Change in Rural China.”

In spring semester 2017, the China Economy Seminar included the following presentations: **Cheryl Xiaoning Long**, Wang Yanan Institute for Studies in Economics (WISE), Xiamen University, on “Innovation in China” (January 25); **Heiwai Tang**, Johns Hopkins University, School of Advanced International Studies, “Do Multinationals Transfer Culture? Evidence on Female Employment in China” (joint paper with Yifan Zhang, CUHK) (February 1); **Lintong Li**, Peking University, “Evaluating the Quality of Chinese Patents” (joint paper with Richard Freeman; program in collaboration with Economics of Science and Engineering seminar/ Science Based Business Seminar series at Harvard Business School) (February 10); **Yang You**, Harvard University, “Unified Language, Labor Market and Ideology” (February 15); **Richard B. Freeman**, Harvard and NBER, “Air Filtration Experiment” (March 1); **Xi Hu**, Oxford University, Harvard China Project, Visiting Fellow, “China’s Evolving Vulnerability to Climate Change Impacts: a spatial analysis of its infrastructure system” (March 8); **Raymond Fisman**, Boston University, “Social Ties and Favoritism in Chinese Science” (paper with Jing Shi, Yongziang Wang, Rong Xu) (March 22); **Roger C K Chan**, Department of Urban Planning and Design, The University of Hong Kong, “Land Finance and Urban Development in post-reform Chinese Cities” (April 4); **Tanggang Yuan**, Peking University, “Rural Land Property Rights” (April 12); **Ran Song**, Lingnan College, Sun Yat-sen University and LWP Wertheim Fellow, Harvard University, “Willingness to Pay for Clean Air: Evidence from Chinese Internal Migration” (April 19); **Qingnan Xie**, School of Intellectual Property, Nanjing University of S&T, and LWP Wertheim Fellow,

Harvard University; **Richard B. Freeman**, Harvard, "Up, Up, and Away: China's Contributions to Science" (April 26); and **Yao Pan**, Aalto University, "Aladdin's Lamp Unleashed: Successful Social Programs over Political Cycles" (with Jing You) (May 3).

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. Their efforts are coordinated at the National Bureau of Economic Research with Harvard economist and LWP Faculty Co-Director **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 exists 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.

In 2016-2017, the China Gazetteer team made special progress on educational as well as agricultural statistics. It also addressed population data.

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. Beferman** and co-author LWP Fellow **Aaron Bernstein** completed a near to final draft of their paper on Corporate Disclosure of Human Capital Metrics, which builds on their prior paper "The Materiality of Human Capital to Corporate Financial Performance." On March 31, 2017, the Center for Safety and Health Sustainability (CSHS) hosted a workshop for key stakeholders to advance the conversation around disclosure of human capital policies and practices which

featured a presentation by Beeferman and Bernstein on the work's preliminary findings. The paper will be completed by July 2017. A workshop organized around the publication of the paper and in conjunction with the CSHS will be held at the Law School on October 22-23, 2017.

Beeferman engaged in further research and writing on "values and value in Islamic finance" as a follow-on to the paper, "Getting Real About Islamic Finance." He expects to complete during the summer an extensive case study of greenfield toll-road concession informed by the issues and concerns canvassed by the earlier papers "Infrastructure: Defining Matters," "Infrastructure: Deciding Matters," and "Infrastructure: Doing What Matters." In addition, work is in progress to extend analysis of fiduciary duty relating to defined benefit plans ("Paradigm lost: employment-based defined benefit plans and the current understanding of fiduciary duty") to that which has recently begun to focus on defined contribution plans ("Whose Power? Whose and Which Duties? Pension Fund Investments and Fiduciary-Related Duties in the United States and India").

Beeferman taught two sessions on "Unions and Retirement Security" at the Harvard Trade Union Program on January 20 and 26, 2017 and one on "Capital Strategies for Labor, New Roles for Labor: Creating and Managing Wealth" on January 23, 2017. He organized and chaired a public forum in conjunction with the HTUP on "Infrastructure: Labor, Social, Political, and Economic Issues" at the Law School on February 14, 2017.

On June 7, 2017 **Larry Beeferman** participated in conference call organized by the Heinrich Böll *Stiftung* with representatives of the World Bank on the 2017 Draft Report on the 2017 Edition of its "Recommended PPP Contractual Provisions." **Larry Beeferman** and **Aaron Bernstein** were consulted by and provided advice to a range of organizations active in pressing for increased corporate disclosure on human capital metrics.

Science and Engineering Workforce Project

Originally funded with the support of the Alfred P. Sloan Foundation, the Science and Engineering Workforce Project continues to build upon its array of work published under the auspices of the National Bureau of Economic Research in **Richard B. Freeman** and **Daniel Goroff**, eds., *Science and Engineering Careers in the United States: An Analysis of Markets and Employment* (Chicago: University of Chicago Press, 2009). LWP Senior Research Associates subsequently delivered highly acclaimed books on science and the scientific workforce including **Paula Stephan**, *How Economics Shapes Science* (Harvard University Press, 2012) and **Michael Teitelbaum**, *Falling Behind? Boom, Bust and the Global Race for Scientific Talent* (Princeton University Press, 2014).

Teitelbaum's book has received significant attention in ongoing debates about the state of the scientific workforce. Political scientist Andrew Hacker made Teitelbaum's book the lead topic in his major essay for the *New York Review of Books* (July 9, 2015) titled "The

Frenzy About High-Tech Talent.” More recently, the *Boston Globe* (April 3, 2017) interviewed Teitelbaum for an article by Curt Woodward entitled “In tech visas, some see hype.” He has also provided analysis of the migrant crisis in Europe and elsewhere through an article for *Foreign Affairs* online called “Europe’s Migration Dilemmas” (May 11, 2017), a follow up to his analysis “The Truth about the Migrant Crisis: Tragic Choices, Moral Hazards, and Potential Solutions” (September 14, 2015).

The LWP SEWP team regularly participates and contributes to the weekly seminar series at the Harvard Business School called the *Science-Based Business Seminar*, a program that is also integrated with the Economics of Science and Engineering Seminar for the Department of Economics at Harvard’s Faculty of Arts and Sciences. 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 Science-Based Business Seminar launched its fall 2016 season of events with a presentation on September 16, 2016 by Harvard LWP Fellow **Jian Wang** from the University of Leuven (Belgium) on “Bias Against Novelty in Science: A Cautionary Tale for Users of Bibliometric Indicators.” On September 30, 2016, **Frank Neffke** of the Center for International Development at the Harvard Kennedy School spoke on “Coordinated Expertise: How the Division of Knowledge Creates Co-Worker Complementarities.” **Katy Borner**, Indiana University, explored on October 6, 2016 “Modelling Science, Technology, and Innovation: Key Challenges and Opportunities.” On October 7, 2016, **Claudia Doblinger** of the Harvard Kennedy School and the Department of Innovation and Technology Management of the University of Regensburg (Germany) presented research on “Governments as Partners: The Role of Collaboration in Cleantech Startup Innovation.” **Nick Leschly** of Bluebird Bio delivered on October 21, 2016 “Gene Therapy: The Bluebird Bio Way – What’s Bull**** Got to Do With It?” On October 28, 2016, **Yasuyuki Motoyama**, Director of Research and Policy at the Ewing Marion Kauffman Foundation, took up “Connecting Local Entrepreneurs in Local Ecosystem: From Innovation to Entrepreneurship Theory.” **Christopher Bosso**, professor at the School of Public Policy and Urban Affairs, Northeastern University, on November 4, 2016 explained his work on “Emerging Technologies and Regulatory Terrain: Reflections on the Decade of Nano.” On December 2, 2016, **Amitabh Chandra** of the Harvard Kennedy School explored “The BioPharma Dilemma.” **David Deming** of the Harvard Graduate School of Education and NBER closed the fall semester with research findings on “The Growing Importance of Social Skills in the Labor Market.”

In spring 2017, the Science Based Business Seminar included the following programs: **Yoshifumi Nakata**, Doshisha University (Japan), “Happy Americans, Unhappy Japanese, and Chinese on the Move: How Software Engineers Work and Live in Other Countries” (January 27, 2017); **William R. Kerr**, Harvard Business School and NBER, “The Mechanics of Endogenous Innovation and Growth: Evidence from Historical U.S. Patents” (February 3, 2017); **Lintong Li**, Peking University, “Evaluating the quality of Patents in China” (February 10, 2017); **Julia Lane**, Center for Urban Science and Progress, Wagner School, NYU, “Research Funding and Regional Economies” (February 17, 2017); **Rick Young**, Young Lab, Whitehead Institute for Biomedical Research, MIT,

“New insights into our genome that will impact the biomedical enterprise” (March 3, 2017); **Danielle Li**, Harvard Business School, “Financing Novel Drugs” (March 31, 2017); **Bruce Booth**, Partner, Atlas Venture, “Biotech Venture: The State of the Ecosystem” (April 7, 2017); **Xiaowei Zhuang**, Zhuang Research Laboratory, Harvard University, “Visualizing the invisible in life through advance imaging technologies” (April 14, 2017); and **Shane Greenstein**, Harvard Business School, “Technological Leadership (de)Concentration: Causes in ICTE” (April 21, 2017).

The Science Based Business Seminar has received previous public praise from the Dean of the Harvard Business School, and the LWP will continue its work with this series during 2017-2018. Meanwhile, during 2016-2017, LWP Faculty Co-Director **Richard Freeman** produced several papers and interventions on issues of concern for scientific and technical workers. He continues to receive lively feedback and interventions for his essay for *Harvard Magazine* (May-June 2016) “Who owns the robots rules the world,” a popular follow-up to his earlier presentation on robotization for Germany’s *IZA World of Labor* (Institut zur Zukunft der Arbeit/ Institute for the Study of Labor, May 2015). During 2016, Freeman collaborated on a paper with Zheming Tong, Yujiao Chen, and Ali Malkawi of the Center for Green Buildings and Cities at Harvard and Zhu Liu of the Harvard Kennedy School entitled “Energy saving potential of natural ventilation in China: the impact of ambient air pollution.” Freeman followed up with a presentation in 2017 on air filtration innovations in China for the China Economy Seminar (see above). Freeman called attention to the remarkable progress of S&E in China in an article for VoxChina online (June 20, 2017): “China’s ‘Great Leap Forward’ in Science and Engineering.”

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 and 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 no longer regularly updated, NanoEthicsBank provides summaries of over 1500 articles and works on the legal, regulatory, and ethical implications of nanotechnology. LWP fellows past and present are monitoring the scale and scope of international collaboration in nanotechnology, while LWP Senior Research Associate Gerald Marschke engages in research on the background of new entrants to the fields of nanotechnology and biotechnology. Marschke is the co-author of a paper on new metrics for transformative science that is currently under review for publication: Joseph Staudt, Huifeng Yu, Robert P. Light, Gerald Marschke, Katy Börner, and Bruce A. Weinberg, "High-Impact and Transformative Science (HITS) Metrics: Definition, Exemplification, and Comparison," 2017.

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 supported 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 2016 session on Wurf scholarships) and the *KSG State and Local Government Program* (seven scholarships were given to AFSCME leaders to attend this program in 2015/16). Additionally, in concert with the HTUP, **Christine L. Owens**, Executive Director of the National Employment Law Project, delivered the Wurf Memorial Lecture on "Revisiting the Future of Work and Worker Organization" (February 9, 2017).

With funding from the Wurf Fund and AFSCME, the LWP continues to run a 10-week *Union Scholars Program* during the summer. In 2016 and 2017, nine 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 in many parts of the United States including Jacksonville, Florida; Portland, Oregon; and Minneapolis/St. Paul, Minnesota. They came to Harvard during their last week for an educational seminar on the role of unions in society and a debriefing on their experience.

i. Conferences:

Police Union Leadership Seminar

In April 2017, in cooperation with *American Police Beat*, the LWP held its 19th annual Police Union Leadership Seminar, with 85 leaders of police associations from the 50 largest cities in America. As in previous years, the program included lectures, presentations, and discussions about the most pressing issues these leaders are facing. This year's program included two sessions with **Daniel Shapiro**, founder and director of

the Harvard International Negotiation Program, and a faculty affiliate of Harvard Law School's Program on Negotiation (PON). According to Shapiro, law enforcement tends to be one of the most conflict-ridden professions, but he sought to show police officers how to resolve many pressing issues through collaboration. **Sara del Nido Budis**, Lecturer at Harvard Law School and a Clinical Instructor in the Harvard Negotiation and Mediation Clinical Program (HNMCP), joined **Carson Wheet** of Northeast Legal Aid and HLS Class of 2016, for a discussion of "Youth, Policing, and Conflict Management – A Collaboration." Attorney **Will Aitchison** reviewed important legal developments affecting law enforcement including case law concerning body cameras, the Garrity Rule, Brady lists, the FLSA, and other important topics. **Mike Parker**, former Commander of the Los Angeles County Sheriff's Department, presented on the rapid advances in social media and how police can use instant communications for improving public safety. **Ron DeLord**, retired police union leader, attorney, and labor consultant, spoke about how proposed cuts in funding for social services may add significantly to the burdens of police officers. **Michael Gendron**, Government and Media Relations Officer, Canadian Police Association, offered lessons on crisis communications and gave participants practical tips on preparing a communications strategy – always a necessity for police associations.

ii Workshops:

Pensions and Capital Stewardship Project

On March 31, 2017, the Center for Safety and Health Sustainability (CSHS) hosted a workshop for key stakeholders to advance the conversation around disclosure of human capital policies and practices, which featured a presentation by Project Director **Larry Beeferman** and LWP Fellow **Aaron Bernstein** on preliminary findings from research on corporate disclosure of human capital metrics.

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 24 senior British labor leaders in November 2015. Topics covered in this workshop included the overall state of the U.S. labor movement, strategic planning and strategic choice, worker self-organization, organizational transformation, 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; **Linda Kaboolian**, LWP Fellow and Lecturer Harvard School of Public Health; **Jane McAlevey**, Fellow, LWP; **Kris Rondeau**, Organizer, Harvard Union of Clerical and Technical Workers, AFSCME; **Tom Juravich**, Professor of Sociology and Labor Studies, University of Massachusetts, Amherst; **Andrea Dehlendorf**, Co-Director, OUR Organization United for Respect; **Cat Huang**, Chief Technology Officer, OUR Organization United for Respect; **Mark Erlich**, Executive Secretary Treasurer, New England Regional Council of Carpenters; 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.

Bill Fletcher, Jr. delivered the inaugural **James Green Memorial Forum** in honor of distinguished University of Massachusetts labor historian James Green (1944-2016), who taught in the HTUP for nearly three decades. Speaking on January 24, 2017, days after the Presidential Inauguration, Fletcher addressed the pressing questions surrounding “Scenarios for Organized Labor in the Trump Era.”

The **Jerry Wurf Memorial Forum** in 2017 featured **Christine L. Owens**, Executive Director of the National Employment Law Project. She spoke on “Revisiting the Future of Work and Worker Organization” (February 9, 2017).

The **John T. Dunlop Memorial Forum** hosted **M. Patricia Smith**, former Solicitor of Labor, on February 15, 2017. She provided her perspectives on “The Obama Labor Legacy.”

Chaired by **Larry Beeferman**, who also gave a presentation, the Labor and Worklife Program Forum on February 14 featured the topic of “Infrastructure: Labor, Social, Political, and Economic Issues.” The panelists included **Brent Booker**, Secretary-Treasurer, North America’s Building Trades Unions (NABTU); **Daniel Cohen**, Executive Director, In the Public Interest; and **Kevin DeGood**, Director, Infrastructure Policy, Center for American Progress.

On February 17, 2017, **Sarita Gupta**, Executive Director of Jobs with Justice and Co-Director of Caring Across Generations, gave an address at the HTUP graduation.

Bangladesh and the Global Garment Industry

The LWP has also sought to raise public awareness of the situation of workers in the global garment industry, particularly in Bangladesh, which has been the location of some of the worst industrial accidents and fires in modern history. **Scott Nova**, Executive Director of the Worker Rights Consortium, delivered a public lecture, “Dressed to Kill: Garment Factory Disasters and the Logic of Corporate Supply Chains,” at the Labor and Worklife Forum at HLS on January 31, 2017. He also participated in a conference at HLS on “Sustainable Models for the Apparel Industry” (September 24, 2016) hosted by the LWP in cooperation with the Harvard University Center for the Environment and the Boston-based International Sustainable Development Institute (ISDI). The ISDI also worked with the SHINE Program of the Harvard School of Public Health and the LWP

on the “2017 Bangladesh Sustainable Development Conference” held at HLS on May 11-12, 2017.

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 23 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

Gokhan Aykac

A Wertheim Fellow, Aykac works on international scientific workforce issues under the supervision of Professor **Richard Freeman**. Aykac conducted a major survey of international migration among science and medical workers, with a special focus on personnel from Turkey.

Hande Bahar Aykac

With a doctorate in labor/employment law and social security law from Ankara University Law Faculty, Aykac works as a research associate at Gazi University, Department of Labor Economics and Industrial Relations, and as a Wertheim Fellow in the Labor and Worklife Program at Harvard Law School for the 2016-2017 academic year. She focuses on employment law, labor law and social security law issues. She takes up the termination of employment contracts, child labor, penalty clauses in employment and labor law, and social security of convicts. Her current research is about restriction dismissal rights with contracts and the principle of equality. Her supervisor is HLS Professor **Benjamin Sachs**.

Erling Barth

A non-resident Wertheim fellow, 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. He co-authored an NBER Working Paper in June 2017 on “The Effects of Scientists and Engineers on Productivity and Earnings at the Establishment Where They Work,” which also received coverage in the print edition of the *Wall Street Journal* (June 28, 2017), “Scientists Are Useful Beyond R&D Work.”

Jorn Boehnke

Boehnke joined the Labor and Worklife Program as a Wertheim postdoctoral fellow in spring 2017. Boehnke’s research interests span Industrial Organization, Computational Economics, and Big Data, including work on innovation, platform market dynamics, energy policy, and large-scale demand estimation. He is an expert at sourcing and analyzing large data sets from all over the Internet, and has taught a variety of courses on this matter.

Daniel L. Chen

During the past two years, Chen has made advances in econometrics, theory, data collection, and data analysis for a variety of research projects. There are two pillars investigating normative commitments, respectively, in law and in medicine. The first component involves the role of court-made law in rights revolutions (i.e., shifting public opinion, changing normative commitments, and changing behaviors). The second component investigates pharmaceutical company payments to physicians and their interaction with mandatory disclosure, physician prescribing, and patient outcomes. These works have been presented in various venues (see below).

In terms of labor law, Chen’s research has provided evidence against conservative claims that stricter enforcement of sexual harassment statutes act as a tax on women and thus harms female economic progress. Chen has examined many Circuit Court rulings on sexual harassment and concludes that female labor market outcomes have improved in the aftermath. Sexual harassment law is not exacerbating female inequality.

During the academic year of 2016-2017, Chen has made advances in the intersection of machine learning, causal inference, and judicial analytics. He has submitted drafts to conferences and presented in various venues. In addition, he has published many papers, including the following:

“Insiders, Outsiders, and Involuntary Unemployment: Sexual Harassment Exacerbates Gender Inequality” (*Review of Economics and Statistics*, invited to resubmit; TSE Working Paper No. 16-687; J. Sethi); “Government Expropriation Increases Economic Growth and Racial Inequality: Evidence from Eminent Domain” (*Economic Journal*, invited to resubmit; TSE Working Paper No. 16-693; S. Yeh); “Priming Ideology: Why Presidential Elections Affect U.S. Judges” (*Journal of Law and Economics*, invited to resubmit; TSE Working Paper No. 16-681); “Judicial Compliance in District Courts” (*Economic Inquiry*, invited to resubmit; TSE Working Paper No. 16-715; J. Frankenreiter, S. Yeh); “Mandatory Disclosure: Theory and Evidence from Industry-Physician

Relationships” (*Journal of Legal Studies*, invited to resubmit; TSE Working Paper No. 16-716; V. Levonyan, E. Reinhart, G. Taksler).

Tao Chen

An assistant professor of Economics at Waterloo University, Chen carried out research on job matching and education in China. He is also a specialist on Big Data. Among the papers he published in 2016 included the following: “Model-based versus data-driven approach for road safety analysis: Do more data help?” *Transportation Research Record: Journal of the Transportation Research Board*, No. 2061, (2016), (with L. Thakali and L. Fu); “Models specification tests and the estimation of treatment effects: an application with random and nonrandom administrative records,” *Journal of Economic and Social Measurement*, 41 (2016), 1-16 (with K. Couch); and “Nonparametric instrumental variable estimation in practice,” *Journal of Econometric Methods*, 5 (2016), 153-177 (with P. Shaw and M. Cohen).

William Cole

A practitioner and educator with a primary focus on the public sector, Bill Cole conducts research on negotiations and dispute resolution processes, with a particular interest on variations of arbitration used in essential services. He has completed a new edition of the co-authored book *The Art of Collective Bargaining*, which will be published much later in 2017 by Carswell, the Canadian legal division of Thomson Reuters Limited. Cole plans to continue his interests in research and expand his role as an educator to union leaders on a variety of subjects, including but not limited to engagement of unionized employees, strategic development for unions as organizations, and leadership.

Mark Erlich

Mark Erlich retired as Executive Secretary-Treasurer (EST) of the New England Regional Council of Carpenters, a 19,000 member organization in March 2017 and joined the Labor and Worklife Program as a fellow in late spring 2017. In addition to his career in the trades and the labor movement, Erlich has written and lectured extensively on labor issues. He is the author of two books, *With Our Hands: The Story of Carpenters in Massachusetts* (1986) and *Labor at the Ballot Box* (1990), both published by Temple University Press. He has also written dozens of essays and articles on labor history and contemporary union issues in academic publications such as *Labor History* and *Labor Research Review* and popular journals and newspapers, ranging from the *Boston Globe* to *The Nation*. As an LWP fellow, Erlich will continue his research into payroll fraud and the underground economy.

Terri Gerstein

Before joining the Labor and Worklife Program in spring 2017, Terri Gerstein spent over 17 years in New York State government enforcing labor laws, most recently as Labor Bureau Chief in the Office of New York State Attorney General Eric Schneiderman. Terri was also a Deputy Commissioner in the New York State Department of Labor, and an Assistant Attorney General and Deputy Section Chief in the New York State Attorney General’s Office. Gerstein also serves as Open Society Foundations Leadership in

Government Fellow. Her research will focus on the role of state attorneys general in enforcement of labor standards and payroll fraud and the underground economy.

Gaochao He

During his fellowship at the LWP, Gaochao He has been working on two book projects: “Labor politics in China: where the state meets market and society” and “Voices from Chinese workplaces: production regimes in an era of great transformation.” Meanwhile, he has followed closely the dynamics of “labor for Bernie” in the Democratic Primary elections. He is trying to understand the conjunction of the “political revolution” of grass-root trade unionism in the US since the 1970s and of Bernie’s campaign of democratic socialism. He is writing for Chinese readers at home on this phenomenon. On June 22, 2017, he participated in a major workshop at the Centre for Labour and Global Production, Queen Mary College, University of London on “Chinese labour regimes: mutations, expansions, resistance.” Finally, he is developing a new project of social documentary photography on workers’ lives in China, with the help of Professor Robin Kelsey, the Dean of Arts and Humanities at Harvard University.

John Hogan

Hogan continued his work as Fellow at the LWP during the 2016-2017 academic calendar. He carried out research in four areas: 1) the history and development of the discipline of Industrial Relations; 2) the role of information technology in transforming the labor movement; 3) the societal impacts of automation and robotics, especially in the European Union nations; and 4) press and media policy in Iraqi Kurdistan. He works with Professor **Peter Nolan** of Leicester University and editor of the *Industrial Relations Journal* on a variety of projects in Industrial Relations.

Yingfei Huang

A PhD candidate at the Jinhe Center for Economic Research, Xi'an Jiaotong University, Huang was a fellow in the Labor and Worklife Program at Harvard Law School for the 2016-2017 academic year. She previously received the Bachelor of Quantitative Economics and Finance at Xi'an Jiaotong University. Her research interest is labor economics, especially focusing on intergenerational mobility and aging in China.

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.

Jane McAlevey

During the academic 2016-2017 academic year, McAlevey continued her efforts in developing a new curriculum to enable trade union leaders to build high-participation unions. The curriculum components include: developing union capacity to involve rank and file members, as well as not-yet-union-members, in participatory research on power

structures at the local, labor market level; tools to identify organic leaders in the workplace and in the community (organic leaders are the informal but often key influencers in any given workplace setting); strategies for expanding worker participation in the collective bargaining process; and tools to engage workers in non-workplace, community-based economic justice efforts. Additionally, Oxford University Press published in October 2016 her work on building high-participation unions, titled *No Shortcuts: Organizing for Power in the New Gilded Age*.

Emran Qureshi

An independent scholar from Ottawa, Canada, Emran Qureshi continues his work on labor unions and human rights in the Muslim world by surveying the Middle East, South Asia, and South East Asia. He is currently researching/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. Additionally, he will be co-editing a 3-volume compendium on Islam and human rights for Routledge. He co-authored the Oxford Encyclopedia of Islam's "human rights" entry.

He has also started work on a new project that explores the future of labor and jobs in an era of robotics and technological disruption. This project will explore the rapid and exponential technological changes and their societal impact upon labor and the workplace – what the World Economic Forum has called “The Fourth Industrial Revolution.” The goal will be to bring together labor unionists, economists, governmental policy makers, and leading venture capital/technology sector visionaries to explore the unprecedented technological “disruption” facing the American worker and possible mitigations. A key outcome will be to provide an ongoing collaborative forum on a key question confronting America and the global economy. Another outcome will be to provide broad participatory access to these engagements via social media.

Dora Sari

Ms. Sari has nearly ten years of work experience in the labour field, with a focus on collective labour rights and relations. She has a background in international and national labour law and is currently pursuing her PhD in political science at the University of Geneva. As part of her involvement with a two-year research project funded by the Swiss Network for International Studies (“A Social Clause through the Back Door: Labour Provisions in Preferential Trade Agreement”), her thesis endeavours to investigate the causes and consequences of labour provisions in preferential trade agreements. Among her achievements is the development of the Labour Rights Indicators now hosted at the Pennsylvania State University's Center for Global Workers' Rights, where she is a Senior Advisor on the project. She is a research fellow at the Labor and Worklife Program at Harvard University for the year of 2017 as a Swiss National Science Foundation fellowship holder.

Haoji Song

A visiting scholar in the Labor and Worklife Program at Harvard Law School for the 2016-2017 academic year, Haojie Song is a PhD candidate of Management at Renmin

University in China. Her research focused mainly on labor relations and human resource management, and especially on the ways labor institutional changes influence enterprises' behavior and workers' rights.

Ran Song

Under the guidance of faculty co-chair Richard Freeman, Ran Song has been working on data from the China Air Filtration Project. In April 2017, he presented a paper in the China Economy Seminar titled, "Willingness to Pay for Clean Air: Evidence from Chinese Internal Migration." In June 2017, he delivered additional parts of this research for a program at Shanghai Jiaotong University.

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 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 Pension and Capital Stewardship 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.

Jian Wang

A postdoctoral fellow at the Department of Management, Strategy and Innovation (MSI) and the Center for R&D Monitoring (ECOOM), KU Leuven (Belgium), and Fellow at the Labor and Worklife Program (LWP), Harvard Law School. Wang specializes in science and technology policy. His postdoctoral research is funded by the Research Foundation – Flanders (FWO), which studies novelty in science, factors stimulating novel research, such as funding schemes and team and network structures, and the translation of science into innovation. Science journalist Beryl Lieff Benderly featured his co-authored research in an overview for *Science* online (July 2016) called "How scientific culture discourages new ideas."

Xu Wang

A PhD candidate in Urban Planning and Design at the University of Hong Kong, a Fulbright Scholar and fellow in the Labor and Worklife Program at Harvard Law School for the 2016-2017 academic year, Xu Wang pursued research interests that include economic development and social inequality. He also studied how economic upgrading influences the working conditions of workers in China.

Qingnan Xie

A PhD candidate in Intellectual Property Management at Nanjing University of Science and Technology, Xie studied scientific workforce and IP issues as a Wertheim Fellow. At the China Economy Seminar (April 26, 2017), she delivered with **Richard Freeman** a detailed presentation on the prominent international standing of China in several scientific fields: "Up, Up, and Away: China's Contributions to Science." Freeman would

discuss some of these findings and figures at VoxChina online (June 20, 2017), a website billed as “A Bridge on Economic Issues between China and the World” (See above).

Zheng Ying

Under the supervision of **Richard B. Freeman**, Ying arrived as a visiting student and Wertheim Fellow from September 2016 to September 2017. He is investigating the relationship between religion and innovation. By using the small and medium enterprise data of China from 2008 to 2010, he found that the religious beliefs of entrepreneurs, who can make decisions on their own, have quite different effects on innovation. According to Max Weber's theory, Christianity after the Reformation is thought to have had a significant positive effect on R&D, while others, such as Catholicism, Islam, Buddhism, and Taoism, do not, under the common view in the West that the Protestant ethic promotes economic development. Ying is testing and questioning these propositions.

Cui Zhang

An associate professor of Economics at Jinan University, Guangzhou, China, she visited the Labor and Worklife Program for the academic year 2016-2017 as a Fulbright Scholar. Her research is in the area of Urban Economics and innovation.

Li Zhang

A PhD candidate in the Institute of Real Estate Studies at Tsinghua University, Zhang was a Labor and Worklife Program Fellow for the 2016-2017 academic year. The LWP has previously collaborated with the Harvard School of Public Health and the Graduate School of Design on ways building design can improve worker health and safety. Her research interest is urban and housing economics. She is now studying the drivers of green building development in the context of China's air pollution, including whether green building can provide better built environments for building users, and what incentives and government policies can stimulate green building demand.

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 2017 session with 45 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 2017 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. HLS Lecturer **Florrie Darwin** taught an intensive 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 Sciences, **Richard Parker** from the Harvard Kennedy School of Government,

Professor **Robert Herrick** from the Harvard School of Public Health, and **Andrew Martin**, Minda de Gunzburg Center for European Studies, Harvard University.

Labor law faculty from other universities gave seminars in the program, including: Professor **Karl Klare**, Northeastern University Law School, and Professor **Tom Kohler**, Boston College Law School. Other legal professionals teaching in the program included: **Wilma Liebman**, former Chair, National Labor Relations Board; **Robert DeGregory**, Associate Counsel, National Hockey League Players Association; **Ronald DeLord**, Attorney and Police Union Consultant; **Bill Cole**, Lawyer, Ottawa Police Association; **Brandon Rees**, Deputy Director of the AFL-CIO Office of Investment; **M. Patricia Smith**, former Solicitor of the U.S. Department of Labor; and **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 U.S. 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 2017 session of the Harvard Trade Union Program, for example, had eight Harvard faculty members from four 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, and the Harvard School of Public Health. The LWP participates in the weekly faculty seminar series at the Harvard Business School.

6. Other Contributions to the HLS Community

Joining a team of staff volunteers, LWP Administrative Director **Lorette Baptiste** continues to provide assistance to HLS during graduation, alumni gatherings, and major events including HLS’s 200th anniversary.

7. Law Reform and Advocacy

Outgoing Executive Director **Elaine Bernard** spoke at over 45 labor conferences, seminars or workshops in the U.S., Canada, and Europe, as well as SKYPE presentations in the UK, Australia and New Zealand 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** taught at the Labor Guild in the program's "Burning Issues" seminars. He also participated in the Labor Guild's 50th anniversary for the Cushing-Gavin Awards, which honors leading figures in labor and management in Massachusetts. U.S. Senator **Elizabeth Warren** addressed the gathering in downtown Boston. Trumpbour has worked with Catholic Scholars for Worker Justice (CSWJ) to help overcome the many attacks on labor studies in U.S. universities. The organization calls attention to the body of religious social teaching that is sympathetic to workers and the right to organize with the goal of improving worklife and the wider community. In the past year, CSWJ has been particularly vigorous in seeking to ameliorate the often decrepit conditions for adjunct faculty in many U.S. universities. Trumpbour also discussed raising labor standards in a pair of international conferences held at Harvard Law School and focused on Bangladesh: "Sustainable Models for the Apparel Industry" (September 24, 2016) and "The Bangladesh Development Conference 2017" (May 11 and 12, 2017).

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* seven 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 Project (SEWP)* network, the *Harvard Business School*, and the *Faculty of Arts and Sciences*. 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 Trumbour** serves as a Nonresident Tutor at Harvard College's Leverett House where he advises undergraduates on academic fellowships as well as in the fields of History and Labor Studies.