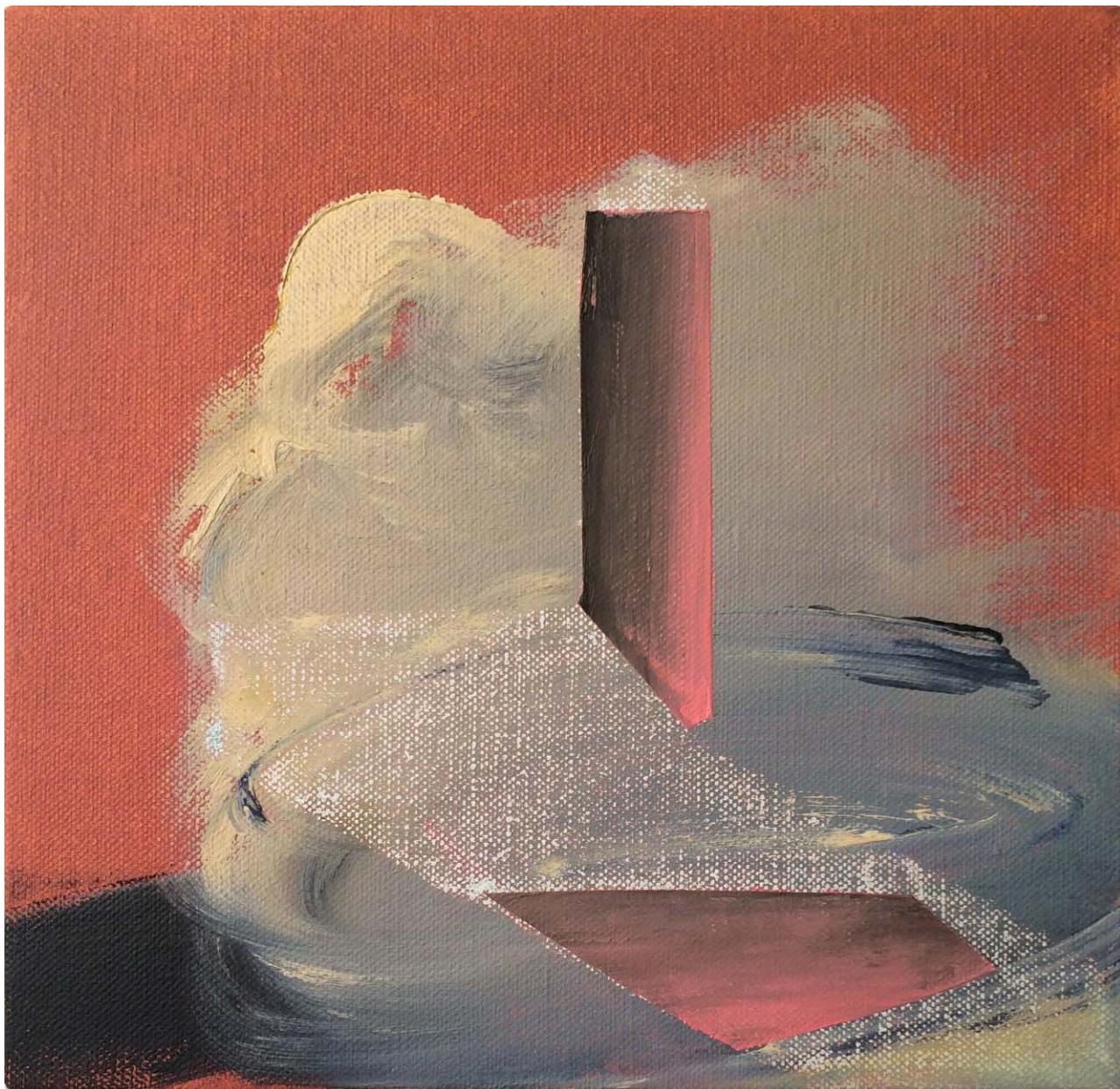


LABOR AND WORKLIFE PROGRAM  
ANNUAL REPORT JUNE 2016



*Jennifer Amadeo-Holl, Shape that Shape. 2015*

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# LABOR AND WORKLIFE PROGRAM

## ANNUAL REPORT JUNE 2016

### Part One: Report of Activities

#### Summary of Academic Year: 2015-2016

#### 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 105<sup>th</sup> session in the Spring of 2016 with 41 participants. 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 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 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 Economy 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 organizes 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 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 Fall 2015 by **Daniel Berkowitz** of the University of Pittsburgh on “De-Politicization and Corporate Transformation: Evidence from China’s Anti-Corruption Reforms” (December 2), **Cheng Liu** of Shanghai Normal University on “Thoughts on the Economics of Innovation: Human Capital and the Global Financial Crises” (December 3), and there were also special sessions with **Chunli Bai** of the China Academy of Social Sciences on “Science, Technology, and Innovation in China” (September 22) and **Weihua An** of Indiana University on “Extracting Social Networks from Biographic Data” (September 23).

In Spring 2016, the China Economy Seminar included the following presentations: **Yuyun Liu**, Lingnan College, Sun Yat-Sen University, on “Language as Identity: Chinese Dialectical Distance and Labor Migration” (paper joint w/ Xianxiang Xu and Zekai Xiao) (February 3); **Eli Friedman** of Cornell University on “Inverted Socialism: Urbanization, Citizenship, and Education in China” (February 9); **Ya-Wen Lei** of the Harvard Society of Fellows on “Freeing the Press: How Field Environment Explains Critical News Reporting in China” (February 17); **Zheng Xu**, Postdoctoral fellow at the Harvard Center for Green Buildings and Cities, on “Reporting Local Pollution Events:

The Effects of Party-Newspapers” (February 24); **Xiaoying Li** of Sun Yat-sen University on “Does Informal Work Push College Graduates into a Low Income Trap?” (March 2); **Xuechao Qian**, Institute for Emerging Market Studies, Hong Kong University of Science and Technology (HKUST), on "Education Investment or Family Background? A Tale of Two Mechanisms Behind Intergenerational Mobility in Rural and Urban China" (March 23); **Ying Zhang**, visiting fellow at the Harvard Business School and an assistant professor at the Rotterdam School of Management, Erasmus University (Netherlands), “Who Should be Running Ahead? The Roles of Two Types of Entrepreneurship in China’s Contemporary Economy” (March 30); **Shirui Chen** of the Ash Center, Harvard Kennedy School, and Shanghai Economic Management College, “Party Authority and Corporate Governance: The Functions and Roles of Party Organization in SOEs” (April 6); **Hao Ren, Wu Ji, Xie Lin, Xu Hui, Mei Leung, and Francine Chan** on “China on Strike” (April 8); **Wei Huang**, PhD candidate, Harvard University, “The Effects of New Pension Scheme Provisions on Lives of the Aging in China” (April 13); **Ran Song**, Sun Yat-Sen University, “Air Pollution Control in Disguise: Evidence from National Environmental Protection Model Cities in China” (April 20); **Xiaolan Lyu**, Labor and Worklife Program at Harvard Law School, and Zhejiang Gongshang University, "Why Do Migrant Workers Change their Jobs and Cities Frequently" (April 27); and **Wenquan Liang**, Antai College of Economics and Management, Shanghai Jiao Tong University, "Remittance and the Wage of Natives in China: Why depressing the migrants would decrease the wage of natives" (May 4).

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 a session of and participated in the Winter School on Infrastructure Investment and Development in Africa, August 19-21, 2015, Johannesburg. The session was entitled “Infrastructure as an asset class: the role of long term institutional investors.” He was an invited participant at a meeting entitled “Pension Funds in the Era of Financialized Capitalism: A Critical Appraisal,” on January 15, 2016, at the University of Toronto. Beeferman was an invited participant at the OECD Expert Working Session on Responsible Business Conduct and Investment on February 23, 2016 for discussions about the potential implications of the OECD Guidelines for Multinational Enterprises and expectations of due diligence with regard to environmental, social and human rights impacts for select categories of financial services. He organized and chaired a panel named “The Development Finance Calculus” and participated in a workshop entitled “The Future Development Finance and Accountability Landscape: A Brainstorming Workshop,” April 21-22, 2016, at Columbia University. Beeferman presented a paper entitled “Getting Real About Islamic Finance: Paper and Meta-Paper at the mini-conference named “Islam and the Construction of New Economic Moralities: Divergence, Convergence and Competing Futures,” part of the 26<sup>th</sup> Annual Conference of the Society for the Advancement of Socio-Economics, entitled “Moral Economies, Economic Moralities,” June 24-26, 2016, at the University of California, Berkeley.

Beeferman taught two sessions on “Unions and Retirement Security” at the Harvard Trade Union Program on January 19 and 26, 2016 and one on “Capital Strategies for Labor, New Roles for Labor: Creating and Managing Wealth” on January 28, 2016.

Publications of the project during the past year were:

“Getting Real About Islamic Finance,” by **Larry W. Beeferman** and **Allan Wain**, February 2016 and “Getting Real About Islamic Finance: Meta-Paper,” by **Larry W. Beeferman**.

## **Science and Engineering Workforce Project**

Originally funded with the support of the Alfred P. Sloan Foundation, the Science & 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 & the Global Race for Scientific Talent* (Princeton University Press, 2014).

Teitelbaum's recent 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." Relying on Teitelbaum's analysis, he also discussed the U.S. Bureau of Labor Statistics, *Occupational Outlook Handbook: 2014–2015*, as well as the Microsoft Corporation's report *A National Talent Strategy*. Teitelbaum participated in a forum for the journal *Nature* (July 16, 2015) on STEM education called "To build a scientist: Thought leaders across the globe answer one question, what is the biggest missing piece in how we educate scientists?" He has also provided analysis of the migrant crisis in Europe and elsewhere through an article for *Foreign Affairs* online called "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 Initiative** (SBBI), 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 & 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 SBBI seminar launched its Fall 2015 season of events with a presentation on September 18, 2015 by **Melanie Sinche** from the Jackson Laboratory for Genome Medicine on "Identifying Career Pathways for PhDs in Science." Participants in the SBBI and China Economy Seminar also were a part of a Special Seminar on "Science, Technology, and Innovation in China" delivered on September 22, 2015 by **Chunli Bai** of the Chinese Academy of Social Sciences. On September 25, 2015, **Bernard Davitian**, Vice President and Managing Director of Sanofi-Genzyme BioVentures, spoke on "The Importance of Corporate Venture Capital to Source Innovation in the Biotech Innovation Ecosystem." **Katrine Bosley**, CEO of Editas Medicine, explored on October 16, 2015 "Repairing Broken Genes: Is Genome Editing Ready to Deliver Medicines?" On October 23, 2015, **Weihua An** of Indiana University presented research on "Subject Citation Networks and Science Policy." **Annamaria Conti** of the Scheller College of Business at Georgia Tech delivered on October 30, 2015 "A Revealed Preference Analysis of PhD Students' Choices Over Employment Outcomes." On November 6, 2015, **Jing Xia**, a PhD candidate at Harvard's Department of Economics, took up "Financing and the Market for Ideas: Evidence from the Biopharma Industry." **Richard B. Freeman** on December 4, 2015 explained his ongoing work with **Sen Chai** on "Effects of Attending Scientific Meetings on Research Outcomes." Their work focuses on the Gordon Seminars in the physical sciences, and their findings suggest that attending this type of scientific gathering benefits participants in future publications and collaborations.

In Spring 2016, the SBBI seminar included the following programs: **Heidi L. Williams**, MIT & NBER, “How Do Patents Affect Follow-On Innovation? Evidence from the Human Genome” (with Bhaven Sampat) (February 5, 2016); **Stephane Bancel**, Moderna, CEO, “Building A Biotech Company Around a New Technology: Lessons and Thoughts” (February 26, 2016); **Bhaven Sampat**, Columbia University & NBER, “The Effects of Restrictions on Secondary Pharmaceutical Patents: Brazil and India in Comparative Perspective” (March 4, 2016); **Ina Ganguli**, UMass Amherst and NBER, **Pierre Azoulay**, Sloan School of Management MIT, and **Joshua S. Graff Zivin**, UC San Diego, “The Mobility of Elite Life Scientists: Professional and Personal Determinants” (March 11, 2016); **Ashish Arora**, Duke University, “Killing the Golden Goose? The Decline of Science in Corporate R&D” (with Sharon Belenzon & Andrea Pataconi) (April 8, 2016); **Milt McColl**, MD, Gauss Surgical, CEO, “The Ecosystem of Silicon Valley: Entrepreneurs, Venture Capital, and Accelerators” (April 22, 2016); **Richard B. Freeman**, Harvard University and NBER, **Lintong Li**, Peking University student, **Yixuan Chen**, Sichuan University, “Market Forces and Product Innovation in China” (April 29, 2016).

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 2016-2017. Meanwhile, during 2015-2016, LWP Faculty Co-Chair **Richard Freeman** produced several papers and interventions on issues of concern for scientific and technical workers, including an essay for *Harvard Magazine* (May-June 2016) “Who owns the robots rules the world,” a popular follow-up to his presentation on robotization for Germany’s *IZA World of Labor* (Institut zur Zukunft der Arbeit/ Institute for the Study of Labor, May 2015). Freeman’s paper co-authored with Wei Huang, “China’s ‘Great Leap Forward’ in Science and Engineering,” appeared in a new collection edited by Aldo Geuna, *Global Mobility of Research Scientists: The Economics of Who Goes Where and Why* (Elsevier, 2015).

### **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 no longer regularly updated, 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.

**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, **Lee Saunders**, AFSCME's President, delivered the Wurf Memorial Lecture on "The Value of Labor: Transforming Unions to Meet the Challenge of Our Time." President Saunders was introduced by Boston Mayor Martin Walsh, who spoke about the value of his own union experience and his work with city employees who are member of AFSCME. In outlining the many challenges facing organized labor, Saunders observed how unions, including his own, had failed to connect with all members, and had done more talking and less listening to members. After a lengthy consultation with members, Saunders explained the challenge that he saw for the labor movement. "If we are willing to look honestly at ourselves and embrace change and reforms; if we are ready to abandon the tactics that don't work, and experiment with and embrace the tactics that do; if we are ready to seize this moment in history – then we will rediscover collectively the value of labor, and its movement, for all Americans."

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 2015 eleven and in 2016 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. 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.

## **The Pensions and Capital Stewardship Project**

Pensions and Capital Stewardship Project Director **Larry W. Beeferman** met and spoke with representatives of the Principles for Responsible Investment with regard to further work on its Fiduciary Duty project as it relates to the United States and new work pertaining to India.

### **i. Conferences:**

#### **Police Union Leaders Seminar**

In April, in cooperation with *American Police Beat*, the LWP held its 18<sup>th</sup> annual Police Union Leaders Seminar, with 85 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 included a panel with Seattle Police Chief **Kathleen O'Toole** and Seattle Police Officers' Guild President, **Ron Smith**, discussing how they have worked together to build a closer working relationship on a wide variety of issues plaguing many in the law enforcement area. 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. A somewhat different perspective on the proliferation of cameras was introduced by **Mike Parker** of the Los Angeles County Sheriff's Department and **Mikey Osterreicher**, General Counsel of the National Press Photographers Association, in their session on "When does the public have a right to film peace officers?" **Ron Delord**, retired police union leader and labor consultant, spoke about the crisis that many police unions are facing and discussed the issue of Body Worn Cameras (BWC). **Marty Halloran**, President, and **Gary Delagnes**, former President of the San Francisco Police Officers' Association, discussed their efforts to deal with high profile incidents, protect their members, and at the same time build bridges with the community. **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**

Project Director **Larry W. Beeferman** and non-resident Fellow **Aaron Bernstein** in conjunction with NASDAQ offered on September 23, 2015 a Webinar on the findings from their paper "The Materiality of Human Capital to Corporate Financial Performance." and a similar webinar on November 10, 2016, in conjunction with the Human Capital Management Coalition of pension fund investors, for its members.

## 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 & Technical Workers, AFSCME; **Tom Juravich**, Professor of Sociology and Labor Studies, University of Massachusetts, Amherst; **Elaine Mejia**, Vice President, Public Works; **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.

The 2016 **Jerry Wurf Memorial Forum** featured AFSCME President, **Lee Saunders**, with introductory remarks by Boston Mayor **Martin J. Walsh**. Saunders spoke on “The Value of Labor: Transforming Unions to Meet the Challenge of Our Time”

The **John T. Dunlop Memorial Forum** on “The New Frontier of Health Policy and Delivery Reform: Can We Achieve It and How John Dunlop Would Guide Us” was delivered by **Karen Ignagni**, President and CEO, Emblemhealth.

A panel, with **Karl Klare**, Professor, Northeastern Law School and **Linda Kaboolian**, Senior Research Fellow, LWP and Lecturer at Harvard School of Public Health, featured segments from the PBS documentary *The Mine Wars* and discussed the book on which the documentary was based, *The Devil Is Here In These Hills: West Virginia's Coal Miners And Their Battle For Freedom*, written by **James Green**, Professor of History, Emeritus, University of Massachusetts Boston.

**Jeffrey Sachs**, Director of The Earth Institute, Quetelet Professor of Sustainable Development, and Professor of Health Policy and Management at Columbia University, addressed growing inequality and the challenges of climate change in a forum titled, “**The Age of Sustainable Development.**”

**Karl Klare**, Professor, Northeastern University School of Law, introduced and chaired a panel on “Graduate Workers' Unions and The Law” which featured graduate worker union representatives from a number of northeastern universities, including Cera Fisher, University of Connecticut; Ashraf Ahmed, Columbia University; Charles Decker, Yale University; and Aaron Bekemeyer, Harvard University

Dr. **David Weil**, Administrator, Wage And Hour Division, U.S. Department Of Labor gave a public address on the work of the Wage and Hour Division at the HTUP program graduation.

### **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.

##### **Daniel Chen**

Researching the *Positive Foundation of Normative Commitments*, Daniel Chen has designed a project to test whether the range of (moral) motivations should be extended further, to allow for non-consequentialist, specifically deontological (duty-oriented) motivations. Among the contributions this project intends to make are: to formalize the

notion of consequentialist and deontological motivations as properties of preference relations; to suggest a method to use revealed preference to detect deontological motivations; and using that method, to provide experimental evidence for the existence of deontological motivations, thereby contributing to the understanding of human behavior, specifically behavior that might be viewed as morally motivated or constrained.

### **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 had just completed his first book, an introduction to collective bargaining in Canada, which is expected to be released in the autumn of 2016. He is presently working on a second book on mediation-arbitration which is expected to be released sometime in late 2017. 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.

### **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 plans to write a paper for Chinese readers at home on this phenomenon. 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 2015-2016 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. He works with Professor **Peter Nolan** of Leicester University and editor of the *Industrial Relations Journal* on a variety of projects in Industrial Relations.

### **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.

**Xiaoying Li**

Building on previous work, Xiaoying Li conducted a follow-up study on Chinese rural workers' migration and job mobility, tentatively called, "neighborhood effect and city integration of migrant workers --- by the perspective of time and space." She presented some of this work in the China Economic Seminars, exploring, "Why do migrant workers change the job and cities frequently?" In addition to her own original research, Professor Li has used her time as a fellow to participate in both the *China Economy Seminar* and the *Economics of Science and Engineering Workshop* and to sit in on lectures and courses by several Harvard departments.

**Xiaolan Lyu**

Professor Lyu presented her research on "*Why do migrant workers change the job and cities frequently?*" in the China Economy Seminar. She participated in both LWP weekly seminar classes; the *Economics of Science and Engineering Workshop* and *The China Economy Seminar*. As well, she took advantage of a seminar series at the Sloan School of Management at MIT organized by the *Institute for Work and Employment Research* in the spring of 2016.

**Jane McAlevey**

During the academic 2015-2016 academic year, McAlevey develop 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, she completed a book on building high-participation unions, titled *No Shortcuts: Organizing for Power in the New Gilded Age*.

**Qi Pan**

A PhD candidate in the School of Public Policy and Management of Tsinghua University and a Wertheim Fellow in the Labor and Worklife Program at Harvard Law School for the 2015-2016 academic year, Qi Pan studies long-term economic development, inequality, and fiscal policy. Presently, her research focuses on issues in China, including income distribution's impact on long-term economic development, top income inequality, changes in people's recognition of the trade-off between inequality and rapid economic growth, and economic fluctuations and structural change.

**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 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. A link to a video transcription of the workshop is: <http://cmes.fas.harvard.edu/file/400466>. A follow-up workshop is planned on the political economy of insurgencies.

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.

### **Ran Song**

Under the guidance of faculty co-chair Richard Freeman, Ran Song has been working on data from the China Air Filtration Project. He presented a paper in the China Economy Seminar titled, "Air Pollution Control in Disguise: Evidence from National Environmental Protection Model Cities in China."

### **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.

### **Xinran Wang**

A visiting fellow from the Tsinghua University School of Economics and Management, researched 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.

### **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.”

### **Ying Zhang**

A frequent participant in both the *Science Based Business Initiative* seminar at Harvard Business School and the *China Economy Seminar* at the Harvard Department of Economics, Ying Zhang delivered a seminar talk at the latter forum on China’s economic transformation and the development of entrepreneurship. She is also working on a project that explores Eastern philosophical approaches in India and China and how its implementation affects workplace performance. Scientific evidence is being consulted from the fields of psychology and neuroscience. Her program is conducting tests on participants in these various workplace cultures. In consultation with the LWP’s research director, she has also been working on a project that seeks to understand the ways in which the cultural and historical formation of the Netherlands shapes the nation’s response to innovation and labor market challenges.

## **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 2016 session with 41 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 2016 were Harvard Law Professor and LWP faculty co-Director **Benjamin Sachs**, as well as Professor **Randall Kennedy**, and **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 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, and Professor **Tom Kohler**, Boston College Law School. 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**, Attorney and Police Union Consultant, Mr. **Bill Cole**, Lawyer, Ottawa Police Association, Ms **Heather Slavkin Corzo**, AFL-CIO Office of Investments 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 2016 session of the Harvard Trade Union Program, for example, had 10 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 45 labor conferences, seminars or workshops in the U.S., Canada, and Russia, as well as SKYPE presentation 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).

In the year after 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), Research Director **John Trumpbour** has been invited to contribute his historical overview of the prison crisis for IISL publications. Trumpbour also participated in the conference on “Transformation Challenges and Opportunities for the Bangladesh

Garment Industry” (June 5-6, 2015), a program that included Harvard Trade Union Program core faculty members **Thomas Kochan**, **Arnold Zack**, and keynote speaker **David Weil**, who currently heads the Wage and Hour Division of the U.S. Department of Labor. Trumpbour has a forthcoming review that highlights the significance of the Accord on Fire and Building Safety in Bangladesh, an initiative supported by the Worker Rights Consortium and labor organizers responding to the devastating factory fires and collapses in Dhaka and Chittagong.

## **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 Policy Center*, *the Harvard Business Administration* 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*. In the spring of 2016, *Elaine Bernard* gave a luncheon talk in the *Canada Seminar* on "Small Differences that Matter: Unions and Labor Relations in the U.S. and Canada."

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: 2016-2017**

### **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**

#### **Pensions and Capital Stewardship Project**

The Project expects to publish three papers in the coming year, one building on its work relating to Islamic finance (especially as it pertains to infrastructure investment); another, an in-depth case study of institutional investor investment in a major toll road P3; and the third, based on continued work on fiduciary duty issues in the United States and India. In addition, the Project anticipates doing research relating to the governance of public sector pension funds. It is also 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 help organize and chair a session called “Infrastructure Development & Islamic Finance” at the *2016 Harvard University Muslim Alumni Islamic Finance Conference* entitled “Sustainable Development Goals: What Role for Islamic Finance?” on October 14 and 15, 2016.

#### **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 2016-2017, the project will continue to participate in a faculty seminar series at the Harvard Business School on science-based industry and enterprises. **Richard B. Freeman** serves on many panels for the United States National Academy of Science, National Research Council. During 2016-2017, he will be on the Panel to Evaluate the National Center for Science and Engineering Statistics (NCSES) Approach to Measuring the Science and Engineering Workforce, 2016-2017.

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; 4) understanding the patterns and determinants of R&D agglomeration; and 5) assessing the impacts of the rise of the robots and automation on future labor markets.

LWP Senior Research Associate **Michael Teitelbaum**'s recent book for Princeton University Press, *Falling Behind? Boom, Bust, and the Global Race for Scientific Talent*, has generated discussions in major intellectual forums. The debate over surpluses and shortages of scientific workers will continue to be explored by members of the SEWP network for years to come. Teitelbaum received recognition in the *Chronicle of Higher Education* (June 29, 2015) for his work nurturing the rise of the Professional Science Masters degree, programs responding to the widespread complaint that too many science PhDs are very narrow in their academic specializations. With the collapse in the job market for university professors, there needs to be better ways of training people who still want to have scientific careers. Teitelbaum and the SEWP network will continue to work on these issues of improving training while challenging the prevalent outcry that there are perilous shortages of scientists and engineers in the United States.

## **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 2016. 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 106<sup>th</sup> session with its 2017 program scheduled from January 9 to February 17, 2017. 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.