

LABOR AND WORKLIFE PROGRAM

ANNUAL REPORT JUNE 2007

Part One: Report of Activities

Summary of Academic Year: 2006-2007

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, the Science and Engineering Workforce Project (SEWP) 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 HTUP, which will celebrate its 65th anniversary this fall, had 40 participants in its 2007 session – the largest enrollment in the history of the program. The program continues to be not only the premier labor education program in the country but also provides a unique forum for faculty and students to meet with emerging labor leaders from the US and other advanced industrial countries. The SEWP project launched a lecture series concerning Issues on the Science and Engineering Workforce, which students could take for credit through Harvard Extension. As well, the project has begun research on outsourcing of research and development to China and India. The Pensions and Capital Stewardship Project has expanded its work to include workshops on important emerging issues and a new trustee training program. In the program area of Changing Labor Markets, the *Worklife Wizard* – featuring an internet survey, an information center for employees, and a salary checker – is fully operational in English and Spanish. Additionally the LWP hosted a national conference on the current state of labor law and labor relations.

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 Paul Weiler 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. The program's recent work includes research on emerging labor market institutions, including the significance of information technology and the internet, the development of transnational advocacy networks, corporate codes of conduct and social auditing, and immigrant workers' issues.

b. Projects/Research & Scholarship

The Pensions and Capital Stewardship Project

The Pensions and Capital Stewardship Project, through research, education, and engagement with workers, scholars, researchers, and practitioners, focuses on issues of retirement security, including 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.

The Project was awarded contracts from the Council of Institutional Investors (CII) and Society of Actuaries (SOA) to do research relating to the comparative strengths and weaknesses of defined benefit and defined contribution plans. Additionally, the Pension Funds and Urban Revitalization Initiative (PFURI), started at Oxford University's School of Geography at the Center for the Environment, has affiliated with the Project. Funded by the Rockefeller and Ford Foundations, the PFURI seeks to investigate and promote best practice in US urban revitalization by US public sector pension funds. It aims to expand the number of urban revitalization projects undertaken by US public sector pension plans through increased awareness by public sector pension fund officials, their money managers, and consultants of current best-practices in the field. It will also investigate the business case for public sector pension fund investment in urban revitalization projects.

Science and Engineering Workforce Project

With the support of the Alfred P. Sloan Foundation, the LWP has teamed up with the National Bureau of Economic Research to construct a major network of scholars and policy experts who are focused on the state of the science and engineering workforce. Building from the research conducted under an earlier Sloan grant, the Science and Engineering Workforce Project (SEWP) will develop education and outreach programs to disseminate knowledge about the science and engineering job market to help decision-makers – student, employers, professional associations, and national policy-makers – reach evidence-based decisions about career, workplace, policy, stipend and research spending issues that affect science and engineering job markets.

During the 2006-2007 academic calendar, the LWP helped construct a major seminar series that brought to Harvard some of the leading figures in debates on contemporary

science policy, including former MIT president **Charles Vest** and former Lockheed Martin CEO **Norman Augustine**. Augustine chaired the report for the National Academies of Science called *Rising Above the Gathering Storm*, which has greatly influenced legislation out of Washington on national science and engineering policy, particularly the America Competes Act of 2007. Physicist **Lee Smolin**, author of the controversial critique of string theory called *The Trouble with Physics*, discussed alternative models of science and university organization. HLS Professor **Roberto Unger** contributed to several of the dialogues conducted with Smolin.

In February 2007 at the University of California Berkeley, LWP Research Director **John Trumbour** participated in the annual conference of the National Postdoctoral Association (NPA), a new professional organization that advocates for the growing cohorts of postdoctoral scholars and researchers in U.S. universities and laboratories. The LWP is working with the NPA, the Sloan Foundation, and the Derek Bok Center for Teaching and Learning to develop better mentoring for students and postdocs in the sciences and overall improve the training experience for this increasingly crucial component of the S&E workforce. By some measures, Harvard has the largest contingent of postdocs in the United States, and the LWP is playing a role in helping to develop university programs for this part of the academic community.

Nanotechnology in Society – the Social Impact of Nano

With funding from the National Nanotechnology Initiative (NNI), the LWP has worked with a variety of programs to expand understanding of this field. The LWP has partnered with UCLA sociologist **Lynne Zucker**, who is developing NanoBank, a web resource that collects data on patents and locations of the nanotechnology sector. The LWP's NNI grant has enabled **Vivian Weil** of the Illinois Institute of Technology to create a NanoEthicsBank, which is an electronic resource on the growing ethics and legal literature on nanotechnology. Finally, **Sharon M. Friedman**, Associate Dean of Lehigh University, is mapping media coverage of nanotechnology. The LWP's direct contribution to this wide-ranging project is a study of nanotechnology's creation of jobs in the contemporary economy, a study led by **Richard Freeman** and **Kavita Shukla**. In June 2007, **John Trumbour** presented work on the labor implications of nanotechnology at a joint conference of the University of Pennsylvania's Wharton School and the Philadelphia-based Chemical Heritage Foundation. Earlier at Arizona State University in April 2007, he joined several of the leading programs in the United States for explorations of nanotechnology and society.

WorklifeWizard

The Labor and Worklife Program has partnered with the non-profit WageIndicator foundation in the Netherlands to create the first American WageIndicator site called the *WorklifeWizard* (<http://www.worklifewizard.org>). The WageIndicator foundation has similar websites in thirteen languages and sixteen countries in addition to the US:

Argentina, Belgium, Brazil, China, Denmark, Spain, Finland, Germany, Hungary, India, Italy, Korea, Mexico, the Netherlands, Poland, and the UK. WageIndicator is an organization based in the Netherlands and is supported by the European Union and the International Labour Organisation (ILO). The foundation is comprised primarily of journalists and researchers from universities worldwide and collects information vis-à-vis an online survey for the purpose of intra- and international comparisons of wages, working conditions, worker satisfaction, education and gender and race issues in the workplace. All WageIndicator sites have: (1) an online survey and (2) a free salary checker.

The main components of the *WorklifeWizard* site are an Internet survey, an Information Center for employees, and a free salary checker. The survey elicits what employees think about many issues related to the world of work including: the impact of immigration on jobs in the US, healthcare, job security, manager-employee relations, worker-customer relations, and gender issues in the workplace. The questions change regularly as issues at work change. Researchers and graduate students will be able to add their own questions to the survey in the future

The Information Center provides information on rights at work, labor and employment law, a work-life blog directory, major news feeds from many different sources, and a job tips section. The salary checker will provide workers with information on pay according to their occupation, education, size of firm, experience, employment contract, and hours worked.

The goal of the *WorklifeWizard* project is to become a permanent information resource and research tool. *BusinessWeek*, PhD's.org, Working America, the Communications Workers of America (CWA), and SmartEconomist.com have all agreed to partner with the *WorklifeWizard*.

c. Other Activities

LWP Research Director **John Trumbour** edited a special issue of the *Comparative Labor Law & Policy Journal* on “The Crisis in Workplace Governance.” The issue featured some of the leading figures in legal and labor studies including **Thomas Kochan**, **David Weil**, **Harry Arthurs**, **Daphne Taras**, **James J. Brudney**, **Peter Hanau**, **Mary Cornish**, **Takashi Araki**, **William B. Gould IV**, **Kenneth Dau-Schmidt**, **Timothy A. Haley**, and **Cynthia Estlund**. Dedicated to LWP faculty co-director **Paul Weiler**, the special issue tried to build from his intellectual legacy, especially those elements inspired by his classic work *Governing the Workplace*.

Pensions and Capital Stewardship Project Director **Larry Beeferman** was an invited panelist at the 84th annual convention of the National Council on Teacher Retirement on the Future of Public Sector Pension Plans and at the annual Financial Innovations Roundtable at Southern New Hampshire University on the relation between pension fund investment in economic and community development and community development

finance institutions. He was interviewed and quoted by the leading trade journal, *Pensions & Investments*, relating to the pension fund governance implications of certain alleged conflicts of interest attributed to North Carolina's sole state pension fund trustee, the State Treasurer.

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). Its income is used to initiate 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 include scholarships for AFSCME leaders to participate in the HTUP (four attended the 2007 session on Wurf scholarships) and the KSG State and Local Government Program (a total of five scholarships were given to AFSCME leaders to attend this program in 2007), a Wurf Lecture, and various other research, educational programs and projects that are consistent with the terms of the Fund.

With funding from the Wurf Fund and AFSCME, and in cooperation with AFSCME and the United Negro College Fund, the LWP continues to run a 10-week **Union Scholars Program** during the summer. In both 2006 and 2007, 10 minority undergraduate students participated in the program (aimed at sophomores and juniors interested in work and justice issues). The successful candidates were placed with AFSCME affiliates involved in organizing campaigns and came to Harvard during their last week for an educational seminar on the role of unions in society and a debriefing on their experience.

Additionally, the Wurf Fund paid for a workshop with Puerto Rican academic, labor and government officials called "Dialogue on Government Reform in Puerto Rico" in September 2006 (see the workshop section of this report for a more complete description).

i. Conferences:

Forging a New Labor Policy for the 21st Century

In December 2006, the LWP organized a conference, co-sponsored by *American Rights At Work* focusing on the current state of American labor law and exploring innovative ways that workers and unions have been organizing in spite of the problems identified

with the National Labor Relations Act. Participants at the conference discussed various options and proposals for labor law reform as well as the changes in the economy and labor market which have made the system envisioned by the NLRA inadequate for protecting workers rights in the 21st century. HLS Professor **Paul Weiler** was honored for his scholarship and extensive contribution to labor law at the dinner by AFL-CIO Chief Counsel **Jonathan Hiatt**. Conference participants included labor law scholars from around the country, as well as HLS students interested in labor law and unions. Speakers at the conference including **James Brudney**, Ohio State University Law School, **Sarah Fox**, Bredhoff & Kkaiser and former board member NLRB, **Judith Scott**, Chief Counsel Service Employees International Union, **Joel Rogers**, University of Wisconsin Law School, **Fred Feinstein**, University of Maryland and former Chief Counsel for the NLRB, and **Lance Compa**, Cornell University.

“Top 50” Police Union Leaders Seminar

In cooperation with the police union leaders and the national police newspaper, *The American Police Beat*, the LWP has created a forum for the interchange of ideas among police union leaders and for academics interested in issues with regards to police, the criminal justice system, and unions. Calling themselves the “Top 50” (as the group is made up solely of police union leaders from the 50 largest cities in the U.S.), the LWP hosted the fifth meeting of this group in April 2007. This year’s seminar included a presentation by Dr. **Radha Iyengar**, Robert Wood Johnson Health Policy Scholar, Harvard University and Professor of Economics, Princeton University, discussing her work on domestic violence and presenting her paper, “Does the Certainty of Arrest Reduce Domestic Violence? Evidence from Mandatory and Recommended Arrest Laws”

Capital Matters: Managing Labor’s Capital

The Project convened in May 2007 its fifth annual “Capital Matters: Managing Labor’s Capital” conference bringing together approximately 100 private and public sector pension fund trustees and officials, union leaders, member of the pension investment community, legal and other researchers and scholars from Harvard and other universities in the U.S. and abroad. Issues of pension fund governance, trustee effectiveness, investments in private equity and infrastructure, securities fraud class action litigation, corporate governance, and retirement security were considered

ii Workshops:

Dialogue on Government Reform in Puerto Rico

With funding from the Jerry Wurf Fund and the co-sponsorship of the John F. Kennedy School of Government and the David Rockefeller Center for Latin American Studies, the LWP convened a three-day workshop at Harvard with the Servidores Públicos

Unidos/AFSCME Council 95, and senior administration and elected officials from Puerto Rico to discuss the specific challenges and policy alternatives faced by policymakers and political leaders in Puerto Rico. The workshop covered best practices in collaborative governance, performance measurement, information age governance, and strategic contracting management among other critical policy areas. Puerto Rican government participating in the Workshop included, Mr. **Jorge P. Silva-Puras**, Chief of Staff for Governor Anibal Acevedo Vilá, Senator **Luz Z. Arce Ferrer**, President of Government and Labor Affairs Commission, and Representative **Jennifer González Colón**, President of Government and Labor Affairs Commission. Harvard faculty making presentations and leading discussion in the workshop included, Professors **Richard Freeman**, **Linda Kaboolian**, **Linda Bilmes**, **Jerry Mechling**, **Robert Behn**, **Merilee Grindle** and **John Donahue**. On the last day of the workshop, the LWP held a public forum co-sponsored by the David Rockefeller Center for Latin American Studies to discuss government reform in Puerto Rico.

Trades Union Congress (UK) Leading Change

In co-operation with the Trades Union Congress of the UK, the LWP organized a three-day workshop at Harvard for 20 senior British labor leaders. Topics covered in this workshop included the overall state of the US labor movement, labor relations reform and innovation, and strategic campaigning and organizing by US unions. The workshop included a short site visit to unions in Boston and a discussion about the role and functions of local unions.

Program for Advanced Trustees Studies (PATS)

The Pensions and Capital Stewardship Project held sessions of its first *Program for Advanced Trustees Studies (PATS)* for experienced pension fund trustees. Approximately fifty trustees from a wide range (in size and location) of public sector pension funds participated in the sessions which focused on two topics. One was the legal, policy, and other arguments for and against pension fund investing for economic and community development and, if the choice is affirmative, best practice in making such investments. The other focused on lessons to be learned by trustees from a scandal involving pension fund trustees and pension and city officials which has, among other things, resulted in state and federal criminal indictments against some of the foregoing. The Project, in conjunction with its Oxford University partners, co-sponsored a meeting with the Federal Reserve Bank of Boston and the Massachusetts State Treasurer in order to engage seventy-five practitioners, pension trustees and other officials on best practice relating to pension fund investments in economic and community development.

Two other workshops with about 35 participants each were held by the **Pensions and Capital Stewardship Project**. One included union leaders and private equity firm managers to assess the legal, policy, operational, and other issues necessary to make private equity investments achieve market-based returns and labor-friendly outcomes.

The other included leaders of pension, labor, SRI, and faith-based efforts to effect changes in corporate governance and behavior through shareholder activism. It assessed commonalities in goals and the merits of common policy, legal, and other efforts geared to cause such change.

iii. Events:

In September 2006, the LWP hosted a forum at Ames Court on “Confronting Empire: Eqbal Ahmad’s Legacy and the Contemporary Crisis.” An audience of 250 students and community attendees listened to speakers *Noam Chomsky*, *Stuart Schaar*, *Margaret Cerullo*, *Beena Sarwar* and LWP Wertheim Fellow *Emran Qureshi* speak about Ahmad’s contribution to contemporary thinking about labor, politics and empire.

Working with the William Lyon Mackenzie King Endowment and the Canada Seminar at the Weatherhead Center for International Affairs, the LWP assisted in organizing in November 2006, a Festschriftkonferenz in honor of Harvard Law School Professor (and LWP co-Director) *Paul Weiler*. The program included a dinner address by Harvard Law School Dean *Elena Kagan*, as well as papers by law school professors *Harry Arthurs*, University Professor Emeritus and President Emeritus, York University, and *Kerry Rittich*, University of Toronto.

In March 2007, the LWP teamed up with Professor *William Alford* and the International Legal Studies Program to bring former Harvard hockey star Mark Moore to HLS to discuss labor and economic issues in the world of contemporary sports. Based in Canada, Moore recently wrote the book *Saving the Game* about the shortcomings and mismanagement of professional hockey.

e. Fellows/Visiting Researchers/Research Assistants/Interns

Pawan Agarwal

Former Financial Advisor to the University Grants Commission-India and Director, Ministry of Human Resources Development, Government of India, Dr. Pawan Agarwal was a recipient of a Fulbright New Century Scholarship in 2005/2006. During September and October of 2006, he was a Wertheim Fellow at the LWP discussing his research on higher education, mobility of skilled labor and leveraging technology to deliver education and information services for better governance. Agarwal delivered a seminar presentation at Harvard that explored the state of science and engineering education in India and China.

Terry Babcock-Lumish

A recent graduate of Oxford University, Terry Babcock-Lumish is a nonresident Wertheim Fellow for 2006-2007 with the LWP researching and assisting with the growth and development of the *Worklife Wizard* and the Wage Indicator project.

Geoff Davis

Founder of the website phds.org, mathematician Geoff Davis continued his research and presented a seminar on the unintended consequences and disruptions caused through a doubling of the budget of the National Institutes of Health, the largest science funding agency in the world. Davis is formulating ideas on how to produce softer landings after an explosive growth of funding comes to an end. Davis was a Wertheim Fellow in residence at Harvard during February and March 2007.

Teresa Ghilarducci

A Professor of Economics at the University of Notre Dame and Director of the Higgins Labor Research Center at Notre Dame, Professor Ghilarducci has been researching pension policy and in particular the merit of traditional defined benefit plans. She was a nonresident Wurf Fellow from September 2006 – December 2006.

Emran Qureshi

With a stipend and travel funds provided by the Rockefeller Brothers Fund, the Donner Canadian Foundation, and the Foundation Open Society Institute, as well as some assistance from the Wertheim Fellowship, **Emran Qureshi**, an independent scholar from Ottawa, Canada, was a fellow at the LWP for this academic year. He is studying the development of labor organizations in the Muslim world, particularly how trade unions as vital institutions of civil and secular society can be strengthened and aid in the promotion of a democratic infrastructure in these societies. Qureshi argues that while many scholars are interested in democratization and secularization in the Muslim world, few have sought to study the role and development of unions and worker organizations in promoting this process. Papers and articles completed while a Wertheim Fellow include a February 12th, 2006 Op-Ed in the *New York Times* titled, “The Islam the Riots Drowned Out,” and an article for the *Harvard Divinity Bulletin*, Spring 2006 titled, “Toward a New Cold War.”

Syed Nisar Hussain Hamdani Shah

A professor of economics at the University of Azad Jammu and Kashmir in Pakistan, Shah was appointed a Wertheim Fellow from June 2006 – October 2006. The University of Azad Jammu & Kashmir was destroyed by the October 8, 2005 earthquake which killed approximately 70,000 people and displaced 4.5 million people in Pakistan. Professor Hamdani’s research seeks to investigate religion as a form of social capital and its role in the reconstruction and rehabilitation of the earthquake affected areas.

Paula Stephan

Working in part with Geoff Davis, economist and science policy expert Paula Stephan of the Andrew Young School of Policy Studies at Georgia State University discussed the winners and losers from the recent doubling of the budget of the NIH. Stephan indicates that some universities among the latecomers to the funding spree only just finished the expansion of scientific laboratories. In many cases, they simply cannot raise the financial support to keep these new institutions at the requisite level of scientific excellence.

Stephan is also working on improving data collection on international labor migration in science and engineering. She will be cooperating with us on a workshop on this subject in early November 2007. Stephen was a Wertheim Fellow in residence at Harvard from February and March 2007.

Labor law faculty from other universities gave seminars in the program, including: Professor *Karl Klare*, Northeastern Law School; Professor *Tom Kohler*, Boston College Law School; Professor *Joel Rogers*, University of Wisconsin Law School; and Professor *Harris Freeman*, Western New England College School of Law. Other legal professionals teaching in the program included: Ms *Rosemary Pye*, Regional Director of the National Labor Relations Board; Mr *Damon Silvers*, Associate General Counsel AFL-CIO; Ms *Beverly Tucker*, Chief Counsel of the California Teachers Association; Mr *Robert Schwartz*, author and attorney; and Mr *Donald Siegel*, an attorney at Segal, Roitman and Coleman. As well, Mr *Arnold Zack*, an attorney and a nationally acclaimed arbitrator, taught a course specifically designed for the HTUP on “Managing Dispute Resolution Systems.”

In addition to direct teaching in the program, faculty and students from Harvard Law participated in many of the public forums organized in conjunction with the executive session, and the dinners following these public forums.

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 lunch for all club members (and prospective members) in the fall of 2006 (with 30 students attending), and 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 2007 session of the Harvard Trade Union Program, for example, had 14 Harvard faculty members from six 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 Graduate School of Business, the Kennedy School of Government, the Harvard School of Public Health, and the Harvard Medical School.

Professor Lucian Bebchuk was a featured luncheon speaker at the Pensions and Capital Stewardship Project's annual Capital Matters: Managing Labor's Capital conference featuring his research on corporate executive and directors and stock options and policy proposals flowing from that research. *Professor Josh Lerner*, from the Harvard Business School, was a panelist at the Capital Matters conference focusing on financial outcomes of private equity investments, the impact of such investments etc. *Professor David Wise*, from the Kennedy School of Government, was a panelist at the Capital Matters conference focusing on means for ensuring retirement security for all and the role of employment-based retirement plans in it. *Professor Elizabeth Keating*, recently with the Law School and Kennedy School and now with the Carroll School of Management at Boston College, was a faculty member for the PATS program, focusing on issues of state and municipal finance.

6. Other Contributions to the HLS Community

The LWP organized a number of forums and speaking events at Harvard Law School. These included a talk on *Ronald McCallum*, Dean of the University of Sydney Law School. In addition to the public address, the LWP organized a dinner with 10 Harvard and other university Law School faculty with Dean McCallum to discuss changes in Australian labor relations.

With the co-sponsorship of the East Asian Legal Studies Program, the LWP organized an open luncheon discussion on "Reforming Labor Law in China," with Professor of Law and Politics at Shanghai Normal University, *Liu Cheng*. The LWP organized a dinner with 18 Harvard and other university faculty to meet with Liu Cheng and discuss Chinese labor law reform. As well, the LWP also assisted Professor Liu Cheng in a month long U.S. tour which included meeting with Congressional staff in Washington and senior U.S. labor leaders.

7. Law Reform and Advocacy

LWP Faculty Director *Richard Freeman* has co-authored an article with University of Wisconsin Law Professor *Joel Rogers* titled "The Promise of Progressive Federalism" Freeman and Rogers argue that the view that U.S. federalism has become a "race to the bottom" is fallacious. States have taken initiatives in various areas to advance the well-being of citizens when the federal government has failed to act. States have done this in labor, environmental protection, and poverty reduction. Federal pre-emption in areas such as labor regulation has become the significant barrier to improvement. Federalism does produce greater variation among states that can be viewed as positive -- allowing different states to choose different policies reflecting local desires -- but can also be viewed as negative -- low income states cannot do for their citizens what high income states can do. U.S. federalism needs to be reformed to restore the innovative power of federalism through building a federal infrastructure for state experimentation.

Executive Director *Elaine Bernard* published two articles in the Canadian labor journal *Our Times*. One article was a contribution to a debate on the barriers to labor organizing, and the second was an analysis of the recent landmark decision by the Canadian Supreme Court recognizing collective bargaining in Canada as a constitutional right.

The LWP continues its work on Misclassification of employees in construction. Executive Director Elaine Bernard met with state government officials from a number of states and discussed policy options for improved clarity and enforcement of employment regulation.

8. Connections to the Profession

As noted in earlier parts of this report, both the Harvard Trade Union Program and the Pensions and Capital Stewardship Project have extensive contacts and relations with lawyers working in either labor relations or in the pensions area.

Executive Director Elaine Bernard spoke on a panel on Union Organizing: Neutrality, Card Checks and Proposed Legislation organized by the Massachusetts Bar Association. As well, Bernard was a featured speaker at a one-day seminar of the Montgomery County Labor Management Committee, speaking on “Labor Management Relations in Times of Change.”

9. Collaborations with other Schools and Departments at Harvard University

As the only program at Harvard 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 Kennedy School of Government, the program sponsored five union participants in the Executive Program for Senior Leaders in State and Local Government last academic year. Additionally, the LWP fully involved the KSG in the Dialogue on Government Reform in Puerto Rico. As well, faculty at the KSG teach and participate in the HTUP.

Harvard Graduate School of Business faculty teach in the HTUP, and the LWP has collaborated with HBS faculty in assisting with case development and materials. As well, HBS faculty have participated in programs of the Pensions and Capital Stewardship Project.

Many FAS faculty teach seminars in the HTUP, and there is a clear community of interest between The Science and Engineering Workforce Project and FAS. We have recently met with staff of Harvard’s Derek Bok Center for Teaching and Learning to develop a program for helping postdocs and principal investigators adopt the best practices for dealing with labor issues and mentoring in laboratories. The LWP has also

worked with the Weatherhead Center for International Affairs both in assisting with the Canada Seminar and the Weiler Festschriftkonferenz.

Plans for Academic Year: 2007-2008

1. Executive Summary

Over the next year we envision continuing to focus our programs and research in the four established program areas: the Harvard Trade Union Program (an executive mid-career program for union leaders founded in 1942), the Pensions and Capital Stewardship Project, 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.

The HTUP which will celebrate its 65th anniversary this fall, and in the Spring of 2008 convene its 97th session. The SEWP project will again organize a lecture series on issues regarding Science and Engineering Workforce, and we expect to complete a major study on outsourcing of research and development to India and China. Additionally, we will be co-sponsoring a research conference in California on the Occupational Health and Safety concerns over Nanotechnology. The Pensions and Capital Stewardship Project will host a number of conferences and workshops including a large final conference wrapping up the work of the Pensions and Urban Revitalization Project. Finally, in the program area of Changing Labor Markets, we will be holding a number of workshops examining union innovation in the use of the internet, as well voice and representation among professionals. With our *Worklife Wizard*, we expect to have sufficient data to begin analysis both of the US data and comparisons with other national surveys. Additionally, we will be organizing a workshop to discuss statistical techniques for developing a statistical basis for evaluating web based survey.

2. Research, Scholarship and Project Activities

Pensions and Capital Stewardship Project

The Pensions and Capital Stewardship Project will convene its sixth annual Capital Matters: Managing Labor's Capital conference. It will offer its second annual sessions of its Program for Advanced Trustee Studies for public sector trustees and will be exploring offering sessions for others. It will be evaluating offering an education program for corporate directors focusing on their being prepared to address labor and human rights issues and, perhaps, a program for union-designated directors focusing on their distinctive responsibilities and challenges as directors. The Project plans to produce a quarterly newsletter, directed especially though not only at pension fund trustees, drawing on current scholarship and the Project's activities and other work to educate them on critical issues. With partners from Oxford University, the Project will convene

several meetings and workshops with ongoing research on public sector pension fund investment in urban renewal, including a small research conference of leading practitioners and scholars from Harvard and other universities to assess the practice and impact of this and related investments. Another will be a much larger conference of practitioners, scholars, pension and government officials, foundations, and others to share and discuss the research findings and their application. Also, discussions are in the works for a conference in Cleveland in partnership with the state treasurer and the Federal Reserve Bank of Cleveland to engage practitioners, pension trustees and other officials on best practice in this area. The Project Director is an invited speaker at ABC/ICE Towel Trades Trust Fund Educational Conference in November 2007.

Science and Engineering Workforce Policy Center

SEWP has launched a new newsletter covering the major news and academic articles relevant to the prospects for the science and engineering workforce. Edited by **Kavita Shukla**, the newsletter is published on the web in cooperation with *Migration News*, a publication on immigration and global labor flows developed by the West coast branch of the SEWP network.

In association with the Council of Environmental Deans and Directors, we have developed a survey of career activity by graduates in environmental sciences that went to the field in June 2007. The pilot project will be followed by a larger survey this fall, and we will be analyzing these data next year.

The LWP will be working with the trio of Wertheim fellows, **Vivek Wadhwa**, **Ben Rissing**, and **Pete Engardio**, to explore the next wave of innovation in science and engineering, with a special focus on China and India. They will be presenting some of their early findings in the seminar series at Harvard on the economics of science and engineering. The LWP's faculty co-director **Richard Freeman** will also be delivering a seminar on U.S. economic competitiveness in a world with newly emerging S&E powers.

Freeman will be completing a book titled *Working on the Endless Frontier* on the S&E workforce. Additionally, a number of conferences and workshops are planned for this coming year, including a one-day workshop on Career Patterns of Foreign Talent Trained and/or Working in the United States, and a workshop for users of NSF Data. Additionally, we are working with the National Postdoc Association to develop a new postdoc survey.

Nanotechnology in Society – the Social Impact of Nano

In mid-November 2007, the LWP is collaborating with UC Santa Barbara and UCLA for a gathering of leading policy and medical experts on the expansion of nanotechnology and the implications for occupational health.

WorklifeWizard

Our focus this year will be on increasing the traffic to our *WorklifeWizard* website. As well, we will be convening a research workshop to discuss statistical techniques for developing a statistical basis for evaluating web based survey. Our site and survey is patterned after the successful *Wageindicator* project <http://www.wageindicator.org/main/> initiated by Dutch researchers. Their site has over 30,000 unique visitors per month in a country with 7-8 million workers. The *worklifewizard* survey is designed to become a major research tool for social scientists and our goal is to obtain 2,000 fully completed surveys per month (which at current rates would require 75,000 unique visitors per month). If we are able to achieve significant growth, we will be seeking to develop a grant proposal that will seek to make our web survey a major social science tool and simultaneously improve the web site to make it more helpful to American workers.

HTUP 65th Anniversary

In cooperation with the Harvard Trade Union Program alumni association, we will be holding a 65th anniversary seminar and celebration over Columbus Day weekend. The program will begin with registration at noon on Friday, October 5, 2007, and conclude with a barbecue lunch on Sunday, October 7. The program is an exciting mix of educational, social, and celebratory events. The educational program will include discussions of new ideas, innovations and important issues facing the labor movement domestically and globally. The program will also include a live performance by actor Ian Ruskin of his play about Australian-born, U.S. labor leader, Harry Bridges, *From Wharf Rats to Lords of the Docks: The Life and Times of Harry Bridges*. Students and others from the Harvard community will be encouraged to attend the play.

3. Contributions to HLS Teaching Program

The HTUP executive program provides 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. At the LWP, we 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

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.

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

Executive Director *Elaine Bernard* is currently writing an article contrasting US and Canadian labor law and how the respective courts have dealt with individual and collective rights.

8. Connections to the Profession

The LWP will seek to afford students and scholars access to some of the leading practitioners of labor law in the country. Most notably, AFL-CIO associate counsel *Damon Silvers* (Harvard AB '86, MBA '95, JD '96) will continue to collaborate with the program and this year, *Stanley Gacek* (Harvard AB '74, JD '78), associate director of International Affairs, AFL-CIO will be a non-resident fellow with the LWP.

Three particular projects will continue to attract considerable attention and strengthen our connections to the professions: the pensions and capital stewardship project, the Harvard Trade Union Program and the *WorklifeWizard*.

9. Collaborations with other Schools and Departments at Harvard University

The LWP will be co-sponsoring Harvard University's Office of Labor Relations two-day conference for labor relations professionals. The first day the conference will feature participants from twenty-four colleges and universities discussing contemporary labor issues and trends affecting colleges and universities nationwide. The second day will be a much larger event, which will accommodate up to 250 participants and feature a keynote speaker and discussion panels composed of leading figures from the business, political and academic worlds, discussing the global landscape of modern labor relations and its impact on universities.

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. In particular, we will be working with the Kennedy School of Government program on State and Local Government.