

**LONG-TERM INVESTMENT DECISIONS: ASSESSING THE SUSTAINABILITY RISKS
OF LABOR AND HUMAN RIGHTS AND OTHER WORKPLACE FACTORS
CONFERENCE OF MARCH 26-27, 2009**

**Pensions and Capital Stewardship Project,
Labor and Worklife Program, Harvard Law School**

Labor and Human Rights

1. **“Incorporating Labor and Human Rights Risk into Investment Decisions,”**
by Aaron Bernstein, *Capital Matters*, Occasional Paper No. 2, September, 2008.
2. **“Quantifying Labor and Human Rights Portfolio Risk,”** by Aaron Bernstein.
3. **“Factory Labour Standards in Emerging Markets: An Investor Perspective,”**
F&C Investments, January, 2009. [READ-ONLY FORMAT]
4. **“How a Functioning Grievance Procedures May Positively Impact a
Factory’s Performance,”** SCOPE Report, Fair Labor Association, March, 2008.
5. **“From Words to Action: A Business Case for Implementing Workplace
Standards,”** Center for International Private Enterprise and Social Accountability
International, 2009.
6. **“Gradient: Promoting best-practice management of supply-chain labour
standards,”** Insight Investment, AccountAbility, 2004.
7. **“The effect of bad news on reputation and shareprice: An empirical survey,”**
by Julian Kölbel, May 5, 2008.
8. **“Emerging Markets Research Project: Year-end Report,”** Verité, December,
2006.
9. **“One in Five Large Firms Set Labor Supplier Standards,”** RiskMetrics
Corporate Social Issues Reporter, April, 2008.
10. **“Global Labor Standards,”** RiskMetrics Social Issues Service Background
Report, April 8, 2008.
11. **“Human Rights: Hard or Soft Issue?”** by Julie Hudson, UBS Investment
Research, June 12, 2006.
12. **“The Fair Labor Association Workplace Code of Conduct,”** Fair Labor
Association.

Human Capital/Human Resources

1. **“Pacta Sunt Servanda: Employee Relations and Firms’ Credit,”** by Rob Bauer, Jeroen Derwall, Daniel Hann, Maastricht University, March 3, 2009.
2. **“Human Capital Management and Financial Markets,”** Chapter 5 of *The Economic Virtues of SRI and CSR*, by Jeroen Derwall, March 1, 2007, pp. 141-189.
3. **“The Impact of U.S. Firms’ Investments in Human Capital on Stock Prices,”** by Laurie Bassi, Paul Harrison, Jens Ludwig, and Daniel McMurrer, June, 2004.
4. **“A Capital Investment,”** by Laurie Bassi and Daniel McMurrer, *Learning and Performance*, May, 2001.
5. **“Training Investments as a Predictor of Banks’ Subsequent Stock Market Performance,”** Laurie Bassi and Daniel McMurrer, February, 2009.
6. **“Investment Strategies Based on a Multiple Stakeholder Relationship Operating Model,”** The Concinnity Group.
7. **“Creating a Bigger Pie? The Effects of Employee Ownership, Profit Sharing, and Stock Options on Workplace Performance,”** Chapter 4 of *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options*, Douglas Kruse, Joseph Blasi, Richard Freeman, editors, (forthcoming) [draft, presented in October, 2006].
8. **“How does shared capitalism affect economic performance in the UK?,”** Chapter 6 of *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options*, Douglas Kruse, Joseph Blasi, Richard Freeman, editors (forthcoming).
9. **“The Evidence that Shareholders Come Out Ahead,”** Chapter 7 of *In the Company of Owners: The Truth about Stock Options*, by Joseph Blasi, Douglas Kruse, and Aaron Bernstein, January, 2003.
10. **“The HC BRidge Framework: Pivot-Points in Impact, Effectiveness, and Efficiency,”** Chapter 3 of *Beyond HR: The New Science of Human Capital*, by John W. Boudreau and Peter M. Ramstad, June, 2007. [READ-ONLY FORMAT]