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IRLE Launches New Center on Employment in the Green Economy

IRLE launched the Donald Vial Center on Employment in the Green Economy during the 2008-09 academic year. The new Center is charged with creating an intellectual commons for researchers who are studying renewable energy, wholly new forms of “green” energy production, and not least, the employment and labor issues that accompany the growth of an entire new economic sector. Although its activities have yet to reach full stride, the Center has already attracted a prestigious group of advisory board members and a motivated cohort of faculty researchers.

(continued on page 2)



Photo by Azhar Elmiza

UC Budget Update: IRLE and other Research Units Hit Hard

During the summer of 2009, the University suffered a very deep (20 percent) additional budget cut— of \$813 million (system wide). One-fourth of this cut is being absorbed by pay furloughs, ranging from 4 to 10 percent of salary, for all faculty and staff. IRLE and other research units at UC Berkeley have been given up to 35 percent reductions in steady state funding.

As we go to press, we are working closely with campus leaders and doing our utmost to preserve our programs and support our hard-working staff. To bridge the financial crisis we will search for additional efficiencies, draw down our reserves and redouble our efforts to obtain external grants and contracts. We have already had some success in these efforts. In these difficult times, IRLE’s work is more important than ever. We will be grateful for further support from our readers. For details on how to contribute, see the Friends of IRLE link on our web page: <http://www.irle.berkeley.edu/friends/>

— Michael Reich, Director

The Vial Center and Labor Center Co-Sponsor High Profile Climate Change Conference

On Tuesday, May 5, 2009, the Vial Center led a large cohort of co-sponsors in presenting an important conference, titled “Making Climate Change Policy Work in Difficult Economic Times: A Conference Focusing on the Job and Equity Impacts of Carbon Pricing Policies.” The event was held at UC Berkeley’s International House, and explored carbon pricing policies, and focused especially on cap-and-trade systems. The event also assessed California’s leading role in developing new policies that foster sustainability. A key objective of the conference was to evaluate the design options within carbon pricing policies and their impact on employment and equity.

Prominent policy makers, economists, and labor leaders

were invited to make presentations. Speakers included Dan Kammen, UC Berkeley energy expert; Holmes Hummel, the 2008 Congressional Science Fellow; Manuel Pastor, the University of Southern California; and K.C. Bishop, Chevron Corporation, along with many others. The full agenda may be viewed on the web at: <http://laborcenter.berkeley.edu/greenjobs/climatechange/2009/index.shtml>

Co-Sponsors:

UC Berkeley Labor Center, Apollo Alliance, California Labor Federation’s Workforce and Economic Development Program, California State Building and Construction Trades Council, Don Vial Center on Employment in the Green Economy, Energy Foundation, Environmental Justice and Climate Change Initiative, French American Charitable Trust, Pacific Gas and Electric, Western Climate Advocates Network (WeCAN), and others.

Vial Center Lectures and Presentations

September 22, 2008

Climate Action, Energy Efficiency, and Job Creation in California
David Roland-Holst, Professor of Agricultural and Resource Economics, UC Berkeley, presented his paper as a part of the IRLE Fall Colloquium Series.

February 2, 2009

“Green House Gas Policies and California Employment”
Peter Berck, Professor, Agricultural & Resource Economics, UC Berkeley

February 11, 2009

Berkeley Energy and Resources Collaborative (BERC): 2nd Annual Lecture - Van Jones on the Green Collar Economy on February 11th
Founding President of Green For All, Senior Fellow with the Center for American Progress, and Founder of the Ella Baker Center for Human Rights
Co-sponsors:
Don Vial Center on Employment and the Green Economy
UC Berkeley Center for Labor Research and Education

March 11, 2009

Vial Center Seminar: “What is at stake for labor interests in climate policy design – and what can they win at the table?”
Holmes Hummel, Visiting specialist on Climate and Energy Policy Design, Energy Resources Group, University of California, Berkeley

April 20, 2009

Vial Center Seminar: Examining Employment Opportunities for Economically Disadvantaged Urban Residents
Malo Hutson, Professor, City & Regional Planning Department, University of California, Berkeley.

May 5, 2009

Making Climate Change Policy Work in Difficult Economic Times: A Conference Focusing on the Job and Equity Impacts of Carbon Pricing Policies (see box on Page 1).

Donald Vial Center (continued from page 1)

California: Idea Lab for the Green Economy

The Vial Center directly addresses the many opportunities that are flowing from California’s innovative stance with respect to sustainable industry. The state has a strong history of developing policies to promote energy efficiency and renewables, and it has implemented the strongest anti-global warming legislation in the country, the Global Warming Solutions Act (AB 32, 2007). At the local level, cities and counties are developing initiatives to reduce their greenhouse gas emissions and attract new business in emerging technologies. The East Bay Green Initiative, recently proposed by the mayors of Oakland, Emeryville, Berkeley and Richmond, is one example of robust local interest in the green economy.

The Challenge

Employers, economic development planners, workforce professionals, educators, and unions want to know what these new policies and the new green economy will mean for them. Affected industries will include cement manufacturing, oil refining, steel production, construction, solarelectronics, and many more. While not all these sectors are high-tech, incipient changes will demand improved methods and new job skills. Of equal importance, many of these industries have been organized by trade unions, thus generating higher wages and benefits and a strong apprenticeship infrastructure in the skilled trades.

What’s Needed: Broad Collaboration

The green energy movement is creating many opportunities, and California may lead the way in developing best practices for environmental policy and climate change. Educational institutions also must prepare to train a new generation of

Vial Center Working Papers & Publications

“Addressing the Employment Impacts of AB32, California’s Global Warming Solutions Act.”
by Carol Zabin and Andrea Buffa, February 2009

“Climate Action, Energy Efficiency, and Job Creation in California.”
by David Roland-Holst, September 2008

“California’s Global Warming Solutions Act of 2006: A Background Paper for Labor Unions.”
By Andrea Buffa, Carol Zabin, Cheryl Brown, and David Graham-Squire at the Center for Labor Research and Education, UC Berkeley, with assistance of Tim Rainey, Peter Cooper, and Martha Bader of the Workforce and Economic Development Program, California Labor Federation, AFL-CIO, August 2008

engineers, technical workers, and skilled tradespeople in green technologies. Government-community-labor coalitions may be in a position to help develop a new array of well-paying jobs and careers with good benefits; as this trend unfolds, it may create quality jobs within low-income communities.

“The Vial Center is unique for at least two reasons,” said IRLE Director and Professor of Economics Michael Reich. “First, the Center gives physical scientists and social scientists a chance to learn from each other. Second, its mission is firmly grounded in real-world challenges.” Reich added that he believes the Vial Center will play a central support role to policy makers in Sacramento and beyond.

To learn more about the Vial Center, visit: <http://www.irle.berkeley.edu/vial>



Photo by Brian Kuster

UC BERKELEY

LABOR CENTER

The past year saw an increase in sponsored research activities, as well as a sustained publishing program with several important new reports. The Labor Center also hosted high-profile lectures, many of which were jointly sponsored with other UC and community organizations.

Events

- Public Lecture: Wilma Liebman, Chair, National Labor Relations Board
- Conference: Making Climate Change Policy Work in Difficult Economic Times: A Conference Focusing on the Job, Employment, and Equity Impacts of Carbon Pricing Policies
- Conference: Good Jobs, Green Jobs National Conference; The Labor Center co-convened with other labor, environmental, and business organizations at the forefront of the national good jobs, green jobs movement.
- Public Lecture: Van Jones speaking on The Green Collar Economy; Co-sponsored by UCB Labor Center
- Book Event with Kim Bobo: *Wage Theft in America: Why Millions of Working Americans Are Not Getting Paid—And What We Can Do About It*
- Book Event with David Bacon: *Illegal People: How Globalization Creates Migration and Criminalizes Immigrants*
- Public Lecture: Raw Encounters: Labor Relations in Africa's Chinese Enclaves; A Talk with China Expert Ching Kwan Lee
- Forum: Union Workers Resource Call Centers: Building Labor's Capacity to Organize or Creating Consumer Model Unions?

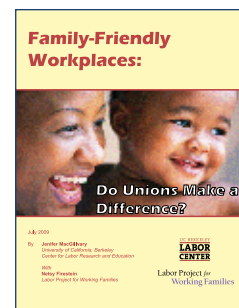
Grants

- The California Wellness Foundation: Building the 21st Century Workforce for Long-Term Care
- The Jacob and Valeria Langeloth Foundation: Building the 21st Century Workforce for Long-Term Care
- Energy Foundation: Analyzing the Impact of Climate change Legislation on Jobs and the Economy
- French American Charitable Trust: Making Climate Change Policy in Difficult Economic Times
- Open Society Institute: Project on Improving the Quality of Jobs Held by Black Males
- San Francisco Foundation: Central and East Contra Costa County Labor-Community Green Jobs Project
- Evelyn & Walter Haas, Jr. Fund (renewal): Job Quality Research and Education Initiative
- The California Endowment: California Health Policy Research Program
- Public Welfare Foundation: Research Project on the Union Avoidance Industry and the Subversion of the Right to Organize
- Akonadi Foundation: Program on Black Workers and Job Quality
- Ford Foundation (two-year): Reducing Tensions Concerning Immigration and Employment
- Mitchell Kapor Foundation: Central and East Contra Costa County Labor-Community Green Jobs Project

Reports

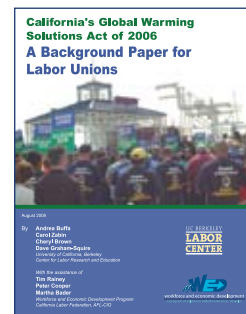
Spring 2009

- **Family-Friendly Workplaces: Do Unions Make a Difference?**
July 2009, by Jenifer MacGillvary with Netsy Firestein
- **How to Structure a "Play-or-Pay" Requirement on Employers: Lessons from California for National Health Reform**
June 2009, by Ken Jacobs and Jacob Hacker
- **Academics on Employee Free Choice: Multidisciplinary Approaches to Labor Law Reform**
May 2009, edited by John Logan



2008-09

- **No Recovery in Sight: Health Coverage for Working-Age Adults in the United States and California**
April 2009, by Ken Jacobs and David Graham-Squire
- **A Tale of Two Tiers: Dividing Workers in the Age of Neoliberalism**
Ken Jacobs, *New Labor Forum*, Winter 2009
- **Addressing the Employment Impacts of AB 32, California's Global Warming Solutions Act**
February 2009, Carol Zabin and Andrea Buffa.
- **My View: Health care crisis makes our economic illness worse**
October 25, 2008, Ken Jacobs, op-ed in the *Sacramento Bee*
- **California's Global Warming Solutions Act of 2006: A Background Paper for Labor Unions**
August 2008, by Labor Center staff Andrea Buffa, Carol Zabin, Cheryl Brown, and Dave Graham-Squire, with the assistance of Tim Rainey, Peter Cooper, and Martha Bader of the California Labor Federation's Workforce and Economic Development Program
- **Labor Day 2008: Recession or Not, A Downturn for Working Families**
A briefing on jobs, wages and healthcare
August 2008, Sylvia Allegretto, Arindrajit Dube, Dave Graham-Squire and Ken Jacobs



Trainings

Summer 2009

- Personnel Communication Skills for Union Leaders
July 21, 2009
<http://laborcenter.berkeley.edu/workshops/index.shtml#personnel>
- 8th Western Regional Summer Institute on Union Women
August 11-15, 2009
<http://www.labor.ucla.edu/SIUW09.html>

2008-2009

- Financial Skills Workshop
- 4th Annual C.L. Dellums African American Union Leadership School
- Media Skills Workshop
- California Union Leadership School
- Labor Summer Internship Program
- Strategic Research Training

Reports are available for download at: <http://laborcenter.berkeley.edu>

IRLE Fall 2008 - Spring 2009 Colloquium Series

September 22, 2008

"Climate Action, Energy Efficiency, and Job Creation in California."

David Roland-Holst, Professor of Agricultural and Resource Economics, UC Berkeley

September 29, 2008

"Measuring the Task Content of Offshorable Services Jobs, Tradable Services and Job Loss."
Lori Kletzer, Professor of Economics, UC Santa Cruz

October 13, 2008

"Some Lessons for the United States from Low-Wage Work in Europe."

John Schmitt, Economist, Center for Economic and Policy Research, Washington, D.C.

October 20, 2008

"Wal-Mart and beyond: How national institutions shape retail jobs around the world."

Chris Tilly, Professor of Urban Planning and Director, IRLE, UCLA

October 27, 2008

"The Disposable Model of Labor Force Utilization in Italy."

Bruno Contini, Professor of Econometrics and Director, Center for Employments Studies, University of Torino, Italy

November 17, 2008

"Do Immigrants Hurt Civic and Political Engagement? The Conditional Effects of Immigrant Diversity on Trust, Membership and Participation across 19 Countries, 1981 - 2000."

Irene Bloemraad, Professor of Sociology, UC Berkeley

December 8, 2008

"Structure at Work: Organizational Identities and the Division of Labor in U.S. Wineries."

Heather Haveman, Professor of Sociology & Haas School of Business, UC Berkeley

February 9, 2009

"Minimum Wage Effects on Employment, Substitution, and the Quality of the Teenage Labor Supply: Evidence from personnel data."

Laura Giuliano, Professor, Haas School of Business

February 25, 2009

"Rent-sharing, hold-up and wages. Evidence from Italy."

Francesco Devicienti, Visiting Scholar, Professor, University of Torino, Italy

March 2, 2009

"Pay-or-play employer health insurance mandates: Early evidence from San Francisco."

Will Dow, Professor, Health Economics, University of California, Berkeley (with Carrie Hoverman and Arin Dube).

March 9, 2009

"A New New Deal."

Richard Walker, Professor, Geography, University of California, Berkeley (with Gray Brechin)

March 16, 2009

"Do Payday Loans Cause Bankruptcy?"

Paige Skiba, Vanderbilt University Law School (with Jeremy Tobacman).

March 30, 2009

"Public Plan Choice: How to Give Working-Age Americans the Option of a New Public Health Insurance Plan."

Jacob Hacker, Professor, Political Science, University of California, Berkeley

April 6, 2009

"High Unemployment Yet Few Small Firms: The Contribution of Centralized Bargaining in South Africa."

Jeremy Magruder, Assistant Professor, Department of Agricultural and Resource Economics, University of California, Berkeley

April 10, 2009

"Quality Management and Job Quality: How the ISO 9001 Standard for Quality Management Systems Affects Employees and Employers."

David Levine, Professor, Haas School of Business, University of California, Berkeley (with Michael Toffel)

April 13, 2009

"Making Government Work for Families: The Federal Government's Role as Employer, Contractor, and Grantmaker in Supporting Family-Friendly Workplace Policies."

Ann O'Leary, Executive Director, Center on Health, Economic & Family Security, UC Berkeley School of Law and Mary Ann Mason, Professor and Co-Director, Center, Economics & Family Security at the University of California, Berkeley, School of Law.
Paper co-written with Angela Clements

April 27, 2009

"Bureaucracies, Networks and Campaigns: Amalgamating a Global Labor Movement."

Peter Evans, Professor, Sociology, University of California, Berkeley

May 4, 2009

"American Exceptionalism and the Quality of Life in the United States."

Jerome Karabel, Professor, Sociology, University of California, Berkeley

May 18, 2009

"Measuring Negative Priors Against Arabic Named Job Applicants: A Field Experiment."

Lena Nekby, Department of Economics, Stockholm University and Stockholm Linnaeus Center for Integration Studies (SULCIS)



Holmes Hummel, Vial Center speaker



David Levine



Audience at Chris Tilly's seminar



Heather Haveman



Ann O'Leary and Mary Ann Mason

Faculty Milestones

David Card (Economics) presented the prestigious Richard Ely Lecture to the American Economic Association.



Emmanuel Saez (Economics) was awarded the Clark Medal for the best economist under age forty.

Alexandre Mas (Haas School of Business) is on leave to serve as the U.S. Department of Labor's Chief Economist, joining several other UC Berkeley academics that serve in the Obama administration.

David Roland-Holst (Agriculture and Resource Economics) published a ground-breaking study of job creation within the green economy—and assessing the ways in which the California economy can benefit from the sustainability movement.

Clair Brown (Economics) continues her study of the high tech work force, and published a report titled "Is There an Engineering Shortage in the U.S.?"



Richard Walker (Geography) received wide acclaim for his new book, *The Country in the City: The Greening of the San Francisco Bay Area*.

Irene Bloemraad (Sociology) again led the Inter-Disciplinary Immigration Workshop. Prof. Bloemraad also published *Civic Hopes and Political Realities: Immigrants, Community Organizations, and Political Engagement*.

Institute for Research on Labor and Employment Library

The IRLE Library Commons continues to gain in popularity as a place to study, access online resources, and conduct informal presentations. Janice Kimball and Terry Huwe made several presentations to groups, including the Labor Center's Labor Summer Interns. IRLE Web administrator Heather Lynch added many new services and functionalities to all IRLE Web domains, which continue to see millions of downloads per year. On the collections front, new digital resources were made public during the year. Working with the California Digital Library (CDL), the IRLE Library created an ongoing web archive which will preserve the public Web sites of the AFL-CIO and Change to Win. The project was made possible by the Library of Congress and the CDL. For further information, see:

<http://webarchives.cdlib.org>

AFL-CIO Repository Update

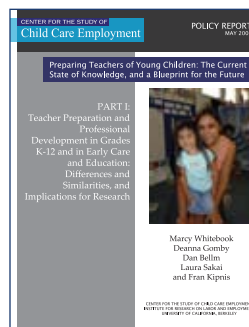
Using funds provided by the UC Labor and Employment Research Fund, the Library has digitized nearly half of the newspaper California AFL-CIO News. Work will continue on this project during the 2009-10 academic year.

More information about the IRLE Library is available at:

<http://www.irlle.berkeley.edu/library>



Center for the Study of Child Care Employment



CSCCE continued its research and policy development on early care and education (ECE) experiences for young children. It also completed Year I of its five-year "Learning Together" study, focusing on four California counties' efforts to expand bachelor's degree opportunities in ECE for working adults.

In May 2009, CSCCE released its latest publication, a two-part research and policy report entitled, *Preparing Teachers of Young Children: The Current State of Knowledge, and a Blueprint for the Future*.

CSCCE's Website: <http://www.irlle.berkeley.edu/cscce>

Labor Project for Working Families

www.working-families.org

Resources & Publications

In March 2009, LPWF launched LEARN *WorkFamily* – an online labor and education resource network to help unions build a family friendly workplace culture. A highlight of this network is a password-protected online database of contract language on work family issues.

Netsy Firestein, Executive Director of the Labor Project, authored a chapter on "Union Strategies for Work-Family Issues: Collective Bargaining and Public Policies" in *Work-Life Policies*, (The Urban Institute Press).

In 2008-2009, the Labor Project for Working Families (LPWF) continued bring together unions, community groups, work family experts and policymakers to champion for important work family benefits and policies including paid sick days, job-protected and affordable family and medical leave, and worker-controlled workplace flexibility. Some highlights follow below.

Awards & Grants

The Labor Project won the 2008 Rosalinde Gilbert Innovations in Alzheimer's Disease Caregiving Legacy Award in recognition of our policy and advocacy efforts on family leave.

The Labor Project's Web site, which was designed by former IRLE Library employee Elizabeth del Rocío Camacho, and newsletter won awards for General Excellence in the 2008 International Labor Communications Association (ILCA) Media Contest.

In June 2008, the Labor Project was awarded a grant from the Women's Foundation of California's Economic Development & Justice (EDJe) Fund to work on a state policy initiative on paid sick days.

During the 2008-09 academic year, Steven Raphael (Goldman School of Public Policy) joined Trond Petersen as an editor of the journal.

The following articles were published in the latest edition of Industrial Relations. To see this and other 2008-09 issues, follow the link to Wiley-Blackwell from:

<http://www.irl.berkeley.edu/indrel/>

Race and Gender Differences in the Earnings of Black Workers

Marlene Kim

Varieties of multinationals: Adapting employment practices in Central Eastern Europe

Guglielmo Meardi and Paul Marginson, Michael Fichter, Marcin Frybes, Miroslav Stanojević, András Tóth

Human Resource Structures: Reducing Discrimination or Raising Rights Awareness?

Elizabeth Hirsh and Julie A. Kmec

Older Married Workers and Nonstandard Jobs: The Effects of Health and Health Insurance

Jeffrey B. Wenger and Jeremy Reynolds

Worker Control and Workplace Learning: Expansion of the Job Demand-Control Model

Johanna Weststar

Previous Marriage and the Lesbian Wage Premium

Nasser Daneshvary, C. Jeffrey Waddoups, Bradley S. Wimmer

Earnings and Occupational Attainment Among Immigrants

Barry R. Chiswick and Paul W. Miller

Is Disability Disabling in All Workplaces? Workplace Disparities and Corporate Culture

Lisa Schur, Douglas Kruse, Joseph Blasi, and Peter Blanck



California Public Employee Relations: 2008-09 Year in Review

CPER Journal

Over the past year, CPER Journal has tracked a broad range of issues in public sector labor relations, keeping practitioners abreast of the action in Sacramento, California, and Washington, D.C. Stories in each of the journal's Recent Development sections — covering state and local government employees, public schools, and higher education. Highlights follow below.

“When Firmly Held Religious Beliefs Conflict With the Right to Wedded Bliss”
“Stereotypes and Decisionmaking: Reconciling Discrimination Law With Science”
“Charter Amendments, Ordinances, and Impasse Procedures, Oh My! City and County Bargaining Obligations”
“The Staying Power of Pensions in the Public Sector”

CPER also published several new pocket guide titles and new editions:

Pocket Guide to Firefighters Procedural Bill of Rights Act
Pocket Guide to Layoff Rules Affecting Classified Employees
Pocket Guide to Layoff Rules Affecting Certificated Employees
Pocket Guide to the Fair Labor Standards Act (2nd edition)
Pocket Guide to the Basics of Labor Relations (2nd edition)
Pocket Guide to the Family and Medical Leave Act (3rd edition)

For more information about CPER, please visit: <http://cper.berkeley.edu>

Center for Culture, Organizations and Politics

CCOP is involved in co-sponsoring two events in August for the American Sociological Association (ASA) meetings in SF. The first is a mini-conference by the Economic Sociology Section on “Markets and Politics”. The second is a mini-conference sponsored by the Theory Section of the ASA for “young theorists.” Marion Fourcade and Neil Fligstein are working on the first conference and Professor Fligstein and Steve Vaisey—a new Sociology faculty member—are working on the second conference.

CCOP's other main activity in 2008-2009 was its bi-weekly colloquium.

Looking ahead, CCOP has some interesting projects in the works. First, CCOP may be bringing in a post doctoral program from the National Science Foundation that will focus on the current economic crisis and its possible negative outcomes for workers and families. Second, CCOP is going to have a few visiting graduate students scholars from the Max Planck Institute. Third, the Center is planning a workshop to discuss the manuscript of the book that Professors Fligstein and Doug McAdam (Stanford-Sociology) are writing on the central topic of the CCOP seminar, the sociological theory of strategic action fields.

More information about CCOP: <http://www.irl.berkeley.edu/culture/>

California Studies Center

CSC sponsors activities of the California Studies Association and co-sponsors California's Living New Deal Project (CLNDP) with the IRLE Library.

The California Studies Center hosted the monthly California Studies Dinner-Seminars at 2521 Channing Way, thanks to a grant from IRLE. Seminar attendance averaged 20-30 people, with a wide range of interesting speakers. CSA's website migrated to IRLE, with substantial improvements in appearance and functionality, thanks to IRLE Web Administrator Heather Lynch. CSA held its 19th annual conference on April 24, 2009, at DeAnza College, on the theme “Debugging Silicon Valley”. CSC Chair Professor Richard A. Walker spoke on the ‘Changing Landscape of Silicon Valley’ and “The Economic Crisis in Silicon Valley”.

CLNDP grew rapidly during the 2008-09 year, and has been driven by the growth and maturity of its Web site. The Web-accessible database is being populated by GSRs Lindsey Dillon and Alex Tarr, who were supported with an IRLE GSR grant to Prof. Walker.

CLNDP held two workshops for participants from museums, history centers and other organizations from around the state, to learn about the project and how to discover subject data. One was held at the IRLE, the other at the California Historical Society, CSC's partner in the CLNDP. The overall project was supported with a \$100,000 grant from the Columbia Foundation, most of which went to hire project director Lisa Eriksen at the CHS.

CLNDP: <http://livingnewdeal.berkeley.edu>

CSC: <http://www.irl.berkeley.edu/californiastudies/>



New Deal era bas-relief panel at Berkeley High School

Interdisciplinary Immigration Workshop (IIW)

IIW continued its mission as a single clearing house and center to help researchers who study immigration come together. While the Berkeley campus houses numerous individuals with an expertise on immigration and a few area centers with an interest in migrants from a specific region, IIW continues to be the only forum that brings together scholars of migration and immigrant integration. The goals of the workshop are threefold: to provide an interdisciplinary forum for workshop members to get feedback on their immigration-related research projects; to serve as a venue for information dissemination among members; and to provide a forum for inviting guest speakers to talk about immigration matters to the Berkeley campus and interested community members.

In Spring 2009, the workshop hosted world-renowned migration scholar Professor Alejandro Portes, from Princeton University, who spoke on transnationalism and migrants' civic organizations.

Summer 2009 Conference

On August 7, The Berkeley Interdisciplinary Immigration Workshop hosted the American Sociological Association International Migration section's first-ever "Making Connections" mini-conference. "Making Connections" brought together migration researchers from all career stages in sustained conversation on common interest and to provide an opportunity to make new connections. Morning sessions were devoted to nuts-and-bolts issues in migration research as well as substantive topics. During the afternoon a special panel focused on "Comparative Migration and Integration: Empirical and Conceptual Contributions beyond the US."

More information: <http://www.irlle.berkeley.edu/immigration/>

Visiting Scholars 2009-2010

IRLE Visiting Scholar and Postdoctoral Appointment Program

Ciro Avitabile – University of Naples, Italy

Uschi Backes-Gellner – University of Zurich, Switzerland

Donata Bessy – University of Zurich, Switzerland

Kohei Daido – Kwansai Gakuin University, Japan

Francesco Devicienti – University of Torino, Italy

Sophia Dini – University of Geneva, Switzerland

Carlo Gianelle – University of Siena, Italy

Gustavo Gonzaga – Catholic University of Rio de Janeiro, Brazil

Martin Halla – University of Linz, Austria

Akira Kitamura - Bureau of Equal Employment and Ministry of Health, Japan

Thorsten Kogge – Max Planck Institute for the Study of Societies, Germany

Patrice Laroche – Nancy-Université, France

Alex Lefter – University of Minnesota, USA

Agata Maida – Laboratorio Riccardo Revelli, Italy

Francois Maon – Université Catholique de Louvain, Belgium

Yasuyuki Osumi – University of Hyogo, Japan

Ben Sand – University of British Columbia, Canada

Zhenlei Shi – Beijing Jiatong University, China

Paige Skiba – Vanderbilt University, USA

Ilan Tojerow – Université Libre de Bruxelles, Belgium

Zhiyong Wang – Chinese Academy of Sciences in Beijing, China

Masa Yasumoto – Yokohama National University, Japan

Ipek Yeginoglu – Max Planck Institute for the Study of Societies in Cologne-Germany

Faculty Working Papers, 2008-09

IRLE working papers are available in the eScholarship Repository and also on the IRLE Web:
<http://www.irlle.berkeley.edu/workingpapers/>

Papers from 2009

Spatial Heterogeneity and Minimum Wages: Employment Estimates for Teens Using Cross-State Commuting Zones
June 30, 2009, by Sylvia Allegretto, Arindrajit Dube, and Michael Reich

The Licensing Effects of Stigma: Declining Reputational Penalties as Firms Persist in Organizational Misconduct
July 6, 2009, by Celia Moore, H. Colleen Stuart, and Jo-Ellen Pozner

Status Disagreement: Consequences for Group Performance and Group Member Behavior
April 29, 2009, by Cameron Anderson

The Local in the Global: Rethinking Social Movements in the New Millennium
April 20, 2009, Kim Voss and Michelle Williams

Racial Bias in the Manager-Employee Relationship: An Analysis of Quits, Dismissals, and Promotions at a Large Retail Firm
March 1, 2009, by Laura Giuliano, David I. Levine, and Jonathan Leonard

The Effect of Industrialization on Children's Education – The Experience of Mexico
January 5, 2009, by Anne Le Brun, Susan Helper, and David I. Levine

Long-Run Impacts of Unions on Firms: New Evidence from Financial Markets, 1961-1999
January 2, 2009, by David S. Lee and Alexandre Mas

Papers from 2008

Comparative Corporate Governance: Findings from a Workshop, March 14-15, 2008
October 8, 2008, by Mark Huberty, Akasemi Newsome, Alex Street, and J. Nicholas Ziegler

Does Outsourcing Reduce Wages in the Low Wage Service Occupations? Evidence from Janitors and Guards
August 21, 2008, by Arindrajit Dube and Ethan Kaplan

Quality Management and Job Quality: How the ISO 9001 Standard for Quality Management Systems Affects Employees and Employers
August 18, 2008, by David I. Levine and Michael W. Toffel

Should Australia Copy U.S. Employee Relations Practices?
July 7, 2008, by George Strauss

The "Rules" of Brainstorming: An Impediment to Creativity?
July 7, 2008, by Matthew Feinberg and Charlan Nemeth

Changing Traditions in Industrial Relations Research
July 7, 2008, by Keith Whitfield and George Strauss



Center on Wage and Employment Dynamics

New reports:

Spatial Heterogeneity and Minimum Wages: Employment Estimates for Teens Using Cross-State Commuting Zones.

Bay Area Employer Health Benefits Survey: Health Benefits Report 2007-08.

Full reports are available for download at: <http://www.irlle.berkeley.edu/cwed/>

New books:

Michael Reich ed. *Labor Market Segmentation and Labor Mobility*, 2 vols., Edward Elgar, 2009.

Clair Brown, Barry Eichengreen and Michael Reich eds. *Labor in the Era of Globalization*, Cambridge University Press, forthcoming December 2009.

Terrence McDonough, Michael Reich and David Kotz eds. *Contemporary Capitalism and Its Crises*, Cambridge University Press, December 2009.

Center for Work, Technology and Society: New Research Findings

Professor Clair Brown and Greg Linden have been studying rapid technological change and innovation over time, and have monitored escalating costs of manufacturing and of design. Professor Brown was invited to Japan in October to present their findings at seminars at Hitotsubashi University.

In another project, Professor Brown worked with graduate students Young Lee, Sean Tanner, and Sarah Anders on analyzing on workers' perceptions of how trade is affecting jobs in the US, using the newly-released General Social Survey. Along with a group of researchers at MIT and Chicago, she developed a GSS module on globalization and job characteristics to explore to what types of jobs are most susceptible to being sent abroad, and how workers' perceptions of job security and trade are related to the characteristics of the workers' jobs and of their employers.

More info: <http://www.irlle.berkeley.edu/worktech/>

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2009-10 Graduate Student Researcher (GSR) Awards

The following affiliated faculty received GSR support for the 2009-10 academic year. Project titles and departmental/school affiliations are also shown.

Cameron Anderson (Haas School of Business)

- 1) "Status Processes in Small Groups"
- 2) "How Power is Lost: Illusions of Alliance Among the Powerful"

Joan Bloom (Public Health)
"Maximum Feasible Participation: The Impact of Community Clinic Governing Boards on Provider and Patient Satisfaction"

Clair Brown (Economics)
"National Organization Survey on Employment by Business Function in Global Value Chains"

Jennifer Chatman (Haas School of Business)
"Norm Durability in Work Groups with Changing Membership"

Ruth Collier (Political Science)
"Financial Crises and The Working Classes in Latin America"

Waverly Ding (Haas School of Business)
"A New Arena for Gender Differences in Scientific Careers?"

Neil Fligstein (Sociology)
"Securitization and the Mortgage"

Heather Haveman (Sociology)
"Who are the entrepreneurs? The elite or everyone?"

Jerome Karabel (Sociology)
"American Exceptionalism, Social Well-Being and the Quality of Life in the United States"

Laura Kray (Haas School of Business)
"Stereotype Threat in Organizations"

David I. Levine (Haas School of Business)
"The Impact of Cal-OHSA Consultations"

James R. Lincoln (Haas School of Business)
"A network perspective on geographic competition: Market entry decisions of Japanese subsidiaries in global markets"

Charlan Nemeth (Psychology)
"Minorities, Entrepreneurs and Creative Thought"

Trond Petersen (Sociology)
"Family and Careers"

Jo-Ellen Pozner (Haas School of Business)
"Organizational Risk Taking and Risk Enumeration"

Barry Staw (Haas School of Business)
"The Psychology of Rivalry"

Kim Voss (Sociology)
1) "The Dynamic of Mobilization: The Immigration Protests of 2006 and the Immigrant Worker Freedom Rides of 2003"
2) "Democratic Dilemma: Union Democracy and Union Renewal"
3) "Workshop on Work and Labor Transformation"

Richard A. Walker (Geography)
1) "California Living New Deal"
2) "New/Green Deal Conference"

Harold Wilensky (Political Science)
"Globalization: Does it Subvert Labor Standards, Job security, and the welfare state: Book"

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