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London WC2A 2AE GREAT BRITAIN  
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EDUCATION:

B.A. Dartmouth College 1964  
Ph.D. Harvard University 1969

CURRENT TITLE:

Herbert Ascherman Professor of Economics, Harvard University  
Co-Director, Harvard Center for Green Buildings and Cities  
Faculty Co-Director, Labor & Worklife Program, Harvard Law School  
Director, Science and Engineering Workforce Project, SEWP  
National Bureau of Economic Research (NBER)  
Senior Professorial Research Fellow, Labour Markets, Centre for  
Economic Performance, London School of Economics

PREVIOUS POSITIONS:

Program Director, Labor Studies, NBER  
Assistant Professor of Economics, Yale University  
Assistant Professor of Economics, University of Chicago  
Assistant, Associate Professor of Economics, Harvard University  
Fairchild Distinguished Research Professor, Caltech  
Research Economist, Area Redevelopment Administration,  
Committee for Economic Development  
Research Economist, Harvard Economic Research Project

2015-2016 RESEARCH ACTIVITIES:

China Air Filtration Project  
China Innovations and Science Work Force  
Role of Firms and Institutions in Inequality  
Unions and Workplace Organization

AWARDS, ACTIVITIES, and ADDITIONAL POSITIONS:

Panels of the United States National Academy of Science, National Research Council:

- Panel to Evaluate the National Center for Science and Engineering Statistics (NCSES) Approach to Measuring the Science and Engineering Workforce, 2016-2017
- Board of Higher Education and Workforce (BHEW), NAS, 2015-2017
- Committee on Understanding the Engineering Education-Workforce Continuum, National Academy of Engineering, NAE, 2015-2018
- Committee on National Statistics (CNSTAT), NAS, Panel to Evaluate the National Center for Science and Engineering Statistics Approach to Measuring the Science and Engineering Workforce, 2011-current
- Committee on Assuring a Future U.S.-based Nuclear Chemistry Expertise, 2011-2012
- Committee on Capitalizing on the Diversity of the Science and Engineering Workforce in Industry, 2008-09
- Committee on Policy Implications of International Graduate Students and Postdoctoral Scholars in the United States, (COSEPUP Committee on Science, Engineering, and Public Policy, a joint unit of the NAS, NAE and IM), 2004-2005
- Committee on National Needs for Biomedical and Behavioral Sciences, 1997-98
- Committee on Demographic and Economic Impacts of Immigration, 1995-97
- Committee on Post Secondary Education and Training in the Workplace
- Committee on High Risk Youth, 1989-93
- Committee on Employment and Technical Change, 1985-87

ILR Review (*Industrial and Labor Relations Review*, International Editorial Board, 2015-2018, 2019-2021).

Program Committee, AIES-19 (AAAI/ACM Conference on Artificial Intelligence, Ethics and Society), 2018-2019

Cambridge University Press, Cambridge Elements in the Economics of Emerging Markets, Editorial Board, 2018-

EU Robotics Flagship Project, Advisory Board, 2018-

First-Gen / Low-Income Caucus, Faculty Network, Harvard College, 2017-

Journal of Participation and Employee Ownership, Co-editor, 2017-

The Forum, Policy Portal in English and Arabic, Economic Research Forum, Founding Contributor, 2017.

VoxChina, Advisory Board, 2017-

Scientific Committee, Chair on Industrial Relations & Firm's Competitiveness, ESCP Europe Business School, 2017- current

Visiting International Scholar Award, Macquarie Univ, Centre for the Health Economy, 2017

American Economic Association, Distinguished Fellow, 2016.

Global Equity Organization (GEO) Judges Award, 2016.

Honorary Professor, Beijing Normal University, 2016

Advisory Board, Ownership Alliance, 2016.

Harvard Initiative for Learning and Teaching, Design of 2016 Conference on Interactivity. 2016

Center of Mathematical Sciences and Applications, Harvard University, Affiliated Faculty. 2015-current

Uppsala Center for Labor Studies, Scientific Committee, 2015-2019.

Sub-Committee on Biomedical Research Workforce (BMW) Modeling, NIH Advisory Committee to the Director, 2011-current

American Academy of Arts & Sciences, Commission on the Humanities and Social Sciences, 2011-2013

American Academy of Arts & Sciences, Initiative for Science and Technology, Study of Alternative Models of Federal Funding of Science , Committee Member, (2007-current)

American Academy of Arts and Sciences, member, 1996-current

American Academy of Political and Social Science (AAPSS), Frances Perkins Fellow, 2011-current

AAAS, American Association for the Advancement of Science (2004-current); Fellow (2007-2008)

Scholars Strategy Network, 2014-present

NIESR, National Institute of Economic and Social Research, National Institute Economic Review, International Advisory Board, 2014-present

Center for American Progress: Inclusive Prosperity Commission, 2014-present

Member, Advisory Board, IZA Program on EU Migration and Growth

Member, Academic Committee, SHINE (Shanghai Institute for National Economy), 2013-

Member, Advisory Committee, Research Programme, SARNET (South Asia Research Network , Institute for Human Development, New Delhi, 2013-

Honorary Distinguished Professorship, Yunnan Normal University, Kunming, China, 2013

Research Group, Political Economy of Labor Regulation, Columbia Program on Labor Law and Policy, 2013-2014

Advisory Group Evaluating International Labor Programs, US DOL Bureau of International Affairs, 2013

NordMod 2030, Nordic Model Project, 2012-2014

Honorary Professorial Fellow, University of Melbourne. Jan 2013-Dec 2014.

ROA Fellowship, Research Center for Education and the Labour Market, Maastricht University, Netherlands, 2012-2015

INET Review Council, The Institute for New Economic Thinking, 2012-2013

ESOP Research Center (Equality Social Organization and Performance), Oslo, Board Member, 2012-2017

V.V. Giri Memorial Lecture – 53<sup>rd</sup> Annual Conference of the Indian Society of Labour Economists, Mohanlal Sukhadia University, Udaipur, Rajasthan, India, 2012

Scientific Advisory Board, Uppsala Center for Labor Studies (UCLS), Uppsala University, Sweden, 2010 current

IZA Institute for the Study of Labour, Bonn, Germany - Research Fellow, 2006-2013

Miegunyah Distinguished Visiting Fellowship, University of Melbourne, 2011

Advisory Council, National Postdoctoral Association, 2010-2013

Member, Program Committee, IEA VIth World Congress, Beijing, 2011.

Rupert Johnson Lecturer, on Poverty and Human Capability, Washington and Lee University, Virginia, 2009

Behavioral Economics and Consumer Finance, Russell Sage Foundation, Advisory Committee, 2009-2010

Annual Kenneth M. Piper Lecture at Chicago-Kent Law School, 2009

Executive Committee of the Center for American Political Studies (CAPS), Harvard University 2008-2011

External Peer Reviewer. Draft Report on U.S. Air Force's STEM (Science, Technology, Engineering and Mathematics) Workforce Needs. 2009.

Inaugural Academic Fellows, Labor and Employment Relations Association, LERA

International Scientific Committee of the Angelo Costa Economics Theses Prize, Universita LUISS Guido Carli, Rome, 2008-09

Technical Advisory Group, 2009 ILO Tripartite Meeting on Collective Bargaining, International Labour Organization, 2008-09

Angelo Costa Lecturer - Universita LUISS Guido Carli, Rome, 2008

Donald Wood Honorary Lecture, Queen's University, Kingston, Canada, 2008

Jefferson Memorial Lecture - University of California, Berkeley, 2007-08

International Labour Review, Editorial Advisor, 2008-

IZA Prize in Labor Economics, IZA-German Institute for the Study of Labor, 2007

Sawyer Lecture, Stanford University, 2007

ISAE Conference, Honorary Lecturer, 2007

Advisory Board, Global Economic Symposium, Kiel Institute for World Economics

Advisory Board, future Dept of Economics, Eotvos Lorand University, Budapest, Hungary

Carnegie-IAS Commission on Mathematics and Science Education - Commission Member, 2007-

Scientific Advisory Board, Kiel Institute for the World Economy, Member 2007-

Regional Flagship on Tertiary Education and Economic Growth & Competitiveness in Africa, International Advisory Panel, World Bank, 2007

AEA, Representative to the Section Committee of the AAAS Section on Social, Economic, and Political Sciences (2004-2006, 2007-2009)

Jacob Mincer Award for Lifetime Contribution to the field of Labor Economics, SOLE, Society of Labor Economics, 2006

External Reviewer, National Academies Committee on Prospering in the Global Economy of the 21<sup>st</sup> Century: An Agenda for American Science and Technology, Rising Above the Gathering Storm 2007

Future of Work Advisory Committee, Russell Sage Foundation

Professorial Research Fellow, Centre for Economic Performance, LSE, 2006-2010

London School of Economics, Visiting Professor of Economics, 2006-2010

Hamilton Project, Expert on Innovation and Infrastructure, Brookings, 2006-07

Asian/American Who's Who, Volume V.

CreAM, Centre for Research and Analysis of Migration, University College London, External Fellow

Program on Survey Research, Institute for Quantitative Social Science, Harvard University, Program Affiliate (2005)

Weatherhead Center for International Affairs, Weatherhead Initiative Associate (2005-06)

International Economic Journal, Editorial Advisory Board (2005- ), Korea Economic Association

Socio-Economic Review, Advisory Board, The Society for the Advancement of Socio-Economics SASE (2006-06)

TIAA-CREF Institute Fellow (2005-06)

Center for American Progress' Economic Program - Advisory Committee (2004-05)

Affiliated Scholar, Center for the Advancement of Scholarship on Engineering Education, National Academy of Engineering

Peers Review Committee, Amsterdam Institute for Advanced Labour Studies AIAS ('04)

Expert Meetings on Trade and Labor Standards - LATN and IADB  
Consultant, DTI (Structural Reform in Britain) (2003 - current)

Consultant, European Union, Brussels (The Future of Social Policy in an Enlarged European Union) - (2003 - current)

Editorial Advisory Board for the New Economy Handbook, Elsevier Science Publishers (2003)

Member, Sigma Xi, The Scientific Research Society (current)

Advisor, Sigma Xi, Postdoc Survey Project (current)

External Advisory Committee, BECON - NIH Bioengineering Consortium (current)

United Nations Millenium Project Task Force on Poverty and Economic Development (current)

The International Who's Who (2002)

Luigi Einaudi Lecture, Cornell (2002)

First Morgan Fellow, Berlin American Academy, Hans Arnhold Center (2001)

Academic Advisory Council of the National Campaign Against Youth Violence (1999-02)

Lionel Robins Lecture, London School of Economics (1999)

President, Society of Labour Economists (1997)

Vice-President, American Economics Association (1997)

Elector, Montague Burton Professorship of Industrial Relations, University of Cambridge (1994-1998)

South African Labour Commission, 1996

Study Group on Global Trade and Wages, Council on Foreign Relations

Member, Advisory Board for the Report on Economic Life, Radcliffe College

Doctor Honoris Causa, Université de Mons Hainaut, Belgium (1996)

Member of the United States Secretary of Labor and Commerce's Commission on The Future of Worker-Management Relations (1993-94)

1994 Clarendon Lecturer, Oxford University, England.

1993 Hooker Distinguished Visiting Professor, McMaster University.

1989 Suntory-Toyota Lecturer, London School of Economics.

Consultant to Norwegian Trade Unions, Wage Policy in an Open Economy.

Consultant for the World Bank, World Development Report.

Consultant to the International Labour Organisation (ILO), Labor Organisation Issues in Former Eastern Bloc Countries.

Chairman of the IWM (Institut für die Wissenschaften vom Menschen, or Institute for Human Sciences) Central European Forum, Program on Social costs of economic and labor market transformation in Central Europe.

Project Director for the joint SNS-NBER (Studieförbundet Näringsliv och Samhälle), Project on Reforming the Swedish Welfare State.

Project Co-Coordinator, Chinese Labor Market Survey.

Project Co-Coordinator, Youth Unemployment and Employment in Advanced Countries.

Consultant, Labor Reform in China, 1990 Institute.

Chairman, Drafting Committee on Palestinian-Israeli-Jordanian Labor Mobility: The Current Situation and Issues for a Peaceful Future. Institute for Social and Economic Policy in the Middle East, John F. Kennedy School of Government, Harvard University.

Series Editor, NBER Comparative Labor Market volumes, University of Chicago Press

PAST ACTIVITIES:

Distinguished Fulbright Lecturer, Binational Program of Education Exchange between United States and Uruguay.

Consultant to the Congressional Budget Office.

Consultant to the US Dept of Labor, Pension and Welfare Benefits Administration.

Consultant to Equal Employment Advisory Council

Consultant to World Bank, Polish Mission, Korea Mission

Director, "El Sector Turistica", for the Government of the Dominican Republic.

Consultant (in conjunction with HIID) on the "Food Stamp Program, for the Government of Sri Lanka.

Director, Study of Human Capital Formation, for the Government of Venezuela.

Member of Comission de Expertos on Unemployment, for the Government of Spain.



## BOOKS:

Understanding the Educational and Career Pathways of Engineers, as a member of the NAS Committee on Understanding the Engineering Education-Workforce Continuum, convened 2015-2018. National Academies of Engineering. 2018. Washington, DC: The National Academies Press.

The Economics of Trade Unions: A Study of a Research Field and Its Findings, Hristos Doucouliagos, Richard B. Freeman, and Patrice Laroche. Routledge (2017).

The Citizen's Share: Putting Ownership Back into Democracy with Joseph R. Blasi and Douglas L. Kruse. (Yale University Press, 2013). Paperback version: The Citizen's Share: Reducing Inequality in the 21st Century (Yale University Press, 2014).

Assuring a Future U.S.-Based Nuclear and Radiochemistry Expertise, as a member of the NRC/NAS Committee on Assuring a Future U.S.-Based Nuclear Chemistry Expertise, convened 2011-2012. National Research Council, National Academy of Science (National Academies Press, Washington DC: 2012)

America Works: The Exceptional Labor Market, (NY: Russell Sage Foundation, 2007).

What Workers Want, with Joel Rogers. (Ithaca, NY: ILR Press for Russell Sage Foundation, 1999, 2006 updated edition.) Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics, 1999*, Princeton University Industrial Relations Section.

Policy Implications of International Graduate Students and Postdoctoral Scholars in the United States as member of the authoring *Committee on Science, Engineering and Public Policy (COSEPUP)*, Board on Higher Education and Workforce, National Research Council (Washington, DC: National Academies Press 2005).

Can Labor Standards Improve Under Globalization? with Kimberly Ann Elliott (Washington DC: IIE, 2003). Global Trade Negotiations GTN book of the month, July 2003, <http://www.cid.harvard.edu/cidtrade>. Featured in Labor History Special Symposium Issue 45:4 (November) 2004. Nominated for the Grawemeyer Award for Ideas Improving World Order, University of Louisville. Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics, 2003*, Princeton Univ Industrial Relations Section. Pages 49-72 and 143-50 reprinted in volume The WTO and Labor and Employment (eds Drusilla Brown and Robert Stern) in the series Critical perspectives on the Global Trading System and the WTO (series editors Kym Anderson and Bernard Hoekman) (Edward Elgar, 2007).

What Do Unions Do to the European Welfare States? with Agar Brugiavini, Bernhard Ebbinghaus, Pietro Garibaldi, Bertil Holmund, Martin Schludi and Thierry Verdier. Part 2 of the volume The Role of Unions in the Twenty-first Century, a Report for the Fondazione Rodolfo De Benedetti, Tito Boeri, Agar Brugiavini, and Lars Calmfors (eds) (Oxford University Press, 2001). Published in Italian as *Un Nuovo Ruolo per il Sindacato?*."

The New Inequality: Creating Solutions for Poor America (series: New Democracy Forum, series editors Joshua Cohen and Joel Rogers) (Boston: Beacon Press, 1999).

When Earnings Diverge: Causes, Consequences, and Cures for the New Inequality in the U.S. Commissioned by the Committee on New American Realities of the National Policy Association (NPA Report 284). Washington, DC, 1997.

Labour Markets in Action: Essays in Empirical Economics. Woodhead Faulkner Publishers, England and Harvard University Press, 1989.

What Do Unions Do? With James Medoff. NY: Basic Books (currently Perseus Book Group) (1984). Japanese translation (1986), French translation (1987), Management Association Prize Book, 1985. Reissued in Mandarin and English, by Peking University Press, first in series, Classics in Economics (Beijing: 2006). Reissued in simplified Chinese translation, Peking University Press (2011). Excerpts reprinted in Summers, Dau-Schmidt and Hyde (eds) Legal Rights and Interests in the Workplace (Indiana University, 2006)

Labor Economics. Prentice-Hall, 1979 second edition, 1972 first edition. (Japanese translation of first edition, 1976; Spanish translation of second edition, 1981; Chinese Translation, 1983.

The Over-Educated American. Academic Press, 1976. (Japanese translation, 1977). Chapter 8 reprinted in Readings in Labor Economics and Labor Relations. ed. by L. Reynolds, S. Masters, and C. Moser, Prentice Hall, Inc., 1978. Reprinted in Kenkysusha Modern English Readers. (Tokyo 1982).

The Black Elite: The New Market for Highly Educated Black Americans. McGraw Hill, 1976.

Labor Market Analysis of Engineers and Technical Workers, with Glen Cain and Lee Hansen, The Johns Hopkins University Press, 1973.

The Market for College Trained Manpower. Harvard University Press, 1971. (Named one of "Outstanding Books in Industrial Relations and Labor Economics, 1970-1979"). Chapter 6 reprinted in Labor Market Analysis. ed by J. Burton, L. Benham, W. Vaughn, and R. Flanagan, 1971.

#### EDITED VOLUMES:

Handbook of Research on Employee Voice, Adrian Wilkinson, Jimmy Donaghey, Tony Dundon and Richard Freeman (editors). Gloucestershire, UK: Edward Elgar (forthcoming 2019, Revised and Updated Second Edition) (2014 First Edition). Part of the series Research Handbooks in Business and Management.

U.S. Engineering in a Global Economy, Richard B. Freeman and Hal Salzman (editors) (U of Chicago Press for NBER, 2018).

The Korean Labour Market after the 1997 Economic Crisis. Joonmo Cho, Richard B. Freeman, Jaeho Keum and Sunwoong Kim (editors). NY: Routledge Publishing, 2012)

Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options, with Joseph Blasi and Douglas Kruse (Univ of Chicago Press for NBER, 2010).

Richard B. Freeman and Daniel L. Goroff (eds) Science and Engineering Careers in the United States: An Analysis of Markets and Employment, (U Chicago Press for NBER, 2009)

Beyond Flexibility: Roadmaps for Korean Labor Policy, (or Rising to the Challenge: Democratization and Globalization in Korea) with Sunwoong Kim and Jaeho Keum (editors). KLI Press Monograph (2008).

What Workers Say: Employee Voice in the Anglo-American Workplace. Richard B. Freeman, Peter Boxall and Peter Haynes, editors (Ithaca, NY: ILR Press, An Imprint of Cornell University Press, 2007).

Policy Implications of International Graduate Students and Postdoctoral Scholars in the United States as member of the authoring *Committee on Policy Implications of International Graduate Students and Postdoctoral Scholars in the United States*, Board on Higher Education and Workforce, National Research Council (Washington, DC: National Academies Press 2005).

Inequality Around the World. IEA Conference Vol 134 (London, UK: Palgrave, 2002).

Generating Jobs: How to Increase Demand for Less-Skilled Workers ed. with Peter Gottscalk (NY: Russell Sage Foundation Press, 1998, paper edition 2000). Selected by the Industrial Relations Section at Princeton University as: Noteworthy Book in Industrial Relations and Labor Economics, 1998.

Working Under Different Rules (ed.) NBER Research Volume. Russell Sage Foundation Press, 1994. Selected as one of *Top Ten Business Books of 1994*, by Businessweek. Selected as one of the *Noteworthy Books in Industrial Relations of 1994*, Princeton University Industrial Relations Section.

Making Schools Work: Improving Performance and Controlling Costs. Erik A. Hanushek (ed) with Charles S. Benson, Richard B. Freeman, Dean T. Jamison, et al. DC: Brookings, 1994.

Immigration and the Work Force: Economic Consequences for the United States and Source Areas ed. with George Borjas, NBER Conference Volume, Univ of Chicago Press, 1992. Selected by the Industrial Relations Section at Princeton University as: Noteworthy Book in Industrial Relations and Labor Economics, 1992.

Immigration, Trade, and the Labor Market ed. with John Abowd, NBER Conference Volume, Univ of Chicago Press, 1991.

Immigration, Trade, and the Labor Market, Editor. NBER Summary Report. NBER, 1980.

When Public Sector Workers Unionize. ed. with Casey Ichniowski, NBER Conference Volume, University of Chicago Press, 1988.

The Black Youth Employment Crisis. ed. with Harry Holzer, NBER Conference Volume. University of Chicago Press, 1986.

The Youth Labor Market Problem: Its Nature, Causes and Consequences. ed. with D. Wise, NBER Conference Volume, Univ of Chicago Press, 1982.

EDITED VOLUMES: NBER Series Editor, Comparative Labor Markets and Social Policy

Reforming the Welfare State: Recovery and Beyond in Sweden.. R. Freeman, B. Swedenborg, and R. Topel (eds) (Univ of Chicago Press for NBER-SNF, 2010)

International Differences in the Business Practices & Productivity of Firms, edited by Kathryn L. Shaw and Richard B. Freeman. (Univ of Chicago Press for NBER, 2009).

Att Reformera Välfärdsstaten - Amerikanskt perspektiv på den svenska modellen , R. Freeman, B. Swedenborg, and R. Topel (eds) (SNS Conference Volume: Stockholm, 2006).

Seeking a Premiere Economy: The Economic Effects of British Economic Reforms, 1980-2000, with Richard Blundell and David Card (eds) (Univ of Chicago Press for NBER, CEP and IFS, 2004).

Emerging Labor Market Institutions for the 21<sup>st</sup> Century, with Joni Hersch and Lawrence Mishel (eds) (Chicago: Univ of Chicago Press for NBER, CEP and IFS, 2004, paperback 2007). Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics of 2005*, Princeton University Industrial Relations Section.

Youth Employment and Joblessness in Advanced Countries with David Blanchflower (eds) (Univ of Chicago Press for NBER, 2000).

The Welfare State in Transition: Reforming the Swedish Model, R. Freeman, B. Swedenborg, and R. Topel (eds) (SNS-NBER Conference Volume, Univ of Chicago Press, 1997.) SNS (Studieförbundet Näringsliv och Samhälle) Conference vol published as Välfärdsstat i omvandling - Amerikanskt perspektiv på den svenska modellen (SNS: Stockholm, 1997).

Differences and Changes in Wage Structures with Lawrence F. Katz (eds) NBER Conference Volume, University of Chicago Press, 1995. Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics of 1996*, Princeton University Industrial Relations Section.

Small Differences that Matter: Labor Markets and Income Maintenance in Canada and the United States with David Card (eds), *NBER Conference Volume, University of Chicago Press*, 1993. Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics of 1993*.

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Papers, By Topic:

## I. WORKPLACE ORGANIZATION & UNIONS

“Non-linear Incentives and Worker Productivity and Earnings: Evidence from a Quasi-experiment,” Richard B. Freeman, Wei Huang, and Teng Li, NBER Working Paper # 25507, January 2019.

“The Twin Track Model of Employee Voice: An Anglo-American Perspective on Union Decline and the Rise of Alternative Forms of Voice,” Alex Bryson, Richard Freeman, Rafael

Gomez, Paul Willman, Chapter 2 in Peter Holland, Julian Teicher, and Jimmy Donaghey (eds), Employee Voice at Work (Singapore: Springer Nature, 2019): 23-50.

“How Credible is Trade Union Research? Forty Years of Evidence on the Monopoly-Voice Trade-Off,” Hristos Doucouliagos, Richard B. Freeman, Patrice Laroche, and T.D. Stanley, Industrial and Labor Relations Review 71:2 (March 2018). NBER WP --

“How Does Declining Unionism Affect the American Middle Class and Intergenerational Mobility?” Richard B. Freeman, Eunice Han, David Madland, Brendan V. Duke. NBER WP 21638 (Oct 2015)

“Standards for Evaluating the Impact of ‘Right to Work’ Laws,” Policy Brief provided to the West Virginia Legislature. Paula B. Voos and Richard B. Freeman, April 2015.

“Worker Ownership and Profit-Sharing in a New Capitalist Model?” Final Report to the 2016 LO Congress on the Project Full Employment and the Solidaristic Wage Policy, The Swedish Trade Union Confederation (LO), 2015.

“The Subcontracted Labor Market,” article on David Weil’s The Fissured Workplace, in LERA: Perspectives on Work, Volume 18 (2014): 38-41.

“Über Soziale Ungleichheit und Mitarbeiterbeteiligung,” Chapter 3 in Sven Rahner (editor), Architekten der Arbeit: Positionen, Entwürfe, Kontroversen, Hamburg Körber-Stiftung, 2014): 35-45. (English: “About Social Inequality and Employee Participation” in “The Architecture of Working: Positions, Designs, Controversies”)

“Employee Voice: Charting New Terrain,” Adrian Wilkinson, Tony Dundon, Jimmy Donaghey and Richard B. Freeman, chapter 1 (introduction) to Handbook of Research on Employee Voice, Adrian Wilkinson, Jimmy Donaghey, Tony Dundon and Richard Freeman (editors) (Gloucestershire, UK: Edward Elgar, 2014): 3-16 (Second edition 2017)

“What, If Anything, Can Labor Do to Rejuvenate Itself and Improve Worker Well-Being in an Era of Inequality and Crisis-Driven Austerity,” Perspektiven der Wirtschaftspolitik, Vol 14:1-2 (2013): 41-55.

“What Can Labor Organizations Do for US Workers When They Can't Do What Unions Used to Do?” Chapter 2 in Stephanie Luce, Jennifer Luff, Joseph McCartin and Ruth Milkman (editors), What Works for Workers: Public Policies and Innovative Strategies for Low-Wage Workers (NY: Russell Sage Press, 2014).

“Do Labor Unions Have a Future in the United States?” with Kelsey Hilbrich, Chapter 27 in Robert Scott Rycroft (editor) The Economics of Inequality, Poverty, and Discrimination in the 21<sup>st</sup> Century, Volume 2, Solutions (Santa Barbara, CA: ABC-CLIO, 2013) pp: 484-499.

“Employee Perceptions of Working Conditions and the Desire for Worker Representation in Britain and the U.S.,” with Alex Bryson. Journal of Labor Research 34:1 (March 2013): 1-29. Earlier version published as, “Worker Needs and Voice in the US and UK,” NBER WP 12,310 (June 2006).

“The War Against Public Sector Collective Bargaining in the US,” with Eunice Han. Journal of Industrial Relations, Annual Review of Industrial Relations 54(3) (June 2012): pp. 386-407.

“New Roles for Unions and Collective Bargaining Post the Implosion of Wall Street Capitalism,” Chapter 10 in Susan Hayter, ed. The Role of Collective Bargaining in a Global Economy: Negotiating for Social Justice, London: International Labour Organization (ILO) and Edward Elgar. 2011, pp 254-276.

“What Can We Learn from NLRA to Create Labor Law for the 21<sup>st</sup> Century?,” ABA Journal of Labor & Employment Law, 26:2 (Winter 2011): pp 327-343.

“Wal-Mart innovation and productivity: a viewpoint,” Richard B. Freeman, Alice O. Nakamura & Leonard I. Nakamura, Marc Prud’homme, Amanda Pyman. Canadian Journal of Economics, 44:2 (May 2011): pp 468-508.

“To Join or Not to Join? Factors Influencing Employee Share Plan Membership in a Multinational Corporation,” with Alex Bryson. Chapter 1 in T. Kato (ed.) Advances in Economic Analysis of Participatory and Labor-Managed Firms vol 11, pp: 1-22. (UK: Emerald Publishing Limited 2010, ISBN 9780857244536). NBER WP 16292, August 2010. CEP Discussion Papers, CEPDP1001

“Labor Regulations, Unions, and Social Protection in Developing Countries: Market Distortions or Efficient Institutions,” Chap 70 in Dani Rodrik and Mark R. Rosenzweig (eds) Handbook of Development Economics Volume 5 (The Netherlands, North Holland, Elsevier BV 2010): 4657-4702. NBER WP 14,789 (Mar 2009).

“Work and Well-Being: Introduction,” with Alex Bryson. National Institute Economic Review, 209 (1) (2009): 70-71.

“Should Detonation Media Blow UP or Make Nice with the SEG?” HBR Case Study and Commentary on “The Knowledge Workers’ Strike” by Jon Healey, Harvard Business Review July-Aug 2009: 27-34.

Chapters from the volume International Differences in the Business Practices & Productivity of Firms, eds. Richard B. Freeman and Kathryn L. Shaw (Univ of Chicago Press for NBER, 2009).

“Introduction”, Richard B. Freeman and Kathryn L. Shaw

Chapter 4: “Labor Practices and Outcomes across Countries: Analysis of a Single Multinational Firm,” Richard B. Freeman, Douglas Kruse and Joseph Blasi. pp 105-135. Also published in Labour Economics 15:4 (August 2008), pp 749-770. Also published as “The Same Yet Different: Worker Reports on Labour Practices and Outcomes in a Single Firm Across Countries,” NBER WP 13,233 (July 2007).

“Understanding Trade Unions and the Labour Market,” CentrePiece in Brief on IZA prize, 13:1 (Spring 08) p.7.

“Do Workers Still Want Unions? Yes More than Ever!” EPI Briefing Paper 182, Special Edition on EPIs Agenda for Shared Prosperity (Feb 2007).

“Adoption and Termination of Employee Involvement Programs,” with Wei Chi and Morris Kleiner. LABOUR: Review of Labour Economics and Industrial Relations 25:1 (March 2011) pp 45-62. NBER WP 12878, January 2007.

The following are chapters in What Workers Say: Employee Voice in the Anglo-American World, with Peter Boxall and Peter Haynes (eds). (Cornell University Press, 2007, ISBN 9780801472817).

Introduction: “The Anglo-American Economies and Employee Voice,” with Peter Boxall and Peter Haynes. pp 1-24

Chapter 1: “Can the US Clear the Market for Representation and Participation?” pp 25-48.

Chapter 3: “What Voice Do British Workers Want?”, with Alex Bryson, pp 72-96.

Chapter 9: “Conclusion: What Workers Say in the Anglo-American World,” with Peter Boxall and Peter Haynes, pp 206-220.

“The Diffusion and Decline of Employee Involvement Policies in U.S. Manufacturing Plants,” with Wei Chi and Morris Kleiner, Labor and Employment Relations, Proceedings of the 58<sup>th</sup> Annual Meeting (2006): 44-51.

“Will Labor Fare Better Under State Labor Relations Law?”, Labor and Employment Relations Association Series, Proceedings of the 58<sup>th</sup> Annual Meetings. LERA Symposium. The NLRA After Seventy Years: An Assessment, January 7, 2006.

“Les Syndicats et l'économie de l'information,” part of the Debate on “Le Syndicalisme entre crise et rebond,” (with contributions by Klaus Lang and Jean-Dominique Lafay), introduction by Bernard Gazier, in Encyclopédie des Ressources Humaines Second Edition (Paris, France: Librairie Vuibert, 2005) pp: 1470-90.

“What Do Unions Do? The 2004 M-Brane Stringtwister Edition,” Chapter 20 in James T. Bennett and Bruce E. Kaufman, eds. *What Do Unions Do? A Twenty-Year Perspective* (New Brunswick, NJ: Transaction Publishers, 2007): 607-636. Also published in Journal of Labor Research 26:4 (Fall 2005) 641-68. NBER WP 11410 (June 2005).

“The Last American Shoe Manufacturers: Decreasing Productivity and Increasing Profits in the Shift from Piece Rates to Continuous Flow Production,” with Morris M. Kleiner, Industrial Relations Vol 44:2 (April 2005). Published under the title “The Last American Shoe Manufacturers: Changing the Method of Pay to Survive Foreign Competition” as NBER WP 6750 (October 1998), and in Michael J. Yelnosky, ed. NYU WPs on Labor and Employment Law: 1998-1999 Center for Labor and Employment Law at NYU Lschool of Law. (Kluwer Law Intl, Boston, 2001).

“The Advent of Open Source Unionism?” Critical Perspectives on International Business CPOIB, Double Special Issue, Vol 1: No 2/3 (2005): pp 79-92.

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## VI. SHARED CAPITALISM

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- Profit-sharing and Workers Ownership – the new economy? March 15, 2016

*Yanfu Memorial Lecture*, Natl School of Development, CCER, Peking Univ, Sept 18, 2016  
- The 'Double' Labor Problem: STI & traditional labor relations.

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- Toward Economic Feudalism? Inequality, Financialization, and Democracy.

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Public Lecture at the Old Theatre, London School of Economics, 2006:  
- Love Your Job or Hate It: The Economics of Job Satisfaction. May 8, 2006.

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- *Working at the Endless Frontier: The Job Market for Scientists and Engineers*," Oct 13, 2003

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## XVII: ON-LINE COURSES

America's Course on Poverty - Module 1, "How Much Inequality Is too Much?" - Stanford University, Educational Course Video (non-profit), Summer 2016.