

SEVENTH ANNUAL CGWR SPRING SYMPOSIUM // APRIL 19-20, 2018

LABOR INFORMALITY IN COMPARATIVE PERSPECTIVE:

TOWARD A MORE JUST FUTURE FOR WORKERS



CENTER FOR GLOBAL WORKERS' RIGHTS

School of Labor and Employment Relations
The Pennsylvania State University

Welcome!

The Center for Global Workers' Rights is proud to host another Spring Symposium and hopes it will be useful in guiding the efforts of scholars and practitioners toward addressing labor informality across various contexts. Weaving together empirical data, historical narratives, and contemporary reflections on labor informality in comparative perspective, we will together ask: How can workers build power in the informal sector? How can our work, practice, teaching and organizing increase worker protections, standards, and dignity in the informal sector? Moreover, how do we bring about a more just future for all workers? The symposium will adhere to the Chatham House Rule by which "participants are free to use the information received, but neither the identity nor the affiliation of the speakers, nor that of any other participant, may be revealed."



Program Overview

Thursday, April 19

9.30 - 10.00 a.m.

Coffee and Registration

10.00 - 11.00 a.m.

Welcome: Mark Anner

Opening Talks: Chris Tilly, Cathy Feingold

11.00 a.m. - 12.30 p.m.

Opening Panel: Informality and Reproductive Labor (Katherine Maich, Premilla Nadasen, Mary Romero, Sarah Damaske)

12.30 - 12.45 p.m.

Remarks (Paul Clark)

12.45 - 1.30 p.m.

Lunch

1:30 - 3:00 p.m.

Panel II: Shifting Terrains of Informal Struggle (Eli Freidman, Rebecca Tarlau, Elaine Hui, Kathy Sexsmith)

3:00 - 3:30 p.m.

Coffee Break

3:30 - 5:00 p.m.

Panel III: Embodied Informality: The Garment Sector (Mark Anner, Rubina Khaliq, John Kline, Mary Bellman)

6:00 - 7:00 p.m.

Dinner

7:30 - 9:00 p.m.

Movie and Panel Discussion, 112 Kern Building

Friday, April 20

9.00 - 10:30 a.m.

Panel IV: Salvaging Labor: Informality and Waste Picking (Sonia Dias, Manuel Rosaldo, Marcel Paret, Glenn Perusek)

10:30 - 11:00 a.m.

Coffee Break

11:00 a.m. - 12:30 p.m.

Panel Session V: Informality in the Field, and Beyond (Theresa Haas, Enrique Balcazar, Gerardo Reyes, Paul Whitehead)

12:30 - 1:30 p.m.

Lunch

1:30 - 2:45 p.m.

Group activities / break out sessions / way forward discussion (John Holst, Rebecca Tarlau)

2:45 - 3:00 p.m.

Closing Comments

(Mark Anner, Kate Maich)

Opening Remarks and Welcome

Thursday, April 19, 10:00 - 11:00 a.m.

Welcome

Mark Anner, Center Director, Center for Global Workers' Rights, Penn State



Speakers

Cathy Feingold, Director, International Department, AFL-CIO
"A Labor Perspective on the Future of Work"

Cathy Feingold is a leading advocate on global workers' rights issues. As director of the AFL-CIO's International Department, Feingold is a committed and passionate activist, strategic campaigner and international policy expert. Feingold brings more than 20 years of experience in global worker and human rights issues, with a focus on trade union rights, women's rights and global economic policy. Her work in both global and grassroots fora reflect her commitment to strengthening the voice of working people in global policy debates.



Chris Tilly, Professor of Urban Planning and Sociology, UCLA, "Informal Worker Organizing: The Next Frontier for Global Labor Movements"

Chris Tilly, Professor of Urban Planning at UCLA, studies labor and inequality in the US and global context, with a particular focus on bad jobs and how to make them better. Tilly's books include *Half a Job: Bad and Good Part-Time Jobs in a Changing Labor Market*; *Glass Ceilings and Bottomless Pits: Women's Work, Women's Poverty*; *Work Under Capitalism: Stories Employers Tell: Race, Skill, and Hiring in America*; *The Gloves-Off Economy: Labor Standards at the Bottom of America's Labor Market, Are Bad Jobs Inevitable?*, and *Where Bad Jobs Are Better: Retail Jobs across Countries and Companies*.



Remarks

Thursday, 12:30 p.m.

Paul Clark, Professor and Director, School of Labor and Employment Relations, Penn State, Remarks at 12:30 p.m. Thursday

Paul Clark is Director and Professor of the School of Labor and Employment Relations. His research interests include employment relations in the U.S. healthcare industry; union structure, government and administration; union member commitment and participation; and new union member orientation and socialization. He is the author of four books, including *Building More Effective Unions*. His research has appeared in the leading scholarly journals in industrial and labor relations and applied psychology. Clark regularly teaches undergraduate and graduate courses on employment relations. He holds a Master's degree from the Cornell ILR School and a Ph.D. from the University of Pittsburgh.



Opening Panel: Informality and Reproductive Labor

Thursday, April 19, 11:00 a.m. - 12:30 p.m.

Speakers

Katherine Maich, Postdoctoral Scholar, Center for Global Workers' Rights, Penn State, "Politicizing the Private Sphere: Labor Regimes of Informality in the Household"

Katherine Maich holds a Ph.D. in Sociology from the University of California, Berkeley and a M.S. in Labor Studies from the University of Massachusetts, Amherst. She is currently a Postdoctoral Scholar at the CGWR and her research interests include gender and racial inequality, law, informal worker organizing, immigration, Latin America, and the home as a workplace. Kate's dissertation received an honorable mention in LERA's 2018 Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award Competition, and she will join the faculty of the School of Labor and Employment Relations at Penn State as an Assistant Professor this summer.



Premilla Nadasen, Professor of History, Barnard College, "Race, Gender and Social Reproduction: Rethinking Class and Labor Organizing"

Premilla Nadasen is Professor of History at Barnard College and a scholar-activist who writes and speaks on issues of race, gender, social policy and labor history. She is most interested in visions of social change and the ways in which poor and working-class women of color have fought for social justice. She has published extensively on the multiple meanings of feminism, alternative labor movements, and grassroots community organizing. She is author of *Welfare Warriors: The Welfare Rights Movement in the United States* and *Household Workers Unite: The Untold Story of African American Women Who Built a Movement*.



Mary Romero, Professor of Justice Studies and Social Inquiry, Arizona State University, "Labor of Love or Labor Rights: International Division of Reproductive Labor and State Regulations in the US and UAE"

Mary Romero is a sociologist, currently a Professor in the School of Justice and Social Inquiry at Arizona State University. She is the author of *Maid in the U.S.A.* and *The Maid's Daughter, Living Inside and Outside the American Dream*. She received the Cox-Johnson-Frazier Award from the American Sociological Association for a lifetime of research, teaching, and service to the community or to an academic institution for her work in assisting the development of scholarly efforts in this tradition. She is also a recipient of the Lee Founders Award from the Society for the Study of Social Problems in recognition of significant achievements for a career of activist scholarship.



Chair: Sarah Damaske, Associate Professor of Labor & Employment Relations, Sociology, and Women's Studies

Sarah Damaske's research focuses on how work and family transitions lead to cumulating inequalities over the life course. She has published in numerous top sociology journals, including *Demography*, *Gender & Society*, *Work and Occupations*, *Journal of Health and Social Behavior*, *Journal of Marriage and Family*, *Social Science & Medicine*, and *Social Science Research*. There have been hundreds of media citations of her research, including multiple stories in *the New York Times*, *the Washington Post*, and *NPR*, as well as featured stories in *the Wall Street Journal*, *ABC Nightly News*, and *the BBC*.



Panel Session II: Shifting Terrains of Informal Struggle

Thursday, April 19, 1:30 - 3:00 p.m.

Speakers

Eli Friedman, Associate Professor, Cornell University, “Resisting the Worker-Citizen Rupture in Urban China: Teachers and Parents Fight Back”

Eli Friedman joined the faculty of the ILR School’s department of International and Comparative Labor in 2011 after completing his Ph.D. in sociology at the University of California, Berkeley. His primary areas of interest are China, development, education, globalization, social movements, urbanization, and work and labor. Eli currently has two major research projects, the first of which looks at state responses to worker unrest in China and the development of labor relations institutions. The second is a study of Chinese urbanization, with a focus on access to education for rural to urban migrants. He is the author of *Insurgency Trap: Labor Politics in Postsocialist China*.



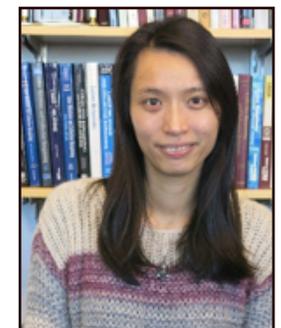
Rebecca Tarlau, Assistant Professor of Education, Labor & Employment Relations, Penn State University, “What is Left of the Brazilian Left? Landless Worker Organizing and the Risks of Increased Informality under Conservative Resurgence”

Rebecca Tarlau is an Assistant Professor of Education and Labor and Employment Relations and is affiliated with the Center for Global Workers’ Rights. She holds a Ph.D. in Social and Cultural Studies in Education from the University of California Berkeley. Her ethnographic research agenda has three broad areas of focus: (1) Theories of the State and State-Society Relations; (2) Social movements, Labor Education, and critical pedagogy; and (3) Latin American education and development. Her forthcoming book is on the educational initiatives of the Brazilian Landless Workers Movement (MST), titled *Occupying Schools, Occupying Land: How the Landless Workers Movement Transformed Brazilian Education*.



Elaine Hui, Assistant Professor of Labor and Employment Relations and Asian Studies, “Pension-driven Protests in China: A Synthesized Approach to Collective Labour Actions”

Elaine holds a Ph.D. in Economics and Social Sciences from the University of Kassel, Germany. Her research focuses on the state, industrial relations, laws, worker collective actions, civil society and the social welfare system in China. She has also researched labor relations in Vietnam and Hong Kong. She has published in peer-reviewed journals such as *British Journal of Industrial Relations*, *China Quarterly*, *Journal of Industrial Relations*, and *Journal of Contemporary Asia*. She is author of the book, *Hegemonic Transformations: The State, Laws, and Labour Relations in Post-Socialist China*.



Chair: Kathleen Sexsmith, Assistant Professor of Rural Sociology, Penn State

Kathleen Sexsmith’s research looks broadly at gender and rural development, with both domestic and international areas of focus. In the U.S., she studies how gender, legal status, and geographical isolation shape integration among immigrants working in agricultural industries. In particular, she looks at social networks and transnational ways of life in non-traditional rural immigrant destinations. Her international research examines the gender dynamics of sustainable agricultural initiatives, including voluntary certifications, responsible investment, and climate-smart agricultural programming in the Global South.



Panel Session III: Embodied Informality: The Garment Sector

Thursday, April 19, 3:30 - 5:00 p.m.

Speakers

Mark Anner, Center Director, Center for Global Workers' Rights, Penn State, "The Sourcing Squeeze and Precarious Work in Garment Global Supply Chains"

Mark Anner is the founding director of the Center for Global Workers' Rights at Penn State. He is also an Associate Professor of Labor and Employment Relations and he directs the Master's Program in Labor and Global Workers' Rights. Mark holds a Ph.D. in Government from Cornell University and a Master's Degree in Latin American Studies from Stanford University. His current research examines how pricing and other sourcing dynamics in global supply chains affect working conditions and workers' rights. Before beginning his academic career, he lived in Latin America for eleven years, where he worked with the labor movement.



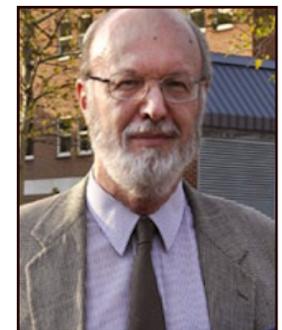
Rubina Khaliq, Ph.D. Candidate, Centre for Informal Sector & Labour Studies, Jawaharlal Nehru University (JNU), India, "Homeworkers in Delhi's Ready-Made Garment Sector"

Rubina Khaliq's research explores women workers in the export-oriented garment industry in the Delhi region and Mumbai. She completed her MPhil during which she developed a social-economic profile of women homebased workers in Delhi. She also has a M.S. degree in social work, and she has worked as a professional social worker with the renowned organization Don Bosco Animation & Research Kendra. Through the CWDS she has contributed to two research projects: (1) "Gender Dimensions of the Urban Labour Market: Investigating the terms of Women's Inclusion and Exclusion"; and (2) The ILO-project, "Economic Reintegration of Return Migrants in Construction Sector in India." She is working with Mark Anner on a project looking at the garment sector in India.



John Kline, Professor of International Business Diplomacy, Georgetown University's School of Foreign Service, "Alta Gracia: Sewing Hope with a Living Wage"

John Kline is Professor of International Business Diplomacy in Georgetown University's School of Foreign Service. He teaches business-government relations, investment strategies and negotiations, and international business ethics. The second edition of Dr. Kline's textbook, *Ethics for International Business*, was released by Routledge in 2010; Renmin University Press published a Chinese translation in 2013. Dr. Kline's latest publication, with co-author Sarah Adler-Milstein, is *Sewing Hope: How One Factory Challenges the Apparel Industry's Sweatshops*. This book tells how the Alta Gracia "living wage" factory challenges assertions that overseas "sweatshops" are economically unavoidable.



Chair: Mary Bellman, Labor Educator and Assistant Teaching Professor, School of Labor & Employment Relations, Penn State

Mary Bellman is a Labor Educator and Assistant Teaching Professor at Penn State's School of Labor and Employment Relations. She facilitates educational programs with workers and union members on topics such as globalization, economics, and immigration. In addition to her current role as a labor educator, Mary teaches on gender and the global economy in the Global Labor University (GLU) program at Penn State. After earning her Ph.D. in Political Science from the University of New Mexico, Mary served as program director for a labor solidarity organization based in Guatemala, coordinating educational programs with union women throughout Central America.



Panel Session IV: Salvaging Labor: Informality and Waste Picking

Friday, April 20, 9:00 - 10:30 a.m.

Speakers

Sonia Maria Dias, WIEGO's Waste Specialist, "Genesis of Recyclers Cooperative Movement in Brazil: Achievements and Challenges"

Sonia is a sociologist by training and a "garbologist" with specialization in Solid Waste Management by the University of Kitakyushu, Japan. She has a Master's degree in Human Geography (UFMG) on the role of local governments in strengthening waste pickers' organizations in Belo Horizonte City and a Ph.D. in Political Science (UFMG) on the role of participation in solid waste management in Brazil. She has been active in the waste management field in Brazil since 1985 with a focus on promoting the integration of social inclusion aspects into the technical planning of waste collection and recycling.



Marcel Paret, Assistant Professor, Department of Sociology, University of Utah, and Senior Research Associate, Center for Social Change, University of Johannesburg, "Salvaging Labor in a Sea of Unemployment: Dangers of Union Paternalism"

Marcel Paret is an Assistant Professor of Sociology at the University of Utah and a Senior Research Associate at the Center for Social Change at the University of Johannesburg. His research examines the politics of class formation with special focus on the urban townships of South Africa. His research addresses postcolonial politics, protest and community politics, marketization, race and migration, labor and social movements, and the causes and consequences of precarity. He is co-editor of *Southern Resistance in Critical Perspective: The Politics of Protest in South Africa's Contentious Democracy*.



Manuel Rosaldo, Ph.D. Candidate in Sociology, University of California, Berkeley, "The Antinomies of Successful Mobilization: Colombian Waste Pickers Maneuver between Dispossession and Exploitation"

Manuel Rosaldo is a doctoral candidate in sociology at UC Berkeley. His research analyzes the opportunities and strategies that informal workers use to organize for labor rights and the potentials and constraints of such organizing. His dissertation focuses on waste picker rights organizing and policy in Brazil and Colombia. He holds a Master's in Global Affairs from New York University, where he wrote a thesis on the debate over the commercialization of microfinance based on field research in southern Mexico. Previously, he worked as an organizer and researcher for the UNITE HERE! and SEIU labor unions.



Chair: Glenn Perusek, Lecturer, Penn State

Glenn Perusek conducts strategic research for labor organizations. He is lecturer on strategic corporate research at Penn State University and teaches courses on organizing for the Building Trades Academy at Michigan State University. He was director of the Center for Strategic Research at the national AFL-CIO and also worked at the International Brotherhood of Teamsters and the International Brotherhood of Electrical Workers. He was a journeyman member of the International Typographical Union. Glenn holds a Ph.D. from the University of Chicago.



Panel Session V: Informality in the Field, and Beyond

Friday, April 20, 11:00 a.m. - 12:30 p.m.

Speakers

Enrique Balcazar, dairy worker, organizer and educator of Vermont-based Migrant Justice's Milk with Dignity Program, "Expanding the Worker-driven Social Responsibility Model in the US: Milk with Dignity"

Enrique "Kike" Balcazar has worked on a number of Vermont dairy farms. Kike has been a leader of the organization's successful campaigns to win access to driver's licenses regardless of immigration status and to secure a statewide policy to prohibit Vermont police from acting as immigration agents. Kike is also a worker founder of the groundbreaking Milk with Dignity Program, which is modeled after and in collaboration with the world-renowned Fair Food Program. Kike helped organize the campaign to secure, in October of 2017, a legally-binding commitment from Ben & Jerry's to join the worker-driven Milk with Dignity Program.



Theresa Haas, Director of Outreach & Education, Worker-driven Social Responsibility Network, "Worker-driven Social Responsibility: A New Model for Labor Rights Enforcement in Global Supply Chains"

Theresa Haas is the Director of Outreach and Education at the Worker-driven Social Responsibility (WSR) Network. Prior to joining WSR Network staff, Theresa served as the Director of Communications for the Worker Rights Consortium (WRC), an independent labor rights monitoring organization, which works to protect and defend the rights of workers who make clothing and other consumer goods. While at the WRC, she helped to develop and launch the Accord on Fire and Building Safety in Bangladesh, a legally-binding agreement between workers and apparel brands to make factories safe. Theresa is a graduate of the Schreyer Honors College at Penn State.



Gerardo Reyes Chavez, Farmworker/Organizer, Coalition of Immokalee Workers, "The Transformative Power of Worker-driven Social Responsibility in Agriculture and Beyond"

Gerardo Reyes Chavez is a senior staff member with the award-winning human rights organization, the Coalition of Immokalee Workers (CIW). Reyes is a farmworker and has worked in the fields since age 11, first as a peasant farmer in Mexico and then in the fields of Florida picking oranges, tomatoes, blueberries, and watermelon. A CIW member since 1999, Reyes has worked with consumer allies to organize national actions in the Campaign for Fair Food. As part of the implementation of the Fair Food Program, Reyes conducts workers' rights education with thousands of farmworkers on participating tomato farms.



Chair: Paul Whitehead, Professor of Practice, Labor and Employment Relations, Pennsylvania State University

Paul Whitehead is a Professor of Practice in Labor and Employment Relations, specializing in labor and employment law. He earned his B.S. in Labor Studies, M.S. in Industrial Relations from the University of Wisconsin and is an honors graduate of Harvard Law School. Whitehead practiced labor, bankruptcy, and benefits law for almost 30 years for the United Steelworkers in Pittsburgh, PA, serving as general counsel from 2001-2009. His career has included, in addition to years of collective bargaining, the representation of workers and retirees affected by corporate restructurings, foreign trade disputes, and the design of benefit programs.



Group activities / break-out sessions / way forward discussion

Friday, April 20, 1:30 - 2:45 p.m.

Facilitators

John Holst, Associate Professor of Education, Penn State

John Holst received his Bachelor's Degree in US History from the University of Wisconsin-Madison, his Master's Degree in adult continuing education from Northern Illinois University, with an emphasis on urban adult education, and his Doctoral degree from Northern Illinois University. He is the author of the book *Social Movements, Civil Society, and Radical Adult Education*, the co-author of the book *Radicalizing Learning: Adult Education for a Just World*, co-editor of the book *Antonio Gramsci: A Pedagogy to Change the World* and author of over 30 book chapters, encyclopedia entries, and journal articles.



Rebecca Tarlau, Assistant Professor of Education and Labor & Employment Relations, Penn State

For bio, see page 5.



Closing Comments

Friday, April 20, 2:45 - 3:00 p.m.

Mark Anner, Associate Professor of Labor & Employment Relations, Center Director, Penn State

Katherine Maich, Postdoctoral Scholar, Center for Global Workers' Rights, Penn State



CGWR students and Domestic Workers United
New York City, November 2018

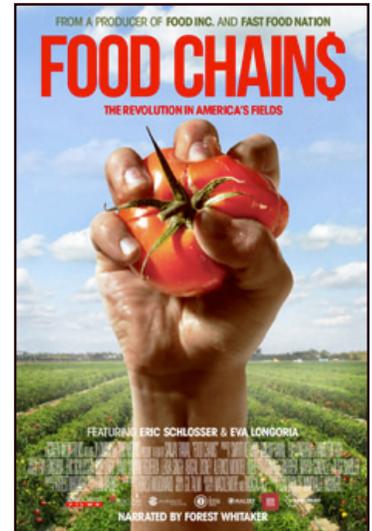
Food Chains Film Screening and Panel Discussion

Thursday, April 19, 7:30 p.m., 112 Kern Building, Penn State

Food Chains reveals the human cost in our food supply and the complicity of large buyers of produce like fast food and supermarkets. Fast food is big, but supermarkets are bigger – earning \$4 trillion globally. They have tremendous power over the agricultural system. Over the past three decades they have drained revenue from their supply chain leaving farmworkers in poverty and forced to work under subhuman conditions. Yet many take no responsibility for this.

The narrative of the film focuses on an intrepid and highly lauded group of tomato pickers from Southern Florida – the Coalition of Immokalee Workers or CIW – who are revolutionizing farm labor. Their story is one of hope and promise for the triumph of morality over corporate greed – to ensure a dignified life for farm workers and a more humane, transparent food chain.

Following the showing of the movie, there will be a panel discussion that includes experts featured in the film. Panelists include Enrique Balcazar, dairy worker, organizer and educator, Migrant Justice's Milk with Dignity Program and Gerardo Reyes, farmworker and organizer, Coalition of Immokalee Workers. The discussion will be facilitated by Tiffany Finck-Haynes, M.P.S program in Labor and Global Workers' Rights, School of Labor and Employment Relations.



Center Post-doctoral and Visiting Scholars Positions:

The CGWR provides opportunities for scholars engaged in research on workers' rights by supporting a yearly post-doctoral and hosting visiting scholars. It also offers funds in support of individual or collaborative undergraduate and graduate student research on themes related to the protection of workers' rights in the global economy. For more information, write the Center Director, Mark Anner, msa10@psu.edu.

Global Labour Journal:

The GLJ is an open access, online journal co-hosted by the CGWR. See: <https://escarpmentpress.org/global labour>.

MPS Program in Labor and Global Workers' Rights:

The Center, through the School of Labor and Employment Relations and in coordination with the Global Labour University, offers a twelve-month MPS program in Labor and Global Workers' Rights. The program is designed for mid-career US and international labor advocates. For more information, see: <http://lser.la.psu.edu/graduates/mps-in-labor-and-global-workers-rights>.

CGWR Labour Rights Indicators Dataset

The CGWR "Labour Rights Indicators" webpage provides comprehensive numerical and textual information on country-level compliance with freedom of association and collective bargaining rights that is comparable between countries and over time. See: <http://labour-rights-indicators.la.psu.edu/>.



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