

RICHARD B. FREEMAN

ADDRESS:

National Bureau of Economic Research
1050 Massachusetts Avenue, 3rd Fl
Cambridge, MA 02138 USA
(617) 868-3900 | <freeman@nber.org>

Department of Economics
Harvard University
Littauer Center
Cambridge, MA 02138 USA

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, Center for Labor and Just Economy, Harvard Law School

PREVIOUS POSITIONS:

Program Director, Labor Studies, NBER
Co-Director, Centre for Economic Performance, LSE, UK
Executive Director, Programme in Discontinuous Economics, CEP, LSE
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

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

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)

Indian Journal of Labour Economics, Editorial Advisory Board (2021-2026)

Network on Outsourcing, Sloan Foundation, 2020 -

ILR Review (*Industrial and Labor Relations Review*, International Editorial Board, 2015-2018, 2019-2021, 2022-2024

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

UCLS - Upsalla Center for Labor Studies, Scientific Advisory Board, Upsalla Univ, Sweden 2015-2019

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

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

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

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 – 53rd Annual Conference of the Indian Society of Labour Economists, Mohanlal Sukhadia University, Udaipur, Rajasthan, India, 2012

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, Università LUISS Guido Carli, Rome, 2008-09

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

Angelo Costa Lecturer - Università 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 21st 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).

Contributing Committee Member, National Research Council/NAS, convened 2011-2012. Assuring a Future U.S.-Based Nuclear and Radiochemistry Expertise. (Washington, DC: The National Academies Press. 2012) <https://doi.org/10.17226/13308>.

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 (2020, 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). ISBN: 978-0-226-46833-4

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), ISBN: 9780226261898 / DOI: 10.7208/chicago/9780226261904.001.0001

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 Velfärdsstaten - 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 21st 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 Velfärdsstat 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*.

Papers, By Topic:

I. WORKPLACE ORGANIZATION & UNIONS

“Team Incentives and Lower Ability Workers: An Experimental Study on Real-Effort Tasks,” Richard B. Freeman, Xiaofei Pan, Xiaolan Yang, and Maoliang Ye. NBER Working Paper # 30427 (September 2022).

[Equal Sharing Motivates Lower-Ability Workers in Team Production](#)," Richard Freeman, Xiaofei Pan, Xiaolan Yang, Maoliang Ye, VoxEU-CEPR (Nov 5, 2022)

"Trade Unions and the Welfare of Rural-Urban Migrant Workers in China", Booth, Alison L., Richard B. Freeman, Xin Meng and James Zhang. Industrial and Labor Relations Review (April 21, 2021). CEPR Discussion paper No. DP15350 (3 Nov 2020), DP available at SSRN: <https://ssrn.com/abstract=3723539>

"Unions Raise Worker Wellbeing," Richard B. Freeman, David G. Blanchflower, and Alex Bryson. VoxEU / CEPR (November 11, 2020).

"[The Impact of Deunionization on the Growth and Dispersion of Productivity and Pay](#)," by Dosi, Giovanni, Richard B. Freeman, Marcelo C. Pereira, Andrea Roventini, and Maria Enrica Virgillito. 2021. *Industrial and Corporate Change*, Vol 30:2(April 2021): pp 377-408. NBER Working Paper # 26634 (January 2020). <https://doi.org/10.1093/icc/dtaa025>

"Non-linear Incentives, Worker Productivity and Firm Profits: Evidence from a Quasi-experiment," Richard B. Freeman, Wei Huang, and Teng Li, NBER Working Paper # 25507, January 2019. (Under submission 2022). IZA discussion Paper #14125

"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. IZA DP 11223, December 2017.

"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).

"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 21st 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 21st 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 58th Annual Meeting (2006): 44-51.

“Will Labor Fare Better Under State Labor Relations Law?”, Labor and Employment Relations Association Series, Proceedings of the 58th 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.

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- The Great Doubling: Labor in the New Global Economy, April 8. Monograph of Transcript.

Rocco C. and Marion S. Siciliano Forum: Considerations on the Status of the American Society, University of Utah. Public Lecture, 2004.

Dr. Heinz Kienzl Lecture, Oesterreichische Nationalbank, Vienna. Public Lecture, 2003.

World Economy Annual Lecture, University of Nottingham, 2003.

Okun Lectures, Yale University, Yale University, 2003:

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

Bernard Shine Lecture, Queen Mary College, London 1978.

- The Declining Economic Value of Higher Education in the Western World

XVII: SEMINAR & CONFERENCE PRESENTATIONS:

"Briefing Notes on Global Competitiveness and the Scientific Workforce: Claims, Counterclaims, Data and Policy Options," Presented by Daniel L. Goroff at the *Association of American Universities Meeting*, Yale University, New Haven, October 18, 2004. Draft not for circulation or citation.

"External and Internal Models of Crime: Economic Incentives vs. 'Unhealthy Brains' in Explaining Crime," presented at the *Conversations Across Social Disciplines CASD*, Keynote Speech, September 26, 2005.

"When China Wakes," slide presentation, U.Mass Lowell, Nov 28, 2005.

"Labor Standards in the Global Economy? ". First presented at the *United Nations Expert Meeting on International Economic and Social Justice*, ESA/DSPD/BP.1 (December 4, 1998). Pocantico, NY, November 13, 1998.

"Incarceration vs the Dole: U.S. and European Modes of Dealing with Unskilled Men." Presentation at the January, 1996 AEA meetings in San Francisco. Session: Crime and the Labor Market.

"Back to the Future: China's Emerging Labor Relations System," with Fan Liang. Presented at the SOLE 2014 Meetings, May 2, 2014.

"How Much do Immigrants Benefit from Immigration," presented at the *AEA Session on Innovations and Insights from the New Immigrant Survey*, January 5, 2008.

"Public Sector Unionism Without Collective Bargaining," with Eunice Han. Presented at the AEA Annual Meetings, January 6, 2013.

"Differences in the Prices of a 'Model Product' in Cyberspace: The Variation of Book Prices Across Countries and Stores within a Country," Richard B. Freeman, Andrew Wang, and Zheng Xu. Presented at *The International Economic Association Sixteenth World Congress* July 4-8, 2011 Tsinghua University, Beijing, China.

"What Do Labor Organizations Do to Equitable and Inclusive Growth," presented at the *APEC Program on Labor Organizations, Collective Bargaining and Dispute Resolution*, March 11, 2011.

"Does Changing Employers Improve Job Satisfaction?" with Wei Chi and Morris Kleiner. Presented at the *SOLE / EALE Tenth Annual meetings*, June 3, 2005, San Francisco. Also titled "Establishment Impacts on Satisfaction: Estimates from NLSY Job Stayers and Changers." Working paper November 2005.

"Similar Problems, Different Solutions? How U.S. and U.K. Workers Confront Workplace Problems" with Alex Bryson. Presented at the *SOLE / EALE Tenth Annual meetings*, June 3, 2005, San Francisco.

"Labor Market Institutions and Employment Policies: the International Experience," presented at the Conference on *The New Agenda for Employment Policies in the Economic Cycle*, November 22, 2002, Santiago, Chile.

"Evolving Institutions for Employee Voice," first presented at the Italian Economic Association *Session in Honor of Albert Hirschman*, November 6-7, 1996.

"Workforce Policy: Foreign Scientists and Engineers," comments presented at the *Brookings Conference Offshoring White-Collar Work: The Issues and the Implications*, May 12-13, 2005.

"Opening Doors: The Rising Proportion of Women and Minority Scientists and Engineers in the United States," with Tanwin Chang and Hanley Chiang. Presented at the NBER Conference on *Diversifying the Science and Engineering Workforce: Women, Underrepresented Minorities and their S&E Careers*, Jan 14-15, Cambridge.

"How Do Stipends Affect the Supply of PhD Scientists and Engineers?" with Tanwin Chang, Hanley Chiang, and Jason Abaluck. NBER SEWP Report, conference presentation for the *NSF/NIH/CGS Graduate Support Workshop*, June 17-18, 2004, AAAS, DC.

“Data! data! my kingdom for data!: data needs for analyzing the S&E job market,” presented at the *RAND Workshop Improving Labor Market Data on the Scientific and Technical Workforce*, December 11, 2003.

“Rising Inequality in Science Careers.” Presented at the AAAS Symposium *Is Science a Deteriorating Wage of Life: Workforce Trends* February 15, 2003, Denver.

"What Does the Growth of Higher Education Overseas Mean for the U.S.?", presented at the ASGE / ASSA Meetings Session, *U.S. Higher Education in Global Perspective*, Boston, January 7, 2006.

"Why Has Massachusetts joined Asia in its School Success?" with Martina Viarengo. Presented at University of Sussex, England, Oct 19, 2009.

“Extremophiles in the High-Level Job Market: Bio Sciences/Cell Biology. Presented at the *Macalester Forum on Higher Education*, June 13, 2001.

“Doubling the Global Workforce: The Challenges of Integrating China, India, and the former Soviet Block into the World Economy” Paper presented at the conference on “*Doubling the Global Work Force*”, *Institute of International Economics*, November 8, 2004.

“Where Is the Road to Full Employment?” presented at the 4th St. Gobain Conference Work and Work Skills in a Changing Economy, June 20-21, 2002, Paris. Forthcoming in Edward Elgar Publishing volume, Series editor Robert M. Solow.

“Working Hard: Hours of Work in the Korean Growth Miracle,” with Chang-Kyun Chae. Presented at the Harvard *Graduate Labor Economics Seminar*, December 3, 1997.

“Does Inequality Induce Us to Work More?”, with Linda Bell. Presented at the *MacArthur Social Interactions and Economic Inequality Network Meeting*, January 15, 1999.

“Can the EU Pass the Jobs Test?”, presented at the DGB-OECD Conference on Wages and Employment, *Gestion Marche du Travail*, December 18-19, 1997. Brussels, Belgium. Forthcoming as conference volume, 1998.

"The Limits and Promise of Labor Market Policy," presented at the ECARE CEPPI Policy Forum, *International Trade and Employment: The European Experience*, Paris, September 25-26, 1995.

"Is Globalization Impoverishing Low Skill American Workers?," paper presented at the *Forum on Policy Responses to an International Market*, *The Urban Institute*, November 17, 1993. Revised and retitled "Is Globalization Harming Low Skill American Workers?", for the Employment Policy Institute, London 1996.

“Can Unions Raise Turnout and Reduce Inequality in Voting Among Socio-Economic Groups,” presented at the Russell Sage Meeting on *Political Inequality - Participation, Influence, Polarization*, March 21, 2003, New York.

“The Non-Representative Electorate: Rising Inequality in Voting in the U.S.” presented at the New Inequality Working Group. December 2, 2002.

"Give to Charity -- Well, Since You Asked", 1989, revised and presented at the *London School of Economics Conference on the Economics and Psychology of Happiness and Fairness*, London, November 4-5, 1993.

"Labour Market Flexibility, Regulations and Institutions in an International Context". *Presentation at the Employment and Development Branch of the International Labour Office (ILO)*, January 19, 1993.

"Evaluating a Correctional Treatment Program," with Stefan Lobuglio. Presented at the EPI, 2001.

"Making the Most of Prison Labor", presented at the Soros Foundation/George Washington University National Symposium on *The Economics of Inmate Labor Force Participation*, May 21, 1999, Washington, DC.

"What the EU Needs: A New German Wirtschaftswunder," presented at the 2006-2007 Harvard CES Berlin Dialogues, December 11, 2006, Hertie School of Governance and Wissenschaftszentrum Berlin für Sozialforschung, Berlin.

"The Surprising Persistence of Inflexible Labor Market Institutions," presented at the *European Science Days*, July 13-16, 2003, Vienna.

"Varieties of Labor Market Institutions and Economic Performance," presented at the *IRRA Session on Labor Market Institutions and Economic Outcomes* Jan 4, 2003.

"Can the Egalitarian EU Compete with the Market-driven US?", presented at the *US-EU Conference* April 11, 2002. John F. Kennedy School of Government.

"Institutional Differences and Economic Performance among OECD Countries," presented at the conference on *Labor Market Institutions*, University of Portugal, Lisbon, June 3-4, 2001.

"From Macdonalds to McKinsey: Comparing German and US Employment and Wage Structures," with Ronald Schettkat. Presented at *Leverhumle II - The Labour Market: Stocks and Flows*, Institute of Economics and Statistics, Oxford University, September 28-29, 1998, pp 1-34.

"A Global Labor Market? Differences in Wages Among Countries in the 1980s," presented at the *World Bank Labor Market Workshop: The Impact of Labor Market Policies and Institutions on Economic Performance*, July 6-8, 1994. Washington, DC.

"Will Economic Integration Eliminate Country Differences in Labor Practices", written commentary on Ronald Ehrenberg's "Labor Markets and Economic Integration", presented at the *The Brookings Institution Second Review Conference on Integration the Project*, November 5-6, 1993.

"Labor Institutions in Light of the Wall Street Implosion," presented at the ECLAC Annual Workshop of the Economic Development Division of the United Nations Commission for Latin America and the Caribbean, *Labor Market Institutions: Present Challenges*. April 13-14, 2009.

“China’s Labor Market Issues: A computational economics analysis: the Disconnect between China’s labor market and labor institutions.” presented at the MIT IWER Research Seminar in Industrial Relations, September 17, 2002.

“China’s Labor Problems,” Presented at the Labor and Inequality Session of the 5th Annual NBER-CCER Conference on China and the World Economy, June 30-July 7, 2002.

"How Far Has China Reformed Its Labor Market?", *Presented at the Chinese Economic Association of North America Meetings*, January 3, 1994.

"Wage-Setting Systems and Modes of Compensation in Market Economies", presented at the *Conference on Employment Restructuring in Russian Industry*, October 21-28, 1992.

"Are British Wages Unresponsive to Market Forces?" *Seminar presentation, London School of Economics*, February 1987.

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.