

**KELLY IRENE PIKE  
CURRICULUM VITAE**

**Personal**

**Name:** Kelly Irene Pike  
**DOB:** 21<sup>st</sup> May 1980  
**Nationality:** Canadian citizen

**Work Address:** School of Human Resource Management  
York University  
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**Present Academic Appointment**

July 2017 – present      **Assistant Professor, Industrial Relations (Tenure-Track)**  
School of Human Resource Management  
Faculty of Liberal Arts and Professional Studies  
York University, Toronto, Ontario

**Degrees**

2014      **PhD (Industrial and Labor Relations), Cornell University**  
Dissertation Title: *Made in Lesotho: Examining Variation in Workers' Perceptions of Labour Standards Compliance in Lesotho's Clothing Industry*

2009      **MSc (Industrial and Labor Relations), Cornell University**  
Thesis Title: *Depending on the Angle: Perspectives on Conflict and Workplace Climate*

2003      **BSc (Industrial and Labor Relations), Cornell University**

**Other Education**

June 2006      Strategic Corporate Research Program  
Cornell University/AFL-CIO, Ithaca, New York

## **Employment History**

- July 2018 – June 2019      **Interim Director, Global Labour Research Centre**  
Faculty of Liberal Arts and Professional Studies  
York University, Toronto, Ontario
- July 2014 – July 2017      **Assistant Professor (Contractually Limited Appointment)**  
Work and Labour Studies Program, Department of Social Science  
York University, Toronto, Ontario
- Sept. – Dec. 2015,  
Jan. – June 2014      **Lecturer (Sessional)**  
Centre for Industrial Relations and Human Resources  
University of Toronto, Toronto, Ontario
- Jan. – April 2013      **Lecturer (Sessional)**  
Woodsworth College, Employment Relations Program  
University of Toronto, Toronto, Ontario
- Sept. 2012 – Sept. 2013      **Post-Doctoral Fellow**  
Global Employment Standards Database (Prof. Leah Vosko)  
York University, Toronto, Ontario
- Aug. 2008 – May 2010      **Teaching Assistant**  
Department of Labor Relations, Law and History  
Cornell University, Ithaca, New York
- Aug. 2006 – May 2010      **Research Assistant**  
Scheinman Institute on Conflict Resolution  
Cornell University, Ithaca, New York
- May 2006 – 2007      **Research Assistant**  
Survey Research Institute  
Cornell University, Ithaca, New York
- Jan. – May 2006      **Intern**  
American Federation of Teachers  
Washington DC
- Sept. – Dec. 2005      **Intern**  
Food and Allied Service Trades  
Washington DC

## SCHOLARLY AND PROFESSIONAL CONTRIBUTIONS

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### Publications

#### Refereed journal articles and chapters in books

Pike, Kelly. (forthcoming). Voice in Supply Chains: Does the ‘Better Work’ program lead to improvements in labor standards compliance? Forthcoming in *Industrial and Labor Relations Review*.

Pike, Kelly. (2019). “Women’s Work in Kenya’s Athi River EPZ: Opportunity or Exploitation?” In B. English, M. Frederickson, and O. Sanmiguel-Valderrama (eds.), *Global Women’s Work: Perspectives on Gender and Work in the Global Economy*. London and New York: Routledge.

Colvin, Alexander J.S. and Kelly Pike. (2015). Access to Justice in Employment Arbitration? In Samuel Estreicher and Joy Radice (eds.), *Beyond Elite Law – Access to Justice in America*. Cambridge, UK: Cambridge University Press.

Pike, Kelly and Shane Godfrey. (2014). Workers’ Perceptions of Compliance with Labour Standards: Assessing Opportunities and Challenges for Better Work in Lesotho’s Apparel Sector. In A. Rossi, A. Luinstra and J. Pickles (eds.), *Towards Better Work: Understanding Labour in Apparel Global Value Chains*. Geneva and Basingstoke: ILO and Palgrave Macmillan.

Colvin, Alexander J.S. and Kelly Pike. (2014). Saturns and Rickshaws Revisited: What Kind of Employment Arbitration System has Developed? *Ohio State Journal on Dispute Resolution* 29(1): 59-83.

Colvin, Alexander J.S. and Kelly Pike. (2013). “Beyond Baby-Splitting: Arbitrator Decision-Making Patterns in Employment Cases.” *Dispute Resolution Journal* 68(2): 57-67.

#### Policy papers, research reports, book reviews, and other writings

Pike, Kelly. (2019). Impacts on the Shop Floor: An Evaluation of the Better Work-Gap Inc. Workplace Cooperation Program. *International Labour Office. April 2019. (Research Brief, September 2019). Internal circulation at ILO and Gap Inc.*

Godfrey, Shane, Debbie Collier, Deirdre McCann, Kelly Pike, Roger Ronnie and Abigail Osiki. (2019). Development Enforcement? Challenges to public and private enforcement of labour standards in the South African and Lesotho garment sectors. *A report of the Decent Work Regulation in Africa Project, funded by the UK Global Challenges Research Fund. June 2019.*

Pike, Kelly. (2017). Review of *Labour Regulation and Development: Socio-Legal Perspectives* by Shelley Marshall and Colin Fenwick (Eds.), in *Industrial and Labor Relations Review* 70, 4: 1060-1062.

Pike, Kelly. (2017). Meeting Targets: Evaluating Phase 1 of the Better Work-Gap Inc. Partnership on Workplace Cooperation. *International Labour Office. August 2017. Internal circulation at ILO and Gap Inc.*

Pike, Kelly. (2016). Better Work Five Years Later: Worker perspectives on labour standards compliance in the final year of Better Work Lesotho. *International Labour Office. March 2016. Internal circulation only.*

Pike, Kelly and Shane Godfrey. (2015). Two Sides to Better Work: A comparative analysis of worker and management perceptions of the impact of Better Work Lesotho. *International Labour Office. Geneva: ILO 2015. Better Work Discussion Paper*, No.20.

Pike, Kelly and Shane Godfrey. (2015). Worker and Management Perceptions of the Impact of Better Work Lesotho. *ILO-IFC. Better Work Research Brief*.

Pike, Kelly and Shane Godfrey. (2012). Corporate Social Responsibility and the Worker Stakeholder: Lesotho Clothing Workers' Perceptions of What Makes Better Work. *International Labour Office. Geneva: ILO 2012. Better Work Discussion Paper*; No.7.

Pike, Kelly. (2012). Better Work Lesotho: Garment Industry Baseline Report: Worker Perspectives from the Factory and Beyond. *International Labour Office. Geneva: ILO 2012*

Pike, Kelly. (2012). Review of *From Servants to Workers: South African Domestic Workers and the Democratic State* by Shireen Ally, in *Journal of Comparative Labor Law and Policy* 34, 2: 557-561.

Colvin, Alexander J.S. and Kelly Pike. (2012). The Impact of Case and Arbitrator Characteristics on Employment Arbitration Outcomes. *Canadian Industrial Relations Association Conference Proceedings*, Quebec City, Quebec, May 2010.

Pike, Kelly. (2009). Depending on the Angle: Perspectives on conflict and workplace climate. *22<sup>nd</sup> Annual International Association for Conflict Management Conference Proceedings*, Kyoto, Japan, June 2009.

Pike, Kelly. (2009). New Signals. *Signal Newsletter*, 25(1): 26.

Pike, Kelly, Sean Rogers and Sun-Wook Chung. (2009). Where Does The Field Go From Here? Perspectives on the future of work and employment relations. *Perspectives on Work*, 13(1): 53-54.

Pike, Kelly. (2006). *AFT Public Employees Compensation Survey: A survey of professional, scientific and related occupations in State Government*. A Publication of the American Federation of Teachers, Washington DC.

## **Works in Progress**

### **Journal articles**

Pike, Kelly. (second revise and re-submit). Dis-Organized Labour: Examining the relationship between the ILO's Better Work and trade unions in Lesotho's clothing industry. Revise and resubmit at *Relations Industrielles/Industrial Relations*.

Pike, Kelly. (revise and re-submit). The Loom that Spins the Threads: Understanding the relationship between foreign management and labour standards compliance in global value chains. Revise and resubmit at *British Journal of Industrial Relations*.

Pike, Kelly and Beth English. (in progress). Working conditions and gender dynamics in the global garment industry: A comparative study of Bangladesh, Cambodia, Kenya, Lesotho and Vietnam. To be submitted to *Gender and Society*.

Pike, Kelly and Deirdre McCann. (in progress). The role of the developing state in CSR. To be submitted to *Journal of Developing Societies*.

## **Books**

Pike, Kelly. (proposal in progress). *Voice in Supply Chains: What happens when workers have the power to shape, evaluate and participate in labour standards regulation?* To be submitted to *Cambridge University Press*.

## **Policy papers, research reports, book reviews, and other writings**

Pike, Kelly and Beth English. (under second revision). “Better Work Beyond the Workplace: A comparative study of gender dynamics in Bangladesh, Cambodia, Kenya, Lesotho and Vietnam.” *ILO Discussion Paper and Research Brief*.

## **Conference Presentations**

Pike, Kelly. (2019, July 8<sup>th</sup>-10<sup>th</sup>). “Rethabile’s Story: Film Screening and Panel Discussion on the Future of Work in Africa”. Launched at the *Regulating for Decent Work Conference* at the International Labour Office, Geneva, Switzerland.

Pike, Kelly. (2019, July 8<sup>th</sup>-10<sup>th</sup>). “Enforcing Labour Laws in Southern Africa: An examination of the multi-stakeholder model in South Africa and Lesotho.” Presented at the *Regulating for Decent Work Conference* at the International Labour Office, Geneva, Switzerland.

Pike, Kelly. (2019, June 12<sup>th</sup>-16<sup>th</sup>). “From Auditor to Trainer: How buyers can play a more active role in improving labor standards in supply chains.” Presented at the *Labor and Employment Relations Association Conference*, Cleveland, Ohio.

Pike, Kelly. (2019, March 28<sup>th</sup>-30<sup>th</sup>). “A New World Trade Order? Assessing the Barriers and Openings for Reforming Global Trade Agreements.” Presented at the 60<sup>th</sup> annual conference *International Studies Association*, Toronto, Canada.

Pike, Kelly. (2019, March 1<sup>st</sup>-3<sup>rd</sup>). “Trade Policy: Embedding Sustainability and Fairness.” Presented at Canada’s 7<sup>th</sup> *National Fair Trade Conference*, Ottawa, Canada.

Pike, Kelly. (2018, October 25<sup>th</sup>-27<sup>th</sup>). “A Look at the Better Work-Gap Inc. Program on Workplace Cooperation: Challenges and Opportunities for ‘Training of Trainers’ to Strengthen Industrial Relations and Social Dialogue in Supply Chains.” Presented at *CRIMT (the Interuniversity Research Centre on Globalization at Work) Conference*, Montreal, Canada.

Pike, Kelly. (2017, July 3<sup>rd</sup>-5<sup>th</sup>). “Lessons from Lesotho: Assessing the Impact of Better Work in Lesotho, 2010-2016.” Presented at the *Regulating for Decent Work Conference* at the International Labour Organization, Geneva, Switzerland.

Pike, Kelly. (2017, June 1<sup>st</sup>-4<sup>th</sup>). “Before and After Better Work: An evaluation of labour standards compliance from adoption through expiry of Better Work in Lesotho.” Presented at the *Labor and Employment Relations Association Conference*, Anaheim, California.

Pike, Kelly and Shane Godfrey. (2015, July 8<sup>th</sup>-10<sup>th</sup>). “Two Sides to Better Work: A comparative analysis of worker and management perceptions of the impact of Better Work Lesotho.” Presented at *Regulating for Decent Work Conference* at the International Labour Organization, Geneva, Switzerland.

Pike, Kelly. (2015, April 15<sup>th</sup>). “Women and Work in Kenya’s Clothing EPZs: Opportunity or Exploitation?” Presented at the *International Labour Process Conference*, Athens, Greece.

Pike, Kelly. (2014, May 30<sup>th</sup>). “Better Work Lesotho Impact Assessment: Comparative study of workers’ feedback from 2011 and 2013.” Presented at the *Labor and Employment Relations Association Conference*, Portland, Oregon.

Pike, Kelly. (2013, June). “The Loom that Spins the Threads: Understanding the relationship between supervisor relations and labour standards compliance in Lesotho’s clothing industry.” Presented at the *Labor and Employment Relations Association Conference*, St. Louis, Missouri.

Pike, Kelly. (2012, May). “CSR and the Employee Stakeholder: Examining workers’ perceptions of what makes Better Work.” Presented at the *Canadian Industrial Relations Association Conference*, Calgary, Alberta.

Pike, Kelly. (2011, October 28<sup>th</sup>). “Lesotho’s Apparel Industry: What is the role for Better Work?” Presented at the *Better Work Conference*, Washington DC.

Pike, Kelly. (2010, November). “Labour standards enforcement in the apparel industry.” Presented at the *Leadership and Management in Sub-Saharan Africa Conference*, Cape Town, South Africa.

Colvin, Alexander J.S. and Kelly Pike. (2010, June). “Enforcing Employment Rights Through ADR Systems: An empirical examination of employment arbitration.” Presented at the *Canadian Industrial Relations Association*, Quebec City, Quebec.

Pike, Kelly. (2010, January). “Depending on the Angle: Perspectives on Conflict and Workplace Climate.” Presented at the *Labor and Employment Relations Association Conference*, Atlanta, Georgia.

Pike, Kelly. (2009, June). “Perspectives on Conflict and Workplace Climate.” Presented at the *International Association on Conflict Management Conference*, Kyoto, Japan.

Pike, Kelly. (2008, October). “Conflict and Culture: The pre-electronic medical records climate in nursing homes.” Presented at the 7<sup>th</sup> Biennial *UMass Boston Conflict Studies Conference*, Boston, Massachusetts.

## **Conference Sessions and Workshop Organization**

Co-Organizer (with Greg Distelhorts, Centre for IR/HR at the University of Toronto), Triple Panel on “Regulating Labour in Global Supply Chains,” *Labor and Employment Relations Association Conference*, Portland, Oregon, June 2020.

Co-Organizer (with Greg Distelhorst, Centre for IR/HR at the University of Toronto), Triple Panel on “Regulating Labor in Global Supply Chains,” *Labor and Employment Relations Association Conference*, Cleveland, Ohio, June 2019.

Co-Organizer (with Deirdre McCann, Arely Cruz-Santiago, Karina Patricio-Ferreira-Lima, Shane Godfrey, and Abigail Osiki), Two-Day Regional Impact Meeting on Decent Work Regulation in Africa, Cape Town, South Africa, June 2018.

- With support from Durham University, UK, this workshop brought together lead researchers from South Africa, Lesotho and Canada to draft a research plan for pilot project data collection in Cape Town, Newcastle, Maseru and Maputsoe, re: enforcing labour laws

Co-Organizer (with Deirdre McCann, Arely Cruz-Santiago, Karina Patricio-Ferreira-Lima, Shane Godfrey, and Abigail Osiki), Three-Day Regional Planning Workshop for Decent Work Regulation in Africa, Cape Town, South Africa, April 2018.

- With support from Durham University, UK, this workshop brought together stakeholders from global clothing industry in South Africa, Lesotho, Kenya, Swaziland, and Ethiopia to discuss findings of pilot project and implications for other regions in Africa

Organizer, panel on “Regulating Labour in Global Supply Chains: Assessing the Impact of Better Work in Seven Countries,” *Labor and Employment Relations Association Conference*, Anaheim, California, June 2017.

Organizer, panel on the ILO’s Better Work, *Labor and Employment Relations Association Conference*, Portland, Oregon, May 2014.

Co-Organizer (with Rachel Neugarten and Karimeh Shamieh), Two-Day Workshop on Multi-Party Negotiations, Cornell University, Ithaca, NY, February 28 and March 1, 2009.

- With support from the Scheinman Institute on Conflict Resolution, the Peace Studies Program, the Department of Natural Resources, and the Department of City and Regional Planning, this workshop brought together students in different fields of study at Cornell to gain hands-on experience with complexities of conflict and conflict resolution in multi-party negotiations. Led by two mediators from the US FMCS.

Co-Chair (with Sean Rogers and Sun-Wook Chung), PhD Consortium at the Labor and Employment Relations Association Conference, January 2<sup>nd</sup>, 2009.

- Coordinated activities around research, getting published, and the job market, with faculty and PhD students from labour relations schools around the world

## **Workshops, Seminars, and Invited Lectures**

Invited speaker, screening of “Rethabile’s Story” and discussion on the regulation of workers’ rights in supply chains. York University, Global Labour Research Centre speaker series, November 20, 2019.

Participant, Canada-EU Workshop on Collective Bargaining, Global Affairs Canada, Ottawa, November 14, 2019.

Invited moderator, Civil Society Forum for the Comprehensive Economic Trade Agreement (CETA). Government of Canada, Global Affairs, Ottawa, November 12, 2019.

Participant, Meeting of the Canadian and EU Domestic Advisory Groups. Global Affairs, Ottawa, November 11, 2019.

Invited speaker, “Better Work: Review and reflections on past evidence and lessons learned.” *Better Work Policy Impact Workshop*. ILO, Geneva, Switzerland, July 11, 2019.

Invited speaker, “Multistakeholder approaches of trade policy: The Canadian experience.” *International Conference on Socially Responsible Trade Policy in Canada and Abroad*. University of Quebec at Montreal (UQAM), Montreal, QC, February 27, 2019.

Invited discussant, “Roundtable – Centenary of the ILO.” *International Conference on Socially Responsible Trade Policy in Canada and Abroad*. University of Quebec at Montreal (UQAM), Montreal, QC, February 28, 2019.

Invited speaker, “The ILO and Better Work,” delivered in IRE 1600, *International Developments in Labour and Human Resource Policy* (Prof. Anil Verma), University of Toronto, May 2018, May 2016, June 2015, October 2014 & June 2013.

Participant, *Roundtable and launch of Pan-Canadian Expert Network on socially responsible trade policy*. University of Quebec at Montreal (UQAM), Montreal QC, February 9, 2018.

Invited speaker, *Qualitative Research Methods*. Brookfield Institute, Toronto ON, August 24, 2018.

Invited discussant, *Global Challenges to Effective Labour Rights*. Durham University Law School, Durham UK, December 8, 2017.

Participant, *ILRR Special Issue Paper Development Workshop on Global Supply Chains*, Massachusetts Institute of Technology, Boston, MA, November 16, 2017.

Participant, *Towards a socially responsible trade policy (NAFTA countrywide public consultations)*, Fasken Martineau DuMoulin offices, Toronto ON, October 3, 2017.

Participant, *Human Rights Defenders: The Need for Support*, facilitated by Ryerson CSR Institute at Global Affairs Canada, Ottawa ON, September 29, 2017

Attendee, *Human Rights due diligence in supply chains*, Global Affairs Canada, Ottawa ON, September 29, 2017.

Attendee, *Bringing Responsibility Home: A symposium on business, human rights and the role of home states*, Parliament Hill, Ottawa ON, September 28, 2017.

Network partner invitee, *Unacceptable Forms of Work*, Durham University Law School, Durham UK, September 14-15, 2017.

Attendee, *New Conversations Project Conference: Sustainable Labor Practices in Global Supply Chains*, Prince George Ballroom, New York NY, May 3, 2017.

Invited discussant, *Women’s Economic Empowerment in the Changing World of Work*. Commission on the Status of Women, United Nations, New York NY, March 14, 2017- cancelled due to inclement weather.

Participant, *BjIR Special Issue Paper Development Workshop on CSR and Labour Standards*, London School of Economics and Political Science, London, UK, April 24, 2015.

Invited presenter, ‘Does the ILO’s Better Work lead to better work? Perspectives from garment factory workers in Lesotho.’ York University, Global Labour Research Centre speaker series, February 12, 2015.

Invited presenter, ‘Does Better Work lead to better work? A before-and-after study of an ILO programme geared towards improving labour standards compliance in Lesotho’s clothing industry.’ Michigan State University, School of Labor and Industrial Relations, seminar series, April 4, 2014.

Invited speaker, ‘Employment Relations in the Developing World: The Case of Lesotho,’ delivered in IRE 2001, *Foundations and Current Issues in IR/HR* (Prof. Raphael Gomez), University of Toronto, October 2013.



Invited presenter, ‘The Human Side of CSR: Theory, Evidence & Teaching.’ Middlesex University, seminar on CSR funded by Middlesex University, April 15, 2013.

Invited presenter, ‘Made in Lesotho: Examining Clothing Workers’ Perceptions of Labour Standards Compliance.’ Cornell University ILR School, weekly seminar series funded by the International Comparative Labor/Labor Relations, Law, and History Departments, February 19, 2013.

Invited presenter, ‘Made in Lesotho: Examining Clothing Workers’ Perceptions of Labour Standards Compliance.’ University of Toronto, Ontario Institute for Studies in Education, seminar, February 6, 2013.

Invited presenter, ‘Labour and CSR in Developing Countries.’ Ryerson University, Institute for the Study of Corporate Social Responsibility, seminar series, January 31, 2013.

Invited speaker, “CSR and the ILO’s Better Work Lesotho”, delivered in IRE 3004, *Special Topics in Employment and Industrial Relations* (Prof. Anil Verma), University of Toronto, November 2012.

Participant, *European doctoral consortium, LSE*, London, UK, September 16, 2011.

Invited speaker, “South African Labor Relations and Labor Law”, delivered in ILRIC 6012, *Comparative Labor and Employment Law* (Prof. Alexander J.S. Colvin), Cornell University, Ithaca, New York, April 2010.

## **Professional Service**

### **Academic Referee/Review**

*British Journal of Industrial Relations*

*Industrial and Labor Relations Review*

*Journal of Development Studies*

*Journal of Comparative Labor Law and Policy*

*Journal of Labor and Society*

*Labor Studies Journal*

### **Membership in Professional Associations**

Canadian Association of Work and Labour Studies, 2019-present

Canadian Industrial Relations Association, 2009-present

Labor and Employment Relations Association, 2007-present

## Research Contracts

2018	International Labour Organization, Geneva \$16,200 USD (~\$21,100 CDN)  Deliverable: Evaluation report summarizing effectiveness of Better Work's workplace cooperation training program with Gap, Inc. (Phase 2)
2017	International Labour Organization, Geneva \$11,450 USD (~\$15,450 CDN)  Deliverable: Evaluation report summarizing effectiveness of Better Work's workplace cooperation training program with Gap, Inc. (Phase 1)
2015-16	International Labour Organization, Geneva \$23,600 USD (~\$31,000 CDN)  a) Conduct third wave of data collection in Lesotho (December 2015). Deliverable: discussion paper: impact assessment, longitudinal case study (comparative analysis with 2011 and 2013 data).  b) Analyze focus group transcripts (Bangladesh, Cambodia, Kenya, Lesotho, Vietnam). Deliverable: comparative case study analysis of worker outcomes in Better Work countries from a gender perspective  c) Report: "Two Sides to Better Work: A comparative analysis of worker and management perceptions of the impact of Better Work Lesotho"
2013-15	World Bank, DC \$38,850 USD (~\$51,000 CDN)  Deliverable: Report on "Quality of Employment for the Poor: The role of the Better Work program in improving workers' lives"
2011	International Labour Organization, Geneva \$4,500 USD  Deliverable: Report on "Baseline data collection of working conditions in Lesotho for ILO Better Work Programme"

## TEACHING

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### Undergraduate Courses

#### York University

- HRM 3422            *Industrial Relations*  
School of Human Resource Management  
Winter 2020, Fall 2019, Summer 2018, Winter 2018, Fall 2017
- HRM 4490            *Negotiations*  
School of Human Resource Management  
Fall 2018, Winter 2018, Fall 2017
- SOSC 2210 6.0        *Labour Relations in Canada*  
Work and Labour Studies, Social Science Department  
Fall-Winter 2016-17; Fall-Winter 2015-16; Fall-Winter 2014-15
- SOSC 3240 3.0        *Labour and Globalization I: North American Perspectives*  
Work and Labour Studies, Social Science Department  
Fall 2015
- SOSC 3241 3.0        *Labour and Globalization II: Comparative Perspectives*  
Work and Labour Studies, Social Science Department  
Winter 2017; Winter 2016; Winter 2015
- SOSC 3380 6.0        *Law, Labour and the State*  
Work and Labour Studies, Social Science Department  
Fall-Winter 2016-17; Fall-Winter 2015-16; Fall-Winter 2014-15
- SOSC 3815 3.0        *Jobs, Unemployment and Canadian Labour Market Policy*  
Work and Labour Studies, Social Science Department  
Fall 2016; Fall 2014

#### University of Toronto

- WDW 372            *Negotiations*  
Woodsworth College  
Winter 2013

### Graduate Courses

#### York University

- HRM 7010            *Qualitative Research Methods*  
School of Human Resource Management  
Winter 2020, Fall 2018

## **University of Toronto**

IRE 2001                    *Foundations and Current Issues in IR/HR*  
Centre for Industrial Relations and Human Resources  
Winter 2014, Fall 2015

IRE 244                    *Labour Relations*  
Centre for Industrial Relations and Human Resources  
Summer 2014

## **SERVICE TO THE UNIVERSITY**

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### **Faculty, School or Departmental Councils and their Subcommittees**

Mar. 2019 – May 2019	Member, Work and Labour Studies hiring committee
July 2018 – June 2019	Interim Director, Global Labour Research Centre
Feb. 2018 – present	Member, Student Recruitment and Retention Committee
Sept. 2015 – June 2018	Member, Global Labour Research Centre Executive Committee
Nov. 2017 – Dec. 2017	Member, School of HRM hiring committee
Nov. 2016 – June 2017	Shop Steward, York University Faculty Association
May 2015 – July 2016	Member, Academic Honesty Committee, Social Science
May 2015 – July 2016	Member, Student Awards Committee, Social Science
Sept. 2014 – 2015	Faculty Affiliate, Global Labour Research Centre
2012 - 2013	Co-Founder (with Paola Rodriguez Hidalgo) York University Post-Doctoral Researchers Association, leading to establishment of first Post-Doctoral Services Coordinator position at York University

## HONOURS, AWARDS and GRANTS

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2019	<b>Distinction in Social Justice Research Award (Nominee)</b> LA&PS
2019	<b>YUFA Teaching-Learning Development Grant</b> \$5000 CDN For the research project: Labour Arbitration Video: The Termination Grievance of the Alleged Beer Theft
2019	<b>Deans Award for Research Excellence</b> \$5,000 CDN Granted to hire an undergraduate student to assist with research
2018	<b>Deans Award for Research Excellence</b> \$5,000 CDN Granted to hire an undergraduate student to assist with research
2015 – 2020	<b>SSHRC Insight Grant (Researcher)</b> \$258,637 CDN For the research project: Fast Fashion and Decent Work Invited to join project as a lead researcher after it was funded.
2016	<b>LA&amp;PS Minor Research Grant</b> \$5,000 CDN For the research project: Development Trajectories in Global Value Chains: Evidence from Lesotho
2012	<b>Allen Ponak Best Student Paper Award</b> \$500 CDN Awarded to a graduate student with the best paper submitted to the Board of the Canadian Industrial Relations Association
2011	<b>Benjamin Miller Fellowship Award</b> \$1,000 USD Awarded by the Cornell University ILR Research Committee to a graduate student with a leading proposal for research activities related to completion of a PhD dissertation
2010	<b>Benjamin Miller Fellowship Award</b> \$2,500 USD Awarded by the Cornell University ILR Research Committee to a graduate student with the best proposal for research activities related to completion of a PhD dissertation

2003 **Cornell Dean's List and Red Key Society Member**  
Cornell University ILR School

2003 **Award for Excellence in Academics and Service**  
Cornell University

## **OTHER**

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### **Advisory Roles**

July 2018 - present Member, CETA Canada Domestic Advisory Group for Labour. Invited by the Canadian government to serve in an advisory role on enforceability of the labour chapter of the Comprehensive Economic and Trade Agreement between Canada and the EU.

### **News and Media**

November 2019 Screening of "Rethabile's Story" at the Canadian Labour International Film Festival (CLIFF)

October 2018 Media on Enforcing Labour Laws: The global regulatory challenge of effective enforcement of labour standards.  
<https://www.dur.ac.uk/law/policyengagement/ufw/challenges/enforcing/>

February 2017 CBC Windsor: News at 6. Invited to comment on 'how to mend fences after prolonged labour dispute' regarding striking library workers and the Board in Essex County, Feb. 16

December 2016 CBC Windsor: News at 6. Invited to comment on 'what to do during a stalemate' regarding labour dispute between library workers and Board in Essex County, Dec. 13  
<http://www.cbc.ca/player/play/832305219853>

### **International Research Affiliations**

July 2017 – present Major Research Partner, Decent Work Regulation in Africa  
<https://www.dur.ac.uk/law/policyengagement/ufw/africa/>

July 2015 – present International Team Member, Collective Bargaining Database Wage Indicator Foundation  
<http://www.wageindicator.org/main/Wageindicatorfoundation/Partnersworldwide/internationalteam>

## **Philanthropy**

- Mar. 2019 – present Campaign Organizer, Fundraising to assist colleague in Kenya with \$6,000 hospital bill (\$1,600 raised as of April 2019)  
<https://www.gofundme.com/TeamFatuma>
- Jan. 2016 – Feb. 2018 Member, Fundraising Committee, private neighbourhood initiative to raise \$60,000 to sponsor a Syrian refugee family (\$65,000 raised as of January 2018)  
<https://www.facebook.com/groups/897810873620981/>  
<https://www.canadahelps.org/dn/6476>
- Aug. – Dec. 2015 Organizer, private initiative to raise \$10,000 for computer equipment and training on information technology for union organizers in Lesotho (\$7,200 raised)  
[www.gofundme.com/LesothoComputers](http://www.gofundme.com/LesothoComputers)
- Jan. – Feb. 2015 Organizer, private initiative to raise \$2,500 for a former factory worker in Kenya, for materials necessary to build a poultry farm (\$2,895 raised)  
[www.gofundme.com/MosesPoultryFarm](http://www.gofundme.com/MosesPoultryFarm)

## **Community Service**

- 2015-2016 Member, PCA Energy Committee  
Pocket Community Association, Toronto, Ontario
- 2002-2003 Volunteer  
Loaves and Fishes Soup Kitchen, Ithaca, New York
- 2006-2015 Founder and Lead Organizer (2006-2010)  
Queen Victoria Women's Hockey Tournament, Ithaca, NY
- 2003-2010 Lead Organizer  
Cornell Adult Summer Hockey Camp, Ithaca, NY
- 2001-2010 Volunteer Coach  
Ithaca Furies adult women's hockey team, Ithaca, NY

## Multi-Media

### Title: **Rethabile's Story**

Details: Documentary based on my research and produced by Dreamscope as part of Decent Work Regulation in Africa – a project I am heavily involved in. I organized the interviewees and questions/content to focus on. The film launched at the ILO in Geneva in July 2019. The film will also be screened at both the Global Labour Research Centre and the Canadian Labour International Film Festival in November 2019.

Media clip from launch in Geneva (4 minutes):

<https://www.youtube.com/watch?v=w8cvf0f6fcA&feature=youtu.be>

Short version (8 minutes): <https://www.youtube.com/watch?v=jvsAuc6WyPE>

Full version (25 minutes): <https://www.youtube.com/watch?v=jqTHTZBu64s>

### Title: **Better Work for Better Lives**

Details: 10-minute documentary produced by the World Bank using footage/material I gathered in Lesotho through interviews with workers in the factory and at home

Link: <http://www.worldbank.org/en/news/video/2015/09/28/better-work-for-better-lives>

Full press release: <http://www.worldbank.org/en/topic/gender/publication/interwoven-how-better-work-program-improves-jobs-life-quality-apparel-sector>

### Title: **A Day in the Life of a Factory Worker**

Details: 5-minute video which I edited to show a typical day for factory workers in Lesotho, beginning in the early hours of the morning when they punch in at work, throughout the day, and into the evening when they're doing their chores around the house.

Link: <https://www.youtube.com/watch?v=b6-8HhtWbjI>

### Title: **The Early Days of Better Work Lesotho**

Details: 4-minute video I edited based on footage I took in Lesotho in 2011-12. Goes on a brief tour through a South African owned jean-making factory, excerpts from interview with union leader talking about AGOA, excerpts from focus group discussions with workers, and a brief encounter with a worker outside the factory at closing hour.

Link: <https://www.youtube.com/watch?v=4szvPxujJSk>