

Curriculum Vitae
KELLY PIKE

School of HRM, York University
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ACADEMIC EMPLOYMENT

2017 – present	Assistant Professor, School of HRM, York University
2018 – 2019	Interim Director, Global Labour Research Centre, York University
2014 – 2017	Assistant Professor (CLA), Work and Labour Studies, York University
2013 – 2015	Lecturer, Centre for Industrial Relations and HR, University of Toronto
2012 – 2013	Post-Doctoral Fellow, Global Employment Standards Database, York

EDUCATION

2014	PhD Cornell University, ILR School
2009	MSc Cornell University, ILR School
2003	BSc Cornell University, ILR School

PUBLICATIONS

Journal Articles

Pike, Kelly. (2020). Voice in Supply Chains: Does the ‘Better Work’ program lead to improvements in labor standards compliance? *Industrial and Labor Relations Review* 73(4): 913-938.

Pike, Kelly. (2020). Dialogue and Coordination: How hybrid models can strengthen labor standards enforcement. *Journal of Developing Societies* 36(3): 312-334.

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.

Book Chapters

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.

Reports and Discussion Papers

Pike, Kelly and Beth English. (2020). Better Work Beyond the Workplace: A comparative study of gender dynamics in Bangladesh, Cambodia, Kenya, Lesotho and Vietnam. *International Labour Office. Geneva: ILO 2020. Better Work Discussion Paper*, No.35.

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). Developmental 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). 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.*

Godfrey, Shane, Kelly Pike, Silvia Marina Pinheiro and Anne Posthuma (2017). Enforcing Labour Laws. *Research Agenda for the ESRC Strategic Network on Legal Regulation of Unacceptable Work.*

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. (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.

Reviews

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. (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.

Conference Proceedings

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. *22nd Annual International Association for Conflict Management Conference Proceedings*, Kyoto, Japan, June 2009.

Op-Eds, Blogs, Newsletters and Magazines

Pike, Kelly and Nthabeleng Molise. (2020). Developing-world working conditions amid COVID-19. Do unions in Lesotho have a fighting chance? *LERA Perspectives on Work Magazine*, 24(1): 64-70.

McCann, Deirdre, Kelly Pike and Karina Patricio. (2020). How to protect the women who make our clothes? Worker voice is vital in the pandemic. Blog post published at the *London School of Economics Social Policy Blog*, 9 July 2020.

English, Beth and Kelly Pike. (2020). Will the Pandemic Set Women Back? Op-Ed published at *Project Syndicate*, 14 May 2020.

McCann, Deirdre and Kelly Pike. (2020). Work-life balance is a global dream: just listen to workers themselves. Blog published at *Medium*, 20 January 2020.

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. *LERA Perspectives on Work Magazine*, 13(1): 53-54.

WORKS IN PROGRESS

Pike, Kelly. (revise and resubmit). Made in Lesotho: Lessons from workers in the ‘jeans capital of Africa’ on closing the governance gap in global supply chains. Book proposal recommended by the Editors for inclusion in the Global Value Chain Series, Cambridge University Press. Revise proposal and resubmit to CUP along with Series Editors’ recommendation to include it in the GVC Series.

Pike, Kelly and Beth English. (submitted). Better Work Beyond the Workplace: A comparative study of gender dynamics in Bangladesh, Cambodia, Kenya, Lesotho and Vietnam. Submitted to *Gender, Work and Organization* in September 2020.

Pike, K. and Good Gingrich, L. (in progress). A report analyzing the outcomes of York faculty and staff feedback to survey on the impact of COVID-19 and working arrangements.

Pike, Kelly and James Chowhan (in progress). Active Agents: Examining the factors that facilitate meaningful voice in supply chains.

Pike, Kelly and James Chowhan (in progress). The Loom that Spins the Threads: Understanding the relationship between foreign management, supervisor relations, and labour standards compliance in global value chains.

Pike, Kelly and James Chowhan. (in progress). Dis-Organized Labour: Can the ILO’s ‘Better Work’ strengthen trade union capacity?

Peetz, D., A. Preston, A. Coles, B. de la Harpe, B. Lynch, C. Troup, C. Leighton, G. Strachan, I. Ramia, J. Foster, J. Weststar, **K. Pike**, K. Southey, M. To, M. Baird, N. Galea, R. Cooper, R. Banerjee, S. Charlesworth, S. Walsworth, S. O’Brady, S. Werth, S. Campbell, S. Ressa. (in progress). Working from home during the COVID-19 pandemic: a cross-national study of women in universities. Abstract submitted to *Gender, Work & Organization* special issue on Gender and employment: Recalibrating women’s position in work, organizations and society in times of COVID-19.

CONFERENCE PRESENTATIONS

Pike, Kelly. (2020, June 24th-27th). “Rethabile’s Story: Film Screening and Discussion. Presented at the *International Labor and Employment Relations Association*, scheduled for Toronto ON but held virtually due to COVID-19.

Pike, Kelly. (2020, June 13th-15th). “Rethabile’s Story: Film Screening and Discussion on Trade Unions and Labor Transnationalism. Presented at the *Labor and Employment Relations Association Conference*, scheduled for Portland OR but held virtually due to COVID-19.

Pike, Kelly. (2019, July 8th-10th). “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 8th-10th). “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 12th-16th). “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 28th-30th). “A New World Trade Order? Assessing the Barriers and Openings for Reforming Global Trade Agreements.” Presented at the 60th annual conference *International Studies Association*, Toronto, Canada.

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

Pike, Kelly. (2018, October 25th-27th). “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 3rd-5th). “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 1st-4th). “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 8th-10th). “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 15th). “Women and Work in Kenya’s Clothing EPZs: Opportunity or Exploitation?” Presented at the *International Labour Process Conference*, Athens, Greece.

Pike, Kelly. (2014, May 30th). “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 28th). “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 7th Biennial *UMass Boston Conflict Studies Conference*, Boston, Massachusetts.

CONFERENCE SESSION AND WORKSHOP ORGANIZATION

Co-Organizer (with Greg Distelhorst, University of Toronto), Triple Panel on “Regulating Labor in Global Supply Chains,” *Labor and Employment Relations Association Conference*, Portland, Oregon, June 2020 (to be held as a virtual conference).

Co-Organizer (with Greg Distelhorst, 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.

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.

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.

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

WORKSHOPS, SEMINARS AND INVITED LECTURES

Participant, Meeting of the Canadian and EU Domestic Advisory Groups. Brussels, Belgium (held virtually due to COVID-19), September 8-11, 2020.

Invited speaker, *Designing and Conducting Qualitative Research*. Talent Cloud, Treasury Board Secretariat, Government of Canada, Ottawa ON (remote seminar), May 26, 2020.

Invited moderator, The ILO – A critical examination of the past 100 years, and imagination for the next. York University, Global Labour Research Centre speaker series, February 28, 2020.

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, Government of Canada, Ottawa, November 14, 2019.

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

Global Labour Journal

Industrial and Labor Relations Review

Journal of Development Studies

Journal of Comparative Labor Law and Policy

Journal of Labor and Society

Labor Studies Journal

Work and Occupations

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

2018-19	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

York University, School of Human Resource Management (2017 – present)

HRM 3422: Industrial Relations (F17, W18, SU18, F19, W20, F20, W21)

HRM 4490: Negotiations (F17, W18, F18, W21)

HRM 7010: Qualitative Research Methods (F18, W20, W21)

York University, Work and Labour Studies, Department of Social Science (2014 – 2017)

SOSC 2210: Labour Relations in Canada (FY14-15, FY15-16, FY16-17)

SOSC 3240: Labour and Globalization I: North American Perspectives (F15)

SOSC 3241: Labour and Globalization II: Comparative Perspectives (W15, W16, W17)

SOSC 3380: Law, Labour and the State (FY14-15, FY15-16, FY16-17)

SOSC 3815: Jobs, Unemployment and Canadian Labour Market Policy (F14, F16)

University of Toronto, Centre for Industrial Relations and HR (2013 – 2015)

WDW 372: Negotiations (W13)

IRE 244: Labour Relations (SU14)

IRE 2001: Foundations and Current Issues in IR/HR (W14, F15)

SERVICE TO THE UNIVERSITY

2015 – present	Member, Global Labour Research Centre Executive Committee
2018 – present	Member, Student Recruitment and Retention Committee
2018 – 2019	Interim Director, Global Labour Research Centre
2019	Member, Work and Labour Studies hiring committee
2017	Member, School of HRM hiring committee
2016 – 2017	Shop Steward, York University Faculty Association
2015 – 2016	Member, Academic Honesty Committee, Social Science
2015 – 2016	Member, Student Awards Committee, Social Science
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

2019	LA&PS Minor Research Grant (\$5,000 CDN) For the research project: Terms and Conditions: An assessment of stakeholder-brand agreements in Lesotho
2019	Distinction in Social Justice Research Award (Nominee), York University
2019	YUFA Teaching-Learning Development Grant (\$5000 CDN) For the research project: Labour Arbitration Video: The Termination Grievance of the Alleged Beer Theft
2018-2020	Deans Award for Research Excellence (\$5,000 CDN/year) Granted to hire an undergraduate student to assist with summer research
2016	LA&PS Minor Research Grant (\$5,000 CDN) For the research project: Development Trajectories in Global Value Chains: Evidence from Lesotho
2012	Allen Ponak Best Student Paper Award (\$500 CDN) Awarded to a graduate student with the best paper submitted to the Board of the Canadian Industrial Relations Association
2011	Benjamin Miller Fellowship Award, Cornell ILR School (\$1,000 USD) Awarded to a graduate student with a leading proposal for research activities related to completion of a PhD dissertation
2010	Benjamin Miller Fellowship Award, Cornell ILR School (\$2,500 USD) Awarded to a graduate student with the best proposal for research activities related to completion of a PhD dissertation
2003	Cornell University Dean's List and Red Key Society Member
2003	Award for Excellence in Academics and Service, Cornell University

OTHER

Advisory Roles and Consultations

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.
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May 2020	Consultation with Arizia (global brand for women's fashion) on steps for organizations to take to prevent rollbacks in gender equality and empowerment for global women workers
Dec 2019 Jan 2020	Consultation with H&M Group on designing a qualitative tool for assessing their sustainability strategy, including implementing a mechanism for capturing worker voice in their global supply chain

News, Media Mentions and Interviews

September 2020	How will COVID-19 changes us a global society? Will equity lose ground? Interviewed for Brainstorm, a special issue of YFile publishing, showcasing research and innovation at York. https://www.yorku.ca/research/category/brainstorm/2020/09/how-will-covid-19-change-us-as-a-global-society-will-equity-lose-ground/
November 2019	Screening of “Rethabile’s Story” at the Canadian Labour International Film Festival (CLIFF). Featured on YFile: https://www.yorku.ca/research/category/news/2019/12/cliff-features-documentary-based-on-york-university-international-research-collaboration/
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 and Collaborations

June 2020 – present	Collaborator on Canada-Australia project to administer survey examining impacts of COVID-19 on work arrangements on university faculty and staff.
July 2015 – present	International Team Member, Collective Bargaining Database Wage Indicator Foundation http://www.wageindicator.org/main/Wageindicatorfoundation/Partnersworldwide/internationalteam

July 2017 – 2019 Major Research Partner, Decent Work Regulation in Africa
<https://www.dur.ac.uk/law/policyengagement/ufw/africa/>

Philanthropy

Mar. – April 2020 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

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

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

Other 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 has subsequently been screened at the Global Labour Research Centre and the Canadian Labour International Film Festival, both in November 2019, and most recently at the annual conferences of LERA and ILERA in June 2020.

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>