

Hao Zhang

Department of International and Comparative Labor
Cornell University, School of Industrial and Labor Relations (ILR)
B30 Ives Hall, Ithaca, New York 14853, USA
Phone: 607.379.5606
Email: hz256@cornell.edu

EDUCATION

- Ph.D. Cornell University, Ithaca, New York, USA May 2017 (expected)
School of Industrial and Labor Relations (ILR)
Dissertation: “Essays on the Chinese Skill Formation System”
Committee: Sarosh Kuruvilla (Chair), Eli Friedman, Rosemary Batt
- M.A. University of Kassel and Berlin School of Economics and Law, Germany September 2010
Department of Social Sciences and Institute of Management
Major: Labor Policies and Globalization (Global Labor University)
- M.A. Renmin University of China, Beijing, China July 2009
School of Labor and Human Resources
Major: Labor Relations
- B.A. Renmin University of China, Beijing, China July 2007
School of Labor and Human Resources
Major: Labor Relations

PUBLICATIONS

Journal Articles

Kuruvilla, Sarosh and **Zhang, Hao**. 2016. “Labor Unrest and Incipient Collective Bargaining in China.” *Management and Organization Review*, 12(1): 159-187.

Books

Lüthje, Boy, Luo, Siqi, and **Zhang, Hao**. 2013. *Beyond the Iron Rice Bowl: Regimes of Production and Industrial Relations in China*. Frankfurt and New York: Campus.

Book Chapters

Zhang, Hao. 2016. “Employer Responses to Labor Shortage in China: The Case of the Knitwear Industry.” In Liu, Mingwei and Smith, Chris (eds.), *Work and Employment in China: A Labour Process Perspective*, London: Palgrave: Ch.9.

Zhang, Hao, 2013. “Domestic Integration and East-West Dualism Regime of Labor: Production, Relocation, and Migrant Workers Working at-home in China.” In: Krein, José Dari, Leone, Eugenia Troncoso, and Duarte, Pedro Henrique Evangelista (eds.), *Sustainable Growth, Development and Labor: Progressive Responses at Local, National and Global Level*, Campinas, SP: Curt Nimuendajú: Ch.4.

Zhang, Hao, 2011. “Hegemonic Authoritarianism: the Textile and Garment Industry.” In: Scherrer, Christopher (ed.), *China’s Labor Question*, München u. Mering: Rainer Hampp: Ch.6.

Work in Progress

Zhang, Hao and Friedman, Eli. “Labor Unrest and Informal Work in China: Evidence from the Sanitation Sector” (Under 2nd Review, *The China Journal*)

Zhang, Hao and Friedman, Eli. “Faltering Standardization: Conflict and Labor Relations in China’s Sanitation and Taxi Sectors” (Under Review, *Industrial and Labor Relations Review*)

Zhang, Hao. “Informality in China’s Collective Bargaining” (Working Paper, target: *British Journal of Industrial Relations*)

Zhang, Hao and Friedman, Eli. “The ‘Game’ in Uber Work: Control and Conflict in the Age of the Gig Economy” (Data Analysis Stage)

Zhang, Hao. “Does Multi-employer Bargaining Have Wage Compression Effects on China’s Local Labor Markets?” (Data Analysis Stage)

Zhang, Hao (with Peter Sheldon and Yiqong Li). “HRM Strategies and Local Market Labor Shortage” (In Draft Form)

CONFERENCE PRESENTATIONS AND INVITED TALKS

Zhang, Hao, 2016. “Building Skills of the Chinese Workforce: How Institutions Emerge in the Chinese Skill Formation System?” Paper presented at the LERA (Labor and Employment Relations Association) 68th Annual Meeting, Minneapolis, Minnesota, USA, May 26-May 29, 2016.

Zhang, Hao, 2015. “Informal Work and Labor Unrest in China: Evidence from the Sanitation Sector.” Paper presented at the International Symposium on Labor Relations Regulation and State Labor Policies, Beijing, China, November 28-29, 2015.

Zhang, Hao, 2015. “Informal Work and Labor Unrest in China: Evidence from the Sanitation Sector.” Invited talk at the School of Labor and Human Resources at Renmin University of China, Beijing, China, November 6, 2015.

Zhang, Hao, 2015. “Informal Work and Labor Unrest in China: Evidence from the Sanitation Sector.” Paper presented at the XI Global Labour University Conference, Washington DC, USA, September 30-October 2, 2015.

Zhang, Hao, 2015. “Informal Work and Labor Unrest in China: Evidence from the Sanitation Sector.” Paper presented at the LERA (Labor and Employment Relations Association) 67th Annual Meeting, Pittsburgh, Pennsylvania, USA, May 28-May 31, 2015.

Zhang, Hao, 2014. “What Preconditions Industry-level Bargaining in China?” Paper presented at the XVIII ISA (International Sociological Association) World Congress of Sociology, Yokohama, Japan, July 13-19, 2014.

Zhang, Hao, 2014. “Collective Bargaining in China: Informal Wage Coordination and Informal Bargaining Procedures.” Paper presented at the LERA (Labor and Employment Relations Association) 66th Annual Meeting, Portland, Oregon, USA, May 29-June 1, 2014.

Zhang, Hao, 2013. “Development of Collective Bargaining in China.” Paper presented at the LERA (Labor and Employment Relations Association) 65th Annual Meeting, St. Louis, Missouri, USA, June 6-9, 2013.

Zhang, Hao, 2013. “Industrial Upgrading vs. Industrial Wage Coordination in China’s Traditional industrial Clusters.” Paper presented at the 31st International Labor Process Conference, New Brunswick, New Jersey, USA, March 18-20, 2013.

Zhang, Hao, 2012. “Structural Adjustment, East-West Dualism and Workers: Post-crisis Development in China.” Paper presented at the VIII Global Labour University Conference, Campinas, Brazil, September 26-28, 2012.

Zhang, Hao, 2011. “Global Production Chain Governance and Labor Activism in China: What Have Been Learnt from Honda and Foxconn Cases.” Paper presented at the Conflict and Cooperation: The International Symposium of Collective Labor Dispute Resolution and Regulation, Renmin University of China, Beijing, China, December 17-18, 2011.

Zhang, Hao, 2010. “Hegemonic Authoritarianism: Factory Regime in the Textile and Garment Industry in China.” Paper presented at the Global Labor University Alumni Applied Research School 2010, Berlin, Germany, September 14-24, 2010.

AWARDS, GRANTS, AND FELLOWSHIPS

Hu Shih Fellowship in Chinese Studies, East Asia Program, Cornell University, 2016-2017 (\$12,576)

School of Industrial and Labor Relations (ILR) Travel Grant, Cornell University, 2016 (\$1,250)

Hu Shih Travel Grant Award, East Asia Program, Cornell University, 2013-2014 (\$1,000)

Fellowship for Study and Research at Global Labor University, Friedrich-Ebert-Stiftung (FES), 2009-2010 (€9,100)

Grant for the Research Project on Socio-economic and Employment Relations Transformation in China (Research Team Member, with Boy Lüthje and Siqu Luo), Friedrich-Ebert-Stiftung (FES), 2008-2010 (€356,200)

Fellowship for Study and Research at Renmin University of China, 2007-2009

China Guanghua Scholarship for Outstanding Students, Renmin University of China, 2008

Top Two Prize for “Innovation Cup” Academic Competition, Renmin University of China, 2006

TEACHING EXPERIENCE

School of Industrial and Labor Relations (ILR), Cornell University, Fall 2016
Teaching Assistant, Labor Relations

School of Industrial and Labor Relations (ILR), Cornell University, Spring 2015
Teaching Assistant, Collective Bargaining

WORKING EXPERIENCE

Research and Development Associate, Center for Innovation Management and Enterprise, University of East London, UK, 2016-present

Research Assistant, School of Industrial and Labor Relations (ILR), Cornell University, August 2011-August 2016

Columnist, Labor Relations Journal [in Chinese], 2008-2011

Research Assistant, Institute for Social Research, Frankfurt University, Germany, October 2010-June 2011

Research Assistant, Dialogue Department, International Labor Office, Geneva, February 2010-March 2010

Research Assistant, Institute of Labor Relations, Renmin University of China, 2006-2009

Intern Assistant of Human Resources, Peking University Founder Group Co., Ltd., November 2006-May 2007

Intern Reporter, International Herald Tribune of the Xinhua News Agency, September 2006-October 2006

Intern Reporter, Chinese Reading Weekly of the Guangming News Group, August 2005-November 2005

PROFESSIONAL AFFILIATIONS AND SERVICE

Organizer

Symposium on “Transformation of the World of Work and Labor Movements in Asia”, LERA (Labor and Employment Relations Association) 67th Annual Meeting, Pittsburgh, Pennsylvania, USA, May 28-May 31, 2015.

Membership

Labor and Employment Relations Association (LERA), November 2012-present

International Labor and Employment Relations Association (ILERA), July 2010-present

International Industrial Relations Association (IIRA), March 2010-June 2010

LANGUAGES

Mandarin: (Native); English: (Proficient); Cantonese: (Intermediate)