



ALBERT SHANKER INSTITUTE
**LABOR LAW REFORM IN CHINA:
WHAT ARE THE IMPLICATIONS FOR WORKER RIGHTS?
FOR POLITICAL LIBERALIZATION?**

BIOS

Session I:

CHINA'S VALUES CRISIS: THE TENSION BETWEEN IDEOLOGY AND REALITY

Perry Link

Perry Link is Professor of East Asian Studies at Princeton University, specializing in 20th-century Chinese language, literature, and cultural history. Previously he served as Director of the Beijing Office of the National Academy of Science's Committee on Scholarly Communication with the People's Republic of China; Department Chair of East Asian Languages and Cultures at UCLA; Associate Research Linguist, Center for Chinese Studies, Univ. of California at Berkeley; Lecturer and Assistant Professor, East Asian Studies, Princeton University; Visiting Scholar, Institute for East Asian Studies, Columbia University; and Resident and Home Director, Princeton-in-Beijing.

Link frequently appears on radio and television interviews in Chinese for Voice of America, Hong Kong television, British Broadcasting Service, and Radio Free Asia; National Public Radio, British Broadcasting Corporation, local U.S. stations; and was interviewed on the "The Charlie Rose Show" in December 2007. He serves on the Advisory Board, Human Rights Watch/Asia and is Chair is of the Foundation for China in the 21st Century and the Princeton China Initiative which sponsor of China Rights Defenders. Link is also a Consultant for the National Security Council, Office on Human Rights. He is the author, co-author, editor and co-editor of numerous books and articles and has a Ph.D., History and East Asian Languages, Harvard University.

Session II:

ANTICIPATING THE NEW LABOR LAW: WHAT CAN CHINESE WORKERS EXPECT?

Mary Gallagher

Mary Gallagher is an associate professor of political science at the University of Michigan where she is also a faculty associate at the Center for Comparative Political Studies, the Center for Chinese Studies, and the Institute of Labor and Industrial Relations. Gallagher teaches classes on Chinese politics, labor rights in the global economy, and research design and serves on the University of Michigan's Advisory Committee for labor standards and human rights. Her book *Contagious Capitalism: Globalization and the Politics of Labor in China* was published by Princeton University Press in 2005. She was a Fulbright Research Scholar at East China University of Politics and Law in Shanghai, China where she worked on a new project, *The Rule of Law in China: If They Build It, Who Will Come?* This project examines the legal mobilization of Chinese workers. She has published articles in *World Politics*, *Law and Society Review*, *Studies in Comparative International Development*, and *Asian Survey*. Gallagher received her Ph.D in politics in 2001 from Princeton University.

Li Lingyun

Li Lingyun is the lecturer with East China University of Politics and Law. She is the Fulbright visiting scholar (2007-2008) with the Institute of Labor and Industrial Relations in the University of Michigan. Her study areas are labor law, social security law and human rights. She has published more than thirty articles on relevant issues. She serves as the director of China Labor Law Society, the General Secretary of Shanghai Labor Law Society. Li worked for Shanghai Legal Services Center for Workers as the General Secretary from 2001 to 2003. She also organized some labor rights training programs in cooperation

with Ford Foundation, Clean Cloth Campaign, International Council of Toy industries and Canadian Civil Society Program.

Earl Brown

Li Qiang

Li Qiang is the founder of China Labor Watch (CLW), a New York-based independent not-for-profit organization. Through investigative reports and frequent press releases on labor news, CLW provides the international community with picture of the labor situation in China. Through years of development, China Labor Watch became a reliable source for China-based Western media groups seeking labor-related information, particularly about the difficult situation of laid off state-owned enterprise workers. Qiang also communicates regularly with major western multinational corporations in order to persuade them to comply with ethical standards and anti-sweatshop activity. In 2004, he was invited as a visiting scholar at The Center for the Study of Human Rights at Columbia University.

Leo Casey

Session III

PROSPECTS FOR THE LEGAL DEFENSE OF WORKERS: STRATEGY, RISKS, COSTS, AND BENEFITS

Robin Munro

Robin Munro is Director of Research & Communications for the China Labour Bulletin (CLB), a Hong Kong-based labor rights group. CLB's chief current activities include fostering an independent labor movement; supporting mainland Chinese workers in labor rights' lawsuits against employers and government; providing legal defense for arrested worker activists; trade union education and organizing work; and research and reports on labor issues and workers' struggles in China. Munro is also Research Associate in the Law Department, School of Oriental and African Studies (SOAS) at London University, and previously was the Sir Joseph Hotung Senior Research Fellow at the SOAS Law Department. Munro founded Human Rights Watch's (HRW) Hong Kong office and served as its Director, and was also HRW's principal China Researcher. Munro was also a China Researcher with Amnesty International at its International Secretariat, London. He was a part-time Lecturer at the Polytechnic of Central London (now University of Westminster) and taught classes in Chinese politics and language. He is a Board Member of Human Rights in China (HRIC). He holds a PhD degree from London University (SOAS Law Department.) and was the recipient of American Psychiatric Association's *2003 Patient Advocacy Award*. He has published numerous books and articles.

Sharon Hom

Sharon K. Hom is executive director of Human Rights in China (HRIC), and professor of law emerita, City University of New York School of Law. Sharon has over 16 years of experience in U.S.-China law training and legal exchange initiatives, including serving as a faculty member and director of the China Center for American Law Study in China, and on the U.S.-China Committee on Legal Education

Exchange with China (1990– 2000); and as a faculty member and program director for the U.S. Clinical Legal Education Workshop held at Tsinghua University School of Law in Beijing (June 2000). Sharon also has presented on a variety of human rights issues to diverse policymakers, including the House of Representatives Committee on International Relations (March, February 2006), the U.S. Congressional-Executive Commission on China (June 2004), and the European Parliament (2005, 2007). She is regularly interviewed by international broadcast and print media, including BBC, NPR, Radio Television Hong Kong (RTHK), *The New York Times*, *The Wall Street Journal*, *The Financial Times*, *TIME Magazine*, and *The Independent*. She was recently named by the Wall Street Journal as one of 2007's "50 Women to Watch" for their impact on business. Sharon has published extensively on Chinese legal reforms, trade, technology, and international human rights.

David Strom

David Strom was born in Woking, England and raised in Providence, RI. He received his undergraduate degree in economics from the University of Pennsylvania. He then attended and received a juris doctorate from the American University's Washington College of Law. Following law school, he served as a hearing officer for the National Mediation Board. He entered private practice in Washington, DC with the labor law firm of Highsaw, Mahoney & Clarke. In January 1993, he came to the American Federation of Teachers as its first In-House Counsel. Currently, he serves as the AFT General Counsel. Mr. Strom is married to Kathy Silberthau Strom and is the father of twins, Mark and Helen (19), and a younger son, Jacob (13).

Eugenia Kemble

Eugenia Kemble is Executive Director of the Albert Shanker Institute, a non-profit organization endowed by the American Federation of Teachers (AFT), and dedicated to publishing reports and fostering candid exchange on education, labor and democracy issues. During the course of a long career in the labor movement, Ms. Kemble served as special assistant to the late Albert Shanker, a director of the AFT's Educational Issues Dept., Executive Director of the AFL-CIO's Free Trade Union Institute (FTUI), which supported unions struggling for democracy around the world, most notably Solidarity in Poland. Leading up to her service with FTUI, she was AFL-CIO's representative with the Democracy Program, a coalition effort including the Republican Party, Democratic Party, U.S. Chambers of Commerce and the AFL-CIO, that recommended the creation of the National Endowment for Democracy. In 1998-99 she organized the start-up of the Albert Shanker Institute.

Session IV

LABOR LAW REFORM AND THE BIG PICTURE:

THE ROAD TO FREEDOM OF ASSOCIATION AND POLITICAL CHANGE?

Han Dongfang

Han Dongfang is founder and Executive Director of China Labour Bulletin (CLB), a Hong Kong-based labor rights group. CLB's chief current activities include fostering an independent labor movement; supporting mainland Chinese workers in labor rights' lawsuits against employers and government; providing legal defense for arrested worker activists; trade union education and organizing work; and research and reports on labor issues and workers' struggles in China. Han also serves as a correspondent for Radio Free Asia, where he presents thrice-weekly radio program from Hong Kong, focusing on workers' struggles in mainland China to an estimated tens of millions listeners. He has written numerous books and articles. Over the past 15 years, Han has been an advocate for workers' rights and trade unionism in China and a frequent speaker at international labor movement, NGO, and government-sponsored conferences around the world.

In May 1989 he was co-founder and spokesperson of the Beijing Autonomous Workers Federation,

China's first independent labor organization since 1949. He headed the Chinese government's "most wanted" list of worker activists, issued after the June 4 crackdown on Tiananmen pro-democracy movement, and was imprisoned without trial for 22 months in Beijing. He was released in April 1991, suffering from tuberculosis contracted in prison. In September 1992 he received a year of medical treatment in the U.S., with support of the AFL-CIO and Human Rights Watch and had most of one lung removed. In August 1993 he returned to China to continue independent labor movement work and was detained in Guangzhou by the police and expelled to Hong Kong, where he continues to reside today.

Han has received numerous awards including the AFL-CIO George Meany Human Rights Award and the Democracy Award from the National Endowment for Democracy. Han sits on the board of Human Rights in China (HRIC).

Tim Beaty

Tim Beaty is Director of the Global Strategies Office in the Strategic Research and Campaigns Department of the International Brotherhood of Teamsters since October 2005. In that position he oversees the Teamster relationships with a broad range of international unions and allies. He represents the Teamsters on the Global Strategies Committee of Change to Win. Beaty was a union organizer, bargainer and trainer from 1980 to 1990 and has staffed global strategies in the labor movement at Public Services International (1990-1998) and the AFL-CIO (1998-2005).

Herb Magidson

A vice president of the American Federation of Teachers for 20 years, Herb Magidson began union work as a high school chapter chairman in the United Federation of Teachers in New York City. In 1969, he moved on to become an assistant to then UFT president, Albert Shanker. Since that time, his union career has spanned officerships of the New York State United Teachers, the New York State AFL-CIO, and pension and health insurance plans servicing union members. Today he is chairman of the AFT's "Futures II" committee, its democracy committee, and its committee on political education.

Carl Gershman

Carl Gershman is president of the National Endowment for Democracy (NED), a private, congressionally supported grant-making institution with the mission to strengthen democratic institutions around the world through nongovernmental efforts. He presides over NED's grants programs in Africa, Asia, the Middle East, Eastern Europe, the former Soviet Union and Latin America, and has overseen the creation of the quarterly *Journal of Democracy*, International Forum for Democratic Studies, and the Reagan-Fascell Democracy Fellows Program. He took the lead in launching the World Movement for Democracy. Previously, Gershman was Senior Counselor to the U.S. Representative to the United Nations, a Resident Scholar at Freedom House and Executive Director of Social Democrats, USA. He has lectured extensively and written articles and reviews for numerous publications including *Commentary*, *the New Republic*, *The Wall Street Journal*, *The Washington Post*, *the New York Times Magazine* and *the Journal of Democracy*. He is co-editor of *Israel, the Arabs and the Middle East* and the author of *The Foreign Policy of the American Labor*. He has received a number of U.S. and international awards.

Wrap-Up

Adam Urbanski

Adam Urbanski is the president of Rochester (NY) Teachers Association and a vice-president of the American Federation of Teachers. He earned his Ph.D. in American Social History from the University of Rochester. A former high school teacher and college professor, Urbanski is an active proponent of change in education. In Rochester, he proposed and designed an internship program for new teachers; a

peer review intervention plan; a career ladder; and a homework hotline service for students. Urbanski is the director of the Teacher Union Reform Network (TURN) aimed at creating a new vision of teachers' unions that supports needed changes in education. He was a trustee of the National Center for Education and the Economy and a Senior Associate to the National Commission on Teaching and America's Future. He served on AFT's Task Force on the Future of Education and now chairs AFT's Democracy and International Affairs Committee. Urbanski has appeared on several national TV shows, including the NBC Today Show, ABC News World Report, CBS Newswatch, and PBS MacNeil-Lehrer News Hour. Articles about his work appeared in *U.S. News and World Report*, *Teacher Magazine*, *Education Week*, *The New York Times*, *The American Teacher*, *Newsweek*, *Fortune Magazine*, *Business Week*, *Los Angeles Times*, and many other publications. His articles, essays and commentaries have been published in several educational and popular publications.