

Berkeley
UNIVERSITY OF CALIFORNIA

IRLE
Institute for
Research on
Labor and
Employment

A photograph of a worker in a field, wearing a cap and a patterned shirt, packing strawberries into crates. The crates are labeled 'Strawberries'. The background shows other workers and a white van. The entire image has a blue tint.

**ANNUAL
REPORT
2019/2020**

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Cover photo: A farmworker picks strawberries in Fort Valley, Georgia; USDA photo by Lance Cheung

DIRECTORS' REPORT

This year delivered two different worlds for IRLE and the University of California at Berkeley.

Before the pandemic, the institute hosted impressive speakers from Berkeley and beyond, provided communications training for students and staff, and served as a hub for thinking critically about labor and the future of employment.

In addition, we provided grant support for [11 faculty research projects](#) and broadened our [undergraduate research apprenticeship program](#), linking promising emerging scholars with senior faculty and research experience. We awarded grants to 21 graduate students in support of their research, facilitated grad student data access, and provided an interdisciplinary environment to present and receive feedback on their work.

When the COVID-19 crisis hit, IRLE researchers [responded rapidly](#), as part of our mission to connect world-class research with policy to improve workers' lives and communities. By late March, we were providing real-time assessments for both California and federal policymakers on the breadth and depth of the economic disruption. Interview requests came fast and furious as the pandemic changed livelihoods and life as we knew it, and our research made the [news](#).

- Labor Center researchers [analyzed](#) the industries with the highest risk of job losses and hours reductions, showing that low-wage workers of color were disproportionately impacted. They also provided [resources](#) about how to file for unemployment, as well as other critical jobs information.

- The Center for the Study of Child Care Employment (CSCCE) issued [policy recommendations](#) to protect early educators whose centers were urged to open, even as K-12 schools closed.
- The Shift Project released [groundbreaking data](#) about the lack of sick leave at 91 large companies, including fast food and retail, that clarified the vital link between worker health and public health.

Finally, we welcomed a new director, Steve Raphael, from the Goldman School of Public Policy. We are proud of the contributions we've made in this difficult time toward informing policy that reduces inequality and elevates the economic needs of working people.

We look forward to supporting the important work of our centers and continuing to support faculty projects and graduate students working on their dissertations. We are also exploring how IRLE can draw undergraduates into research projects, and inform and diversify the pipeline of people pursuing advanced social science degrees and research-based careers.

— Steve Raphael, IRLE Director and Jesse Rothstein, IRLE Director 2019-2020

IRLE WELCOMES NEW DIRECTOR STEVE RAPHAEL



Steve Raphael took the helm as IRLE director on July 1, 2020. He holds the James D. Marver Chair at the Goldman School of Public Policy, and his research focuses on the economics of low-wage labor markets, housing, and the economics of crime and corrections.

“This is a life-changing experience. I think I found what I want to do in life.”

– *Labor Summer participant*



STUDENT PROGRAMS

IRLE expanded programs that aim to level the playing field for students at Berkeley, including presentation skills workshops for female economic PhD candidates to help prepare them for orals presentations and job talks. We continued serving as a physical home for [Navigating Cal](#), and published [policy briefs](#) written by students participating in our undergraduate student research programs who aim to shape the future of work and education for people involved with the carceral system.

LABOR STUDIES PROGRAM

In conjunction with the Goldman School for Public Policy, the Labor Center offered [three classes](#) (including one Field Studies class with a service learning orientation). Thanks to increased demand, we served a record 122 undergraduate and graduate students.

LABOR SUMMER PROGRAM

2020 marked the 20th anniversary of the [Labor Summer program](#), which placed 23 student interns in paid organizing and research positions with Northern California unions and community groups.

IRLE STUDENT RESEARCH SUPPORT:

12 graduate student awards totaling \$64,922

9 dissertation fellowships totaling \$184,919

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“Professor Ferus-Comelo did a great job including multiple issues within the labor movement and always had information on how we could get involved.”

– Introduction to Labor Studies student

FACULTY SUPPORT

IRLE support enables faculty engaged in labor- and employment-related scholarship to extend the reach of their work. This year, IRLE continued to provide vital support to faculty, funding 17 research projects totaling over \$258,000. Our effort not only advanced cutting-edge labor and employment research but also provided important GSR opportunities for 14 graduate students.

We also increased the amount of successfully funded grants we support to \$3.48M this year, a roughly 70 percent increase in funding for IRLE affiliated faculty.

FACULTY RESEARCH AWARDEES

Irene Bloemraad, Sociology

Avi Feller, Public Policy

Cybelle Fox, Sociology

David Harding, Sociology

Erin M. Kerrison, Sociology

David Levine, Business

Elizabeth Linos, Public Policy

Claire Montialoux, Public Policy

Christopher Muller, Sociology

Sandra Susan Smith, Sociology

Benjamin Schoefer, Economics

Kim Voss & Irene Bloemraad,
Sociology

Richard Walker, Geography

Christopher Walters, Economics

Danny Yagan, Economics

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“IRLE’s support has been pivotal in helping me to involve first-generation undergraduate students in my research.”

– David J. Harding, professor of sociology and URAP advisor

Michael Cerda-Jara, an undergraduate sociology student and member of David Harding’s research team, presents original research at IRLE’s URAP showcase.

OUR CENTERS AND PROGRAMS

THE LABOR CENTER develops research and analysis to promote policies that help working families. Its education and leadership trainings are producing a diverse new generation of labor leaders.

CALIFORNIA POLICY LAB (CPL) partners with state and local policymakers to evaluate and improve public programs through research and technical assistance.

CENTER ON WAGE AND EMPLOYMENT DYNAMICS (CWED) engages in cutting-edge academic and policy research on important economic issues including minimum wage and teacher pay.

CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT (CSCCE) conducts research about early childhood educators to inform policy and investments that improve their preparation, working conditions, and compensation.

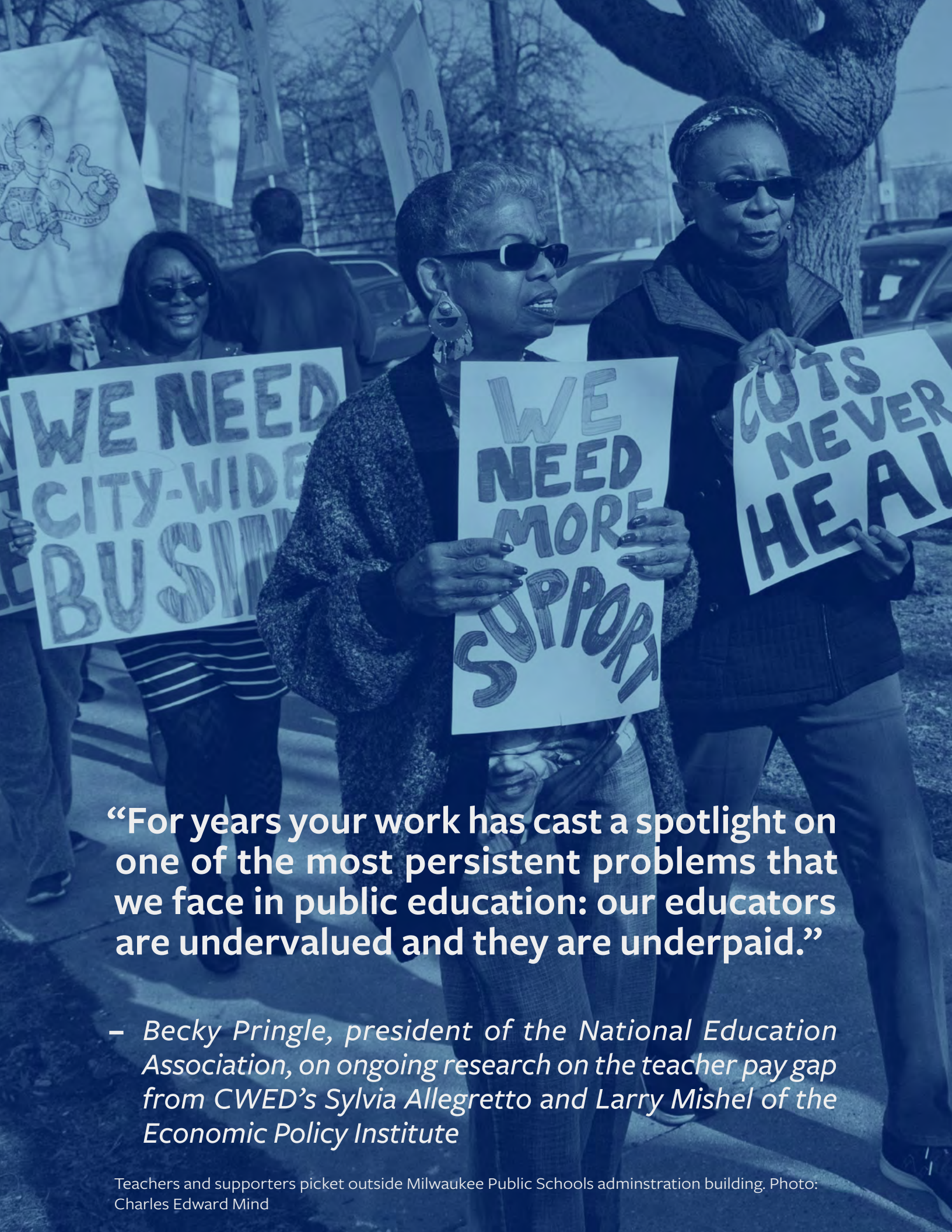
CALIFORNIA PUBLIC EMPLOYEE RELATIONS (CPER) provides the California public sector with resources to navigate workplace rights.

THE SHIFT PROJECT studies workplace scheduling practices and related policies at the nation's largest retail and food-service firms. The Shift Project moved to Harvard Kennedy School in July 2020.

IRLE-SUPPORTED FACULTY INITIATIVES

ECONOMICS FOR INCLUSIVE PROSPERITY is a network of academic economists who develop and discuss policy ideas based on sound scholarship.

THE PEOPLE LAB designs and evaluates strategies to better recruit, retain, and motivate public servants.



“For years your work has cast a spotlight on one of the most persistent problems that we face in public education: our educators are undervalued and they are underpaid.”

– Becky Pringle, president of the National Education Association, on ongoing research on the teacher pay gap from CWED’s Sylvia Allegretto and Larry Mishel of the Economic Policy Institute

RESEARCH HIGHLIGHTS

IRLE and its centers quickly pivoted to provide [essential research and analysis](#) on the economic impact of COVID-19. The Labor Center identified the industries facing imminent jobs loss, and defined urgent state and local policy priorities. The California Policy Lab tracked the virus' effect on labor markets and the efficacy of policy responses. IRLE director Jesse Rothstein proposed a [“Pay now, verify later”](#) unemployment benefit relief strategy. And the Labor Center, CSCCE, CPER, and IRLE created worker resource guides on new federal and state relief policies.

IRLE RESPONDS TO COVID-19

CALIFORNIA CHILD CARE IN CRISIS

Researchers at the Center for the Study of Child Care Employment have been at the forefront of advocating for the safety and financial security of early educators and child care providers during the COVID-19 crisis.

A [study](#) conducted shortly after California's shelter-in-place orders began found many programs would not survive without financial relief and raised major concerns about whether child care can safely operate during the pandemic.

IN THE NEWS: CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT

[Bay Area Child Care Providers Face Severe Problems As They Reopen](#)
ABC News | May 19, 2020


[Who Will Watch the Kids?](#)
SF Chronicle | May 8, 2020

[Public School Is a Child's Right. Should Preschool Be Also?](#)
New York Times | March 15, 2020

[Some Dog Walkers Earn More Than Caregivers for Babies. Educators Want to Change That](#)
Wall Street Journal | January 25, 2020

[The Childcare Crisis](#)
Time | October 10, 2019

[California Parents Can't Afford to Pay More for Child Care – Workers Can't Make a Living](#)
KQED | July 23, 2019



“Companies have long sought to obscure the details of their sick leave policies... The Shift Project data ... provides a look at the benefits offered by individual corporations ... [and] makes it possible to name names.”

– *New York Times Editorial Board, “The Companies Putting Profits Ahead of Public Health”*

LABOR MARKET IMPACT OF COVID-19

The California Policy Lab was part of a multi-campus research team that used new data sources to better [measure the rapid changes in the labor market](#) as a result of the COVID-19 pandemic. As part of this research, Jesse Rothstein presented a [paper](#) at the Brookings Papers on Economic Activity conference which measured the effectiveness of policy responses. CPL also tracked the unemployment crisis in California through a [series of reports](#), which garnered widespread media coverage.

IN THE NEWS: CALIFORNIA POLICY LAB

[There's a Black Jobs Crisis. Coronavirus Is Making It Worse](#)
Los Angeles Times | June 5, 2020

[3.8 Million Americans Sought Jobless Benefits Last Week, Extending Pandemic's Grip on the National Workforce.](#)
Washington Post | April 30, 2020

[New Research Provides Timely Snapshot Of Virus's Effect On Workers](#)
SF Chronicle | April 11, 2020

[Millions of Low-Income Americans Are at Risk of Missing Out on Stimulus Payments](#)
CNN | April 8, 2020

[The Limits Of Nudging: Why Can't California Get People To Take Free Money?](#)
NPR | February 2, 2020

IN THE NEWS: THE SHIFT PROJECT

[Could the Pandemic Wind Up Fixing What's Broken About Work in America?](#)
New York Times | April 10, 2020

[Some Employers Are Doing the Right Thing in the Coronavirus Crisis. Some Aren't.](#)
Los Angeles Times | March 16, 2020

[The Companies Putting Profits Ahead of Public Health](#)
New York Times | March 14, 2020

[White House Hopeful Warren Takes Aim at Unpredictable Work Schedules](#)
New York Times | December 3, 2019

[How Unpredictable Work Hours Turn Families Upside Down](#)
New York Times | October 16, 2019

SICK LEAVE POLICIES IN THE NATION'S LARGEST SERVICE SECTOR EMPLOYERS

As the COVID-19 pandemic erupted, a *New York Times* [editorial](#) published exclusive data from The Shift Project on paid sick leave policies at some of the nation's largest employers, shedding light on the challenges facing frontline workers across industries. The Shift Project also began tracking workplace safety precautions during COVID-19 and found that many workers are [essential yet unprotected](#).

IRLE COMMUNITY OUTREACH: COVID-19 RESOURCES FOR WORKERS

[Labor Center: COVID-19 Resources, Data, and Analysis for California](#)

[CSCCE: COVID-19 Financial Relief Resources for Early Care and Education Workers](#)

[IRLE: COVID-19 Financial Relief Resources for U.S. Workers](#)

[IRLE: COVID-19 Financial Relief Resources for California Workers](#)

[Labor Center: Resources on Federal and State Policy and Assistance](#)

[Labor Center: Modified Adjusted Gross Income under the Affordable Care Act](#)

ECONOMICS FOR INCLUSIVE PROSPERITY COVID-19 BRIEF SERIES

Economics for Inclusive Prosperity published nearly [20 briefs](#) offering policy proposals to mitigate the economic impact of COVID-19 in the U.S. and worldwide.

CALIFORNIA POLICY RESEARCH

BREAKING THE SILENCE ON EARLY CHILD CARE AND EDUCATION COSTS IN CALIFORNIA

State policymakers simply have not had the information they need to understand the true cost—and the fundamental components required—to create a comprehensive, high-quality early care and education system. A joint [report](#) from the Center for the Study of Child Care Employment (CSCCE) and the Economic Policy Institute estimated the true cost of child care services in California, including the resources necessary to address severely inadequate early educators wages.

This report and a [state-by-state follow-up](#) provided policymakers a tool to overcome the information gap, which has been a key roadblock to child care reform.



“CSCCE does such good work. A prophetic voice for early educators for decades.”

– Peggy Pizzo, director of the Early Learning Project, Stanford Graduate School of Education

Joy Heitmann, a teacher at the Rockridge Little School, plays with her students. Photo: Brittany Hosea-Small

PROTECTING WORKERS IN THE GIG ECONOMY

A [series of reports](#) from the Labor Center and the Center on Wage and Employment Dynamics examined how changes to worker classification laws would impact wages, consumers, profits and revenue for the state's unemployment insurance system.

This research has received widespread media coverage and is playing a critical role in shaping public debates about labor policies affecting workers in the so-called gig economy.

IN THE NEWS: LABOR CENTER

[‘The \\$2 Is Insulting’: Retail Workers Fight For More Pay Amid Coronavirus Crisis](#)
Los Angeles Times | April 3, 2020

[Rep. Ro Khanna Wants to Create a National Apprenticeship Program](#)
Time | February 25, 2020

[Why Are Workers Struggling? Because Labor Law Is Broken](#)
New York Times | February 19, 2020

[Californians With No Health Insurance Face Penalties. Not Everyone Has to Pay.](#)
Los Angeles Times | December 11, 2019

[Trump Crackdown on Legal Immigrants Could Damage California Economy](#)
Los Angeles Times | August 12, 2019

[How California’s Housing Crisis Could Hit Seniors Hard](#)
New York Times | July 9, 2019

IN THE NEWS: CENTER ON WAGE AND EMPLOYMENT DYNAMICS

[Uncertainty Over Kickstarting the Economy After COVID-19](#)
ABC News | May 14, 2020

[As Income Inequality Soars, Languishing Labor Unions Make a Return](#)
ABC News | November 11, 2019

[Will Uber And Lyft Ever Stop Fighting Laws, Or Their Workers?](#)
Forbes | Nov 8, 2019

[Uber and Lyft Are Floating a \\$21 Minimum Wage. Critics Say It’s Closer to \\$15.](#)
Washington Post | August 30, 2019

[Teachers Are 3 Times More Likely to Need a Second Job to Make Ends Meet](#)
USA Today | July 2, 2019

THE FUTURE OF WORK

Jesse Rothstein, Ken Jacobs and Annette Bernhardt presented to the governor’s [Future of Work commission](#). Labor Center research exploring technological change in the [logistics](#) and [healthcare](#) industries helped inform the commission and garnered significant press coverage.

CALIFORNIANS LACK RETIREMENT SAVINGS

A Labor Center [study](#) released with the launch of the state’s CalSavers program found that half of California’s private sector workers have no retirement assets.

“One of the most fascinating experiments in ‘nudging’ we’ve seen in a while.”

– *NPR’s Planet Money on California Policy Lab’s EITC study*

INCREASING TAKE-UP OF THE EARNED INCOME TAX CREDIT (EITC)

CPL ran a series of randomized trials over two years, reaching out to more than one million low-income Californians via text messages and letters informing them about valuable tax credits. These “nudges” had no effect on increasing the number of people who filed a tax return or claimed the EITCs, indicating other strategies, such as simplifying the claiming process, are needed.

The [report](#) informed a bill (SB 1409) aimed at increasing the number of Californians who receive the credits. CNN cited the findings as part of a national policy conversation about how best to distribute stimulus payments to low-income people throughout the country.

IRLE PUBLICATIONS

IRLE’s quarterly [Industrial Relations: A Journal of Economy and Society](#) offers an invaluable international perspective on the latest in labor and employment scholarship. Our [working paper series](#) brings preliminary research from faculty and campus researchers to a broad audience for discussion and comments, while our [policy brief series](#) synthesizes academic research for a policy audience.

IN THE NEWS: IRLE

[How Other Countries Handled Their Jobs Crises](#)

NPR | June 17, 2020

[California Unemployment Hits 15.5% in April — Largest Monthly Job Loss Ever Recorded](#)

SF Chronicle | May 22, 2020

[The Misfortune of Graduating in 2020](#)

The Atlantic | May 22, 2020

[It Pays to Stay Unemployed. That Might Be a Good Thing.](#)

CNBC | May 9, 2020

[Virus Crisis Changes How We Work](#)

CalMatters | March 23, 2020

EVENT HIGHLIGHTS

“The Labor Center is grounding and reorienting debates on the future of work by putting workers at the center.”

— California Assemblymember Ash Kalra

The [California Future of Workers Summit](#), hosted by the Labor Center and Working Partnerships USA, brought together workers, organizers, policymakers, labor leaders, scholars, and advocates to discuss worker-centered strategies and solutions in the statewide future of work debate.
Photo: Brooke Anderson



1. Careers in Labor and Social Justice event co-hosted by the Labor Center
2. Early educators from around the country participated in CSCCE's January teacher convening.
3. Cyndi Dunn and Lea Austin at CSCCE's 20th anniversary celebration
4. Researchers from the University of Sheffield during IRLE's weeklong Labor & Research from the UK event.

PEOPLE

2019-2020

IRLE CENTRAL

Jesse Rothstein, Director

Elizabeth del Rocío Camacho
Barb Campbell
Nan Cramer
Ana Fox-Hodess
Nicholas Ghio
Sara Hinkley

J Kimball
Jonathon Kogelman
Christina McKay
Lori Ann Ospina
Jose Padilla
Lawrence Turner
Penelope Whitney

LABOR CENTER

Ken Jacobs, Chair

Anhara Alexander
Annette Bernhardt
Robert Collier
Miranda Dietz
Pamela Egan
Anibel Ferus-Comelo
Alicia Flores
Dave Graham-Squire
Karla Gutierrez
Jessie HF Hammerling
Sara Hinkley
Mariam Hosseini
Clementina Jara
Lisa Kresge

Sarah Lawton
Laurel Lucia
Jenifer MacGillvary
Danielle Mahones
Jane McAlevey
Brenda Munoz
Sandry Olgeirson
Ian Eve Perry
Steven Pitts
Katie Quan
Nari Rhee
Reem Suleiman
Sarah Thomason
Kirsten Willer
Carol Zabin

CALIFORNIA POLICY LAB

Jesse Rothstein, Faculty Director

Evan White, Executive Director

Elsa Augustine

Sean Coffey

Charles Davis

Anna Doherty

Samantha Fu

Johanna Laco

Aparna Ramesh

Vikash Reddy

Pam Seidenman

Alissa Skog

Landin Smith

CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT

Lea Austin, Director

Marcy Whitebook, Director Emerita

Claudia Alvarenga

Abby Copeman Petig

Sean Doocy

Michael Duke

Cyndi Dunn

Bethany Edwards

Aline Hankey

Da Yup Kim

Yoonjeon Kim

Caitlin McLean

Elena Montoya

Krista Olson

Jasmine Rivera

Marisa Schlieber

Ashley Williams

Tomeko Wyrick

CENTER ON WAGE AND EMPLOYMENT DYNAMICS

Sylvia Allegretto, Co-Chair

Michael Reich, Co-Chair

Anna Godøy

Carl Nadler

THE SHIFT PROJECT

Daniel Schneider, Co-Director

Kristen Harknett, Co-Director

Megan Collins

Connor Williams

CALIFORNIA PUBLIC EMPLOYEE RELATIONS

Rebecca McKee, Director

Stefanie Kalmin

FACULTY ADVISORY COMMITTEE

Irene Bloemraad, Professor of Sociology, Thomas Garden Barnes Chair of Canadian Studies

David Card, Professor of Economics

Karen Chapple, Professor of City and Regional Planning

William H. Dow, Henry J. Kaiser Professor of Health Economics

Catherine Fisk, Professor of Law

Hilary Hoynes, Professor of Public Policy and Economics, Haas Distinguished Chair in Economic Disparities

Paul Pierson, John Gross Endowed Chair, Professor of Political Science

Steven Raphael, Professor of Public Policy, James D. Marver Chair at the Goldman School of Public Policy

VISITING SCHOLARS

Kristoffer Berg (Norway)

Maximilian von Ehrlich (Switzerland)

Aapo Kivinen (Finland)

Tora Kjærnes Knutsen (Norway)

Kjersti Misje Østbakken (Norway)

Andrea Petrella (Italy)

Markus Ridder (Sweden)

Enrico Rubolino (United Kingdom)

Johanna Schenner (Austria)

Weibo Yan (China)

“IRLE has been an amazing resource throughout my PhD work. In addition to the dissertation fellowship program, the institute offers excellent training in communications skills for researchers.”

– *Labor Center lead researcher Jessie HF Hammerling*



Participants in one of IRLE's media and interview trainings for researchers.

FINANCIALS

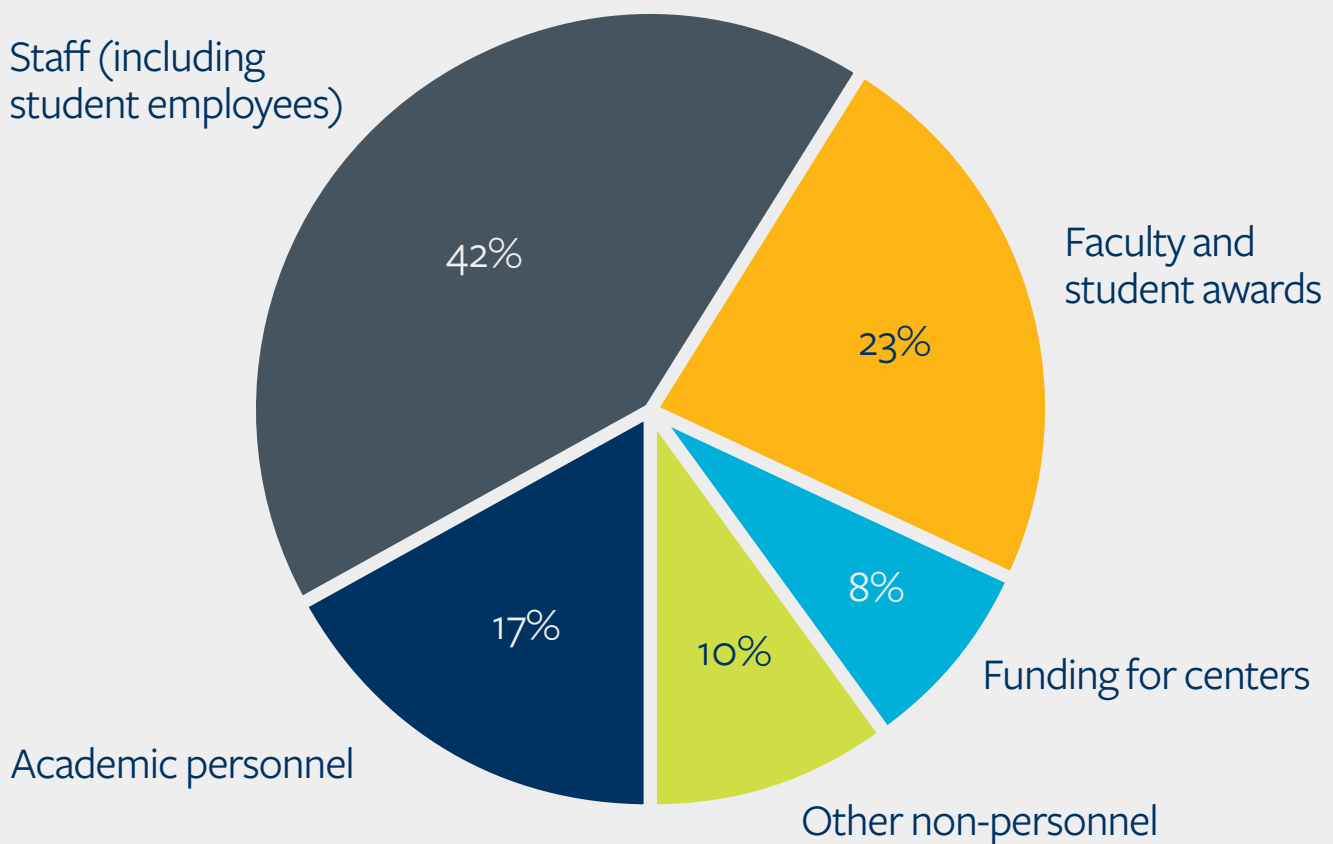
2019-2020

INCOME	2018-19	2019-20
Contracts and Grants	\$7,105,214	\$7,513,330
Gifts and Endowments	236,019	229,321
Sales and Services	1,155,913	1,355,552
CA State Funding	3,000,000	3,000,000
Other State Funding	N/A	1,500,000
Campus Support	862,187	824,745
Other (Transfers)	1,007,714	82,798
TOTAL	\$12,553,040	\$14,505,746

GRANT APPLICATIONS	2019-20			
	Proposals Submitted		Grants Awarded	
	#	\$	#	\$
IRLE Central	12	2,261,623	10	3,483,050
Labor Center	5	1,253,000	7	2,082,197
CWED	2	155,850	2	155,850
CSCCE	12	4,270,191	11	3,285,097
CPL	10	6,021,132	4	3,031,852
TOTAL		\$13,961,796		\$12,038,046

EXPENDITURES BY CENTER	2019-2020	%
IRLE Central	\$2,043,721	15
Labor Center	\$4,027,428	29
CWED	\$451,970	3
CSCCE	\$3,221,125	23
CPL	\$2,619,767	19
CPER	\$201,755	2
Faculty & student research funds	\$1,219,914	9
TOTAL	\$13,785,680	100%

IRLE CENTRAL SPENDING



THANK YOU TO OUR FUNDERS

Administration for Children and Families

Alfred P. Sloan Foundation

Alliance for Early Success

Arnold Ventures

Bill and Melinda Gates Foundation

Bylo Chacon Foundation

California Children and Families Commission (First 5 CA)

California Department of Education

The California Endowment

California Health Care Foundation

California Wellness Foundation

California Workforce Development Board

Center for Economic and Policy Research

Children's Council of San Francisco

City of Seattle

County of Los Angeles

County of Marin

Covered California

David and Lucile Packard Foundation

The Energy Foundation

Economic Policy Institute

Ewing Marion Kauffman Foundation

Federal Reserve Bank of Boston

Ford Foundation

Heising-Simons Foundation

Institute for Women's Policy Research

The James Irvine Foundation

The Joyce Foundation

J-PAL North America

The Markle Foundation

Maryland State Department of Education

Massachusetts Institute of Technology
Nathan Cummings Foundation

The National Endowment for the Arts
(NEA)

Robert Wood Johnson Foundation

Rosenberg Foundation

Russell Sage Foundation

The San Francisco Foundation

The San Francisco Foundation

Third Sector New England
MissionWorks

Tides Foundation

Tipping Point Community

Trio Foundation

U.S. Department of Labor

UC Davis-Western Center for
Agricultural Health and Safety

University of California Office of the
President

University of Southern California

University of Wisconsin-Madison,
Institute for Research on Poverty

W. Clement & Jessie V. Stone
Foundation

W.K. Kellogg Foundation

William and Flora Hewlett Foundation

The William T. Grant Foundation



The Institute for Research on Labor and Employment promotes better understanding of the conditions, policies, and institutions that affect the well-being of workers and their families and communities. We inform public debate with hard evidence about inequality, the economy, and the nature of work. [Support our groundbreaking research.](#)

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