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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.
“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
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 Montialou, 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
“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 polices 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
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.”

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
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: 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

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

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
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

<table>
<thead>
<tr>
<th>Faculty Director</th>
<th>Executive Director</th>
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<tbody>
<tr>
<td>Jesse Rothstein</td>
<td>Evan White</td>
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<tr>
<td>Elsa Augustine</td>
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<tr>
<td>Sean Coffey</td>
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<td>Charles Davis</td>
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<tr>
<td>Anna Doherty</td>
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<tr>
<td>Samantha Fu</td>
<td>Johanna Lacoe</td>
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<tr>
<td>Aparna Ramesh</td>
<td>Vikash Reddy</td>
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<tr>
<td>Pam Seidenman</td>
<td>Alissa Skog</td>
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<td>Landin Smith</td>
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## CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT

<table>
<thead>
<tr>
<th>Director</th>
<th>Emerita</th>
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<tbody>
<tr>
<td>Lea Austin</td>
<td>Marcy Whitebook</td>
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<tr>
<td>Claudia Alvarenga</td>
<td>Anna Godøy</td>
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<tr>
<td>Abby Copeman Petig</td>
<td>Michael Reich</td>
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<tr>
<td>Sean Doocy</td>
<td>Sylvia Allegretto</td>
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<tr>
<td>Michael Duke</td>
<td>Anna Godøy</td>
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<tr>
<td>Cyndi Dunn</td>
<td>Carl Nadler</td>
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<tr>
<td>Bethany Edwards</td>
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<tr>
<td>Aline Hankey</td>
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<td>Da Yup Kim</td>
<td>Yoonjeon Kim</td>
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<td>Yoonjeon Kim</td>
<td>Caitlin McLean</td>
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<td>Caitlin McLean</td>
<td>Elena Montoya</td>
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<td>Elena Montoya</td>
<td>Krista Olson</td>
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<td>Krista Olson</td>
<td>Jasmine Rivera</td>
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<tr>
<td>Jasmine Rivera</td>
<td>Marisa Schlieber</td>
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<tr>
<td>Marisa Schlieber</td>
<td>Ashley Williams</td>
</tr>
<tr>
<td>Ashley Williams</td>
<td>Tomeko Wyrick</td>
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## CENTER ON WAGE AND EMPLOYMENT DYNAMICS

<table>
<thead>
<tr>
<th>Co-Chair</th>
<th>Co-Chair</th>
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<tbody>
<tr>
<td>Sylvia Allegretto</td>
<td>Michael Reich</td>
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<td>Anna Godøy</td>
<td>Carl Nadler</td>
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## THE SHIFT PROJECT

<table>
<thead>
<tr>
<th>Co-Director</th>
<th>Co-Director</th>
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<tbody>
<tr>
<td>Daniel Schneider</td>
<td>Kristen Harknett</td>
</tr>
<tr>
<td>Megan Collins</td>
<td>Connor Williams</td>
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<td>Connor Williams</td>
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## CALIFORNIA PUBLIC EMPLOYEE RELATIONS

<table>
<thead>
<tr>
<th>Director</th>
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<tbody>
<tr>
<td>Rebecca McKee</td>
<td>Stefanie Kalmin</td>
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</table>

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
## Financials 2019-2020

### Income

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

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<td>Labor Center</td>
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<td>CPL</td>
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<td><strong>TOTAL</strong></td>
<td><strong>$13,961,796</strong></td>
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### EXPENDITURES BY CENTER 2019-2020

<table>
<thead>
<tr>
<th>Center</th>
<th>2019-2020</th>
<th>%</th>
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<tbody>
<tr>
<td>IRLE Central</td>
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<td>Labor Center</td>
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<td>CWED</td>
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<td>CSCCE</td>
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<td>CPL</td>
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<td>CPER</td>
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<td>Faculty &amp; student research funds</td>
<td>$1,219,914</td>
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<td><strong>TOTAL</strong></td>
<td><strong>$13,785,680</strong></td>
<td>100%</td>
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### IRLE CENTRAL SPENDING

- Staff (including student employees): 42%
- Faculty and student awards: 23%
- Academic personnel: 17%
- Funding for centers: 10%
- Other non-personnel: 8%
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
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.