

**MATTHEW M. FISCHER-DALY**  
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(April 2023)

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## EDUCATION

Ph.D., Industrial and Labor Relations, Cornell University	December 2021
M.A., Industrial and Labor Relations, Cornell University	August 2019
M.A., International Economic Relations, American University	May 2006
B.A., Political Science and Spanish, University of Michigan	May 2002

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## TEACHING FIELDS AND RESEARCH INTERESTS

International political economy	Labor studies
Collective bargaining and labor relations	Social movements
International and comparative employment relations	Food systems
Financialization and neoliberalism	Race, gender, and capitalism

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## ACADEMIC APPOINTMENTS

**Assistant Research Professor**, Center for Global Workers' Rights, School of Labor and Employment Relations, the Pennsylvania State University

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## RESEARCH AND PUBLICATIONS (\* signifies equal authorship)

### Book

Fischer-Daly, Matthew. 2023. *International Trade, Labor Relations, and Bargaining Power: International Strawberry Commodity Networks*. New York and London: Routledge Taylor & Francis Group.

### Dissertation

Fischer-Daly, Matthew. "Labor Control and Resistance in Strawberry International Commodity Networks: The Role of Human Dignity in Bargaining Power." Defended, August 2021.

### Peer-Reviewed Journal Articles

Fischer-Daly, Matthew. 2022. "Dignity and bargaining power: Insights from struggles in strawberries," *Industrial Relations Journal*, 53(3): 241-260.

Fischer-Daly, Matthew. 2022. "Structuring Workers' Bargaining Power in Mexico's Strawberry Fields." *Global Labour Journal*, 13(1): <https://doi.org/10.15173/glj.v13i1.4456>.

Fischer-Daly, Matthew. 2021. "Human Dignity and Power: Worker Struggles Against Precarity in US Agribusiness." *Labor Studies Journal*, 46(4): 369– 393.

\*Anner, Mark, Matthew Fischer-Daly and Michael Maffie. 2021. "Fissured Employment and Network Bargaining: Emerging Employment Relations Dynamics in a Contingent World of Work." *ILR Review*, 74(3): 689-714.

Fischer-Daly, Matthew. 2019 "Impunity of International Labor Rights Violators and Beneficiaries: The

Case of Uzbekistan.” *World Development Perspectives*.

### Chapters in Edited Volumes

- \*Kuruvilla, Sarosh, Matthew Fischer-Daly and Christopher Raymond. 2021. “Freedom of Association and Collective Bargaining in Global Supply Chains.” In *Private Regulation of Labor Standards in Global Supply Chains*. Sarosh Kuruvilla. Ithaca: Cornell University Press.
- \*Kuruvilla, Sarosh and Matthew Fischer-Daly. 2021. “Are Changes in Corporate Governance the Answer?” In *Private Regulation of Labor Standards in Global Supply Chains*. Sarosh Kuruvilla. Ithaca: Cornell University Press.
- \*Katz, Harry C., Matthew Fischer-Daly, Thomas A. Kochan and Alexander J.S. Colvin. forthcoming in 2020. “Covid-19 Pandemic Labor Issues.” In *An Introduction to U.S. Collective Bargaining and Labor Relations*. Harry C. Katz, Thomas A. Kochan and Alexander J.S. Colvin. Ithaca: ILR an imprint of Cornell University Press.
- \*Ewart James, Joanna and Matthew Fischer-Daly. 2019. “Contemporary Social Movements to End Slavery – NGOs.” In *The SAGE Handbook of Human Trafficking and Modern Day Slavery*. Jennifer Bryson Clark and Sasha Poucki (Editors). London: SAGE Publications.
- \*Fischer-Daly, Matthew and Ana Paula de la O Campos. 2005. “Peasant and Indigenous Communities in the Amazon.” In *Sister Dorothy Stang: Struggling for Sustainable Development in the Brazilian Amazon*, Brigitte Bürgler, Jocelyn Farrington, Emily Hillenbrand, and Jacob Laden (editors). Washington, DC: School of International Service, American University.

### Book Reviews

- Fischer-Daly, Matthew. 2018. “Informal Workers and Collective Action: A Global Perspective,” by Adrienne E. Eaton, Susan J. Schurman, & Martha A. Chen. *Comparative Labor Law & Policy Journal*.
- Fischer-Daly, Matthew. 2017. “Achieving Workers’ Rights in the Global Economy,” by Richard P. Applebaum and Nelson Lichtenstein (editors). *ILR Review*.

### Published Reports

- \*Fischer-Daly, Matthew M., Jason Judd, and Sarosh Kuruvilla. 2022. “Learning from Crisis: Apparel Industry Experts on Mitigating the COVID-19 Pandemic and Future Crises. Geneva: International Labour Office and Ithaca: Cornell University ILR School Global Labor Institute.
- \*Fischer-Daly, Matthew and Mark Anner. 2021. “Fighting for Work with Dignity in the Fields: Agriculture Global Supply Chains in Morocco, Colombia, Guatemala, and Mexico.” Solidarity Center and the Center for Global Workers’ Rights, Pennsylvania State University.
- Fischer-Daly, Matthew. 2021. “Strawberry Global Supply Chains in Mexico.” Solidarity Center and the Center for Global Workers’ Rights, Pennsylvania State University.
- \*Fischer-Daly, Matthew and Glenn Perusek. 2018. “The Power of Workers in Global Agriculture Supply Chains: Collective Bargaining between Confederación Democrática del Trabajo and Les Domaines Brahim Zniber-Diana Holding Group, Morocco.” Solidarity Center and the Center for Global Workers’ Rights, Pennsylvania State University.
- \*Campbell, Brian and Matthew Fischer-Daly. 2014. “The System of Forced Labor Cotton Production in Uzbekistan.” International Labor Rights Forum.
- Muradov, Bakhodyr, Alisher Ilkhamov, Matthew Fischer-Daly and Jeff Goldstein. 2014. “Uzbekistan’s Cotton Sector: Financial Flows and Distribution of Resources.” Open Society Foundations.

- \*Fischer-Daly, Matthew and Umida Niyazova. 2012. “A Systemic Problem: State-Sponsored Forced Labour in Uzbekistan’s Cotton Sector Continues in 2012.” The Cotton Campaign and Uzbek-German Forum for Human Rights.
- Fischer-Daly, Matthew. 2011. “Final Technical Progress Report: Project Cultivar – Advancing Labor Rights in Agriculture in the Dominican Republic, Honduras and Nicaragua.” Social Accountability International.

## **AWARDS & GRANTS**

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Seidman Prize for labor relations research, ILR School, Cornell University	2021
International Travel Research Grant, Einaudi Center, Cornell University	2020
Michele Sicca Research Grant, Einaudi Center European Programs, Cornell University	2020
Benjamin Miller Scholarship, ILR School, Cornell University	2019
ILR Theme Grant on Inequality and Work, ILR School, Cornell University	2019
ILR Travel Grant, ILR International Programs, Cornell University	2019

## **SELECTED CONFERENCE PAPERS AND INVITED PRESENTATIONS**

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- 2022: Paper Presentation. “Dignity & Bargaining Power: Insights from Struggles in Strawberries.” Labor and Employment Relations Association 74<sup>th</sup> Annual Meeting, June.
- 2021: Paper Presentation. “Labor Control and Resistance in Strawberry International Commodity Networks: The Role of Human Dignity in Bargaining Power.” 19<sup>th</sup> International Labor and Employment Relations Association World Conference, June.
- 2020: Paper Presentation. “Commodity Chains as Labor Control Systems: The case of strawberry production in the San Quintin Valley of Mexico.” Labor and Employment Relations Association 72<sup>nd</sup> Annual Meeting, June
- 2020: Paper Presentation. “Commodity Chains as Labor Control Systems: The case of strawberry production in the San Quintin Valley of Mexico.” International Labor and Employment Relations Association Regional Congress of the Americas, June
- 2019: Paper Presentation. “Fissured Employment Relations and Networked Solidarity: Emerging Patterns of Bargaining in an Increasingly Contingent World of Work.” Labor and Employment Relations Association 71<sup>st</sup> Annual Meeting, June.
- 2018: Paper Presentation. “Current Collective Bargaining in Agriculture Supply Chains.” Labor and Employment Relations Association 70<sup>th</sup> Annual Meeting, June.
- 2017: Invited talk. “Workers’ Rights & Health & Safety in Banana, Sugar & Cotton Agribusiness.” Worker Health and Precarious Work in Global Supply Chains, Spring Symposium, Center for Global Workers’ Rights, School of Labor and Employment Relations, Pennsylvania State University, March.
- 2016: Guest lecture. “Uzbekistan: Migration, Politics and Human Rights.” Industrial and Labor Relations School, Cornell University.
- 2015: Guest Lecture. “International Labor Rights Institutions and Ending Forced Labor in the Cotton Industry.” Industrial and Labor Relations School, Cornell University.
- 2012: Invited webinar. “Implementing Living Wages in Global Supply Chains.” International Society of Sustainability Professionals, January.
- 2009: Invited talk. “Organizing for Gender Equity at Work and Society.” 11<sup>th</sup> Women’s Colloquium of the Movement of Working and Unemployed Women María Elena Cuadra, Managua, Nicaragua.

## **EMPLOYMENT HISTORY**

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**The Pennsylvania State University, Center for Global Workers Rights***Research Consultant***September-December 2022**

- Tracking impacts of reforms of national labor laws of Mexico and labor provisions of the United States Mexico Canada Agreement
- Researching approaches to worker voice

**September 2017 – September 2021**

Conducted research, authored, and co-authored reports on workers' rights in global supply chains in the commercial agriculture industry, including wine and olive oil in Morocco, bananas in Guatemala, and strawberries in Mexico.

**Solidarity Center AFL-CIO, June 2022-September 2022***Research Assistant*

Designed research project, supervised team of student and worker researchers, and wrote report based on findings regarding working conditions in the tourism industry in Mexico.

**Cornell University****Global Labor Institute at the School of Industrial and Labor Relations, May 2022-August 2022***Research Consultant*

- Organized and co-facilitated focus group discussions and interviews on lessons from the COVID-19 pandemic for the apparel industry with trade union, labor NGO, manufacturer, manufacturers association, apparel brand, and government representatives
- Drafted report on findings for an inclusive and sustainable future of the apparel industry

**School of Industrial and Labor Relations***Instructor, School of Industrial and Labor Relations*

Course: "Collective Bargaining and Labor Relations"

- Fall 2021

*Teaching Assistant, School of Industrial and Labor Relations*

Course: "Migration: Histories, Controversies, and Perspectives"

- Professor Shannon Gleeson, Fall 2021

Course: "Collective Bargaining and Labor Relations"

- Professor Harry Katz, Fall 2016, Fall 2017, Spring 2018, Fall 2020
- Professor Ariel Avgar, Spring 2017
- Professor Rachel Aleks, Spring 2019

Course: Comparative Labor Movements in Latin America, Spanish section

- Professor Maria Lorena Cook, Fall 2017

*Research Assistant*

- Professor Sarosh Kuruvilla Summer 2017, Summer 2018
- Professor Harry Katz Summer 2019, Fall 2019, Summer 2020, Spring 2021

**International Labour Organization***Research Consultant***June-September 2021**

- Researched and produced a report on collective bargaining responses to the COVID-19 pandemic in the United States of America

**November-December 2021**

- Researched and produced a report on the relationship between collective bargaining and productivity

**Sweatfree Purchasing Consortium, March – December 2019**

*Program Coordinator*

- Led development of a five-year strategic plan
- Facilitated meetings of the board of directors

**Cornell Farmworker Program, Cornell University March – December 2018***Research Intern*

- Provided Spanish translation and facilitated immigrant farmworker legal clinics
- Conducted needs assessment interviews of farmworkers, managers and owners

**International Labor Rights Forum, April 2012 – August 2016***Coordinator of the Cotton Campaign to End Forced Labor in the Cotton Sector*

- Lobbied governments, businesses, investors, the World Bank, International Labour Organization and United Nations agencies to use their leverage to end state-sponsored forced labor in the cotton sector, resulting in the government of Uzbekistan implementing a policy to reduce child labor and beginning an ILO program to address forced labor
- Developed capacity-building programs that supported human rights monitoring and reporting in Uzbekistan and Turkmenistan, which produced the data used in advocacy
- Facilitated meetings and strategic planning of the business association, corporate, investor, NGO, and union members of the campaign coalition

**Social Accountability International, September 2006 – March 2012***Senior Manager*

- Designed, fundraised, and implemented programs to increase labor standards implementation in Central America, China and India in collaboration with local partners
- Designed and facilitated training workshops on labor standards for managers and workers in agriculture and apparel industries, for labor inspectors in Central America, and for auditors of the SA8000 certification
- Coordinated the international conference *Human Rights at Work: The Next Decade*

**The Development Group for Alternative Policies, September 2005 - August 2006***Research Intern*

Contributed research, report writing, and administrative support to the Structural Adjustment Participatory Review Initiative (SAPRI) and the Alliance for Responsible Trade, Hemispheric Social Alliance

**Kenan Institute of Public Enterprise, June 2005 - August 2005; Washington, DC***Research Intern*

Conducted research for *Trade Imbalance: The Struggle to Weigh Human Rights Concerns in Trade Policymaking*, by Susan Aaronson and Jamie Zimmerman

**Proyecto Bibliotecas Guatemala (PROBIGUA), January 2004 – June 2004; La Antigua, Guatemala***Liaison*

Facilitated relations between PROBIGUA and funder Child Aid

**Casa Americana, October 2002 – September 2003; Valencia, Spain***Teacher*

Created and implemented lessons to teach the English language to adults and youth

**SKILLS**

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- Spanish fluency
- Statistics proficiency in Stata
- Advanced certification in labor standards auditing by Social Accountability International

## SERVICE AND AFFILIATIONS

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- Reviewer, *ILR Review*, *Labor Studies Journal*, and *Mexican Studies/Estudios Mexicanos*
- Coordinating Committee, Doctoral Student Consortium, Interuniversity Research Centre on Globalization and Work / Centre de recherche interuniversitaire sur la mondialisation et le travail, 2018-2019
- Member, Labor and Employment Relations Association, since 2017
- Board Member, BioScience Resource Project, since 2017
- Member, Cornell Graduate Students United, since 2016
- Member, Workers Rights Advisory Committee, Fair Trade International, 2013-2016

## REFERENCES

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- Mark Anner; Professor, Labor and Employment Relations and Director, Center for Global Workers' Rights, Pennsylvania State University; (814) 321-5753; [msa10@psu.edu](mailto:msa10@psu.edu)
- Harry C. Katz; Jack Sheinkman Professor of Collective Bargaining, School of Industrial & Labor Relations, Cornell University; (607) 342-1584; [hck2@cornell.edu](mailto:hck2@cornell.edu)
- Sarosh Kuruvilla; Andrew J. Nathanson Family Professor in Industrial and Labor Relations, School of Industrial and Labor Relations, Cornell University; (607)280-5441; [sck4@cornell.edu](mailto:sck4@cornell.edu)
- Philip D. McMichael; Professor, Department of Development Sociology, Cornell University; (607) 255-5495; [pdm1@cornell.edu](mailto:pdm1@cornell.edu)