

**MATTHEW M. FISCHER-DALY**

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<https://www.matthewfischer-daly.net/>

**EDUCATION**

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**Cornell University**

*Doctor of Philosophy, Industrial and Labor Relations* 2021  
*Master of Arts, Industrial and Labor Relations* 2019

**American University**

*Master of Arts, International Economic Relations* 2006

**University of Michigan**

*Bachelor of Arts, Political Science and Spanish* 2002

**ACADEMIC POSITIONS**

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**The Pennsylvania State University**

*Adjunct Professor, School of Labor and Employment Relations* 2024-2025  
*Assistant Research Professor, School of Labor and Employment Relations* 2023-2024

**Cornell University**

*Instructor, School of Industrial and Labor Relations* 2021

**PUBLICATIONS (\*denotes equal authorship)**

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**Books**

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

**Peer-Reviewed Journal Articles**

\*Fischer-Daly, Matthew and Christian Zolniski. Forthcoming. "Export agribusiness, multi-modal dispossession, and livelihood reconstitution in northern Mexico." *Mexican Studies / Estudios Mexicanos*.

\*Anner, Mark, Matthew Fischer-Daly, and Cirila Quintero Ramírez. 2024. "Between Labor Control and Worker Empowerment: Authoritarian Innovations and Democratic Reforms in Mexico." *Journal of Industrial Relations* 66(4): 578-603.

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):41-60.

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* 14(C):1.

### **Book Chapters**

\*Kuruville, 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 Kuruville. Ithaca: Cornell University Press, 148-180.

\*Kuruville, Sarosh and Matthew Fischer-Daly. 2021. "Are Changes in Corporate Governance the Answer?" In *Private Regulation of Labor Standards in Global Supply Chains*. Sarosh Kuruville. Ithaca: Cornell University Press, 189-213.

\*Katz, Harry C., Matthew Fischer-Daly, Thomas A. Kochan and Alexander J.S. Colvin. 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, 517-537.

\*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* 40(1): 145-148.

Fischer-Daly, Matthew. 2017. "Achieving Workers' Rights in the Global Economy," by Richard P. Applebaum and Nelson Lichtenstein (editors). *ILR Review* 70(4):1064-1066.

## Reports

Fischer-Daly, Matthew. Forthcoming. "Organizing for Life: Workers' Rights in the Palm Oil Sector of Honduras." 2024. Solidarity Center and the Center for Global Workers' Rights, Pennsylvania State University.

\*Anner, Mark, Matthew Fischer-Daly, Sifat Amita, Katherine Maich, Samuel Okyere, and Ye Yint. (2024). "Worker Voice: What it is, what it is not, and why it matters." Center for Global Workers' Rights, Pennsylvania State University for the Bureau of International Labor Affairs, United States Department of Labor.

\*Fischer-Daly, Matthew and Mark Anner. (2023). "Worker Voice: A Literature Review." Center for Global Workers' Rights, Pennsylvania State University for the Bureau of International Labor Affairs, United States Department of Labor.

\*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.

## **ACADEMIC TEACHING EXPERIENCE**

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LGWR 894: Capstone Research Project Summer 2024  
The Pennsylvania State University, State College, PA

LGWR 560: Gender, Race, and Labor in Comparative Perspective Spring 2024, 2025  
The Pennsylvania State University, State College, PA

LHR 400: Comparative Employment Relations Spring 2024  
The Pennsylvania State University, State College, PA

HRER 500: International and Comparative Employment Relations Fall 2023  
The Pennsylvania State University, State College, PA

LHR 475H: Labor in the Global Economy Spring 2023  
The Pennsylvania State University, State College, PA

ILRLR 2050: Labor Relations Fall 2021  
Cornell University, Ithaca, NY

## **PRESENTATIONS**

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### **Conferences**

"International Commodity Networks."  
Labor and Employment Relations Association 75<sup>th</sup> Annual Meeting, Detroit, MI June 2023

"Dignity & Bargaining Power: Insights from Struggles in Strawberries."  
Labor and Employment Relations Association 74<sup>th</sup> Annual Meeting, online June 2022

"Labor Control and Resistance in Strawberry International Commodity Networks June 2021  
19<sup>th</sup> International Labor and Employment Relations Association World Conference, online

- “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, online June 2020  
 International Labor and Employment Relations Association  
 Regional Congress of the Americas, online June 2020
- “Fissured Employment Relations and Networked Solidarity: Emerging Patterns of Bargaining in an Increasingly Contingent World of Work.” June 2019  
 Labor and Employment Relations Association 71<sup>st</sup> Annual Meeting, Cleveland, OH
- “Current Collective Bargaining in Agriculture Supply Chains.”  
 Labor and Employment Relations Association 70<sup>th</sup> Annual Meeting June 2018

### **Invited talks**

- "El Panorama del Empleo en El Salvador, Guatemala, y Honduras" ("The Employment Landscape in El Salvador, Guatemala, and Honduras")  
 Foro de Buenas Prácticas Laborales (Good Jobs Summit), Guatemala City, Guatemala  
 October 2024
- “Worker Voice: What it is, What it is not, and Why it Matters”  
 American Apparel and Footwear Association annual meeting, Dearborn, MI July 2024
- “Worker Voice: Case Study Demonstrations of Supportive and Impeding Mechanisms”  
 United States Interagency meeting, online March 2024
- “Learning from Crisis: Apparel Industry Experts on Mitigating the COVID-19 Pandemic and Future Crises.” February 2023  
 International Labour Organization and Global Labor Institute at Cornell, online
- “Working Conditions in the Hotel Sector in Baja California Sur, Mexico” September 2022  
 Solidarity Center, UNITE HERE Local 11, UCLA Labor Center meeting, online
- “Fighting for Work with Dignity in the Fields: Agriculture Global Supply Chains in Morocco, Colombia, Guatemala, and Mexico.”  
 Solidarity Center meeting, online November 2021
- “Workers’ Rights & Health & Safety in Banana, Sugar & Cotton Agribusiness.”  
 Spring Symposium, Center for Global Workers’ Rights, School of Labor and Employment Relations, Pennsylvania State University March 2017
- “Uzbekistan: Migration, Politics and Human Rights.”

Industrial and Labor Relations School, Cornell University.	October 2016
“International Labor Rights Institutions and Ending Forced Labor in the Cotton Industry.” Industrial and Labor Relations School, Cornell University.	November 2015
“Implementing Living Wages in Global Supply Chains.” International Society of Sustainability Professionals	January 2012
“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.	March 2009

## **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

## **EMPLOYEMNT**

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### **The Pennsylvania State University, State College, PA, USA**

Adjunct Professor, Labor and Employment Relations	June 2024 – May 2025
Assistant Research Professor, Labor and Employment Relations	January 2023 – June 2024
Research Consultant, Center for Global Workers’ Rights	September 2017 – December 2022

### **Solidarity Center AFL-CIO, Mexico Office, Mexico City, Mexico**

Research Consultant	June 2022-September 2022
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### **Cornell University, Ithaca, NY, USA**

Research Consultant, Global Labor Institute	May 2022 – August 2022
Instructor, School of Industrial and Labor Relations	Fall 2021
Teaching Assistant	
“Migration: Histories, Controversies, & Perspectives” (Spanish section)	Fall 2021
“Collective Bargaining and Labor Relations”	Fall 2020, Spring 2019, Spring 2018, Fall 2017, Spring 2017, Fall 2016

“Comparative Labor Movements in Latin America” (Spanish section) Fall 2017  
Research Assistant  
Sarosh Kuruvilla, Professor of Industrial Relations, Asian Studies and Public Affairs  
Summer 2017, Summer 2018  
Harry C. Katz, Jack Sheinkman Professor of Collective Bargaining at the School of Industrial  
& Labor Relations Spring 2021, Summer 2020, Fall 2019, Summer 2019  
Mary Jo Dudley, Director, Cornell Farmworker Program March – December 2018

**International Labour Organization, Geneva, Switzerland**

Research Consultant June-December 2021

**Sweatfree Purchasing Consortium, USA**

Program Coordinator March – December 2019

**International Labor Rights Forum, Washington, DC, USA**

Coordinator of the Cotton Campaign to End Forced Labor in the Cotton Sector  
April 2012 – August 2016

**Social Accountability International, New York, NY, USA and Managua, Nicaragua**

Senior Manager January 2010 – March 2012  
Project Assistant Director, Project Cultivar January 2008 – December 2009  
Executive Assistant September 2006 – December 2007

**The Development Group for Alternative Policies, Washington, DC**

Research Intern September 2005 - August 2006

**Kenan Institute of Public Enterprise, Washington, DC**

Research Intern June 2005 - August 2005

**Proyecto Bibliotecas Guatemala (PROBIGUA) and Child Aid, Antigua, Guatemala**

Liaison January 2004 – June 2004

**Casa Americana, Valencia, Spain**

English language teacher October 2002 – September 2003

**LANGUAGES**

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English, native; Spanish, fluent

**PROFESSIONAL SERVICE AND AFFILIATIONS**

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Academic journal reviewer: *Agriculture and Human Values*; *Frontera Norte*; *ILR Review*; *Labor Studies Journal*; *Mexican Studies/Estudios Mexicanos* since 2020

Global Labor University, Editorial Board	since 2023
Labor and Employment Relations Association, Member	since 2017
Sweatfree Purchasing Consortium, Board Member	since 2023
BioScience Resource Project, Board Member	since 2017

## **REFERENCES**

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Available upon request.