August 2020



#### JANICE R. BELLACE

# PROFESSIONAL EMPLOYMENT

##### **Current appointments**

*Professor of Legal Studies, Business Ethics and Professor of Management*

*Director,* Tanoto ASEAN Initiative (2016 - )

*Samuel Blank Professor of Legal Studies Emerita*

 The Wharton School, of the University of Pennsylvania

###### Career history

Wharton School faculty appointments

 Primary Appointment ‑ Department of Legal Studies

 Secondary Appointment ‑ Department of Management

 1979 ‑ Appointed Assistant Professor

 1984 ‑ Promoted to Associate Professor with tenure

 1993 - Promoted to Professor

 Samuel Blank Professor of Legal Studies (July 1, 1993 to June 30, 2018)

 2016 - Director*,* Tanoto ASEAN Initiative (2016 - )

 2018 --assumed emeritus faculty status (transferred to non-tenured faculty status)

 *Adjunct Professor*, University of Pennsylvania Law School 1986-1996

*Founding President,* Singapore Management University, July 1999-Sept 2001

*Chairman,* Wharton –Singapore Management University Research Centre, 2001 - 2010

University of Pennsylvania senior management appointments

 *Deputy Provost,* University of Pennsylvania, Nov 2005-June 2007

 *Associate Provost,* University of Pennsylvania, March 2004-October 2005

  *Interim Associate Dean for Development*, The Wharton School (1999-2000)

 *Deputy Dean*, The Wharton School (1994-1999)

 *Vice Dean,* and Director, The Undergraduate Division, The Wharton School (1990-1994)

 *Director,* Huntsman Program in International Studies and Business, University of

 Pennsylvania(2001-2015)

*Senior Faculty Research Fellow*, Industrial Research Unit, (now Center for Human Resources) The Wharton School. (August 1977‑July 1979; 1975-76)

***VISITING POSITIONS***

*Visiting International Professor,* HasseltUniversity, Faculty of Law, Hasselt, Belgium

 March 2019

*Paul Van der Heijden Chair in Social Justice,* Leiden University, Faculty of Law, Leiden

 Netherlands, October 2018

*Visiting International Professor,* University of Padova, Faculty of Law, Padua, Italy

 October 2017

*Visiting Scholar,*  International Labour Organization, Standards Department, Geneva,

 Switzerland, October 2012.

*Visiting Scholar*, University of Southampton, Faculty of Law, Southampton, England,

 November 1991.

*Academic Visitor*, University of Warwick, Industrial Relations Research Unit, England,

 Spring 1988.

*Exchange Scholar*, Katholieke Universiteit Leuven, Faculty of Law, Leuven, Belgium,

 Summer 1985.

*Academic Visitor*, London School of Economics, Department of Industrial Relations,

 Summer 1982.

***EDUCATION***

*London School of Economics and Political Science*, London, England

 Master of Science in Industrial Relations (concentration Labor Law) 1975

 Award: Thouron British‑American Exchange Fellowship

*University of Pennsylvania Law School*, Philadelphia, Pennsylvania

 Juris Doctor, 1974

*University of Pennsylvania*, Philadelphia, Pennsylvania

 Bachelor of Arts with honors, 1971 (majors: sociology and history)

# EDITORSHIPS

*Senior Editor,* Comparative Labor Law & Policy Journal, 1997-present

*General Editor*, Comparative Labor Law Journal, 1985-1997

*Member* – *Editorial Board*

 Diritto delle Relazioni Industriali, 1995 -

 International Journal of Comparative Labour Law and Industrial Relations, 1996-present

 Journal of Industrial Relations (Australia) 2005-present

 Italian Labour Law e-Journal “ELLJ” 2019 --

*Staff Editor*, American Business Law Journal, 1986‑1987

***HONORS and AWARDS***

Cavaliere Ordine al Merito della Repubblica Italiana (Order of Merit of the Italian Republic), awarded June 2017.

Doctorate of Science in Economics *honoris causa*, Sydney University, Australia (awarded 12 May 2017)

Fellow of the Labor and Employment Relations Association (U.S.) awarded 2013

***ACADEMIC -PROFESSIONAL AFFILIATIONS***

 Member of Pennsylvania Bar (admitted January 1975)

 International Society for Labour and Social Security Law

 President 2018 – 2021

 Treasurer, 2015 - 2018

 Member, executive board of the U.S. Branch 1986 - present

 International Labour and Employment Relations Association (formerly IIRA)

 President, 2009-2012 Past President 2012-2015

 Executive officer, 2006 – 2015; member executive committee 2000-2006

 Labor and Employment Research Association (of the United States) (formerly IRRA)

 President 2016-2017

 Member, executive board of national organization, 1988‑91

 President, Philadelphia chapter, 1988‑89

 American Bar Association

 Secretary, Section on Labor and Employment Law 1992-93

 Member, international labor law committee

***TRIBUNAL - BOARD MEMBERSHIPS and other APPOINTMENTS***

Judge, World Bank Administrative Tribunal, 2018 – 2023

Co-chair, Public Review Board, United Auto Workers

 member since1993, co-chair since 2009

ILO Committee of Experts on the Application of Conventions and Recommendations,

 International Labour Organization, Geneva ( 1994-2010, chair 2008-2010).

Member, International Board of Overseers, Koç University, Istanbul, 2007 – present

Member, International Advisory Board, Marco Biagi Foundation, Modena, 2004 - present

Member, Board of Trustees, Singapore Management University, Singapore, 2001-2013

Chair, International Academic Review Panel, Singapore Management University 2015-2018

*Corporate and Non-Profit Boards*

Thomas Jefferson University Hospital, Inc., Philadelphia

Trustee of TJUH since 1998

 Chair of the Quality and Patient Safety Committee (2006 – present)

 Chair of the TJUH System Board of Trustees (2015-2016)

 Chair of the Methodist Hospital Division Committee (2005-2016)

 Member of the Clinical Affairs Committee (2015 - present)

Member, Board of Trustees, Methodist Hospital Foundation, 1996-present

Member, Board of Trustees, Methodist Associates in Health Care, Inc., 1997-2017

Member, Board of Trustees, Methodist Hospital Nursing Center, 1997-2004

Member, Board of Directors, OCBC (Oversea Chinese Banking Corp), Singapore (November 2000-Dec 2001)

Member, Advisory Board (private banking), Bank of America, 1997-1999

Member, Board of Trustees, The Philadelphia School, 1992-1996

**SELECTED PUBLICATIONS -- last 10 years**

 *The following notes my involvement with General Surveys published under the authorship of the ILO’s Committee of Experts:*

Chairperson of the Working Group of the Committee of Experts drafting *General Survey concerning Employment Instruments in light of the 2008 Declaration on Social Justice for a Fair Globalization ,* Report of the Committee to the International Labour Conference, Report III (Part IB) 99th Session (International Labour Office, Geneva, 2010) 209 pages.

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PUBLICATIONS

### BOOKS -- last ten years

*The Right to Strike in International Law.* Jeffrey Vogt, Janice Bellace, KD Ewing, Lord Hendy, Klaus Lorcher, Tonia Novitz. Hart Publishing, 2020.

*Labour, Business and Human Rights Law.* eds. Janice Bellace and Beryl ter Haar. Elgar Publishing. 2019.

### CHAPTERS -- last ten years

*The 1998 ILO Declaration: Impacting Corporate Labor Behavior by Responding to Globalization,* in “Globalisation and Labour Standards,” ed. Kimberly Elliott. Elgar Publishing, *forthcoming 2021.*

*Re-thinking Labour Law in the 21st Century,* in "The Role of the State and Industrial Relations, in “The Future of Work: Labour Law and Labour Market Regulation in the Digital Era,” ed.Adalberto Perulli and Tiziano Treu. Wolters Kluwer Publishing, *forthcoming 2020*.

*The ILO and Tripartism: Balancing the Three-Legged Stool, in*  “Law for Social Justice,” ed George P. Politakis, Tomi Kohiyamaand Thomas Lieby. International Labour Office (Geneva, 2019). pp. 289 – 310.

*The Muted Voice of Labour in Labour Policy in the United States,* in "The Role of the State and Industrial Relations,” ed.Adalberto Perulli and Tiziano Treu. Wolters Kluwer Publishing, (the Netherlands, 2019). pp. 171-186.

*Labor and Global Trade: a U.S. Perspective,* in "Transformations of Work. Challenges for the Institutions and Social Actors,” eds. Giuseppe Casale and Tiziano

Treu. Bulletin of Comparative Labour Relations series, no. 105, (Wolters Kluwer Publishing, Netherlands, 2019). pp. 183 – 201.

*ILERA: Building on Tradition and Values in Responding to the Challenges of the Information Age,* in “Global Labour and Employment Relations: Experiences and Challenges,” ed. by Dong-One Kim and Mia Rönnmar (Seoul: Bak-Young Sa),2019.

*New Appraisal and Future Directions,* in “The Evolution of Korean Industrial and Employment Relations,” ed. Young-Myon Lee and Bruce E. Kaufman. (Elgar, Cheltenham, UK, 2018) pp. 241-248.

*The Changing Face of Capital: the Withering of the Employment Relationship in the Employment Age,* in “Game Changers in Labour Law: Shaping the Future of Work,” ed. Frank Hendrickx and Valerio De Stefano, Bulletin of Comparative Labour Relations series, no. 100 (Wolters Kluwer, The Hague, Netherlands, 2018) 11-25*.*

*The Link between Trade and Social Clauses,* in "Sustainable Development, Global Trade and Social Rights,” ed.Adalberto Perulli and Tiziano Treu. Wolters Kluwer Publishing, (the Netherlands, 2018) 57-69.

*Embedding the ILO Core Conventions into the UN Guiding Principles: The Impact of Soft Law on Hard Law,* ed. Andrzej Swiatkowski, “Studies in Labour Law and Social Policy,” pp. 81-90 (Jagiellonian University Press, Krakow, 2015).

*Pushback on the Right to Strike: The Thickening of Soft Law, in* Research Handbook on Transnational Labour Law, eds. Adelle Blackett and Anne Trebilcock. pp. 181-193 (Elgar, 2015)*.*

*Who Defines the Meaning of Human Rights at Work?* in The Transnational Dimension of Labour Relations: New Order in the Making?, eds. Edoardo Ales and Iacopo Senatori. G. Giappichelli Editore (Torino, 2013), pp. 111-134.

***ARTICLES***  *-- last ten years*

*The ILO Supervisory System post-2012: Back on Track?,* Archiv des Völkerrechts (Archive of Public International Law), 57:2, 153 - 182 (June 2019)

*ILO Convention No. 87 and the Right to Strike in an Era of Global Trade,* Comparative Labor Law & Policy Journal, 39:3, 101 - 137 (Spring 2018).

*Back to the future: workplace relations and labour law in the 21st century in the Asia Pacific context,* Asia Pacific Journal of Human Resources (April 2018 available at Wiley online / forthcoming in print).

*Free Trade Agreements in Trump’s World, (*Acuerdos de Libre Comercio en el Mundo de Trump)Análisis Laboral, vol 41 No. 482 (August 2017).

*Back to the Future: Freedom of Association, the Right to Strike and National Law*, King’s Law Journal (UK), 27:1, 24-45 (April 2016)*.*

*American Unions and the Economy: The Unheard Voice of a Shrinking Sector,* Singapore Economic Review, 59:4, 1 -20 (September 2014)*.*

*Linking Observance of Human Rights to Trade, (*Observancia vinculante de los Derechos Humanos en el Comercio) Análisis Laboral, May 2014

*Human Rights at Work: The Need for Definitional Coherence in the Global Governance System,* International Journal of Comparative Labour Law and Industrial Relations, 30:2, 175 - 198 (June 2014)

*Hoisted on Their Own Petard? Business and Human Rights,* Journal of Industrial Relations (Australia)56:3, 443 – 458. (June 2014).

*The ILO and the Right to Strike,* 153 International Labour Review 153:1, 29-70 (March 2014).

*Trade Union Rights at the Workplace in the United States*, 79 Bulletin of Comparative Labour Relations 45 - 60 (2012).

*Achieving Social Justice: the Nexus between the ILO’s Fundamental Rights and Decent Work,* Employee Rights and Responsibilities Journal, 15:1 pp. 101-124 (June 2011).

*Commentary: Innovation and Tradition in Industrial Relations,* Journal of Industrial Relations (Australia), 52:5, pp. 631-638 ( November 2010).

*Imaging the Future: The Information Age Workforce,* Japanese Journal of Labour Studies, No. 600 (July 2010)

***SELECTED PUBLISHED PAPERS*** *– last ten years*

*A Path Forward: Job, Opportunity, and Equality in the New World of Work,* 69th Presented at the Annual Meeting, Labor and Employment Relations Association, Anaheim, CA. June 3, 2017. Published in *Perspectives on Work*, Vol.21 pp. 62-67 (2017).

*The Meaning of Labor Clauses in Free Trade Agreements*, 68th Annual Meeting, Labor and Employment Relations Association, Minneapolis, May 27, 2016. (published in the online proceedings)

*Free Trade Agreements: the Meaning and Enforcement of Labour Clauses,*

Labour Law Research Network conference, Amsterdam, June 26, 2015

*Whose Freedom to Contract and Provide Services? Collective Bargaining in a Globalized World,”*  Paper presented at the 12th International Conference, Fondazione Marco Biagi, Università degli Studi di Modena é Reggio Emilia, March 19, 2014. Published as a chapter in Tindara Addabbo, William Bromwich, Tommaso M. Fabbri and Iacopo Senatori (eds.). "Labour and Social Rights: An Evolving Scenario?" pp. 285-293 (G. Giappichelli, Torino, 2015).

*Who Defines the Meaning of Human Rights at Work? The UN Global Compact and the ILO Declaration of Fundamental Rights,*  Paper presented at the European Regional Congress of the International Labour and Employment Relations Association. Amsterdam, Netherlands, 20 – 22 June 2013. Published in the online proceedings.

*Between a Rock and a Hard Place: CSR, the UN Global Compact and Human Rights,* Paper presented at the Asian Regional Congress of the International Labour and Employment Relations Association. Melbourne, Australia, 10-13 April 2013. Published in the online proceedings.

*Who Decides the Meaning of Human Rights at Work?*  Paper presented at the 11th International Conference,, Fondazione Marco Biagi, Università degli Studi di Modena é Reggio Emilia, March 19, 2013. Published as a chapter in Edoardo Ales and Iacopo Senatori (eds.)., "The Transnational Dimension of Labour Relations: A New Order in the Making?" pp. 111 -134 (G. Giappichelli, Torino, 2013).

*Modernisation of Labour: National Regulatory Frameworks Confront the Global Economy* Paper presented at the 10th International Conference, Fondazione Marco Biagi, Università degli Studi di Modena é Reggio Emilia, March 21, 2012. An Italian translation of this paper was published as *Modernizzazione del lavoro: come gli ordinamenti nazionali affrontano le sfide dell’economia globalizzata*, in Francesco Basenghi and Luigi Enrico Golzio, eds. Regole, politiche e metodo (G.Giappichelli Editore, Torino, 2013). pp. 225 -238.

*Prospects for U.S. Ratification of ILO Core Conventions,*  Proceedings of the 63rd Annual Meeting of the Labor and Employment Relations Association., Denver, Colorado , January 2011*.*

*Trade Union Rights in the United States,* Conference on Trade Union Rights at the Workplace, Hugo Sinzheimer Institute for Labor Law, Frankfurt, Germany, November 19, 2010. Published as chapter 5 in the books series, *Bulletin of Comparative Labour Relations (No. 79).* Thomas Klebe, Marlene Schmidt and Bernd Waas, eds. Trade Union Rights at the Workplace (Alphen aan den Rijn, Netherlands: Wolters Kluwer, 2012) pp. 45-60.

***SELECTED MEETING PRESENTATIONS***  *-- last ten years*

*The ILO and Tripartism: the Challenge of Balancing the Three-Legged Stool,* Presented at the 71st Annual Meeting, Labor and Employment Relations Association, Cleveland, Ohio, June 14, 2019.

*Equal but Not Identical: The Challenge of Gender Equality at Work,* paper presented at 3rd JILPT Comparative Labor Policy Seminar, Tokyo, Japan. March 4, 2019.

*The Withering of the Traditional Employment Relationship: reality and Implications for Labor Law,* paper presented at the annual meeting of the Japan Association of Social Policy Studies. Saitama University, Tokyo, Japan. May 26, 2018.

*Private International Labour Arbitration:  enforcing rights in Global Supply Chains,* Paper presented at 4th International Conference on Regulating Decent Work: the Future of Work. ILO -Geneva, July 3, 2017.

*The Response to Economic Transformation: Evolutionary Change,* 9th Asian Regional Congress of the International Labour and Employment Relations Association, Beijing, China. 1 November 2016.

*The TPP: Labour Clauses and Consistency Plans,* European Regional Congress of the International Labour and Employment Relations Association, Milan, Italy. 9 September 2016.

*The Link between Trade and Social Rights*, Summer Seminar in Labour Law, Ca’ Foscari University, Venice, Italy. 21 June 2016

*Designing Labour Laws for Sustainable Labour Relations*, 7th International Industrial Relations Conference, Beijing, China December 28-29, 2015.

*Defining “International Labor Right: Can there be Freedom of Association without a Right to Strike?* 10th Annual Global Labour University conference, Washington, D.C. October 2, 2015

*CSR in the 21st Century,* Presentation to the University of Indonesia Business School, Jakarta, March 10, 2015.

*Policy Choices in Labor Law,* Presentation to the Forum on Law and Business, Peking University Law School, Beijing, PRC, November 4, 2014.

*Regulating the Global Supply Chain:  Applying ILO Fundamental Principles to “Business,”* Paper presented to the Economic and Social Research Council (of Australia) seminar on “The Regulation of Work and Employment; Towards a Multi-Disciplinary, Multilevel Framework.” Prato, Italy, September 15, 2014.

*Human Rights for Workers: The Significance of the 1998 ILO Declaration,* Paper presented at the 8th regional congress of the Americas of the International Labour and Employment Relations Association, Bogotá, Colombia, August 14, 2014.

*Labor Arbitration in the United States*, Presentation to Department of Conciliation and Arbitration Management, Ministry of Human Resources and Social Security (PRC). Beijing, China, June 11, 2014

*Governance of Global Supply Chains: Defining the Meaning of Workers’ Human Rights,* Paper presented at the annual meeting of the Labor and Employment Relations Association, Portland, Oregon, May 30, 2014.

*Striving for Coherence in Applying Labour Provisions in FTAs,* Paper presented at the conference on 'Workers Rights in a Globalizing World', University of Toronto, Rotman School of Management, May 8, 2014.

*Decent Work:  Monitoring the Application of Fundamental Rights as the Key to Overall Progress,* Paper presented at Conference on Regulating for Equitable and Job-Rich Growth, ILO -Geneva, July 3, 2013.

*Confronting Sex Discrimination in the Labour Market,* Paper presented at the Labour Law Research Network Inaugural Conference, Barcelona, Spain, 14 June 2013.

*The Interplay between Labor Law and Industrial Relations Systems: a Comparative Perspective*, Renmin University, Beijing, China, May 23, 2013.

*The ILO's Supervisory Machinery: The Role of the Committee of Experts,* conference on “Navigating a New Era: An Experts’ Dialogue on International Labor Standards and the U.S. Judiciary,” Catholic University Columbus School of Law, Washington D.C., March 2012.

*Approaches to the Governance of Labor Conflict*, China Academy of Social Sciences, Beijing, China, February 13, 2012.

*ILO Standards and the Role of the Social Actors,* 7th Regional Congress of the Americas, International Labour and Employment Relations Association, São Paulo, Brazil, August 24, 2011

*Approaches to Labor and Employment Policy: ILO Convention No. 122 in the National Context*, Labor and Employment Relations Association, National Policy Forum, Washington, D.C. June 7, 2011.

*International Labour Standards and Employment Relations,*  International Forum on Employment Relations in a Global Context, Workplace Research Centre, University of Sydney Business School, Sydney, Australia, March 30, 2011.

*The Role of Industrial Relations: From the Local to the Transnational Dimension,*

IX International Conference, Fondazione Marco Biagi, Università degli Studi di Modena é Reggio Emilia, March 18, 2011.

*The Recession in the United States: the Ability of Labor and Employment Law to Respond to Worker Disruption,*  15th Annual Conference on Work, Labor Relations, Labor economics and Labor Law, The Economic and Social Committee of Israel, Eilat, Israel, February 2-4, 2011.

*Employee Voice and Participation at Company Level,*  Keynote address at the 8th International Conference, Fondazione Marco Biagi, Università degli Studi di Modena é Reggio Emilia, March 18, 2010.

*The Quest for Social Justice: Fundamental Rights and Decent Work,* 62nd Annual Meeting , Labor and Employment Relations Association, Atlanta, GA, January 5, 2010.

***Work in Progress***

*The Core Conventions and ISO 26000: Measuring the Same Fundamental Rights?*