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BIO
Ronald C. Brown
University of Hawaii Law School
August 2020**

I. PROFESSIONAL BACKGROUND

Current Teaching/Research Areas

Labor Law, Employment Law, Employment Discrimination Law, Asian International & Comparative Labor & Employment Law, U.S.-China Comparative Labor & Employment Law, and Chinese Law

Education

B.S. University of Toledo

J.D. University of Toledo College of Law

LL.M. University of Michigan School of Law

Bar Memberships

1968, Ohio; 1973, Virginia; 1985, Hawaii Bar

Professional Employment

2014 Spring/Summer, Visiting Professor, Univ. of Melbourne Law School

1981-present University of Hawaii School of Law (U.H.)
Professor of Law
Associate Dean (1984 -1985)
Director, Summer Law Institute (1986)

2004-2005 Distinguished Fulbright Lecturer teaching at Peking and
Tsinghua Law Schools in Beijing

2000-2006 Director, Center for Chinese Studies, University of
Hawai'i

2000-2008 Professor, CBA -JAIRS Chinese MBA-Program;
Master of Human Resource Management, College of
Business Administration, University of Hawai'i

II. PUBLICATIONS

Books

East Asian Labor and Employment Law (Cambridge 2012)

Understanding Labor & Employment in China (Cambridge 2010); [“best seller” in category and reprinted in paperback 2012]

Understanding Chinese Courts and Legal Process: Law with Chinese Characteristics (Kluwer 1997).

Book Chapters

China – U.S. Implementation of ILO Standards by BITs and Pieces (FTAs), ch.6, Fundamental Labour Rights in China - Legal Implementation and Cultural Logic, (eds. Liukkunen, Ulla, Chen, Yifeng (Eds.)) (Springer 2016)

FTAs that Also Protect Workers: Expanding the Reach of Social Dimension Provisions on Labor to Promote, Compel, and Implement ILO Core Labor Standards; Part II at 109, in Proceedings Employment Relations and Transformation of the Enterprise in the Global Economy (eds. Edoardo Ales, Francesco Basenghi, William Bromwich, and Iacopo Senatori), Giappichelli-MBF book series (2016).

Asian and U.S. Perspectives on Labor Rights under International Trade Agreements Compared, ch. 5, Global Governance of Labour Rights, (eds. Axel Marx, Jan Wouters, Glenn Rayp and Laura Beke), (Elgar 2015)

An Employee By Any Other Name? M. Faioli (a cura di) "ATTIVITÀ TRANSNAZIONALI, SAPERE GIURIDICO E SCIENZA DELLA TRADUZIONE" ch. 10 at 107-122, Collana QLS - Quaderni Levi Sandri; Edizioni Nuova Cultura, Roma, 2010 (ISBN 978-88-6134-455-6)

Labor & Dispute Resolution in the U.S. in "PERSPECTIVES ON AMERICAN LAW, Shive, Guttman, and Nagle (eds.), published by Peking University Press (2012)

Collective Bargaining in China, in Collective Bargaining: Global Perspective, ed., P.L. Jayanthi Reddy (Chapter 7, Amicus Books, 2008)

Harmonizing Domestic Labor Law Reforms With Global Labor Law Standards, Chapter 7 in International Economic Law and China in Economic Transition, Published by William S. Hein & Co. (2006)

Employment and Labor Law Considerations in International Human Resource Management in Asia, ch. 5, in Global Perspectives on Human Resource Management, (Shenkar, ed. MacMillan (1995))

Legal Environment in Doing Business in the People's Republic of China, ch. 7
in *Doing Business in China*, (Shenkar & Kelley, ed., Routledge, 1993)

Articles

Selected Publications

Ronald C. Brown, Ride-Hailing Drivers as Autonomous Independent Contractors: Let Them Bargain!" 29 *Wash. L. Rev.* 533 (2020)

China Moving BRI into Latin American Countries: Chinese FTAs and Labor Implications. 42 *Houston J. Int'l L.* 85 (2019-20)

EU-China FTA: Enhanced Enforcement and Umbrella Coverage of Anticorruption, 43 *Hastings International and Comparative Law Review* 211 (2020)

EU-China BIT and FTA Enhance Labor Cooperation and Protection, 4 *Bologna L. Rev.* 366 (2020)

China-EU BIT and FTA: Building a Bridge on the Silk Road Not Detoured by Labor Standard Provisions, 29 *Washington International Law Journal* 61 (2019)

Commentary: Indonesian Government Again Needs to Better Implement ILO Conventions Nos. 87 and 98, 5 *International Labor Rights Case Law (ILRC, Hague)* 282 (2019)

Robots, New Technology, and Industry 4.0 in Changing Workplaces, published in 7 *Amer. University Bus. Law Rev.* 349 (2018)

Chinese Style Global Trade: *New Leader in Asia: New Rules; No Labor Protections in its Free Trade Agreements*, 35 *UCLA Pac. Basin L. J.* 1 (2018)

Labor Implications of TPP: A Game Changer? ch. 18 at 423, Dieter Ernst and Michael Plummer, *MEGA-REGIONALISM 2.0: Trade and Innovation within Global Networks* (World Scientific 2018).

Due Diligence – MNCs and Human Labor Chains - Remedies: Soft Law and Hard Law, published in 22 *UCLA J. Int'l L & Foreign Affairs* 119 (2018)

U.S.-Russia-East Asia Comparisons of Dispatch (Temporary) Worker Regulations, 5 *Russian L. J.* 6 (2017); DOI:10.17589/2309-8678-2017-5-1-6-32 (link is external) (Ronald C. Brown and Olga Rymkevich)

Made in China 2025: Implications of Robotization and Digitalization on MNC Labor

Supply Chains and Workers' Labor Rights in China, 9 *Tsinghua China L. Rev.* 1 (2017)

Up and Down the MNC Global Labor Supply Chain: Making Remedies that Work in China, 34 *UCLA Pac. L. J.* 103 (2017)

Commentary, Danish NCP Advances Due Diligence Obligations of OECD Guidelines in Rana Plaza Case, 3 *International Labor Rights Case Law Journal* 245 (2017)

Government's Obligation to Address Obstacles to Freedom of Association and Collective Bargaining Rights Reiterated in Korea Metal Workers' Union and others v the Republic of Korea, 3 *International Labor Rights Case Law* 281 (2017)

Developing ASEAN: Harmonizing Labor Standards for Global Integration. 33 *UCLA Pac. Basin L. J.* 27 (2016).

Chinese "Workers without Benefits," 15 *Univ. Richmond J. Global Law & Business L. J.* 21 (2016).

FTAs in Asia-Pacific: 'Next Generation' of Social Dimension Provisions on Labor? 26 *Ind. Int'l & Comp. L. Rev.* 69 (2016)

Fostering Labor Rights in a Global Economy: The Efficacy of the Emergent US Model Trade and Investment Frameworks to Advance International Labor Standards in Bangladesh, 155 *Int'l Labour Rev. (ILR) No. 3.* 50 (2016).

Collective Bargaining in China: Guangdong Regulation a Harbinger of national Model? 4 *China-EU Law J.* 135 (2015)

Prohibition of Forced and Child Labor: *John Does v. Nestlé USA, Inc.; Archer Daniels Midland Company; Cargill Incorporated Company; Cargill Cocoa* (Appeal from the US District Court of California). *Corporate Immunity in the Aiding and Abetting of Child Slavery*, 1 *ILaRC* 101 (Hague 2015).

Measuring China's Social Insurance Law Under International Standards of International Labour Organization and Influences of Social Dimension Provisions of Free Trade Agreements and Bilateral Investment Treaties" 45 *Hong Kong Law Journal* 651 (2015).

USA: Industrial relations profile, Eurofound, European Industrial Relations Observatory On-Line (2014) (eiroline), available at, <http://www.eurofound.europa.eu/eiro/country/usa.htm>

Defusion of labor disputes in China: Collective Negotiations, Mediation, Arbitration, and the Courts, 3 *China-EU Law J.* 117 (2014)

III. PROFESSIONAL ACTIVITIES

A. Recent Guest Lectures, Key Speeches and Papers Presented: (not exhaustive)

Paper presentation June 12, 2018 at a conference in Foshan China, the robot capitol of China, entitled, entitled *Chinese Labour Law and the Digital Workplace*, in a Conference in Foshan China, June 13-15, 2018. The Conference: Intelligent Manufacturing and Work 4.0 - Challenges and Perspectives in China, South East Asia and Germany was in cooperation with Sun Yat-sen University (SYSU) School of Government, Volkswagen, Robotation Academy, and the Friedrich-Ebert-Stiftung (FES).

Presented a paper entitled, *Measuring Worker Performance Within the Limits of Employment Law in the Changing Workplace Environment of Industry 4.0*, in Modena, Italy at the Marco Biagi Conference on March 20, 2018.

Chinese Style Global Trade: New Leader in Asia: New Rules; No Labor Protections in its Free Trade Agreements, European-China Law Society, Leiden, Netherlands, August 24, 2017.

Due Diligence “Hard Law” Remedies for MNC Labor Chain Workers, LRRN Conference in Toronto, Canada June 19, 2017.

Made in China 2025: Implications of Robotization and Digitalization on MNC Labor Supply Chains and Workers’ Labor Rights in China, Marco Biagi Institute, Modena, Italy March 19, 2016

“Up and Down the Labor Supply Chain:” Making Remedies that Work in China, in Rome, Italy at the European-China Law Association Conference September 21-24, 2016.

"Asian Labor Arbitration Comparisons" in Barcelona Conference of the Labor Law Research Network (2015)

Legal Developments in China, presented a Symposium at Helsinki University, Helsinki, Finland, March 2015.

Asian and U.S. Perspectives on Labor Rights under International Trade Agreements Compared, Leuven University (2015)

The Efficacy of the Emergent U.S. Model Trade and Investment Frameworks to Advance International Labor Standards in Bangladesh at the International Workshop on Fostering Labor Rights in the Global

Economy, Leuven University and the Leuven Centre for Global Governance Studies (Feb. 20-21, 2014)

Labor Law Agenda in ASEAN: Harmonizing Diversity, University of Amsterdam, Labour Law Research Network Conference, June 25-27, 2014

B. Awards and Professional Activities

Elected Board of Directors European-China Law Society 2017-

Appointed Fellow at New York University Law School 2012-

Appointed Senior Fellow University of Melbourne Law School 2014

Appointed Foreign Advisor, 1998 to present, Peking University Research Institute of Labor Law and Social Security.

Appointed Editorial Board Member, International Labor Rights Case Law (ILaRC), The Hague Institute for Global justice 2015-

Appointed Professional Correspondent, “International Labor Rights Case-Law (ILaRC),” from the Social Justice Expertise Center established by The Hague Institute for Global Justice and Leiden University 2014-

Appointed Editorial Board, The Indonesian Journal of International & Comparative Law

Elected Executive Board Member, International Society for Labor and Social Security (2005-).

Fulbright Distinguished Lectureship 2004-2005, Peking and Tsinghua University Law Schools

Consultant, on Legal Reform of Labor Market Development, 1996-1998, World Bank Organization, Beijing, China.