

Chunyun Li
Department of Management
London School of Economics and Political Science
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ACADEMIC APPOINTMENTS

London School of Economics and Political Science	2015-present
Department of Management, ERHR group	(maternity leave 2017-8, 2023-4)
Assistant professor	

EDUCATION

Ph.D.	Rutgers University , New Brunswick, NJ, School of Management and Labor Relations Major: Comparative Employment Relations Minor: Comparative Political Economy and Organizational Theory	January, 2016
M.S.	Rutgers University , New Brunswick, NJ, Major: Industrial Relations and Human Resources	October, 2011
B.A.	Renmin University of China , Beijing, China Major: Labor and Social Security	July, 2009

RESEARCH INTERESTS

Corporate Social Responsibility in Global Supply Chains, Global Labor Regulation, Employment Relations and Human Resource Issues in China, Labor Nongovernmental Organizations

JOURNAL PUBLICATIONS

Sazid Ahmad†, **Chunyun Li**, and Sarah Ashwin. “Supervisor Interpersonal Justice and Worker Turnover Intention in Global Supply Chains: Evidence from Bangladesh Garment Factories”, accepted by *ILR Review*.

Chunyun Li, Sarosh Kuruvilla, and Jinsun Bae. 2025. “Between Legitimacy and Cost: Freedom of Association and Collective Bargaining Rights in Global Supply Chains”, *ILR Review*, 78(3): 435-462.

Chunyun Li and Sarosh Kuruvilla. 2023. “Corporate Codes of Conduct and Labor Turnover in Global Apparel Supply Chains”. *British Journal of Industrial Relations*, 61(3):481-505.

Pavlović, T., et al. 2022. Predicting Attitudinal and Behavioral Responses to COVID-19 Pandemic Using Machine Learning. *PNAS nexus*, 1(3), pgac093.

Van Bavel, et al. 2022. National Identity Predicts Public Health Support During a Global Pandemic. *Nature communications*, 13(1), 517.

Chunyun Li. 2021. “From Insurgency to Movement: An Embryonic Counterhegemonic Labor Movement in South China.” *ILR Review*, 74(4): 843-874.

- James G. Scoville Best International/Comparative Paper Award, LERA 2022

Kuruvilla, Sarosh, and **Chunyun Li**. 2021. Freedom of Association and Collective Bargaining in Global Supply Chains: A Research Agenda. *Journal of Supply Chain Management*, 57(2): 43-57.

Kuruvilla, Sarosh, Mingwei Liu, **Chunyun Li**, Wansi Chen. 2020. “Field Opacity and Practice-Outcomes Decoupling: Private Regulation of Labor Standards in Global Supply Chains.” *ILR Review*, 73(4): 841-872.

Chunyun Li and Mingwei Liu. 2018. “Overcoming Collective Action Problems Facing Chinese Workers: Lessons from Four Protests against Walmart”. *ILR Review*, 71(5): 1078-1105.

Mingwei Liu and **Chunyun Li**. 2014. “Environment Pressures, Managerial Industrial Relations Ideologies, and Unionization in Chinese Enterprises,” *British Journal of Industrial Relations*, 2(1): pp. 82-111.

† Student co-author.

PAPERS UNDER REVIEW

Chunyun Li, Sarosh Kuruvilla, Yuequan Guo, Dongwoo Park†, Lingyu Zhou. “Public disclosure of labor standards in global supply chains”, 1st R&R at *ILR Review*.

BOOK CHAPTERS AND OTHER PUBLICATIONS

Chunyun Li. 2022. Book Review “Workers and Change in China: Resistance, Repression, and Responsiveness” by Manfred Elfstrom, Cambridge: Cambridge University Press, 2021. *The China Journal*, 177-179.

Kuruvilla, Sarosh and **Chunyun Li**. 2021. Causal Complexity: The varied determinants of compliance and workplace-level improvements, in Sarosh Kuruvilla, *Private Regulation of Labor Standards in Global Supply Chains: Problems, Progress, and Prospects*. Ethica: Cornell University Press, Pp. 65-78.

Chunyun Li. 2017. Book Review “State of Exchange: Migrant NGOs and the Chinese Government” by Jenifer Hsu, Vancouver and Toronto: University of British Columbia Press, 2017. *The China Journal*. 79: 142-144.

Chunyun Li. 2017. Book Review “Migrant Labor in China.” By Pun Gnai, Cambridge, Malden: Polity Press, 2016. *The China Journal*. 78: 191-193.

Chunyun Li and Mingwei Liu. 2016. “A Pathway to a Vital Labour Movement in China? A Case Study of a Union-Led Protest against Walmart.” In Mingwei Liu and Chris Smith (eds.), *Work and Employment in China: A Labour Process Perspective*. Pp. 281-311, Palgrave Macmillan.

Chunyun Li. 2015. Book Review “Insurgency Trap: Labor Politics in Post Socialist China.” By Eli Friedman. Ithaca and London: Cornell University Press. *British Journal of Industrial Relations*, 53(2): 382-384.

Chunyun Li. 2014. “Contrasting Different Types of Labor-Management Dialogue in China: A Initiator-Centered Framework,” *China Human Resource Development Journal*, 3:97-103.(in Chinese)

Mingwei Liu, **Chunyun Li**, and Sunghoon Kim. 2011. “Chinese Trade Unions in Transition: A Three-Level Analysis.” In Shelton Peter, Sunghoon Kim, Yiqiong Li, and Malcolm Warner (eds.), *China’s Changing Workplace*. London: Routledge, pp. 277-300.

MANUSCRIPTS IN PREPARATION

Chunyun Li, Sarosh Kuruvilla, and Lingyu Zhou. “Purchasing practices and labor outcomes in global supply chains”, draft completed, target *Journal of Management Studies*.

Chunyun Li, Jiaqing Sun, Sarosh Kuruvilla, Yucheng Zhang. “Responsible Sourcing, Worker Collective Voice, and Foreign Workers’ Wage and Stress in Jordan.” Draft in progress. Target Journal: *International Journal of Business Studies*.

AWARDS

John Dunlop Outstanding Scholar Award, LERA 2025.

“Excellence in Education Award” (2025), London School of Economics.

James G. Scoville Best International/Comparative IR Paper Award, LERA 2022.

“Top ten teachers” in Department of Management, London School of Economics, 2021.

“Excellence in Education Award” (2019-2020), London School of Economics.

Competitive Papers, Labor and Employment Relations Association, 2019.

“Top ten teachers” in Department of Management, London School of Economics, 2017.

Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award, Labor and Employment Relations Association, 2016.

INVITED PRESENTATIONS

2024:

Cornell University, ILR School, Global Labor and Work Workshop Series
University of Minnesota, Department of Work & Organizations Seminar Series
University of Toronto, Center of Industrial Relations and Human Resources Seminar
Rutgers University, Center for Global Work and Employment Seminar Series
WZB Berlin Social Science Center, IPI Brownbag Series, research center

2023:

Renmin University of China, Labor Relations Seminar Series

2020:

University of Leicester School of Business, CSWEF Seminar

2019:

The University of Warwick, Warwick Business School Seminar Series.

CONFERENCE PRESENTATIONS

Chunyun Li and Sarosh Kuruvilla, “Public reporting of labor standards in global supply chains: Improvement and spillover”, The LERA Annual Meeting, New York, June 26-30, 2024.

Chunyun Li, Sarosh Kuruvilla, Raymond Robertson. “Improving Labor Standards in Global Supply Chains: The interactive effects of public disclosure programs and supplier management systems”, The LERA Annual Meeting (virtual), June 4, 2022.

Chunyun Li. “Polarized impacts of Covid-19 on global apparel supply chain workers: Surveys of Better Work Factories”, The LERA Annual Meeting (virtual), June 8, 2021.

Chunyun Li. “Supplier People Management System and Compliance: A resource-based view”, The LERA Annual Meeting (virtual), June 13-16, 2020.

Chunyun Li. “From Insurgency to Movement: An Embryonic Counterhegemonic Labor Movement in South China,” Invited talk at Warwick Business School, 13th March, 2019.

Chunyun Li. “Strategic Resonance: The Diffusion of Worker-led Collective Bargaining in South China. The LERA Annual Meeting in Cleveland, Ohio, June 13-16, 2019.

- LERA Competitive Paper Award

Kuruvilla, Sarosh, Mingwei Liu, and **Chunyun Li**. “Private Regulation in Action: Evidence from Workers and Suppliers.” The LERA Annual Meeting in Anaheim, CA, USA, June 1-4, 2017.

Chunyun Li. “Between Labor and the State: The Birth and Transformation of Labor Non-government Organizations in Contemporary China”, International Sociological Association, Vienna, Austria, July 10-14, 2016.

Chunyun Li. “Empowering Chinese Worker Movement? Collective Bargaining and the Dynamics and Outcomes of Strikes in China.” The LERA Annual Meeting in Minneapolis, US, May 26-29, 2016.

Chunyun Li. “Cultures of Pragmatism? Pragmatic Chinese Worker Protest Leaders.” Conference at Rutgers, New Brunswick, US, March 17-18, 2016.

Chunyun Li, “Between Labor and the State: The Birth and Transformation of Labor NGOs in China,” the LERA Annual Meeting in Pittsburgh, PA, May 28-31, 2015.

Mingwei Liu and **Chunyun Li.** “Corporate Social Responsibility, Global Value Chain Structure, and Working Conditions in the Chinese Consumer Electronics Manufacturing Industry”, the LERA Annual Meeting in Pittsburgh, PA, May 28-31, 2015.

Mingwei Liu and **Chunyun Li.** “Corporate Social Responsibility and Labor Standards in Supplier Factories: Does Global Value Chain Structure Matter?” British Journal of Industrial Relations Special Issue Workshop, London School of Economics, April 23-24, 2015.

Chunyun Li and Mingwei Liu. “Organizational Power in Formation? Worker Perceptions of Power, Industrial Action Tactics, and Outcomes in China,” the LERA Annual Meeting in Portland, Oregon, May 29-June 1, 2014.

Mingwei Liu and **Chunyun Li.** “The Puzzle of Strong Union Effects in China”. Invited presentation at the Economics Department of Harvard University, Boston, MA: April 23, 2014.

Chunyun Li. “Does Unions’ Voice Matter in Chinese Workplace?: Evidence from 1268 firms in China”, Poster Session, LERA, Chicago, January 6-8th, 2012.

Chunyun Li. “Does Union Voice Matter in Chinese Workplace?”, paper presented at International Symposium on Chinese Labor Relations: Trends, Prospects and limitations, Beijing Normal University, Beijing, August 20th to 21st, 2011.

Mingwei Liu and **Chunyun Li.** “Environment Pressures, Managerial Industrial Relations Ideologies, and Unionization in China.” Paper presented at the 25th Employment Relations Unit Conference, Cardiff Business School, Cardiff, September 13-14, 2010.

COURSES TAUGHT

Corporate Social Responsibility and International Labor Standards
People Analytics and Technology
Management of Human Resources in Global Companies
International Comparative Employment Relations

PROFESSIONAL ACTIVITIES

Editorial Advisory Board: Human Resource Management Journal

Journal Reviewing: Industrial and Labor Relations Review, British Journal of Industrial Relations, Industrial Relations, Human Resource Management Journal, Employee Relations, Modern China, China Information

Organizer: “Labor in Global Supply Chains” Four Symposiums,
LERA Annual Meeting, Seattle, June 12-15, 2025.

“Labor in Global Supply Chains” Three-Panel Series, LERA
Three Sessions, Annual Meeting, New York, June 26-30, 2024.

“Labor in Global Supply Chains” Three-Panel Series, LERA
Three Sessions, Annual Meeting, Detroit, June 1-4, 2023

“Labor in Global Supply Chains” Three-Panel Series, LERA
Three Sessions, Annual Meeting (virtual), June 4, 2022

Symposium on “Strikes and Collective Bargaining in China”, LERA
Annual Meeting, Portland, Oregon, May 29-June 1, 2014

Membership: Labor and Employment Relations Association
International Sociological Association