

# YIRAN ZHANG

Assistant Professor of Labor and Employment Law  
Cornell University Industrial and Labor Relations School  
359 Ives Faculty Wing, Ithaca, NY 14853

Email: [yiranzhang@cornell.edu](mailto:yiranzhang@cornell.edu)  
Office: (607) 255-9539  
Website: <https://www.ilr.cornell.edu/people/yiran-zhang>  
SSRN: <https://ssrn.com/author=2985000>

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## ACADEMIC APPOINTMENTS

### CORNELL UNIVERSITY INDUSTRIAL AND LABOR RELATIONS SCHOOL

Ithaca, New York

*Assistant Professor of Labor and Employment Law, July 2022-*

Faculty Affiliate, Workplace Inclusion and Diversity Education (WIDE) Center; Center for Applied Research on Work (CAROW).

### CORNELL LAW SCHOOL

*Associated Faculty Member, September 2022-*

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## EDUCATION

### HARVARD LAW SCHOOL

Cambridge, Massachusetts

*S.J.D., May 2022; LL.M., May 2016 (degree waived)*

Thesis: “Informality, Migration, and the Economic Household: Childcare and Related Work in China and the United States”

Committee: Janet Halley, William Alford, and Duncan Kennedy

### TSINGHUA UNIVERSITY SCHOOL OF LAW

Beijing, China

*LL.B., July 2015*

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## JOURNAL ARTICLES

[\*Home as Non-Workplace\*](#), 103 B. U. L. REV. \_\_\_\_ *forthcoming* (2024/25).

*Gender, Value-Chain Upgrading, and The Costs of Human Capital: The Case of a Garment Supply Chain in China*, 57 CORNELL INT'L L.J. (symposium on transnational labor rights), \_\_\_\_ *forthcoming* (2024)

[\*The Care Bureaucracy\*](#), 99 IND. L.J. 1241 (2024).

Reviewed by The Journal of Things We Like (Lots)(JOTWELL)—Family Law, Albertina Antognini, “[The Persistent Failure To Value Care](#)”

Reviewed by The Journal of Things We Like (Lots)(JOTWELL)—Health Law, Medha Makhoul, “[Addressing the Harms of Bureaucratization in the Public Home Care System](#)”

[\*Subsidizing the Childcare Economy\*](#), 34 STAN. L. & POL. REV. 67 (2023)

[\*Rethinking the Global Governance of Migrant Domestic Workers: The Heterodox Case of Informal Filipina Workers in China\*](#), 36 GEO. IMMIGR. L.J. 963 (2022)

*Marriage and Money Entangled: Commodification, Agency, and Distributional Analysis in Chinese Marriage Payment Lawsuits*, 27 UCLA WOMEN'S L. J. 159 (2020)

“*Job as a Petitioner: The Book of Job and the Petition System in Contemporary China*,” 15 LAW AND SOCIAL SCIENCE, PEKING UNIVERSITY PRESS (2017) (in Chinese)

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## WORKS IN PROGRESS

*Caring like a State: Publicizing Family Caregiving Through Medicalization* (draft in progress, target: Law and Social Inquiry)

Through qualitative analysis of fair hearing records from New York’s Consumer-Directed Personal Care Program, this article examines how medicalization of disability care serves as a crucial yet limited mechanism for expanding public responsibility towards the often-invisible family caregiving labor.

*The Paradox of Upgrading: The Standard of Social Reproduction and Gendered Precarization of Garment Work in China* (under review, CRITICAL SOCIOLOGY)

Based on an ethnographic case study across the hometown and worksite of internal migrant garment workers in China, this article identifies the pivotal role of rising social reproduction standards in shaping gendered informalization of paid work and the resulting paradox between women's work and formalization reforms.

*"Workification"* (draft in progress)

This paper examines NLRA and FLSA "employee" classification cases growing out of school and work rehabilitation. It explores the process in which non-market labor becomes legal "work" and work law's multi-dimensional relationship with labor commodification.

*Redistributing Care: A Gender and Political Economy Framework* (essay, in progress)

This essay draws from feminist writing on care to construct a gender and political economy framework to assess the messy distributional impacts of various state actions in response to the "care crisis."

## **OTHER ACADEMIC WRITINGS**

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[\*"Gender and Political Economy Roundtable: Revisiting Distributive Analysis,"\*](#) SIGNS: JOURNAL OF WOMEN IN CULTURE AND SOCIETY (2024) (with Libby Adler, Deborah Dinner, Kerry Rittich, Nicole Stybnarova, and Chantal Thomas)

[\*"The Care Bureaucracy,"\*](#) Law and Political Economy Blog (Sep. 21, 2023) (invited post)

[\*"Formalizing Childcare Through Subsidies: A Distributional Critique,"\*](#) Law and Political Economy Blog (Jun. 20, 2022) (invited post)

[\*"The Social Reproduction of Informal Migrant Workforce in China,"\*](#) Critical Legal Thinking Blog (Oct. 20, 2021) (invited post)

## **GRANTS, AWARDS, AND HONORS**

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Cornell ILR Workplace Inclusion and Diversity Education (WIDE) Fast Grant, 2023-24.

Cornell Center for Social Science Research Grant, 2022-24.

Yong K. Kim '95 Memorial Prize in East Asian Legal Studies, 2022.

F.Y. Chang Scholar, 2017-22.

John M. Olin Student Writing Prize in Law and Economics, 2020.

Colin B. Picker Graduate Prize in Comparative Law, 2020.

Victor and William Fung Scholar, 2019-20.

Harvard University Asia Center Summer Research Grant, 2019.

Weatherhead Initiative on Gender Inequality Small Grant, 2018.

Harvard University Fairbank Center Graduate Research Grant, 2018.

## **ACADEMIC PRESENTATIONS**

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*"Home as Non-Workplace"*

Law and Society Annual Meeting (CRN 08-Labor Rights), 2024

Northeastern University School of Law, Junior Scholars Conference, 2024

University of Minnesota Law School, Colloquium on Scholarship in Employment and Labor Law (COSELL), 2023

*"Caring Like a State: The Public/Private Boundary under the Medicalization of Home Care"*

Family Law Teachers and Scholars Conference, 2024

ALSME Health Law Professors Conference, 2024

AALS New Voices in Poverty Law Section, 2024

Rutgers University School of Law, 5<sup>th</sup> Roundtable on Nonmarriage and the Law, 2023

Cornell ILR School Faculty Workshop, 2023

*"Gender, Value-Chain Upgrading, and The Costs of Human Capital: The Case of a Garment Supply Chain in China"*

Cornell Law School, "Conference on Transnational Labor Rights in a Globalized Economy" 2024 (invited).

*"The Gender and Political Economy of the US Public Care System"*

Harvard Law School, panelist, "Gender, Law, and the Political Economy of Social Reproduction" (by LPE @ HLS), 2024 (invited).

*“Redistributing Care: A Gender and Political Economy Framework”*

SciencesPo Law School, Paris, France, Gender and Political Economy Workshop, 2023

*“Caring Like a State”*

Universidad de los Andes, Bogotá, Columbia, Keynote Speaker, “2nd International Congress, Caregiving: Law, Economics and Public Policy,” 2023 (invited)

*“The Care Bureaucracy”*

Boston College Law School, Family Law Scholars and Teachers Conference, 2023  
University of Maryland Carey Law School, Health Law Professors Conference, 2023  
Law and Society Association Annual Meeting, 2023  
Cardozo Law School, New York Area Family Law Scholars Workshop, 2023

*“Calculating the Labor of Love: Public Compensation for Family Caregivers”*

Family Law Scholars and Teachers Conference, 2022

*“Social-Reproduction-Structured Informalization of Manufacturing Work among Migrants in China”*

Harvard Law School, Gender and Political Economy course 2024 (invited).  
Association for Asian Studies Annual Meeting, 2023 (invited)  
Cornell University, Migration, Ethnicity/Race, Gender, and Labor Market Inequality in Sub-Saharan Africa & the Asia-Pacific Region Conference, 2022 (invited)  
Law and Society Association Annual Meeting (CRN 23- International Law and Politics), 2022  
Harvard University, Cambridge China Politics Research Workshop (CCPRW), 2022  
Asian Century Foundation, 2021 (invited)  
Harvard Law School, Feminist Legal Theory course 2020 (invited)

*“Subsidizing the Childcare Economy”*

Vanderbilt Law School, Colloquium on Scholarship in Employment and Labor Law (COSELL), 2022  
University of Alabama School of Law Faculty Workshop, 2021 (invited)  
University of Oklahoma College of Law Faculty Workshop, 2021 (invited)  
California Western School of Law Faculty Workshop, 2021 (invited)  
Family Law Scholars and Teachers Conference, 2021  
Law and Society Association Annual Meeting (CRN 07- Feminist Legal Theory), 2021  
Emory Law School, The Vulnerability and Human Condition Workshop, 2021

*“Rethinking the Global Governance of Migrant Domestic Workers: A Heterodox Case of Informal Filipina Workers in China”*

Cornell University Industrial and Labor Relations School Faculty Workshop, 2021 (invited)  
Labor Law Research Network (LLRN-05), 2021  
University of Texas School of Law, Inequality, Labor, and Human Rights: The Future of Work in the Age of Pandemic Seminar, 2021 (invited)  
Harvard Law School, Law and Economics Seminar, 2020 (invited)  
The American Society of Comparative Law Annual Meeting, Young Comparativist Committee Conference, 2020  
Colloquium on Scholarship in Employment and Labor Law (COSELL), 2020  
McGill University Faculty of Law, Dean Maxwell and Isle Cohen Doctoral Seminar Series in International Law, 2020  
Jurisprudence of Distribution Workshop, 2020 (invited)  
Feminist Legal Theory Summer Series, 2020  
Family Law Scholars and Teachers Conference, 2020  
Law and Society Association Annual Meeting (CRN 08 – Labor Rights), 2020  
Emory Law School, The Vulnerability and Human Condition Workshop, 2020

*“Marriage and Money Entangled: Commodification, Agency, and Economic Analysis in Chinese Marriage Payment Lawsuits”*

Harvard University Faculty of Arts and Sciences, Gender and Sexuality Studies Graduate Workshop, 2018  
Stanford Law School, Law and Society Conference for Junior Researchers, 2018

*On the gender and family implications of China’s rural housing reform*

MIT Department of Urban Studies and Planning, Urban China Workshop, 2019

## OTHER PRESENTATIONS

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Panelist, “From Research to Practice: Immigration, Migration, and the NYS Workforce”

Cornell ILR School Center for Applied Research on Work, 2023

Panelist, “What is the Cost of Not Taking Care of Care Workers?”

Cornell ILR School Worker Institute, “Taking Care of Care Workers” convening, 2023

## TEACHING AND ADVISING

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### CORNELL UNIVERSITY INDUSTRIAL AND LABOR RELATIONS SCHOOL

Teaching:

2010 Labor and Employment Law

5010 Labor and Employment Law (for MILRs)

2060 The Law of Care Work: A Writing Seminar

4842 Employment Discrimination Law (scheduled)

Mentoring:

MS Committee Chair, Ariana Shapiro (2023-25).

Honors Thesis Advisor, Riya Mahtani (2024-25).

Credited Internship Advisor, Hazel Rak (2023), Ashna Aziz (2024), Elizabeth Martzloff (2024).

Faculty Advisor, ILR Undergrad Research Fellow (2024-); Worker Institute Undergraduate Research Fellowship (2023-);

Undergrad Research Assistant (2023-); Graduate Research Assistant (2022).

### CORNELL LAW SCHOOL/CORNELL ILR SCHOOL

Teaching:

6554 Gender, Race, and the Law in Global Political Economy (scheduled, co-taught with Chantal Thomas and Deborah Dinner)

## PROFESSIONAL SERVICE

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### CORNELL UNIVERSITY INDUSTRIAL AND LABOR RELATIONS SCHOOL

Undergraduate Admission Committee (2023-26).

Co-organizer, “Cornell Work Law Junior Scholars Workshop” (2024, scheduled).

Co-host, “Between ILR and Law School” Student Event (2024).

Advisory Planning Committee Member, [Cornell Worker Institute Future of Care Work Annual Convening](#) (2023- ).

Research Advisor, “Interventions to Support Care Workers’ Holistic Wellbeing” (with Arianna Schindle, Zoë West, and Madeline Sterling, CAROW Grant project).

### EXTERNAL

#### LAW AND SOCIETY ASSOCIATION

CRN08-Labor Rights, Co-organizer (2023-26); CRN07-Feminist Legal Thoughts, Organizing Committee member (2022-23).

#### THIRD WORLD QUARTERLY

Referee

## OTHER PROFESSIONAL EXPERIENCES

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### HARVARD LAW SCHOOL

Cambridge, Massachusetts

*Teaching Fellow and Research Assistant*

2015-2016, 2018-2022

### WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO)

Cambridge, Massachusetts

*Policy Consultant*

Summer 2020

## MEDIA ENGAGEMENT

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“Bureaumania,” (audio documentary in production) *CBC Ideas*, 2024 [informal interview].

“[The ‘curse of 35’: In China, millennials are already too old for some employers.](#)” *CNN World*, August 26 2023 [quoted].

## BAR ADMISSION

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New York State (2018); People's Republic of China (exam passed 2014, inactive).

## **LANGUAGE**

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English (fluent); Mandarin (native).

## **PROFESSIONAL ASSOCIATION MEMBERSHIP**

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Association of American Law Schools; The Law and Society Association; American Society of Law, Medicine & Ethics.