

Jianxuan Lei

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EDUCATION

University of Minnesota Twin Cities <i>Ph.D., Department of Work and Organizations, Carlson School of Management</i> <i>Advisor: Dr. John W. Budd</i>	Minneapolis, MN May 2026 (<i>Expected</i>)
University of Minnesota Twin Cities <i>M.A. in Human Resources and Industrial Relations</i>	Minneapolis, MN May 2021
Renmin University of China <i>Bachelor in Business Administration</i> <i>Visiting student to Aalto University, Finland in 2017</i>	Beijing, China June 2019

RESEARCH INTERESTS

My research follows two lines of inquiry. First, I study U.S. labor unions from an economic perspective, examining the impact of the 1981 Professional Air Traffic Controllers' Strike and the effects of public-sector unionism on private-sector employers and workers. Second, I study comparative employment relations with a more multidisciplinary approach, investigating the dynamics between organized labor and issues related to gender equality and immigration.

PUBLICATION

Lei, Jianxuan. "The importance of legal strength for trade unions: Theory and evidence from China." *Industrial Relations: A Journal of Economy and Society* (Forthcoming).

WORK IN PROGRESS

Lei, Jianxuan. "The fall of the house of labor?: The impact of the 1981 Professional Air Traffic Controllers' Strike on U.S. labor relations." Status: Data collection and preliminary analysis.

Abstract will be available when the manuscript is ready.

Lei, Jianxuan. "Trade union membership and women's right to work: From gender antagonism to inclusive solidarity?" Status: Revision requested at the *ILR Review*.

Abstract: The notion that women do not have the equal right to work as men underlies gender antagonism in early trade unionism. While unions have been increasingly promoting gender equality in the workplace, it remains unclear whether individual members' attitudes towards women's work have changed over time. In this study, I provide the first large-scale, comparative, and quantitative analysis of this question, focusing on more than 25,000 workers across 16 Western European countries from 1990 to 2020. The results suggest a complex picture. Specifically, in the early 1990s, union members did not differ significantly from non-members in their attitudes towards women's right to work. Since the late 1990s, union members exhibited more egalitarian gender attitudes than non-members. However, by 2020, the union-nonunion gap in gender attitudes appeared to have vanished. Further analysis indicates that a breadwinner ideology, in which manhood is defined in relation to wage labor, is the primary driver for less egalitarian gender attitudes among union members. In addition, the dramatic uprisings of the populist right have possibly contributed to the vanished union-nonunion attitude gap by gendering contemporary European politics.

Lei, Jianxuan. "Contested Solidarity: Trade union membership and immigration attitudes in Europe." Status: Preparing for submission.

Abstract: Drawing from theories of the insider-outsider divide, I revisit the relationship between trade union membership and immigration attitudes. In addition to the influence of union leaders and labor market competition, I contend that preferences for job security and democracy constitute an important source of bias against immigrants among union members. I further theorize that female union members are less susceptible to this bias, as they select into trade unions based on pre-existing liberal values. I test this conceptual model with ten rounds of the European Social Survey data spanning from 2002 to 2020. Analyzing a sample of more than 90,000 workers in 15 advanced industrial societies, OLS

regression analysis shows that male union members have more negative perceptions of immigrants' economic and cultural impacts compared to their non-union counterparts. In contrast, female union members hold more positive attitudes towards immigrants than their non-union counterparts. Moreover, using establishment size as a source of plausible exogeneity, instrument variable results indicate that unions liberalize male members' immigration attitudes, whereas no such effect is observed among female members. Collectively, these findings suggest that men and women join unions with different motives. Finally, I demonstrate how anti-immigration politics can hamper trade unions' agenda for social equality by reducing union members' support for redistribution.

CONFERENCE PRESENTATION

Lei, Jianxuan. June 2024. "Contested Solidarity: Trade Union Membership and Immigration Attitudes in Europe." Labor and Employment Relations 76th Annual Meeting, NY

Lei, Jianxuan. Aug 2023. "Trade union membership and women's right to work: From gender antagonism to inclusive solidarity?" Carlson School Multi-Disciplinary Academic Research Summit. Minneapolis, MN

Lei, Jianxuan. June 2023. "Trade union membership and women's right to work: From gender antagonism to inclusive solidarity?" Labor and Employment Relations 75th Annual Meeting. Detroit, MI

Lei, Jianxuan. May 2022. "Trade union membership and women's right to work: From gender antagonism to inclusive solidarity?" The Centre for Employment Relations, Innovation and Change (CERIC) Doctoral Conference, University of Leeds, UK (Remote)

TEACHING EXPERIENCE

Undergraduate Instructor

University of Minnesota Twin Cities

HRIR 3071 Union Organizing and Labor Relations

HRIR 3072 Collective Bargaining and Dispute Resolution

Minneapolis, MN

2024 Spring

Teaching Assistant

University of Minnesota Twin Cities

HRIR 3071 Union Organizing and Labor Relations | HRIR 5442 Performance Management

HRIR 5662 Personnel Economics | HRIR 6701 Labor Relations and Collective Bargaining

HRIR 6801 Practicum: Strategy, Execution, and Ethics

MCOM 5400 Managerial Communication | MGMT 4040 Negotiation Strategies

Minneapolis, MN

2021-2024

SERVICE & ACTIVITIES

Labor Organizer and Bargaining Committee Member

UMN Graduate Labor Union - UE 1105

Organized graduate workers around unionization, pay and fees, workplace safety, abuse and discrimination, and quality of work. Represented graduate workers in collective bargaining with the University of Minnesota on leave policies and international students' rights.

Minneapolis, MN

March 2022 - Present

AWARDS & HONORS

2023-2024, Carlson School Ph.D. Student Conference Travel Fellowship, University of Minnesota

2022-2024, Carlson School Summer Research Fellowship, University of Minnesota

2022, Deans, Chairs, and Directors Council (DCDC) Best Student Paper Award, Labor and Employment Relations Association

MISCELLANEA

Professional Affiliations: Labor and Employment Relations Association

Skills: Stata, R, Python, L^AT_EX

Languages: Chinese (native), English (proficient)