

Pasquale V. (Lucio) Baccaro

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Education

- Sept. 1993- Ph.D. in Management and Political Science
Feb. 1999: Massachusetts Institute of Technology
Cambridge, Mass., USA
Fields: Political Economy, Social Theory, Industrial Relations
- Jan. 1993- Doctorate in Labor Law and Industrial Relations
Jul. 1997: University of Pavia, Italy
- Jun. 1996- Visiting Scholar
Jul. 1997: Istituto di Ricerche Economiche e Sociali (IRES), Rome, Italy
- Sept. 1992- Visiting Scholar
May 1993: Sloan School of Management
Massachusetts Institute of Technology
- Jan. 1990- Master in Business Administration
Apr. 1991 : Stoa' (IRI-MIT joint venture), Ercolano, Italy
- Nov. 1984- Laurea in Philosophy, summa cum laude
Jul. 1989: University of Rome, "La Sapienza"

Professional Experience

- Jan. 2006-on Maurice F. Strong Career Development Assistant Professor
Massachusetts Institute for Technology
Institute for Work and Employment Research (IWER)
Cambridge, Mass., USA
- Feb. 2004- Head of Research (ad interim)
Dec. 2005 International Institute for Labour Studies
International Labour Organization
Geneva, CH.
- May 2000-on: Senior Research Officer
International Institute for Labour Studies
International Labour Organization
Geneva, CH.

- Jan. 2003-: Research and Policy Development Specialist
 Jan. 2004 In-Focus Programme on Social Dialogue, Labour Law and Labour Administration
 International Labour Organization
 Geneva, CH.
- Aug.-Sept.: Visiting Scholar
 2002 Max-Planck Institute for the Study of Societies, Cologne, Germany
- Jul. 1998- Assistant Professor (tenure-track) of Labor and Human Resource Policy,
 Jul. 2001: Weatherhead School of Management, Case Western Reserve University,
 Cleveland, OH, USA (on leave 2000-2001)
- 1994-98: Instructor, Industrial Relations and Human Resource Management
 Stoa', MBA
 Ercolano, Italy
- 1993-96: Research and Teaching Assistant, Industrial Relations and Political Economy,
 Massachusetts Institute of Technology, Prof. Richard Locke
 (Research assistant on a variety of research projects leading to jointly-authored
 papers; Teaching Assistant for the course "Managing People and Organizations in
 a Changing World Economy")
- 1991-92: Research Assistant, Industrial Relations and Employment Policy,
 Stoa', Ercolano, Italy, Prof. Tiziano Treu
 (coordinated a group of international scholars studying the relationship between
 industrial restructuring and industrial relations in the European steel industry)

Fellowships, Awards, and Honors

- 2006-2009: Maurice F. Strong Career Development Chair
 MIT, Sloan School of Management
- 2003: 2002 Outstanding Young Scholar Award
 Industrial Relations Research Association (IRRA).
- 2002-on: Elected to the Executive Council of the Society for the Advancement of Socio-
 Economics (SASE). Co-chair of the 2002 Annual SASE conference in Aix-en-
 Provence (France).
- 2001: Winner of the Year 2000 Founder's Prize (2,500 US\$) for paper: "Negotiating
 Pension Reform with the Unions," presented at the 2000 Annual Conference of
 the Society for the Advancement of Socio-Economics (SASE), London School of
 Economics, July 7-10, 2000

- 1999: Case Western Reserve University
Weatherhead School of Management
Summer Research Grant
(6,000 US\$)
- 1997: Social Science Research Council & American Council of Learned Societies
International Dissertation Field Research Fellowship
(15,000 US\$)
- 1997: Massachusetts Institute of Technology
Center for International Studies
Field Research Grant
(3,000 US\$)
- 1996: Harvard University
“Minda de Gunzburg” Center for European Studies
Graduate Dissertation Research Fellowship
(20,000 US\$)
- 1996: Massachusetts Institute of Technology and Istituto per il Commercio Estero
(Italy’s Foreign Trade Institute)
Field Research Grant
(4,000 US\$)
- 1995-96: Massachusetts Institute of Technology
Yung Chen Memorial Fellowship Award
(13,400 US\$)
- 1993-95: Massachusetts Institute of Technology
Sloan School of Management
Full Graduate Fellowship
(full tuition + stipend)
- 1994: Massachusetts Institute of Technology and Istituto per il Commercio Estero
(Italy’s Foreign Trade Institute)
Field Research Grant
(4,000 US\$)
- 1990-91: Stoa’ (Ercolano, Italy)
Full Graduate Fellowship
(full tuition + stipend)
- 1984-89 : Residenza Universitaria “Lamaro-Pozzani” (Rome, Italy)
Full Undergraduate Fellowship
- 1984 : “Alfiere del Lavoro”

(awarded annually by the President of the Italian Republic to the top 25 high-school graduates in the country)

Grants

2003: “Social Dialogue Regimes: Worker Rights, Collective Bargaining and Negotiated Policy Making in Developed and Developing Countries.”
Principal Investigator.
Geneva International Academic Network (GIAN): CHF 248,800 (US\$ 184,515)
Duration of the grant: 24 months; starting date: Jan. 2004-

Publications in Refereed Journals (in English)

- 1) Lucio Baccaro and Marco Simoni, “Policy Concertation in Europe: Understanding Government’s Choice.” Forthcoming in Comparative Political Studies, October 2008.
- 2) Lucio Baccaro and Diego Rei, “Institutional Determinants of Unemployment: Does the Deregulatory View Hold Water?” Forthcoming in International Organization, Fall 2007.
- 3) Lucio Baccaro and Marco Simoni, “The Irish Social Partnership and the ‘Celtic Tiger’ Phenomenon.” Forthcoming in Industrial Relations, July 2007.
- 4) Lucio Baccaro and Sang-Hoon Lim, “Social Pacts as Coalitions of the Weak and Moderate: Ireland, Italy, and South Korea in Comparative Perspective,” European Journal of Industrial Relations, 13(1), March 2007: 27-46.
- 5) Lucio Baccaro, “Civil Society Meets the State: Towards Associational Democracy?” SocioEconomic Review, April 2006.
- 6) Lucio Baccaro, “What Is Alive and What Is Dead in the Theory of Corporatism.” British Journal of Industrial Relations, 41(4), Dec. 2003: 683-706 (Korean translation in Labour Society Bulletin, Sept. and Oct. 2004, pp. 136-47 and 131-43, respectively).
- 7) Lucio Baccaro, Mimmo Carrieri, and Cesare Damiano, “The Renaissance of the Italian Confederal Unions: Will It Last?” European Journal of Industrial Relations, Spring 2003.
- 8) Lucio Baccaro, Kerstin Hamann, and Lowell Turner, “The Politics of Labor Movement Revitalization: The Need for a Revitalized Perspective,” European Journal of Industrial Relations, Spring 2003.
- 9) Lucio Baccaro, “The Construction of ‘Democratic’ Corporatism in Italy.” Politics & Society, 30(2), June 2002: 327-57.

- 10) Lucio Baccaro, "Negotiating the Italian Pension Reform with the Unions: Lessons for Corporatist Theory." Industrial and Labor Relations Review, 55(3), April 2002: 413-31.
- 11) Lucio Baccaro, "'Aggregative' and 'Deliberative' Decision-Making Procedures: A Comparison of Two Southern Italian Factories." Politics and Society, 29(2), June 2001: 243-72.
- 12) Lucio Baccaro, "Union Democracy Revisited: Decision-Making Procedures in the Italian Labor Movement." Economic and Industrial Democracy, 22(2), May 2001: 183-210.
- 13) Lucio Baccaro, "Centralized Collective Bargaining and the Problem of 'Compliance': Lessons from the Italian Experience." Industrial and Labor Relations Review, Vol. 53, No. 4 (July 2000): 579-601.
- 14) Lucio Baccaro and Richard M. Locke, "The End of Solidarity? The Decline of Egalitarian Wage Policies in Italy and Sweden." European Journal of Industrial Relations. Volume 4, No. 3 (Dec. 1998): 283-308.
- 15) Richard M. Locke and Lucio Baccaro, "Learning from Past Mistakes? Recent Reforms in Italian Industrial Relations." Industrial Relations Journal, Vol. 27, No. 4, December 1996: 289-303.

Under Review

- 16) "The Downside of Deliberative Public Administration" (with Konstantinos Papadakis), *revise and resubmit*, Politics & Society.

Publications in Refereed Journals (in Italian)

- 17) Lucio Baccaro, "*Political Economy della Concertazione Sociale*." (Political Economy of Social Concertation) Stato e Mercato, forthcoming, 2007.
- 18) Lucio Baccaro, "Stato e società civile: verso un modello di democrazia associativa?" (State and Civil Society: Towards a Model of Associational Democracy). Stato e Mercato, December 2004.
- 19) Lucio Baccaro and Marco Simoni, "La partnership sociale irlandese e il fenomeno della 'tigre celtica'" (The Irish Social Partnership and the 'Celtic Tiger' Phenomenon), Giornale di Diritto del Lavoro e Relazioni Industriali, December 2004.
- 20) Lucio Baccaro, "Democrazia nel sindacato: procedure decisionali nell'esperienza italiana." (Democracy in Unions: Decision-Making Procedures in the Italian Experience) Stato e Mercato, 60(3), Dec. 2000: 477-502 (in Italian).

Non-Refereed Articles

- 1) Lucio Baccaro and Marco Simoni, "Policy Concertation in Europe: Explaining Government Choice." Forthcoming in Quaderni di Rassegna Sindacale (in Italian)
- 2) Lucio Baccaro, "Democrazia sindacale e 'interesse generale'". Quaderni di Rassegna Sindacale, VI(1), 2005: 151-60.
- 3) Lucio Baccaro, Mimmo Carrieri, and Cesare Damiano, "La debole resurrezione del sindacato." [Unions' Weak Resurgence] Italianieuropei, 4/2003.
- 4) Lucio Baccaro, "La costruzione del corporatismo 'democratico' in Italia." [The Construction of 'Democratic' Corporatism in Italy.] Quaderni di Rassegna Sindacale, 2002.
- 5) Lucio Baccaro, "La democrazia aggregativa nei sindacati." (Aggregative Democracy in Trade Unions) Quaderni di Rassegna Sindacale, Vol. 1, No. 1 (Jan. Mar. 2000): 37-60.
- 6) Richard M. Locke and Lucio Baccaro, "The Resurgence of Italian Unions," Perspectives on Work, Vol. 3(1), 1999: 18-22.
- 7) Lucio Baccaro e Richard M. Locke, "Reforma do setor público e participação sindical: O caso do Sistema de Pensão Italiano." Revista do Serviço Público. (Public Sector Reform and Union Participation:: The Case of the Italian Pension System) Ano 48, Número 2, Mai-Ago 1997.

Book Chapters

- 1) Lucio Baccaro and Diego Rei, "Institutions and Unemployment in OECD Countries: A Panel Data Analysis," in William Mitchell, Joan Muysken, and Tom van Veen, Growth and Cohesion in the European Union: The Impact of Macroeconomic Policy. Cheltenham, UK: Edward Elgar, 2006: 130-156.
- 2) Lucio Baccaro and Marco Simoni, "Il referendum sull'articolo 18 e gli interventi per la flessibilizzazione del mercato del lavoro" (The Referendum on Article 18 and Labour Market Flexibilization Reforms) Politica in Italia/Italian Politics, 2004 (forthcoming)
- 3) Lucio Baccaro, "Civil Society Meets the State: A Model of Associational Democracy. In Camilla Beria di Argentine, ed. Verso Nuove Forme di Welfare. Milano: Giuffrè, 2003: 267-87.

- 4) Richard M. Locke and Lucio Baccaro, "The Resurgence of Italian Trade Unionism." In Andrew Martin and George Ross, eds. The Brave New World of European Labor : Comparing Trade Union Responses to the New European Political Economy. Providence, RI: Berghahn Books, 1999: 217-268.
- 5) Richard M. Locke and Lucio Baccaro, "Pedagogy and Politics in the Italian Union Movement: A Tale of Administrative Failure." In Richard M. Locke and Kathleen Thelen, eds. Redrawing the Boundaries of Contemporary Labor Politics. Cambridge, MA: MIT University Press, in press.
- 6) Lucio Baccaro, "Ristrutturazione e relazioni di lavoro nella siderurgia europea." (Restructuring and Labor Relations in the European Steel Industry) In Tiziano Treu, ed. Le relazioni industriali nella siderurgia europea. Naples: ESI, 1995: 29-167.

Book Reviews

- 1) Contribution to Review Symposium: "Ruth Milkman (2006), L.A. Story: Immigrant Workers and the Future of the U.S. Labor Movement." Forthcoming in Socio-Economic Review, 2007.
- 2) "At Your Service? Comparative Perspectives on Employment and Labour Relations in the European Private Sector Services" (edited by Jon Erik Dolvik). British Journal of Industrial Relations, 41(1): March 2003: 143-4
- 3) "Between Hollywood and Moscow: The Italian Communists and the Challenge of Mass Culture" (by Stephen Gundle) Political Science Quarterly, Winter 2002-03: 703-4.

Working Papers

- 1) Lucio Baccaro and Marco Simoni, "Policy Concertation in Europe: Explaining Government Choice." ILS Discussion Paper 168, 2006.
- 2) Lucio Baccaro and Sang-Hoon Lim, "Social Pacts as 'Coalitions of Weak and Moderate'": Ireland, Italy and South Korea in Comparative Perspective." ILS Discussion Paper, 2006.
- 3) Lucio Baccaro and Diego Rei, "Institutional Determinants of Unemployment in OECD Countries: A Time-Series Cross-Section Analysis." ILS Discussion Paper, 2005.
- 4) Lucio Baccaro and Marco Simoni, "The Irish Social Partnership and the 'Celtic Tiger' Phenomenon." ILS Discussion Paper, DP/154/2004.
- 5) Lucio Baccaro and Chang-hee Lee, "Strengthening Industrial Relations and Social Dialogue in the Republic of Korea" ILO: IFP/Dialogue Working Paper, 2003.

- 6) Lucio Baccaro, "What Is Dead and What Is Alive in the Theory of Corporatism." International Institute for Labour Studies, ILS Discussion Paper, DP/143/2002.
- 7) Lucio Baccaro, Mimmo Carrieri, and Cesare Damiano, "The Renaissance of the Italian Confederal Unions: Will It Last?", ILS Discussion Paper, DP/144/2002.
- 8) Lucio Baccaro, "Civil Society Meets the State: A Model of Associational Democracy." International Institute for Labour Studies, ILS Discussion Paper, DP/138/2002.
- 9) Lucio Baccaro, "Civil Society, NGOs, and Decent Work Policies: Sorting Out the Issues," International Institute for Labour Studies, ILS Discussion Paper, DP/127/2001.
- 10) Lucio Baccaro, "The Renaissance of the Italian Confederal Unions: Will It Last?" International Institute for Labour Studies, Working Paper, April 2001.
- 11) Lucio Baccaro, "The Construction of 'Democratic' Corporatism in Italy." International Institute for Labour Studies, Working Paper, March 2001.
- 12) Lucio Baccaro, "Il sistema italiano di concertazione sociale: problemi aperti e prospettive di evoluzione." (The Italian System of Social Concertation: Present Problems and Future Perspectives). Working Paper, Weatherhead School of Management, Case Western Reserve University, Cleveland, OH, Nov. 1999.
- 13) Lucio Baccaro and Richard M. Locke, "Public Sector Reform and Union Participation: The Case of the Italian Pension Reform." MIT, Sloan School of Management Working Paper, September 1996.
- 14) Lucio Baccaro and Richard M. Locke, "The End of Solidarity? Union Fragmentation and the Decline of Egalitarian Wage Policies in Italy and Sweden." MIT, Sloan School of Management Working Paper, May 1996.
- 15) Richard M. Locke and Lucio Baccaro, "Italian Industrial Relations: Searching for a New National Model ?" MIT, Sloan School of Management Working Papers, June 1995.
- 16) Richard M. Locke and Lucio Baccaro, "Pedagogy and Politics in the Italian Union Movement: A Tale of Administrative Failure." MIT, Sloan School of Management Working Papers, June 1994.

Presentations

- 1) "Mining Expert Comments on ILO Conventions on Freedom of Association and Collective Bargaining," Geneva: International Institute for Labour Studies, Jan. 17, 2007.

- 2) "Political Economy of Social Concertation," Political Economy Colloquium, Ecole d'Economie de Paris, Ecole Normale Supérieure, January 15, 2007, University of Trento, Sociology Department, Dec. 6, 2006; Boston University, Political Science Department, March 2, 2007.
- 3) "Social Pacts as Coalitions of the Weak: Ireland, Italy, and South Korea in Comparative Perspective." Presented at the Industrial Relations Seminar, IWER, MIT, September 20, 2005, at the Conference of Europeanists, Chicago, April 1, 2006, and at the Collective Bargaining Seminar, ILR School, Cornell University, April 26, 2006
- 4) "The Downside of Deliberative Public Administration." Presented at the University of Toronto, Law School and Industrial Relations Departments, March 6, 2006. Prior version were presented in Florence: European University Institute, May 22, 2004 and Cologne: Max Planck Institute for Social Research, September 23, 2004.
- 5) "Union Democracy and the Italian Labor Movement." University of Washington, Feb. 24, 2006.
- 6) "Bargaining Coordination, Wages and Unemployment," presented at the Conference on "The Evolving Structure of Collective Bargaining." Florence, February 18, 2005.
- 7) "Institutional Determinants of Unemployment in OECD Countries: A Time-Series Cross-Section Analysis." CofFEE Europe Workshop 2004: "Growth and Cohesion in the EU: The Impact of Macroeconomic Policy." Maastricht University, November 12-13 2004.
- 8) "Social Dialogue Regimes: An Investigation in the Structural Determinants and SocioEconomic Outcomes of Negotiated Regulation." Seoul, Asian IIRA Conference, June 26, 2004.
- 9) "Peak-Level Social Dialogue in Europe." Paris: ENA, March 29, 2004.
- 10) "Strengthening Industrial Relations and Social Dialogue in the Republic of Korea." Workshop on Collective Bargaining Structure and Social Dialogue in Korea, Grand Hilton: Seoul, October 23, 2003.
- 11) "Le trasformazioni della governance economica: dal modello neo-corporativo alla democrazia associative." Presented at the conference on "Sindacati e sistema politico," Istituto Gramsci, Rome: Sept. 29, 2003.
- 12) Panel Organizer, "Anatomy of an Economic Miracle: The Irish Case in Comparative Perspective." 15th Annual Meeting of SASE, Aix-en-Provence, June 26-28, 2003.
- 13) "Centralized Wage Bargaining at the 'Celtic Tiger' Phenomenon." Presented at the IILS Research Seminar, Geneva: Jan. 22, 2003; and at the London School of Economic, European Institute, March 20, 2003.

- 14) "Group Participation in Policy-Making." Presented at the Said School of Management, Oxford University, Feb. 17, 2003.
- 15) "Associational Democracy Revisited." Presented at the Industrial Relations Research Seminar, MIT, Cambridge, MA, Feb. 4, 2003.
- 16) "Civil Society Meets the State: A Model of Associational Democracy." Max Planck Institute for the Study of Societies, Cologne, Germany, Sept. 26, 2002.
- 17) "What Is Dead and What Is Alive in the Theory of Corporatism." British Journal of Industrial Relations, conference on Politics and Industrial Relations, Windsor, UK, Sept. 16-17, 2002.
- 18) "The Coming of Democratic Corporatism? The Internal Politics of Social Pacts in Ireland and Italy." American Political Science Association (APSA) Annual Conference, Boston, Aug. 29- Sept 1, 2002.
- 19) "Corporatism Meets Civil Society: The Widening of Social Partnership in Ireland and South Africa," 14th Annual Meeting of SASE, University of Minnesota, June 26-30, 2002.
- 20) "Civil Society and Decent Work Policies," International Industrial Relations Association, 4th Regional Congress of the Americas, Toronto: June 25-28, 2002 (accepted).
- 21) "State and Civil Society: Towards a Model of Associational Democracy?" International Congress on "New Forms of Welfare," Osservatorio Giordano dell'Amore, Stresa, Italy, April 26-7, 2002.
- 22) Panel Organizer, "Policies for Socially Sustainable Development," 13th Annual Meeting of SASE, University of Amsterdam, June 28-Jul. 1, 2001.
- 23) "Civil Society, NGOs, and Decent Work Policies: Sorting Out the Issues." Presented at the ILS International Seminar on "The Decent Work Research Agenda: A Preliminary Assessment." Geneva: May 29-30, 2001, at the Industrial Relations Research Seminar, MIT, Cambridge, MA: May 15, 2001, and at the 13th Annual Meeting of SASE, University of Amsterdam, June 28-Jul. 1, 2001.
- 24) "Democrazia sindacale: meccanismi aggregativi e deliberativi." Presented at the University of Urbino, Italy, Sociology Department: May 4, 2001.
- 25) "The Renaissance of the Italian Confederal Unions: Will It Last?" Presented at the International Seminar on Labour Movement Revitalization Strategies, organized by the International Institute for Labour Studies and the Bureau for Workers' Activities of the ILO in collaboration with Cornell University and the Friedrich Ebert Foundation; Geneva: April 19-21, 2001:

- 26) "The Construction of 'Democratic' Corporatism in Italy." Presented at the Max-Planck Institute for Social Research, Cologne, Germany: March 23, 2001.
- 27) "Implementing 'Decent Work': Does 'Civil Society' Have a Role to Play?" International Institute for Labour Studies Research Workshop, Geneva: Oct. 18, 2000.
- 28) "Negotiating Pension Reform with the Unions: The Italian Experience in European Perspective." Paper presented at the 12th International Conference of Europeanists (Chicago, March 30-April 2, 2000) and at the 12th Annual Meeting of the Society for the Advancement of Socio-Economics (SASE) (London, London School of Economics: July 7-10, 2000).
- 29) "Worker Solidarity in the Land of 'Amoral Familism': A Tale of Two Plants." Paper presented at the 95th Annual Meeting of American Political Science Association, (Atlanta, GA: September, 2-5, 1999), and (with minor differences) at the Annual Conference of the North-Eastern Political Science Association (Boston, Hilton Back Bay, November 12, 1998) and at the Eleventh International Conference of Europeanists (Baltimore, February 26-28, 1998).
- 30) "Centralized Collective Bargaining and the Problem of 'Compliance': Lessons from the Italian Experience." Paper presented at the Conference IREC 1999 on Employment Relations: Regulation and Deregulation in Europe, Aix en Provence, May 20-2, 1999 and at the MAPS seminar, Weatherhead School of Management, Case Western Reserve University." (April 9, 1999)
- 31) "The Construction of Solidarity: Job Creation Through Working-Time Flexibility in Southern Italy." Invited presentation: IESE, Barcelona (March 31, 1998) and CWRU, Cleveland (April 24, 1998).
- 32) "The Organizational Consequences of Democracy: Labor Unions and Economic Reforms in Contemporary Italy." Industrial Relations Theory and Research Seminar, Massachusetts of Technology (Cambridge, Feb. 10, 1998).
- 33) "Democrazia sindacale deliberativa?" (Deliberative Union Democracy?) Invited presentation: Istituto Superiore per la Formazione (ISF), Rome (Oct. 16, 1996).
- 34) "Public Sector Reform and Union Participation: The Case of the Italian Pension Reform." Paper presented at the 92nd Annual Meeting of the American Political Science Association, San Francisco, Aug. 29-Sept. 1, 1996.
- 35) "The End of Solidarity? The Decline of Egalitarian Wage Policies in Italy and Sweden." Industrial Relations Theory and Research Seminar, Massachusetts of Technology (Apr. 30, 1996).

- 36) “The Italian, German, and French Steel Industries,” Paper presented at the International Steel Industry Human Resources and Industrial Relations Research Network.” University of Toronto: Knox College, November 26-27, 1993.

Current Teaching Experience

Power and Negotiations, MIT, Sloan School of Management, elective MBA curriculum, Spring 2006-on.

Past Course Taught (1998-2000)

1) Comparative Industrial Relations and Human Resource Management (Stoa', Italy, MBA, core curriculum, in Italian); 2) Contemporary Problems in Human Resource Management (CWRU, MBA, elective); 3) Human Value in Organizations [basic OB/HRM course] (CWRU, MBA, core curriculum); 4) Labor Problems [basic American Industrial Relations course] (CWRU, Undergraduate, core curriculum); 5) Negotiation [CWRU, MBA, elective].

Institutional Affiliations

Member of the American Political Science Association since 1996

Member of the Industrial Relations Research Association since 1999

Member of the Society for the Advancement of Socio-Economics (SASE) since 2000

Member of the Swiss Political Science Association since 2004.

Other Activities

Member of the Board of *Quaderni di Rassegna Sindacale*

Ad hoc reviewer, American Journal of Sociology, British Journal of Industrial Relations, Comparative Political Studies, Cornell University Press, Economic and Industrial Democracy, European Journal of Industrial Relations, Human Ecology, Industrial and Labor Relations Review, Industrial Relations, Industrial Relations Journal, Irish Research Council for the Humanities and Social Science, Netherlands Organization for Scientific Research, Small Business Economics, Social Problems, SocioEconomic Review.

Languages

Italian (native)

English (fully fluent)

French (fluent – UNESCO proficiency certificate)

Spanish (intermediate speaking and writing, advanced reading and listening comprehension)

German (intermediate reading, speaking, and listening comprehension skills; basic writing)

References

Available upon request