






PERSONAL INFORMATION

Oscar Molina Romo



 Avinguda Mare de Déu de Montserrat, 49-51, Esc.B, 3^o-3^a, 08024 Barcelona, Spain
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 Oscar.molina@uab.es
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Sex Male | Date of birth 20/04/1976 | Nationality Spanish

WORK EXPERIENCE

- 2014- **Associate Professor**
Department of Sociology, Universitat Autònoma de Barcelona
- 2009-2014 **Lecturer**
Department of Sociology , Universitat Autònoma de Barcelona
- 2007-2009 **ICREA Junior Researcher**
QUIT, Centre d'Estudis Sociològics sobre la vida Quotidiana i el Treball
Department of Sociology , Universitat Autònoma de Barcelona
- 2005-2007 **IRCHSS Postdoctoral Research Fellow**
Industrial Relations and Human Resources Group, University College Dublin
- 2004-2005 **Postdoctoral Research Fellow**
Department of Social and Political Sciences, European University Institute
- 2002-2004 **Research Assistant**
Robert Schuman Centre for Advanced Studies, European University Institute
Department of Social and Political Sciences, European University Institute

EDUCATION AND TRAINING

- 1999-2004 **PhD**
Department of Social and Political Sciences, European University Institute, Florence, Italy
- 1998-1999 **PhD Courses**
Department of Political Science and Sociology, Universitat Pompeu Fabra, Barcelona, Spain
- 1994-1998 **Degree in Economics**
Universitat Pompeu Fabra, Barcelona, Barcelona, España

PERSONAL SKILLS

Mother tongue(s) Spanish

Other language(s)

| | UNDERSTANDING | | SPEAKING | | WRITING |
|---------|---------------|---------|--------------------|-------------------|---------|
| | Listening | Reading | Spoken interaction | Spoken production | |
| English | C2 | C2 | C2 | C2 | C1 |
| Italian | C1 | C1 | C1 | C1 | B2 |
| French | A1 | A1 | A1 | A1 | A1 |
| Catalan | C2 | C2 | C2 | C2 | C2 |

RESEARCH

Journal Articles

- Molina, O., Barranco, O. (2016) Trade Union Strategies to Enhance Strike Effectiveness in Italy and Spain, *Transfer – European Review of Labour and Research*, 22(3), 383-399
- Martin, A.; Molina, O.; Carrasquer, P. (2016) Incertidumbre y Actitudes Pro-Redistributivas: Mercados de Trabajo y Modelos de Bienestar en Europa, *Política y Sociedad*, 53(1), 187-215
- Martin, A.; Molina, O.; Carrasquer, P. (2016) ¿Ruptura del compromiso igualitario para sostener el Estado del Bienestar en Europa?, *Revista Española de Investigaciones Sociológicas*, 154, 45-64.
- Molina, O. (2015) La contrattazione collettiva nel settore dei servizi in Spagna: risposte inclusive a una frammentazione crescente?, *Quaderni di Rassegna Sindacale*, 4
- Meardi, G.; Gardawsky, J.; Molina, O. (2015) The Dynamics of Post-Democratic Transition Tripartism. Comparative Lessons from Spain and Poland, *Business History*,
- Artiles, A. M., Molina, Ó. (2015) ¿ Participación financiera para sostener las pensiones? Entre la Democracia Industrial y la Motivación, *Cuadernos de Relaciones Laborales*, 33(2), 397.
- Molina, O. (2014) Beyond de-centralization: The erosion of collective bargaining in Spain during the Great Recession, *Stato e Mercato*, 102, 371-396
- Prat, M. and Molina, O. (2014) State Corporatism and Democratic Industrial Relations in Spain: A Reappraisal, *Labour History*, 55(2), p. 208-227
- Molina, O. (2014) Self-regulation and the State in Industrial Relations in Southern Europe: Back to the Future?, *European Journal of Industrial Relations*, 20(1), pp. 21-36
- Barranco, O.; Molina, O. (2014) Sindicalismo y Crisis Económica: Amenazas, Retos y Oportunidades, *Kul-tur*, 1(2), pp. 171-194
- Martin, A.; Molina, O. (2014) ¿Por qué los afiliados sindicales tienen actitudes diferentes hacia la inmigración?, *Revista Migraciones Internacionales*, 7(3), 99-131
- Madsen, P; Molina, O.; Moller, J.; Lozano, M. (2013) Labour Market Transitions of Young Workers in Nordic and Southern European Countries: The Role of Flexicurity, *Transfer*, 19(3), 325-343
- Martin, A.; Molina, O.; Meardi, G. (2013) Incertidumbre Socioeconómica y Actitudes hacia la Inmigración en Europa, *Cuadernos de Relaciones Laborales*, 31(1), pp. 167-194
- Miguélez, F; Alòs, R.; López-Roldán, P.; Martín, A.; Molina, O.; Moreno, S. (2012) Immigrant Career Paths and Social Structure. The Case of Spain, *Cambio. Rivista sulle trasformazioni sociali*, II, 3, 63-77.
- Martín, A.; López, P.; Molina, O; Moreno, S.; Esteban, F.O.(2011) Trayectorias laborales y asimilación ocupacional de la inmigración, *Sociología del Trabajo*, Nº 72, pp. 41-62.
- Martin,A. and Molina, O. (2011) Crisis, economic uncertainty and union members' attitudes towards

immigration in Europe, *Transfer – European Review of Labour and Research*, 17(4), pp. 453-469

Martin, A.; López, P.; Molina, O.; Moreno, S.; Esteban, F.O. (2011) Movilidad ascendente de la inmigración en España: ¿asimilación o segmentación ocupacional?, *PAPERS Revista de Sociologia*, 96 (4), pp. 1311-1338.

Leonardi, L.; Martin, A.; Molina, O.; Calenda, D. (2011) ¿Es exportable la flexiguridad? Un estudio comparado de Italia y España, *Cuadernos de Relaciones Laborales*, 29(2), pp. 417-443

Martín, A.; Carrasquer, P.; Rodríguez, J.; Molina, O (2010) Governança Local i Política d'Innovació, *Revista Catalana de Sociologia*, 25, pp. 7 - 26

Martin, A.; Molina, O.; Carrasquer, P.; Soler, J. (2010) El actor social en las políticas de desarrollo local y de innovación tecnológica, *Sociología del Trabajo*, nº 68, pp. 51-80.

Molina, O. (2008) Social pacts, collective bargaining and trade union articulation strategies, *Transfer - European review of labour and research*, 14(3) , pp. 399-418.

Molina, O.; Rhodes, M. (2008) The reform of social protection systems in mixed market economies, *Pôle Sud - Revue de science politique de l'Europe méridionale*, Nº 28 , pp. 9-33.

Molina, O. (2007) State and Regulation of Industrial Relations in Spain: Old Wine in a New Governance Bottle?, *South European Society & Politics*, 12(4), pp. 461-479.

Molina, O.; Rhodes, M. (2007) Industrial relations and the welfare state in Italy: assessing the potential of negotiated change, *West European Politics*, 30, pp. 803-829.

Molina, O. (2006) Trade Union Strategies and Change in Neo-corporatist Concertation: A New Century of Political Exchange, *West European Politics*, 29, 640-664

Molina, O. (2005) Political Exchange and Bargaining Reform in Italy and Spain, *European Journal of Industrial Relations*, 11(1), 7-26

Molina, O. And Rhodes, M. (2002) Corporatism: The Past, Present and Future of a Concept, *Annual Review of Political Science*, vol 5, 305-331

Book Chapters

Molina, O. (2017, forthcoming) Post-crisis social dialogue: Good practices in the EU 28 The case of Spain, in Molina, O. and Guardiancich, I. (eds.) *Post-crisis social dialogue and Industrial Relations: Good practices in the EU 28*, ILO: Geneva

Molina, O. (2016, forthcoming) Los Sindicatos en España, in Medina, I., Muñoz, L., Molins, J. (eds.) *Los grupos de interés en España. Organización, institucionalización y estrategias de influencia*, Tecnos: Madrid, pp. 201-249

Molina, O. (2016, Forthcoming) Rationalization without Modernization. Public Sector Employment Relations in Spain under Austerity, in Bach, S. and Bordogna, L. (eds.) *Emerging from the Crisis? Public Service Management and Employment Relations in Europe*, Routledge

Molina, O. (2015) El fomento del empleo en España: incentivos a la contratación y al empleo autónomo". In Miguelez, F. (coord.) *Diagnóstico socio-económico sobre las políticas de empleo en España, 2012-2014*. Bellaterra (Cerdanyola del Vallès): Dipòsit Digital de Documents, Universitat Autònoma de Barcelona

Molina, O.; López-Roldán, P. (2015) Occupational growth and non-standard employment in the Spanish service sector: from upgrading to polarization, in Eichorst, W.; Marx, P. (eds.) Non-Standard Employment in Post-Industrial Labour Markets. An Occupational Perspective, Edward Elgar: Cheltenham, pp. 110-149

Molina, O. (2015) New forms of employment Coworking, Spain – Case Study 51 Utopic_US, Eurofound: Dublin

Molina, O. (2015) New forms of employment Coworking, Spain. Case study 52: Policy analysis, Eurofound: Dublin

Molina, O. (2015) New forms of employment Crowd employment, Spain. Case study 23: Adtriboo.com, Eurofound: Dublin

Molina, O. (2014) Situaciones de Mayor Precariedad: Desempleo de Larga Duración, Inactividad y Empleo Informal, in Miguélez, F.; López-Roldán, P. (coords.) Crisis, Empleo e Inmigración en España. Un Análisis de las Trayectorias Laborales, Universitat Autònoma de Barcelona: Bellaterra, pp. 181-217

Molina, O.; Miguélez (2014) From negotiation to imposition: social dialogue in austerity times in Spain, in Papadakis, K. and Ghellab, Y. (eds.) The governance of policy reforms in southern Europe and Ireland. Social dialogue actors and institutions in times of crisis, International Labour Office, Geneva, pp. 87-108

Molina, O.; Ibañez, Z. (2013) Políticas de Empleo en la UE: Respuestas Nacionales y Europeas a la Crisis, in Anuario IET de Trabajo y Relaciones Laborales 2012: Las Reformas y el Empleo, pp. 127-142

Molina, O.; Godino, A. (2013) Economic Reforms and the Labor Market: Zapatero's Endless Period in the Wilderness, in Field, B. And Botti, A. (eds.) Politics and Society in Contemporary Spain: From Zapatero to Rajoy, London: Palgrave Macmillan

Molina, O.; Godino, A. (2013) Riforme economiche e mercato del lavoro: la fase interminabile di Zapatero nel deserto, in Botti, A. and Field, B. (eds.) La Spagna di Rajoy, Bologna: IL Mulino, pp.

Martin-Artiles, A.; Molina, O.; López-Roldán, P. (2012) Movilidad ascendente de la inmigración en España: ¿asimilación o segmentación ocupacional?, in Chavez, E. (ed.) Desigualdad y movilidad social en el mundo contemporáneo. Aportes empíricos y conceptuales: Argentina, China, España, Francia, Imago Mundi: Buenos Aires, pp. 189-218

Molina, O. (2011) Policy Concertation, Trade Unions and the Transformation of the Spanish Welfare State, en Guillén, A.M.; León, M. (eds.) The Spanish Welfare State in European Context, Ashgate: Farnham, pp.77-96

Molina, O. (2011) La Regolazione della Flessicurezza e il suo Impatto sul Mercato del Lavoro a Livello Regionale. Il Caso della Catalogna, in Leonardi, L. (ed.) Flessicurezza/Flexiseguridad: contesti nazionali e locali a confronto in Italia e Spagna, Firenze: Firenze University Press, pp. 75-94

Molina, O.; Rhodes, M. (2011) Spain: From Tripartite to Bipartite Pacts, en S. Avdagic, M. Rhodes, and J. Visser (eds.) Social Pacts in Europe. Emergence, Evolution, and Institutionalization. Oxford University Press: Oxford, pp. 174-202.

Molina, O. Esteban, F. (2010) Crisi i Ajustament del Mercat de Treball a Catalunya; Una Perspectiva Històrica, in Subirats, M. (ed.) Societat Catalana, Barcelona: Institut d'Estudis Catalans

Esteban, F.; Martín, A.; Miguélez, F.; Molina, O.; Recio, A. (2009) Crisi i Desocupació: Quines Polítiques?, in Subirats, M. (ed.) Societat Catalana, Barcelona: Institut d'Estudis Catalans

Molina, O. Rhodes, M. (2008) Industrial Relations and the Welfare State in Italy: Assessing the Potential of Negotiated Change, in Bull, M. And Rhodes, M. (eds.) Italy – A Contested Polity, London: Routledge

Molina, O. (2008) Wages and Wage Bargaining in Ireland, en Keune, M.; Galgozci, B. (eds.) Wages and Wage Bargaining in Europe. Developments since the mid 1990s. ETUI: Brussels.

Molina, O.; Rhodes, M. (2008) Industrial Relations and the Welfare State in Italy: Assessing the Potential of Negotiated Change, en M.Bull; M.Rhodes (eds) Italy - A Contested Polity, Routledge: London.

Molina, O.; Rhodes, M. (2007) The political economy of adjustment in mixed market economies: a study of Spain and Italy", in B.Hancké, M.Rhodes, M. Thatcher (eds.) Beyond Varieties of Capitalism. Conflict, Contradictions, and Complementarities in the European Economy. New York: Oxford University Press, pp. 223-252.

Molina, O. (2002) Concertation, Political Exchange and Wage-setting Institutions: Italy and Spain in the run-up to Emu, in Koniordos, A. (ed.) European , Atenas: Gutenberg, pp.

Books

Molina, O. and Guardiancich, I. (eds.) (2017, forthcoming) Post-crisis social dialogue and Industrial Relations: Good practices in the EU 28, ILO: Geneva

Alós, R., Beneyto, P., Jódar, P., Molina, O., Vidal, S. (2015) La Representación Sindical en España, Fundación 1 de Mayo: Madrid

Miguélez, F.; Martín, A.; de Alós-Moner, R.; Esteban, F.; López-Roldán, P.; Molina, O.; Moreno, S. (2012) Trayectorias laborales de los inmigrantes en España. Barcelona: Obra Social "la Caixa".

Book Reviews

Hamann, K. And Kelly, J., Parties, Elections and Policy Reforms in Western Europe – Voting for Social Pacts, Industrial and Labour Relations Review, 2013

Anke Hassel, Wage Setting, Social Pacts and the Euro ¿A New Role for the State?, Industrial Relations Journal, 39, 250-251, 2008

Working Papers

Molina, O. (2012) Social Pacts and State Monitored Autonomy in Southern Europe, IET Working Paper Series 01

Godino, A.; Molina, O. (2011) Failed Remedies and Implications of the Economic Crisis in Spain, Observatoire Social Européen RP n.6, http://www.ose.be/files/publication/OSEPaperSeries/Godino_Molina_2011_OSEResearchPaper6.pdf

Molina, O. (2004) Still the Century of Political Exchange? Policy Adjustment and Political Exchange in Southern Europe, SPS Working Paper Series 2004/14

Molina, O. (2003) The Politics of Wage Bargaining Reform in Italy and Spain 1991-2001, EUI SPS Working Paper Series 2003/14

Management

Title: Post Crisis Social Dialogue. Best and Innovative Practices in the EU 28

Funding : International Labour Organization and European Commission

Duration: From 01/06/2015 **until** 30/06/2016

Title: Diagnóstico Socio-Económico sobre la Políticas de Empleo en España

Funding Obra social 'La Caixa'

Duration: From 01/01/2014 **until** 31/12/2015

Title: IR4TEMP – The collective bargaining and representativeness of temporary workers in Europe

Funding : DG Employment and Social Affairs

Duration: From 01/01/2015 **until** 20/06/2016

Title: AIRMULP – Active Inclusion Active inclusion and industrial relations in a multi-level perspective

Funding : DG Employment and Social Affairs

Duration: From 01/01/2015 **until** 31/12/2016

Title: IR-Multiling - Industrial relations in multilingual environments at work

Funding : DG Employment and Social Affairs

Duration: From 01/01/2015 **until** 31/12/2016

Title: BARSORIS – Bargaining for Social Rights at Sectoral Level

Funding : DG Employment and Social Affairs

Duration: From 01/01/2014 **until** 31/12/2015

Title: YoUnion – Union for Youth

Funding : DG Employment and Social Affairs

Duration: From 01/01/2014 **until** 31/12/2015

Title: EVALUACIÓN DE LAS POLÍTICAS DEL MERCADO DE TRABAJO EN EL SUR DE EUROPA: LA IMPORTANCIA DE LOS ACTORES

Funding : Ministerio de Economía y Competitividad

Reference: PRI-AIBPT-2011-1006

Grant Total: 5.988€

Duration: From 01/12/2011 **until** 01/12/2013

IP: Oscar Molina Romo

Title: EVALUACIÓN DE LAS POLÍTICAS DEL MERCADO DE TRABAJO EN EL SUR DE EUROPA: LA IMPORTANCIA DE LOS ACTORES

Funding : Ministerio de Economía y Competitividad

Reference: PRI-AIBPT-2011-1006

Grant Total: 5.988€

Duration: From 01/12/2011 **until** 01/12/2013

IP: Oscar Molina Romo

Title: THE PRESENT AND FUTURE OF IRISH SOCIAL PARTNERSHIP

Funding : University College Dublin

Reference: Seed Funding Scheme 2006, U College Dublin

Grant Total: 4.150€

Duration: From 08/09/2006 **until** 31/12/2006

IP: Oscar Molina Romo

Title: EPIC – European Political Economy Infrastructure Consortium

Funding : European Commission – Fourth Framework Programme **Reference:** 98-3079

Grant Total: 950.000€

Duration: From 01/01/1999 **until** 31/12/2001

IP: Howard Machin

Title: NEWGOV - NEW FORMS OF GOVERNANCE (Integrated Project)

Funding : European Commission, 6th Framework Programm

Reference: CIT1-CT-2004-506392

Grant Total: 3.800.000€

Duration: From 01/09/2004 **until** 01/09/2008

IP: Adrienne Heritier

Title: DELOGE - DESARROLLO LOCAL, SOCIAL Y SOSTENIBLE CON GENERACION DE EMPLEO

Funding : Ministerio de Educación y Ciencia

Reference: SEJ2005-04078

Grant Total: 33.915€

Duration: From 31/12/2005 **until** 31/12/2008

IP: Faustino Miguélez Lobo

Title: LA FLEXISEGURIDAD EN ITALIA Y ESPAÑA: TRABAJO, BIENESTAR Y CALIDAD DE VIDA

Funding : Ministerio de Educación y Ciencia

Reference: HI2007-0104

Grant Total: 5.400€

Duration: From 01/01/2008 **until** 31/12/2009

IP: Antonio Martin Ariles

Title: GUSTO - MEETING THE CHALLENGES OF ECONOMIC UNCERTAINTY AND SUSTAINABILITY THROU
EMPLOYMENT, INDUSTRIAL RELATIONS, SOCIAL AND ENVIRONMENTAL POLICIES IN EUROPEAN COUNTI

Funding : European Commission, Framework Programme 7

Reference: FP7-SSH-2007-1, 225301

Grant Total: 124.506€ (concedir a l'equip de la UAB)

Duration: From 01/03/2009 **until** 31/07/2012

IP: Antonio Martin Ariles

Title: NOVES ESTRATÈGIES PER A LA IMMIGRACIÓ: REQUALIFICACIÓ PER A UN NOU MERCAT DE TREBA

Funding : Associació Catalana d'Universitats Públiques (Programa
Recercaixa)

Reference: 2010ACUP00126

Grant Total: 70.493,16 €

Duration: From 01/01/2011 **until** 31/03/2013

IP: Faustino Miguélez Lobo

Title: EL CAMBIO DEL MODELO DE EMPLEO EN ESPAÑA – TRANSMODE

Funding : Ministerio de Ciencia e Innovación

Reference: CSO2008-01321

Grant Total: 54450€

Duration: From 01/01/2009 **until** 31/12/2011

IP: Faustino Miguélez Lobo

Title: TRACTAMENT BASE DE DADES 'MUESTRA CONTINUA DE VIDAS LABORALES-MCVL'

Funding : Centre d'Estudis d'Opinió

Reference: SUB6-2008 / RESOLUCIÓ 171

Grant Total: 9.000€

Duration: From 01/01/2008 **until** 31/12/2008

IP: Faustino Miguélez Lobo

Title: IMMIGRACIÓ I CRISI ECONÒMICA. LA SITUACIÓ DE CATALUNYA

Funding : Centre d'Estudis d'Opinió

Reference: SUB6-2009 / RESOLUCIÓ 171

Grant Total: 9.000€

Duration: From 01/01/2009 until 31/12/2009

IP: Faustino Miguélez Lobo

Title: CRISIS, EMPLEO Y CAMBIO SOCIAL EN EL SUR DE EUROPA. ¿UN RETO A LA INTEGRACIÓN EUROPEA?

Funding : Ministerio de Economía y Competitividad

Reference: CSO2011-14181-E

Grant Total: 6.000€

Duration: From 18/10/2011 until 30/06/2012

IP: Faustino Miguélez Lobo

Title: OLD AND NEW PATHS OF LABOUR REGULATION IN SMES IN EUROPE: TRENDS AND CHALLENGES | ECONOMIC COMPETITIVENESS AND SOCIAL SUSTAINABILITY

Funding : Ministero dell'Istruzione, dell'Università e della Ricerca

Reference: 2010C7L7K7

Grant Total: 565.881€

Duration: From 01/01/2013 until 31/12/2015

IP: Ida Regalia

Title: ESTUDI SOBRE LA REPRESENTACIÓ SINDICAL DE CCOO A ESPANYA

Funding : Fundació 1º de Mayo -CCOO-

Grant Total: 2.500€

Duration: From 17/10/2011 until 30/04/2013

IP: Ramón de Alós-Moner Vila

Title: IMMIGRACIÓ, OCUPACIÓ I COHESIÓ SOCIAL

Funding : Fundació 'La Caixa'

Grant Total: 70.800€

Duration: From 02/04/2009 until 31/12/2010

IP: Faustino Miguélez Lobo

Title: ETHNIC PRIORITY IMMIGRATION IN LIBERAL STATES

Funding : European University Institute

Reference: Programa Propi d'Ajuts a la Rece
Universitari Europeu

Grant Total:

Duration: From 01/01/2002 until 31/12/2002

IP: Christian Joppke

Title: EUROPEAN POLITICAL DECISION PROCESSES, EUROPEAN POLICY MAKING, DEREGULATION

Funding : European University Institute

Reference: Programa Propi d'Ajuts a la Rece
Universitari Europeu

Grant Total:

Duration: From 01/09/2003 until 30/06/2005

IP: Adrienne Heritier

Title: WAGE BARGAINING REFORM IN ITALY AND SPAIN

Funding : European University Institute

Reference: Programa Propi d'Ajuts a la Rece
Universitari Europeu

Grant Total:

Duration: From 01/09/2004 until 01/09/2005

IP: Martin Rhodes

Title: INSTITUTIONAL CHANGE IN CONTEMPORARY CAPITALISM

Funding : Anglo-German Foundation

Reference: 20050603-E1503

Grant Total:

Duration: From 01/06/2004 until 31/12/2006

IP: Robert Hancké, Martin Rhodes, Mark Thatcher

Title: WAGE BARGAINING IN EUROPE

Funding : European Trade Union Institute

Reference: ETUI-REHS 651-013-00

Grant Total: 15.000€

Duration: From 01/07/2006 until 01/03/2007

IP: Maarten Keune

Title: NON-STANDARD EMPLOYMENT IN A COMPARATIVE PERSPECTIVE

Funding : IZA Bonn

Grant Total:

Duration: From 01/03/2012 until 31/12/2013

IP: Wener Eichorst and Paul Marx

Title: DUALIZATION IN EUROPE AND LATIN AMERICA: LABOR MARKETS AND SOCIAL PROTECTION

Funding : University of North Carolina – Center for European Studies / Università degli Studi di Milano

Grant Total:

Duration: From 01/04/2011 until: 31/12/2013

IP: Evelyne Huber, John D. Stephens, Maurizio Ferrera