



<b>Personal information</b>	<b>Semenza Renata</b>
Surname(s) / First name(s)	<b>Semenza Renata</b>
E-mail	<a href="mailto:renata.semenza@unimi.it">renata.semenza@unimi.it</a>
Nationality	Italian
Date of birth and status	21 April 1956, married, three children
Gender	female
<b>Work experience</b>	<b>Current position</b>
Dates	<b>Department of Social and Political Sciences (SPS)</b>
Name and address of employer	<b>University of Milan, Italy</b>
Type of business or sector	Via Conservatorio 7, 20122 Milano (MI)
<b>Occupation or position held</b>	Dept. of Social and Political Sciences (SPS)
<b>Main activities and responsibilities</b>	<b>Associate Professor with tenure of Sociology of Economic Process and Work</b> (since 2005)
	Member of SASE (Society for the Advancement of Socio-Economics); ISA (International Sociological Association) and CHESS (Center for Higher Education and Society Studies) at the University of Milan
	-Coordinator of the European Master in Labour Studies (Emls-Mest)
	-Coordinator of the Inter-disciplinary Degree in Human Rights, Work and Equal Opportunities (DiLPO)
	-Member of the committee of the PhD in Labour Studies at the Graduate School in Social and Political Sciences
	-Member of Equal Opportunity Committee of the University of Milan (CUG)
	-Member of Political Sciences Faculty direction committee
<b>Teaching</b>	- <u>PhD</u> teaching: Comparative Sociology of Work; <u>Post-Graduate</u> teaching: Labour Markets and Globalization; Labour Market and Discrimination; - <u>Graduate</u> : Sociology of Work
<b>Fields of interest</b>	In the area of Economic and Labour Sociology, her main research fields are:
	- international labour market trends, changes and regulation with a focus on Europe and Southern Europe;
	- Social inequalities and equal opportunities in the labour market, with a focus on migration, women and youth labour participation and social inclusion; self-employment
	- Institutional change of higher education systems
	Her research approach is inter-disciplinary, comparative and often combines quantitative data analysis alongside the qualitative methods.
<b>Name and address of employer</b>	<b>I.R.S. - Istituto per la Ricerca Sociale</b>
Type of business or sector	Via XX Settembre, 24 – 20123 Milano – ITALY <a href="http://www.irs-online.it">http://www.irs-online.it</a>
Occupation or position held	Institute for Socio-Economic Research
Main activities and responsibilities	Scientific Advisor and Project Leader
	Project management, research co-ordination on labour market and gender equality
	Current and recent international projects and research activities:
	-Direction of a study on <u>"Women living alone an update"</u> for the European Parliament (2012)

-Direction of a study on Precarious Work and High-Skilled Youth in Europe for the EC-DG EMPL (2010-2011)

- Research on Women quitting jobs after giving birth, for the Parity Advisor- Province of Milano, 2010;

-Direction of the "Monitoring Labour Market Reforms" project (2009)

-Direction of studies on Gender Budgeting for regional and local authorities (2006-2008)

-Direction of a study on "Women living alone: evaluation of their specific difficulties" for the European Parliament (2008)

-Participation as Italian expert in the EES peer review programme (2008)

-Participation in the evaluation on the effectiveness of ALMP and employment services at the local level (2005-2008)

-Participation in the TLM.net network as an expert in labour market transitions (2006)

-Participation in a study on Temporary work agencies in Italy for the Italian Ministry of Labour (2004)

-Direction of a project aimed at implementing an observatory on Part-time Work, for the Lombardy Region (2003-2004)

-Direction of a study on Age and Women's participation patterns for the Lombardy Region (2002-2003)

-Co-direction of a project on The costs of skill gaps, European Commission DG EMPL (2001-2002)

-Direction of research on Non-standard Work in developed economies (fixed-term contract, temporary work, part-time work, self-employment) for the Regional employment authorities-Regione Lombardia (1999-2003)

-Peer review expert in Employment Policies for Italy in the EC-DG Employment Peer review programme (1999-2001)

-Analysis of labour market trends and employment forecasts in the Lombardy Region for the regional employment authorities (1999-2001)

-Direction of research on Governance, Inequality and Social Justice for Italian Local Authorities (1996-1998)

Dates

2000 - 2005

Name and address of employer

**University of Milan, Italy**

Via Conservatorio 7, 20123 Milano (MI)

Type of business or sector

University

Occupation or position held

Lecturer of Economic Sociology

Main activities and responsibilities

Coordination of five editions of the Master- Degree in Equal Opportunities and Women Differences

Participation in the Work-Euro-net (Inter-Departmental Research Centre on Work, Training and Welfare)

Lecturer in the Labour Science Ph.D

Dates

1980 - 1995

Name and address of employer

**(Institute of Economic and Social Research - IRES**

Via di Santa Teresa, 23 - 00198 Roma

Type of business or sector

Research Institute

Occupation or position held

Researcher in the Labour Market Analysis division

Main activities and responsibilities

- Senior researcher (1985-1990)

- Project leader (1990-1995)

- Collaboration in a programme on Work Mobility, De-industrialization Processes and Labour Market Segmentation for the Italian Labour Ministry (1980-1984)

- Direction of a comparative analysis on Vocational Training Systems and Human Resource Quality in Europe for a Network of Italian Universities and EC FREREF Foundation (1985-1987)

- Direction of a programme on the Youth Labour Market, Drop-out and School to Work Transition, for local Italian authorities (1988-1990)

- Direction of projects on non-standard employment and flexibility for local Italian institutions (1990-1995)

## Education and training

Qualification awarded

Post.doc graduation

Date

1993-1995

University of Torino, Italy

	<b>Two-year post-Doc Research fellowship, Dept. of Sociology</b>
Dates	1989 – 1992
Qualification awarded	University of Pavia Italy Strada Nuova, 65 27100 Pavia <b>PhD in Economic Sociology</b>
Dates	1979 - 1984
Name and type of organisation providing education and training	University of Milan (Italy) <i>Via Festa del Perdono 7, 20122 Milano</i>
Title of qualification awarded	<b>Graduate in Humanities</b>
Dates	1976-1978
	University Cattolica of Milan <b>Two-years degree in Psychology</b>
<b>Additional information</b>	<b>Teaching in foreign Institutes</b> <ul style="list-style-type: none"> <li>• <u>Visiting Scholar at the "Sloan School of Management", M.I.T., Cambridge, US, (a.a.1984-1985).</u></li> <li>• <u>Professeur Invité at the « Observatoire Sociologique du Changement » (CNRS-Science Politique) of Paris, January-June 1993.</u></li> </ul>
Mother tongue(s)	<b>Italian</b>
<b>OTHER LANGUAGES</b>	
• Reading skills	<b>English</b> Excellent
• Writing skills	Very good
• Verbal skills	Very good
• Reading skills	<b>French</b> excellent
• Writing skills	excellent
• Verbal skills	excellent
<b>Organisational skills and competences</b>	Project management, research co-ordination
Computer skills and competences	Windows, Excel, SPSS

## Publications (selection)

- 2016 **Ageing and its Determinants. Potentialities and Challenges for the employment in southern Europe**, in International Journal of Work Innovation Vol.1 No. 1 (co-author Roberto Impicciatore)
- 2015 **Condizioni occupazionali e comportamenti demografici**, Rivista Giuridica del Lavoro n.2- Employment conditions and demographic behaviors
- 2014 “Taccuino per Giovani e Lavoro” in Milano Produttiva 2014, Camera di Commercio di Milano, Bruno Mondadori
- 2014 **“Global Manufacturing and Women Workers’ Rights: the Readymade Garment Industry in Bangladesh”** in The Transnational Dimension of Labour Relations: a New Order in the Making?, Marco Biagi Book Series N.5, Giappichelli, Torino
- 2014 **Il mondo del lavoro. Le prospettive della sociologia**, (The World of Work. The Sociological Perspectives) UTET Università, Torino, February
- 2013 **Migrazione femminile e sviluppo: la forza delle connessioni**; Stato e mercato, n.98, agosto, Il Mulino, p. 235-263
- 2013 **Feminization and Labour Vulnerability in Global Manufacturing Industries: does Gendered Discourse Matter?** In Asian Social Work and Policy Review, Wiley, Publisher, Oct, N.7, p.197-212
- 2012 **Precarious Work and High-Skilled Youth in Europe** (with M.Samek) Chapter 1 in Precarious Work and High-Skilled Youth in Europe (R. Semenza, M.Samek edited by), European Commission, FrancoAngeli
- 2012 Le conseguenze della crisi economica sull’occupazione femminile in Europa, (The consequences of the economic crisis on women employment in Europe) il Mulino\_ N. 5,
- 2011 “Brave e scoraggiate. Il lavoro femminile in cerca di riconoscimento” (Women Labour in Search of Recognition) in Dialoghi internazionali- Città del Mondo, N.15, Bruno Mondadori
- 2011 **‘Student Services and the Labour Market’ (Chapt.3) in European Universities and the Challenge of the Market**, (M.Regini, edited by) Edward Elgar, UK
- 2011 **‘Investing in Change: the Uneven Outcomes of French Higher Education’ Chapt. 9, in European Universities and the Challenge of the Market**, (M.Regini, edited by) Edward Elgar, UK
- 2011 “Rimesse, genere e sviluppo” in Rimesse e Migrazione, (Arrighetti, Lasagni a cura di) FrancoAngeli
- 2011 **Le Politiche per l’occupazione dei giovani: un confronto europeo** (con M. Samek), (Policies for youth in Europe) in Giovani senza futuro? (Dell’Aringa, C., Treu T.) Il Mulino, AREL
- 2010 **“Migrazioni femminili, transnazionalismo e sviluppo”** (AAVV) in I diritti alla prova dell’immigrazione, La Rivista delle Politiche Sociali n.2 Aprile-Giugno,
- 2010 Donne al lavoro in R&ST, Biotecnologie, Energia, ICT:tendenze occupazionali e nuovi profili professionali (Women’s employment in R&ST, Biotechnology, Energy and ICT: employment forecasts and new professional profiles, with F. Artali, C. Martucci and M.Samek), October <http://www.provincia.milano.it/lavoro/Cittadini/consiglieraiprogetti.html>
- 2010 **“Il mutamento dei rapporti fra Università e sistema economico: Servizi universitari e mercato del lavoro”** in Torri d’avorio in frantumi? Dove vanno le università europee, Moscati, Regini, Rostan (a cura di) Il Mulino
- 2010 Uscite Transitorie: Le dimissioni delle lavoratrici madri nel primo anno di vita dei figli (Getting out from the labour market: resignation of working mothers during their children’s first year of life; with S. Beltrametti, P. Bonomi, e. Broccini, E. Freschi, D.Loi, G. Merlo and M.Samek), June <http://www.provincia.milano.it/lavoro/Cittadini/consiglieraiprogetti.html>
- 2009 “Una proliferazione eccessiva dell’offerta formativa?” in Malata e denigrata. L’università italiana a confronto con l’Europa (Regini a cura di), Donzelli;
- 2009 **“The difficult transition from employment regulation to welfare policies”** (con M.Samek) in la Rivista delle Politiche Sociali N.1 Gennaio-Marzo
- 2009 “Priorità all’occupazione femminile” (Women’s employment: a priority, with M. Samek), in Un welfare per crescere (Treu- Dell’Aringa eds.) Il Mulino, 2009, ISBN 978-88-15-13375-5

- (con M.Samek) in Un welfare per crescere, (Treu-Dell'Aringa a cura di) Arel, Il Mulino
- 2008 **"The Italian Case: From Employment Regulation to Welfare Reforms?"** (con M.Samek) in *Social Policy and Administration*, Vol.42, N.2, Blackwell Publishing
- 2008 Gli stereotipi culturali e una scarsa domanda scoraggiano il lavoro femminile (con M.Samek, Arel-Europa Lavoro Economia, numero speciale, Ottobre 2008)
- 2008 Review: Max Koch (2006) Roads to Post-Fordism, England, Ashgate, *International Journal of Urban and Regional Research*, Blackwell Publishing
- 2007 **Monitoring Labour Market Reforms, Dg Employment**, Agenzia per il lavoro, Regione Lombardia, Grant Agreements vs 2005/0725 (with M. Samek)
- 2007 "Le riforme recenti dei mercati del lavoro europei. Uno sguardo d'insieme" (Recent European Labour Market Reforms) (with M. Samek and N. Torchio) in *La rivista delle Politiche Sociali*, N.2, Ediesse
- 2007 **"Il caso italiano: dalla regolazione dei contratti alla riforma del welfare?"** (The Italian Case: from Contract Regulation to Welfare Reforms?) (with M. Samek) in *La Rivista delle Politiche Sociali* N.2, Ediesse
- 2006 "Le contraddizioni del mercato del lavoro in Cina" (Chinese Labour Market Contradictions), il Mulino N.4/
- 2005 "Le potenzialità del lavoro part-time" (**The Potentialities of Part-time Work**) con M. Samek, in Sociologia del Lavoro n. 97, Franco Angeli
- 2005 Dispense di politiche del lavoro in Europa (Handouts on European Labour Policies) (R.Semenza a cura di) Edizioni Unicopli, Milano
- 2004 **Le trasformazioni del lavoro**. Flessibilità, disuguaglianze, responsabilità dell'impresa. (The transformations of Work. Flexibility, Inequality and Corporate Responsibility) *Carocci*, Roma
- 2004 **Il Lavoro Part-Time**. Anomalie del caso italiano nel quadro europeo. (Part-time Work. Italian Anomalies within the European Framework) (R.Semenza, M.Samek a cura di) FrancoAngeli, Milano
- 2004 "Lavoro Part-time e occupazione femminile: una relazione complessa" (Part-time Work and Female Employment: a Complex Relationship) in *Quaderni di Rassegna sindacale*, Lavori N.4
- 2003 **Non-standard work in Italy and Spain**: the quest for flexibility at the margin in two supposedly rigid labour markets (with I. Cebrian and G. Moreno, M. Samek and L. Toharia), in Non-standard work in developed economies. Causes and Consequences, S. Housman and M. Osawa Eds, *Upjohn Institute*.
- 2003 Partecipazione Femminile e Ruolo dell'età (Women's Participation and the Role of Age) (editor with M. Samek), FrancoAngeli
- 2003 **Lavoro Atipico e lavoro sommerso** (Non-standard and irregular work) (with M. Samek), in Mercato, occupazione e salari: la ricerca sul lavoro in Italia (C. Lucifora editor), *Mondadori Università*.
- 2003 "L'articolazione dei rapporti d'impiego in una regione forte: il caso della Lombardia" (The Diversification of Employment Relationships in an Advanced Region: the Case of Lombardy) con M.Samek, in Sociologia del Lavoro N.90, FrancoAngeli
- 2002 "Le trasformazioni del lavoro e le nuove forme di impiego" (Work Transformations and New Forms of Employment) in Checchi, Perulli, Regalia, Regini, Reyneri (eds) Lavoro e sindacato in Lombardia, FrancoAngeli
- 2002 **"The Institutional Framework of Education and Training in a Cross-Country Perspective"** WTW Paper n.5
- 2001 **Le Forme del Lavoro**. L'occupazione non standard: Italia e Lombardia nel contesto europeo (Forms of Employment. Non-standard Work: Italy and Lombardy in the European Context). FrancoAngeli, Milano (with M.Samek)
- 2001 "Forme di lavoro non standard: le differenze tra nord e sud" (Non-standard Work: the Differences between the North and the South) in *Quaderni di Rassegna Sindacale*. Lavori. N.3
- 2001 Bermeo N. (ed.) Unemployment in Southern Europe. Coping with the consequences (Frank Cass, London,) in *Journal of Southern Europe and the Balkans*, Volume 3, Number 1,
- 2000 Le nuove forme del lavoro indipendente (The New Forms of Self-employment), in *Stato e Mercato* n.58, Il Mulino
- 1997 **«Modello latino e modello renano della formazione in alternanza: verso la convergenza?»** (The Comparison between the «Latin and German» Models of Dual Vocational Training : Towards a Convergence?), in *Economia e società regionale*, n. 3.

**European and National Projects**  
(selection)

1997 «**La formazione professionale nelle Regioni forti: Lombardia –Rhône Alpes** (Vocational Training Systems in the Developed Regions: Lombardia, Rhône-Alpes) in La regionalizzazione delle politiche industriali, A.Pichiéri (a cura di) Rosenberg & Sellier, Torino .

1994a «La mobilità del lavoro in Italia: reti personali e dinamiche istituzionali» (Work Mobility in Italy between Informal Networks and Institutional Mechanisms), in Politiche del lavoro, n. 24

1994b «Domanda e utilizzo delle risorse umane» (The Demand and Use of Human Resources in Enterprises), Il Mulino, n. 6, novembre-dicembre.

1987 «Riduzione dell'occupazione industriale e mobilità del lavoro» (Reduction of Industrial Employment and Job Mobility) in Economia e Lavoro n.3

1986, «L'occupazione all'Alfa Romeo» (The Employment Structure at Alfa Romeo) in Politica ed Economia, n.7-8.

-2016-2018 Principal Investigator of the project: **I-WIRE Independent Workers and Industrial Relations in Europe, European Commission- DG Employment, VP/2015/004**

-2016-2019 **Principal Investigator for University of Milan of the Programme 2016-2019 Horizon 2020, Call H2020- MSCA-RISE 2015 proposal n. 691004 INCASI** (International Network for Compared Analysis of Social Inequalities). Global trends in social inequalities in Europe and Latin America and exploring innovative ways to reduce them through life, occupational trajectories research to face uncertainty.

2013-2015, local coordinator PRIN Italian Minister of University and Research project on "Universities, Innovation and Regional Development" (Università, innovazione ed economie regionali), principal investigator University of Florence (professor Carlo Trigilia)

2014 EIRO-CAR, Gender Issues in Social Partner Organizations in Europe 2014, Correspondent for Italy

2012 European Parliament "Women living alone an update

<http://www.europarl.europa.eu/committees/fr/studiesdownload.html?languageDocument=EN&file=79590>

2008-2010, Principal Investigator University of Milan **AENEAS-EU program on: Women's Migration from Morocco to the EU: a Warp Yarn for the Development.**

2007-2009 Participation to the comparative project on : Higher Education and the Economic System, Italian Minister of University and Research, Project PRIN

2007, European Parliament (Directorate General for Internal Policy): Women Living Alone: evaluation of their specific difficulties (with Social Research Institute)

2006-2007, project on "Monitoring Labour Market Reforms, Grant Agreement vs/2005/0725, (with Social Research Institute)

1999, European Commission, Peer Review Project on Active Labour Market Policies (ALMP) as independent expert for Italy on the program "New Services, New Jobs", Paris, September.

1994, Italian referent of the European project of FREREF Foundation (Fondation de Recherche sur l'Education e la Formation en Europe) su: «Le role de l'apprentissage et des formations alternées dans des régions d'Europe».

**Conference participation**  
(selection)

2016 Jobless Society Forum, coordination of the working team on “Freelance”, Feltrinelli Foundation, BASE Milan, 21 April 2016

2015- 27 th SASE annual meeting 2-4 July 2015, London School of Economics, Inequality in 21th century, Group G, Presentation: Demographic Change Employment and Social policies

-2014 National conference ESPANET, Torino 18-20 September, Coordination of Session 8 on Demographic Change and Labour Market

-2014 Conference of National Association of Italian Economic Sociology AIS-ELO, University of Milano Bicocca 11-12 September, The Impact of Labour market regulation on demographic trends;

-2014 XVIII ISA World Congress of Sociology, 13-19 July 2014 Yokohama, Japan; External Labour Market As The New Dominand Model?RC 02 Economy and Society; Rights of Women Workers in Global Manufacturing A Study of the Garment Industry in Bangladesh RC 32 Women in Society 2014

-2013 SASE's 25th Annual Meeting on “States in Crisis” University of Milan, Session organizer on External-Internal Labour Markets Interplay: Explaining the Current Global Crisis, 27-29 June

-2013 Coordination of the Seminar on: Professioni: Riforma o Controriforma? University of Milan Department of Social and Political Sciences

-2013 Discussant at the Seminar: Non solo Etnico. Imprenditoria immigrata a Parma, 12 March; University of Parma; Department of Economics

2013 Discussant at the Regional Conference on: Donne e Lavoro, Regione Lombardia, 7 March, Palazzo Pirelli

2012 - National Association of Italian Economic Sociology AIS-ELO national Conference: Cause e impatto della crisi (Economic Crisis: Causes and consequences), with a paper on 'High Skill, Low Performance: the Paradox of Youth Labour market in Europe', Università della Calabria 27-28 September

2012 – SASE's 24th SASE Annual Conference on “Global Shifts”, paper on 'The impact of Economic Crisis on Women Employment in Europe, MIT Boston, 28-30 June

2012- 5th Annual Conference ESPANet Italia, Risposte alla crisi. Coordination of a Session on: The economic and social waste of new generation of workers, 20-22 September, ROME

2012 Discussant at the European Doctoral Conference on Labour Studies 17-18 December, Department of Social and Political Sciences University of Milan

2011 Public Conference on “ Work and Industrial Relations in times of Economic crisis: Countries Perspectives”, University ISCTE/IUL of Lisbon, with a paper on: “Crisis Effects on Employment and Industrial relations in Italy”, 12<sup>th</sup> May

2011 Keynote speaker on “Laureati in Lombardia: è ancora crisi?” Camera di Commercio di Milano, Conference Room 6th June

2011 23<sup>rd</sup> SASE Annual Conference, Transformations of Contemporary Capitalism, paper presented: Migrant Women, Employment and Local Development, 23th-25 th June, Universidad Autonoma de Madrid

2011 “Professions in the Knowledge Economy” session organizer , Annual Conference Italian Sociological Association AIS-ELO (Il nodo del lavoro) 22th-23th September, Catania

2011 Presentation on “The Impact of the Economic Crisis on women's work” at Uni Global Union Committee Meeting, European Economic and Social Committee, 16 November, Brussels

2010 International Conference EZA-FLC, Working Poors and Economic Crisis, presentation on The Italia case” Hotel Michelangelo, 14-15 January, Milan

2010 Seminar on “Le dimissioni delle lavoratrici madri nel primo anno di vita dei figli” relazione sui risultati di ricerca, Milano, Direzione provinciale del Lavoro, 21th June

2010 Discussant at the European Doctoral Conference, LEST, Aix en Provence, 23th-24th September

2010 paper on “Women migration, remittances and Development” Workshop on Remittances and Migrations, 30th September-1th October, Facoltà di Economia, University of Parma

2010 Seminar on ‘European Universities and the Challenge of the Market. A Comparative Analysis,’ University of Trier (DE), 13th December

2009, Contro la crisi. Un welfare per crescere, University of Milan, 23-Marzo

2009 International seminar on “The reorganization of Higher Education (HE) in Europe”, paper presented.” The French case”, University of di Milan, 7 Maggio

2009 International Conference on “Dove vanno le Università europee” sala Napoleonica, Università di Milano, 8th May

2009 Key speaker at the Conference di apertura Anno Accademico, Nella crisi si licenzia o si investe in risorse umane? Relazione introduttiva, University of Milan, Facoltà di Scienze Politiche, 29th October

2009 discussant at the seminar on “What regimes of collective action to cope with occupational

risks?" Dept of Political and Social Studies, University of Milan  
2007, International seminars on "Monitoring Labour Market Reforms, European Commission and the Lombardy Region, Milano  
2007, Annual SASE Conference on Changing Political Economies: Macro Trends and Micro Experiments, with a paper on "Labour Market Reforms in Europe" Copenhagen 28<sup>th</sup> -30<sup>th</sup> June  
2007 Forum RPS, Diversificazione sociale e strategie di welfare, con una relazione su: Le riforme dei mercati del lavoro in Europa, Roma, 8-9 novembre, Piazza del Collegio Romano,  
2005, TIm net Final Seminar, Managing Social Risks through Transitional Labour Markets, Budapest, 19-20-21 May  
2004, TIm net Conference, Quality in Labour Market Transitions: A European Challenge, Amsterdam, 25-26 November  
2003, International conference SASE, Knowledge, Education and Future Societies, Aix-en-Provence, 26-28 June  
2000, Speaker at the Association of Labour Economists (Aiel) on: New Employment contracts and regional differences in Italy. Ancona, 28-29 Sept

Renata Semenza