

Manuela Galetto

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Education

- 2003/2008 Graduate School of Economic, Social and Political Sciences, University of Milan, Italy
PhD in Labour Studies
Doctorate dissertation: *Territorial pacts and the role of trade unions. The eight cases of the Turin province.*
Supervisor: Prof I. Regalia
- Courses attended include: Comparative Industrial Relations; Labour Economics European Labour Law; Statistics; Methodology of Research
- 2000/2001 University of Florence and Warwick Business School, United Kingdom
European Master in Labour Studies
MA dissertation: *The Impact of the European Works Council directive. A comparison between the German and British experiences.*
Supervisor: Prof L. Burrioni and Prof F. Alacevich
- Courses attended include: European Industrial Relations; Labour Law; Industrial Relations in Britain (University of Warwick); Multinational Companies Organisation (University of Warwick)
- 1998/1999 University of Urbino, Italy
University four-year degree in Sociology (economic, labour and organisation curriculum),
Dissertation in International relations: *The new world order: evolution of defence and security in Europe and the perception of it. A survey across ten countries.*
110/110 cum laude
Supervisor: Prof G. Pasquini
- Courses attended include: Sociology of Work; Sociology of Organization; Economic Sociology; Micro and Macro Economics
- 1997/1998 Copenhagen Business School, Denmark
Erasmus Programme (six-month grant)
- Courses attended include: Power and Ethics; International Management
- 1990/1995 Liceo Scientifico Stat. "G. B. Ferrari", Padova, Italy
High School for Scientific Studies (*maturita' scientifica*)

1993/1994 *Fjolbrauta Skóli Vesturlands*, Akranes, Iceland
Intercultural **year exchange** program in Iceland with AFS (American Field Service), 12-month grant

Work experience

Oct 2011 – on-going: Warwick Business School, Industrial Relations and Organizational Behaviour group (IROB, Wbs)
Teaching Fellow in Employment Relations

- See under Teaching Experience

Jan 2010 – 2011: Warwick Business School, Industrial Relations Research Unit (IRRU)

Research fellow

Research project: *Gusto, Meeting the challenges of economic uncertainty and sustainability through employment, industrial relations, social and environmental policies in European countries*

Coordinator: Prof C. Crouch

- Analysis of the literature, writing sector profiles per each country;
- Organization of the field research in the two countries I am in charge of, UK and Italy (about 30 interviews in the period June 2010 – February 2011);
- Attendance of meetings of the European research team;
- Dissemination of results through conferences and presentations;
- Contribute to teaching activities of the Department (See Teaching experience).

2006/2009 Department of Labour and Welfare Studies, Faculty of Political Sciences, University of Milan

Research associate and teaching assistant,

Research project: *Local partnerships and territorial pacts in Europe: what levels of concertation?*

Coordinator: Prof I. Regalia

- Analysis of the literature and mapping of local partnership experience in Europe;
- Analysis of first findings and dissemination through presentations;
- Responsible for administrative duties with the funding body (Ministry of University and Research).
- Participation to parallel European Project 'NewGov' on new modes of governance in Europe coordinated by Prof M. Ferrera.

2005 – 2008 Il diario del lavoro (online review of Italian Industrial Relations)
Author of articles analysing industry and company wide agreements
Editors: Accornero, Dell'Aringa, Treu

2005-2008 Il Metallurgico (journal of the Federation of Italian Metalworkers Federation of Cgil (Fiom, Cgil), Milan)
Author of articles about company agreements and labour disputes of the metalworking sector

2003-2009 European Industrial Relations Observatory (Eiro), European Foundation
National Expert

Similarly for 'Diario del Lavoro', 'Il Metallurgico' and Eiro, I was in charge of writing analysis of collective agreements at the company and at the national/sector level in Italy. For Eiro, in particular, I contributed as National Expert to Comparative Analytical Reports (country level analysis of a specific topic used for European comparative studies periodically carried out by Eiro) and Information Updates related to the industrial relations in Italy (see Publications).

2002 Department of Political Science and Sociology, University of Florence
Research assistant
Research project: *The reform of the public employment services in Italy*
Coordinator: Prof F. Alacevich

- Data collection on the then recent reform of public employment services;
- Set up, together with other colleagues, of a library specialised in Industrial Relations of the University of Florence in Prato.

2001 - 2002 General Electric, Oil&Gas division, Florence
HR Associate

- CV screening and first interview to job candidates;
- Management of year appraisal system (Session C) and definition of training plan;
- Definition of salary plans, including those of employees posted abroad.

2001 IRS (Institute for Social Research), Milan
Research assistant
Research project: *Observatory of part time labour in Lombardy*
Coordinator: Prof M. Samek Lodovici

- Analysis of about 50 company agreements' arrangements of part time;
- Presentation of the following analysis to both academic and institutional bodies.

Teaching experience

2011/2012 Warwick Business School, IROB

Module leader and lecturer Undergraduate courses:

- *Managing Industrial Relations*
- *Business and Society in Contemporary Germany*
- *Managing Human Resources*

Lecturer Undergraduate courses:

- *Business Studies I* (Organisational Behaviour)
- *Business Studies II* (Managing Employment Relations)

Lecturer Master courses (MA in International & European Employment Relations and MA Industrial Relations and Managing Human Resources)

- *Managing Human Resources*

Seminar tutor Undergraduate courses

- *Managing Industrial Relations*
- *Advanced Issues in People Management*

Seminar tutor Master courses (average 25 students per group)

- *Comparative Employment Relations*

- *International Context of Employment Relations*
- *Managing Human Resources*

Supervisor of Master dissertations (12 students)

- 2010 - 2011 Warwick Business School, IROB
Seminar group facilitator for the module *International Context of Industrial Relations*, MA in International & European Employment Relations and MA Industrial Relations and Managing Human Resources
- 2010 Warwick Business School, IRRU
Practitioner seminars for MA in International & European Employment Relations and MA Industrial Relations and Managing Human Resources
- 2008 University of Milan, Department of Labour and Welfare Studies
Teaching Assistant *Comparative Industrial Relations*; supervision of final dissertations.
- 2005 University of Bergamo, Faculty of Economics
Co-organisation of seminars *Economic Sociology* undergraduate Economics programme
- 2003 University of Florence, Faculty of Political Sciences
Occasional lecturer Master Programme in European Labour Studies
- 2002 Cgil (Italian General Confederation of Work) Bergamo
Organisation and delivery of related lectures of a module on 'Legislation and collective bargaining on part time in Italy' for the union representatives of the union organisation

Conferences

- 05/2006 European Union Centre of Excellence, Madison, (WI, Usa)
Workshop: **Governing Work and Welfare in an Enlarged Europe**
Paper presented: *Employment objectives of territorial pacts in Italy*
Coordinator: Prof J. Zeitlin
- 09/2011 **Industrial Relations European Conference** (IREC, Barcelona)
Presentation of the paper: *Collective bargaining and the changing governance of hospitals: A comparison between the UK, Italy and France*

Publications

Peer-reviewed articles

- 2012, Galetto M., Marginson P., Spieser C., *Collective bargaining and the changing governance of hospitals. A comparison between United Kingdom, Italy and France* (in preparation)
- 2010, Galetto M., Patterns of trade union participation in the territorial pacts of a Northern Italian region, *Labor History* (2011) (Submitted).

2007, Galetto M, Lasala C., Magaraggia S., Martucci C., Onori E., Pozzi F. A snapshot of precariousness: voices, perspectives, dialogues, in *Feminist Review* (2007), 104-120.

Non-peer reviewed articles

2010, Regalia I., Galetto M., Tajani C. Osservazioni sulle relazioni industriali in casi di contrattazione separata, in *Rivista Giuridica del Lavoro e della Previdenza sociale*, LXI (1): 19-43.
(Notes on industrial relations in cases of separated bargaining)

2009, Galetto M., I patti territoriali nella letteratura giuridica e socio-economica, in *Polis XXIII* (2009): 481-504.
(Territorial pacts in the socio-economic literature)

Latest Information Updates for the European Industrial Relations Observatory and for the European Working Conditions Observatory (online publications):

2009, Social partner agreement aims to tackle crisis in pharmaceutical industry.

2008, Draft agreement reached for Wind telecom workers.

2008, Renewal of national collective agreement in textiles and leather sector.

2008, High incidence of atypical work among women. EWCO: European Working Conditions Observatory

Latest Comparative Analytical Reports for the European Industrial Relations Observatory:

2010, Trade union strategies to recruit new groups of workers, Italy.

2009, Greening the European economy: responses and initiatives by Member States and social partners, Italy.

2009, Multinational companies and collective bargaining.

I co-authored the 2007 and 2008 'Industrial Relations in Italy Annual Reviews' for Euro.

Book Chapters

2011, 'Il lato B della precarietà' (*The 'B' side of precarity*), co-author with C Lasala, S Magaraggia, C Martucci, E Onori and F Pozzi in L Fantone (ed) *Genere e Precarietà (Gender and Precarity)* Padova: ScriptaWeb, 47-53

2009, *Resisting the tide: identity movements in the age of Berlusconi*, co-author with Lasala C., Magaraggia S., Martucci C., Onori E., Ross C., in Albertazzi D., Clodagh J. Brook, Ross C., Rothenberg N. (eds.) *Resisting the tide: cultures of opposition under Berlusconi (2001-06)*, Continuum International Publishing Group Ltd., 190 – 203.

2008, *Le inclassificabili*, co-author with Lasala C., Magaraggia S., Martucci C., Onori E., Pozzi F. , in Reale L. (ed), *Futuro femminile. Passioni e ragioni nelle voci del femminismo dal dopoguerra a oggi*, Luca Sossella Editore, Roma
(*Feminine future. Passions and reasons in the voices of feminism from post-war period to date*)

2007, co-editor of the monographic issue of *Feminist Review*, num. 87, Palgrave Macmillan on "Italian Feminism".

2006, *Flessibilità?*, co-author with Lasala C., Magaraggia S., Martucci C., Onori E., Pozzi F. , in Borghi L. and Barbarulli C. (eds) (2006), *Forme della diversità. Genere, Precarietà e Intercultura*, collection of written works of the laboratory Raccontar(si), Italian Society of women scholars, CUEC Press, Cagliari.
(*Forms of diversity. Gender, precariousness and inter-culture*)

2005, Nuove istituzioni e relazioni industriali: il caso dei Comitati Aziendali Europei, in Burroni, L. (ed.), *L'agenda del lavoro. Processi in atto e problemi in discussione nel biennio 2000-2001*, Firenze University Press, 85-111.

(*New institutions and industrial relations: the case of European Works Councils*)

2004, *La contrattazione aziendale del part time*, co- author with A. M. Ponzellini, in R. Semenza, M. Samek (eds) *Il lavoro Part-Time. Anomalie del caso italiano nel quadro europeo*, FrancoAngeli, Milano, 179 – 204.

(*Workplace collective bargaining for the part time work*)

Selected translation works

2006 Translation English-Italian of *The Strategy of Conflict*, by Thomas C. Schelling, Harvard University Press, for Bruno Mondadori editor, Italy

2004 Translation English-Italian of chapters 5, 6, 7 in Baglioni, M. (2004), *Rinnovare le Relazioni Industriali. I sindacati europei tra dialogo e partnership*, Milano, Franco Angeli from *Strategic Unionism and Partnership. Boxing or dancing?*, Tony Huzzard, Denis Gregory and Regan Scott, Oxford University Press 2004

Foreign languages

Italian Native

English Good written and spoken

Icelandic Fair written and good spoken (Certificate of Icelandic, Level I and II, Farskoli Vesturlands, Akranes)

Spanish Fair written and good spoken (Advanced Level Certificate – Velazquez Institute – Milan)

Danish Basic knowledge (Danish Course Certificate of Copenhagen Municipality, 1998)

Membership

Member of Buirra (British Universities Industrial Relations Association) since 2010

Member of Sconvegno, since 2005, group based in Milan carrying out independent research on topics of Sociology of Work and Gender studies (some of the publications listed above have been carried out in collaboration with this group)

April 2012