

CURRICULUM VITAE

Name: Paola VILLA

Date of Birth: 1st of June 1949

Country of citizenship: Italy

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Present position: Full Professor of Economics, University of Trento (Italy)

Language skills:

Language	Reading	Speaking	Writing
Italian	Excellent	Excellent	Excellent
English	Excellent	Excellent	Good
French	Good	Good	Poor
Portuguese	Good	Poor	Poor

University degrees

21 March, 1974: B.A. (Laurea) in Political Science, Catholic University of Milan.

Title of the dissertation: "Contrattazione collettiva e distribuzione del reddito in Italia".

Supervisor: Prof. Ezio Tarantelli. Final grades: 110/110 "cum laude".

24 June, 1978: B.A. in Economics, University of Cambridge (UK). Final Grades: 2.1

13 March, 1984: Ph.D in Economics, University of Cambridge (UK). Supervisor: Mr. Frank Wilkinson. Title of the thesis: "The Structuring of Labour Markets".

Grants, fellowships and prizes

1976-78: Ente per gli Studi Monetari, Bancari e Finanziari L. Einaudi, Roma

1978-79: Fondazione Luigi Einaudi, Torino

1979-80: "Clothworkers' Research Studentship", Newnham College, Cambridge

1980-81: "University Research Maintenance Grant", University of Cambridge

1988: with the book "The Structuring of the Labour Market", Oxford: Clarendon Press, she wins the "Premio Tarantelli" (ex aequo with Riccardo Leoni).

Academic experience and positions

Date	1974-1979
Location	Milan (Italy)
University	Catholic University, Milan
Position	Assistant Professor (Assegnista Ministeriale), at the Faculty of Political Science
Description	Research in labour economics and teaching tasks (Labour Economics)

Date	1979-1980
Location	Milan (Italy)
University	Catholic University, Milan
Position	Assistant Professor (Assegnista Ministeriale), at the Faculty of Economics
Description	Research in labour economics and teaching tasks (Microeconomics, Macroeconomics)

Date	1980-1988
Location	Milan (Italy)
University	Catholic University
Position	Researcher (with tenure)
Description	Research in labour economics and teaching tasks (Economic Policy, Microeconomics, Macroeconomics)

Date	1988-1996 (September)
Location	Trento (Italy)
University	Faculty of Economics, University of Trento
Position	Associate professor
Description	<u>Research</u> : mainly in labour economics and gender related issues; <u>teaching responsibilities</u> : Industrial Economics; <u>organisational responsibilities</u> : Erasmus programme, coordination of Research programmes within the Department of Economics, Vice-Director of the Department.

Date	1996 (October) – 2019 (September)
Location	Trento (Italy)
University	Department of Economics and Management, University of Trento
Position	Full professor
Description	<u>Research</u> : labour economics, family and welfare regimes, gender related issues. <u>teaching responsibilities</u> : Industrial Economics(1996-2007), Institutional Economics (1996-2009), Laboratory 2 (2002-2004; 2008), Labour Economics (since 2007); Industrial Organization (2008-2015); Economics and law of labour market reforms (2015; 2017-18); Personnel Economics (since 2015). <u>organisational responsibilities</u> : Erasmus programme (1996-99), Vice-Dean of the Faculty of Economics (1996-1999), President of the University Library (1996-2004), President of the Commission for the New Central Library (1999-2002); President of the Commission for the evaluation of full professors, associate professors and researchers at the Faculty of Economics (2008-2014); Member of the University Board (2008-2012); Member of the Committee for the Code of Conduct of the University of Trento (June 2010 – Novembre 2012); Member of several local committees (Faculty of Economics) for the appointment of positions of temporary researcher (since October 2012).

Date	Since October 2019
Location	Milan (Italy)
Position	Retired full professor, independent researcher, collaborator in research and teaching at the University of Trento

Graduate teaching experience

- 1999-2008: Dottorato di ricerca in “Storia dell’impresa, dei sistemi d’impresa e finanza aziendale”. Scienze Politiche, Università degli Studi di Milano
- 2001-2005: Master Universitario in Pari Opportunità, Facoltà di Scienze Politiche, Università degli Studi di Milano
- 2005-2010: CIFREM, Doctoral School in Economics and Management, Università degli Studi di Trento
- 2009-2011: Doctoral programme in Business History and Management, Graduate School (GSSEP) at the Facoltà di Scienze Politiche, Università degli Studi di Milano
- 2011-2016: Representative of the Department of Economics and Management in the board of the Doctoral School in Social Sciences (University of Trento)
- 2012-2016: Member of the teaching Committee of the Doctoral School in Local Development (University of Trento)

Teaching experience abroad

- 1978-79: supervisor for the Economic Tripos, Part I (Selwin College, Cambridge, UK)
- 1980-81: supervisor for the Economic Tripos, Part II (Faculty of Economics, Cambridge, UK)
- 1990: (summer-winter): Professor of Economic Policy, Universidade Eduardo Mondlane, Maputo (Mozambique)
- 1995: (fall) working seminar on labour market policies, University of Jordan, Amman (Jordan)
- 2012: (summer term): Asian University for Women, Chittagong (Bangladesh)

Major fields of research

The research carried out over the last decades is focused around the following areas.

- (i) The labour market segmentation approach:
- towards the development of a theoretical framework for the analysis of the functioning of the labour market;
 - a methodological approach for the analysis of the internal labour markets (how firms behave in terms of screening, hiring, training, upgrading and firing)
 - empirical analysis of the internal labour markets.
- (ii) The institutional framework of the labour market (labour market policies, industrial relations, internal labour markets):
- an analysis of the evolution of the industrial relations system and its impact on the functioning of the labour market;
 - homework in developed countries (characteristics of the workers involved, extension of the phenomenon, its dynamics in the long run, the policies);
 - non-standard forms of work in Italy: characteristics, diffusion, weight, and economic role.
- (iii) The industrial structure and the role of small firms:
- small firms and industrial districts: analysis of the reasons for the survival (and the success) of small firms in Italy;
 - comparative analysis of the functioning of the labour market in traditional industrial sectors: the construction industry in Italy; the footwear industry in the North, in the Centre and in the South of Italy; the tourist industry in Spain, France and Austria.
- (iv) Fertility, labour force participation and unemployment:

- a comparative analysis across countries of the relationship between fertility and female employment;
 - the fertility puzzle in Italy: the relationship between the family formation process, the welfare state and the labour market.
- (vi) Gender and employment:
- a gender analysis of the evolution of the labour market;
 - the structure of earnings (and the gender pay gap);
 - care work, female migrant and the organisation of care services in Mediterranean countries;
 - gender equality, female participation, education and unemployment in Italy;
 - the evolution of the position of women in the Italian labour market;
 - gender equality and the European Employment Strategy in the European Union;
 - gender budgeting;
 - the role of maternal employment on their adult children labour market outcomes.
- (v) Unemployment, employment and the regulation of the labour market:
- labour market flexibility and employment in Italy;
 - the structure of unemployment in Italy: recent trends and old interpretations; ;
 - from flexibility to flexicurity: policy making in the European Union.
- (viii) Youth transitions
- differences in equivalent income across cohorts of households
 - the transition to adulthood in EU countries
 - the situation of young people in the Italian labour market
 - young workers and the Great Recession in the European Union;
 - gender differences in school-to-work transitions and early labour market experience
 - youth unemployment and labour market policies

Research experience in national groups

- In 1995-1999: she coordinated a research team (within the Department of Economics, University of Trento) working on a project focussed on “*Employment, unemployment and labour market policies*”.
- In 1998: she submitted a national project on “*Growth, unemployment and regional disparities*”; the project, involving five different Italian Universities (Trento, Rome, Modena, Pavia, Cagliari); the project was approved by the Ministry of Research (MURST 1998) and financed (1998-2000).
- In 2002: she joined a national project proposal on “*Economic Resources, Care Resources, Gender and Generations. Analysis of the Processes Involved in the Acquisition, Expenditure, Allocation and Control over Resources within the Family.*” (National coordinator: Prof. Carla Facchini, Facoltà di Sociologia, Università di Milano Bicocca); the project has been approved by the Ministry of Research (MIUR 2002) and financed (2003-2004).
- In 2017: she joined a national project proposal on “*Gendering Academia*” (GEA), an interdisciplinary research project focused on the analysis of gender asymmetry in Italian academia. (National coordinator: prof. Manuela Naldini, Università degli Studi di Torino); the project has been approved in spring 2019 by the Ministry of Research (MIUR – PRIN 2017)

Research experience in international groups

- In 1986, she coordinated an EEC research project on homework in Italy, France and UK.
- In 1985-89, she was involved in a comparative empirical analysis of the footwear industry in Italy, France and England. The project was carried out by a group of Italian researchers, the Centre d'Etudes de l'Emploi (Paris) and the Department of Applied Economics of Cambridge.

- In 1990, she was involved in a research project, coordinated by CEDEFOP (Berlin), on the labour market for "trainers".
- In 1993, she was involved (jointly with Francesca Bettio) in a research project on the pay structure in the UK, Germany and Italy. The project, coordinated by Jill Rubery (UMIST, Manchester), was commissioned by the ILO (Geneva).
- In 1997, she was involved in a research project on employment creation in the commerce sector in a group of EU countries (including Germany, Denmark, France, Spain, Italy, and Portugal). The project, coordinated by Martina Klein and Steffen Lehnendorff (Institut Arbeit und Technik, Germany), was commissioned by the EC, Bruxelles.
- In 1999-2001, she was responsible of the Italian team work for the NESY project ("New forms of employment and working time in the service Economy"), a TSER project (EC funding), coordinated by Prof. Gerard Bosh and Dr. Steffen Lehnendorff, IAT (Germany).
- In 2004-2007, she was invited to join the Italian research team (Fondazione Giacomo Brodolini, Rome) to contribute in the DYNAMO project ("Dynamics of National Employment Models"), FP6, Priority 7.
- In 2012, she was involved in the preparation of a EU FP7 project STYLE (on youth unemployment), coordinated by Prof. J. O'Reilly (University of Brighton, UK).
- 2014-2016, she was invited to join the Italian team and work on the three year EU FP7 project GARCIA ("Gendering the Academy and Research: combating Career Instability and Asymmetries", Grant agreement n. 611737), coordinated by Prof. Barbara Poggio (University of Trento, Italy). See: <http://www.garciaproject.eu/>
- 2014-2017, she joined the research team working on the three year and half EU FP7 programme STYLE ("Strategic Transitions for Youth Labour in Europe"), coordinated by Prof. J. O'Reilly (University of Brighton), acting as leader of Work Package 10 on Flexicurity. See: <http://www.style-research.eu/>

Main national short term missions

(as independent consultant on labour market policy issues, gender and employment, equal opportunities)

1995-2001. In December 1995, by decree of the Minister of Labour (Prof. Treu), Paola Villa was appointed as an «expert member» of the *Collegio Istruttorio* (Instructory Board), the consultative body of the *Comitato Nazionale di Parità* (the Equal Opportunities National Body). The appointment was renewed in May 1998 (for the years 1998-2001).

In June 1997, she was appointed as member of the Scientific and Technical Committee of the *Osservatorio dell'Agenzia del Lavoro di Trento* (the research unit in charge of the preparatory work for the Labour Agency of Trento, Provincia Autonoma di Trento, an important unit for the implementation of local labour market policies). The appointment was recently renewed.

In February 1998 she was invited by the Minister for Equal Opportunities, Prof. Laura Balbo, to enter the Commission (nominated by the Government) in charge of the preparation of the National Action Plan for 1999, as an expert chosen by the Equal Opportunities Ministry.

October 2001-April 2002: she was asked by the Agenzia del Lavoro (Regione Valle d'Aosta) to analyse the statistical data collected by companies (>100 employees) in compliance with 1991 Act on Equal Opportunities ("Analisi sull'occupazione maschile e femminile in Valle' d'Aosta nelle imprese con più di 100 dipendenti").

May 2002-April 2003: she was appointed as member of the Scientific Committee (together with Prof. E. Reyneri and Prof. Claudio Lucifora) for the project “Osservatorio Regionale sul Lavoro Part-Time”, carried out by IRS-Milano (coordinated by Dr. Manuela Sameck and Dr. Renata Semenza). This project was financed by the European Commission.

June 2002-March 2003: she was asked by the Dipartimento Ambiente e Pari Opportunità (Provincia Autonoma di Trento) to prepare a report on gender impact assessment (in order to set up a methodology to be applied to local policies).

May-December 2007: she was asked by the Dipartimento Ambiente e Pari Opportunità (Provincia Autonoma di Trento) to prepare a report on reconciliation (in order to provide an empirical analysis of the situation in the local labour market).

April 2007 - May 2008: she was asked by the Commissione Provinciale per le Pari Opportunità tra Uomo e Donna – Consigliera di Parità (Provincia Autonoma di Trento) to prepare and coordinate a research project on maternity right in the Italian labour market (in order to point out differences across female workers with different contractual arrangements).

June 2009 – May 2010: she was appointed member of the Scientific and Technical Committee responsible for the project DI.RE (Differenze retributive, Differenze da Eliminare) on the gender pay gap (GPG), carried out by Autonomous Province of Bolzano – Alto Adige (coordinated by Dr. Elena Morbini). She was also asked to write a non-technical manual on the GPG. The project was financed by the Ministry of Labour and Social Policies and the European Union (FSE).

October 2008 – October 2010: she was appointed as member of the Pilot Committee (together with dr. Barabara Bovelacci and dr. Maura Misiti) for the project “Una comunità in rete per contrastare la violenza di genere” (A community network to contrast violence against women), carried out by the City of Bolzano (coordinated by Dr. Nadia Pavanello). This project was financed by the Department of Equal Opportunities, Presidency of the Council of Ministries, Rome.

Main international short term missions

(as independent consultant for labour market issues, gender and employment)

Since the beginning of the 1980s, Paola Villa has been engaged as an expert for Italy on labour market issues for the network EGGE (Expert Group on Gender and Employment), later expanded in the network EGGSIE (Expert Group on Gender, Social Inclusion and Employment). EGGSIE is the European Commission's Network of experts in the fields of employment, social inclusion and gender equality issues (tender VT/2003/154). The Network undertakes an annual programme of policy-oriented research and reports to the Equal Opportunities Unit of the Employment and Social Affairs directorate (European Commission, DGV, Equal Opportunities). Throughout the last 20 years Paola Villa has produced a large number of national reports [see the Research Reports listed here below].

27th June - 3rd of July 1999: she was accepted to act as an evaluator (Membership of Expert Evaluators Panel) of the proposals received under the First Call of the Key Action "Improving the Socio-economic Knowledge Base" (under the Community's Fifth Research Framework Programme, Directorate General XII, Social and human sciences research)

30th June - 5th of July 2003: she was accepted to act as an evaluator (Membership of Expert Evaluators Panel) for topic "Intergenerational (re)production of inequalities" under the programme ‘Citizens and Governance in a knowledge based society’ (under the

Community's 6th Research Framework Programme, DG XII, Social and human sciences research)

6-10 June 2005: she was accepted to act as an evaluator (Membership of Expert Evaluators Panel) for topic "The relations between the labour market, employment and welfare regimes", for the programme: 'Citizens & Governance in a knowledge based society' (under the Community's 6th Research Framework Programme, DG XII, Social and human sciences research)

November 2007 - April 2008: she was appointed as member of the Scientific Committee for the project "Women living alone: evaluation of their specific difficulties", carried out by IRS-Milano (coordinated by Dr. Manuela Sameck and Dr. Renata Semenza). This project was financed by the European Parliament, Directorate General for Internal Policies.

November 2007 - March 2009: she has been appointed as member of the Scientific Committee for the project "Gender Equality and Demographic Change", carried out by IRS-Milano (coordinated by Dr. Manuela Sameck and Dr. Flavia Pesce). This project is financed by the European Commission, Directorate General Regional Policy (2007/CE.16.0.AT.032).

December 2008 – November 2014: she has been engaged in the coordination team at the Fondazione Giacomo Brodolini (Rome) in charge of the Network EGGE (Expert Group on Gender and Employment), European Commission, DG Employment, Social Affairs and Equal Opportunities. In particular, she has been responsible for the NRP assessment.

March – May 2011: she was invited to participate as an independent expert in a seminar within the EC programme "Organisation of exchange of good practices on gender equality", organised by OSB Consulting (Austria) in cooperation with IRS (Italy). The tasks involved included: to elaborate a 'comments paper' on "Implementation of gender mainstreaming" and to attend the good practice exchange seminar (17-18May 2011, Brussels).

November 2012: she was invited to act as a referee for the Eurofoundation report "Women, Men and Working Conditions in Europe: Secondary Analysis of 5th European Working Conditions Survey", by GEM (Grenoble Ecole de Management, Grenoble, France)

Decembre 2012 and Decembre 2013: she was invited by the Fondazione Giacomo Brodolini to respond to the request by DG Justice (Equal Opportunities Unit) to propose amendments to the Social Protection Committee (SPC) annual report, for an integration of a gender perspective.

Membership of professional bodies, etc.

IWPLMS (International Working Party on Labour Market Segmentation), Member of the Steering Committee (since 1981)

AIEL (Association of Italian Labour Economists) (founder and member since its foundation, in 1983)

Scientific and Technical Committee of the *Osservatorio dell'Agenzia del Lavoro di Trento* (1997-2014)

Comitato Ordinatore, Master Universitario in Pari Opportunità, Facoltà di Scienze Politiche, Università degli Studi di Milano (2000-2005)

Comitato Scientifico, Fondazione A. Jack Zaninoni, Bergamo (2001-2018)

Centro di Studi Interdisciplinari di Genere, Università degli Studi di Trento, founder and member of the Steering Committee (since its foundation, in 2008)

InGenere, electronic journal on gender issues, in: <http://www.ingenere.it>, founder and member of the Editorial Board (since 2009)

Scientific and Technical Committee of the project (on the gender pay gap): “DI.RE. DIfferenze REtributive, Differenze da EliminaRE”, Provincia Autonoma di Bolzano (June 2009 – May 2010)

Pilot Committee of the project (on violence on women): “Una comunità in Rete per contrastare la Violenza di Genere”, Comune di Bolzano (October 2008 – October 2010)

Scientific Committee of the Fondazione Giacomo Brodolini (since 2010)

Member of several national committees, set for national competition in Applied Economics, SECS-P/06 (*commissioni concorsuali*, appointed at the national level, by the Ministry of Research and University):

- 18 February 2010. Commissione valutazione comparativa per un posto di professore associato, SECS-P06, Politecnico di Milano, Facoltà di Ingegneria Edile- Architettura. (I lavori della commissione si sono conclusi nel luglio 2010).
- 8 February 2010. Commissione valutazione comparativa per un posto di professore ordinario, SECS-P06, Università di Palermo, Facoltà di Economia. (I lavori della commissione si sono conclusi nel dicembre 2010.)
- Biennio 1 gennaio 2010 – 31 dicembre 2011. Nomina su designazione del CUN come Presidente della Commissione per la conferma in ruolo di ricercatore, SECS-P06.
- 2 novembre 2010. Nomina su designazione del CUN come Presidente della Commissione per la conferma in ruolo di professore associato, SECS-P06.
- Summer-fall 2018. Commissione di valutazione comparativa per un posto di ricercatore di tipo B (RTD-B) in Economia Applicata (SECS-P06), Scuola IMT Alti Studi di Lucca.
- July 2019: Commissione di valutazione per una chiamata di professore ordinario in Economia Applicata (SECS-P06), Università degli studi di Udine. (I lavori della commissione si sono conclusi il 19 luglio 2019).

Journal Editing (last 4 years)

About Gender (2021)

Autonomie Locali e Servizi Sociali (2018)

B.E. Journal of Economic Analysis and Policy (The) (2018)

Cambridge Journal of Economics (CJE) (2018, 2020)

Economia & Lavoro (2020)

Feminist Economics (2018)

Feminist Review (2018)

Gender, Work & Organisation (2019)

International J. of Manpower (IJM) (2019, 2020)

International Review of Sociology (2018)

Italian J. of Economic Policy (ITEP) (2021)

J. of European Social Policy (JESP) (2020, 2021)

Japanese Political Economy (The) (2020)

Sinappsi (2021)

Social Indicators Research (2018)

Social Politics (2020)