



# Margherita Roiatti

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**Address:** Via Giuseppe Garibaldi, 7, 24122, Bergamo, Italy (Work)

## ● ABOUT ME

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I'm a researcher and project manager in the field of labour market and industrial relations with a focus on the twin transitions, skills demand and supply dynamics and gender equality. I'm the Coordinator of ADAPT International Relations.

## ● WORK EXPERIENCE

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10/2016 – CURRENT Bergamo, Italy

**RESEARCHER** FONDAZIONE ADAPT

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Research and projects in the field of labour market with a focus on digital and green transitions, skills demand and supply dynamics (i.e. skill mismatches, skills forecasts and foresights) and gender equality.

- Coordinator ADAPT International Relations
- ADAPT International Bulletin Editor
- [@ADAPT\\_Bulletin](#) Social Media Manager
- Coordinator and Researcher: Skills Observatory in the Belluno Province (Italy).
- Fundraising expert
- Researcher involved in several national, regional and European co-funded projects.

04/2016 – 08/2016 Lucca, Italy

**TRAINEE** BARTOLI S.P.A.

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Export and sales management tasks and responsibilities.

03/2014 – 06/2015 Rome, Italy

**ADMINISTRATIVE AND ACCOUNTING MANAGER** ASSOCIAZIONE PROFESSIONALE LEGAL PARTNER

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10/2012 – 02/2014 Rome, Italy

**SALESPERSON** LUSH ITALIA S.R.L.

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## ● EDUCATION AND TRAINING

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10/2016 – 24/04/2020 Bergamo, Italy

**PHD IN HUMAN CAPITAL FORMATION AND LABOUR MARKET RELATIONS** University of Bergamo

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**Address** 24121, Bergamo, Italy |

**Website** <https://en.unibg.it/research/working-research/phd-programmes/discover-ourphd-programmes/dottorati-ricerca-dal-xxxiii-0> |

**Field of study** Labour Market - Industrial Relations - Labour Law - Sociology of Work | **Level in EQF** EQF level 8 |

**Thesis** Strategies and Resources for Closing Skill Mismatches at Territorial and Sectoral Level

11/2015 – 04/2016 Pisa, Italy

**POST GRADUATE MASTER'S DEGREE** Scuola Superiore per Mediatori Linguistici

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**Website** <https://www.mediazionelinguistica.it/> | **Field of study** Export and Sales | **Level in EQF** EQF level 7

10/2012 – 10/2014 Rome, Italy

**POST GRADUATE MASTER'S DEGREE IN INTERNATIONAL RELATIONS** University of Rome "La Sapienza"

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**Field of study** International Relations | **Level in EQF** EQF level 7 |

**Thesis** Thesis in Economic and Political Geography

2012 Trieste, Italy

**MASTER'S DEGREE IN EUROPROJECT MANAGEMENT** Eurogiovani Centro Ricerche e Studi Europei

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**Level in EQF** EQF level 7

10/2009 – 07/2012 Gorizia, Italy

**BACHELOR'S DEGREE IN INTERNATIONAL AND DIPLOMATIC SCIENCES** University of Trieste

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**Level in EQF** EQF level 6 | **Thesis** Thesis in International Law

## ● LANGUAGE SKILLS

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Mother tongue(s): **ITALIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
<b>ENGLISH</b>	C2	C2	C1	C1	C1
<b>FRENCH</b>	B2	B2	B2	B2	B2
<b>SPANISH</b>	B1	B1	A2	A2	A2

*Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user*

## ● DIGITAL SKILLS

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Information Processing | Communication & presentation skills | Content creator | Web content creator | Web Design (WordPress, Wix) | Email Marketing (Mailchimp, eSputnik) | online training tools | Social Media

## ● ADDITIONAL INFORMATION

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### PUBLICATIONS

**Turismo e pubblici esercizi nel territorio bergamasco - I edizione (settembre 2023) – 2023**

*Tourism and public services in the Bergamo area - I edition (September 2023)*. Report commissioned by the Ente Bilaterale Alberghiero e dei Pubblici Esercizi di Bergamo.

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M. Roiatti, Turismo e pubblici esercizi nel territorio bergamasco - I edizione (settembre 2023)

**[Report on the Desk research on the European regulatory framework to identify the role of finance sector in the green economy](#)**

– 2023

S. Prosdocimi, M. Roiatti, *Report on the Desk research on the European regulatory framework to identify the role of finance sector in the green economy, 2023*

Report delivered in the context of the GreenFIN Project (Grant Agreement 101052465)

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**[Report on EU Initiatives, Policy Recommendations, and Mapping of EU Social Dialogue Developments](#)**

– 2022

Prosdocimi S., Roiatti M., *Report on EU Initiatives, Policy Recommendations, and Mapping of EU Social Dialogue Developments, 2022*

Report delivered in the context of the TIR-H Transporting Industrial Relations towards Hydrogen Project (Deliverable 2.1).

Project acronym: TIR-H | Project No. 101048682

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**Report on relevant policies, initiatives, and experiences in the field of ecological transition with a focus on the role of hydrogen in France, Hungary, Italy, and Turkey**

– 2023

S. Prosdocimi, M. Roiatti, *Report on relevant policies, initiatives, and experiences in the field of ecological transition with a focus on the role of hydrogen in France, Hungary, Italy, and Turkey, 2023*

Report delivered in the context of the TIR-H Project (Grant Agreement 101048682)

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**Thematic Brief on The Importance of Social Dialogue in Promoting a Just Transition Towards Sustainable Economies and Societies for All**

– 2023

Forthcoming (March 2023).

Thematic brief to be published by the [GLOBAL DEAL](#).

The ILO OECD Global Deal is a multi-stakeholder initiative for social dialogue and inclusive growth – a partnership of governments, businesses and employers' organisations, trade unions, civil society and other organisations. The aim of the Global Deal partnership is to benefit from, and contribute to, a platform that highlights the value of social dialogue and strengthens existing co-operation structures.

OECD Central Purchasing Group (Contract: SRM number 500112187)

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**[GREEN SKILLS IN VET - Final Report](#)** – 2022

This study was carried out by Fondazione ADAPT as a subcontractor within the project "Green Skills in VET", co-funded by the European Commission, and implemented by SGI Europe and the European Federation of Education Employers (EFEE).

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Massagli E., Casano L., Roiatti M., Colombo M., Prosdocimi S., Green Skills in VET, December 2022

Link [https://sgieurope.org/files/FINAL-Green\\_Skills-report.pdf](https://sgieurope.org/files/FINAL-Green_Skills-report.pdf)

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**VI RAPPORTO NAZIONALE FONDIMPRESA** – 2022

Research carried out and Report delivered in the context of the "Restricted procedure pursuant to art. 61 of Legislative

Decree. April 18, 2016 n. 50, aimed at entrusting the consultancy service in the economic and social research

sector" - awarded by Fondimpresa (Interprofessional Training Fund - Italy) to LUISS Business School, Fondazione ADAPT, EU.R.E.S. Ricerche Economiche e Sociali e Fondazione Giuseppe di Vittorio.

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AA.VV, VI Rapporto Nazionale Fondimpresa

## **Rapporto Territoriale - Regione Lombardia - Anno 2020 - 2022**

Research carried out and Report delivered in the context of the "Restricted procedure pursuant to art. 61 of Legislative

Decree. April 18, 2016 n. 50, aimed at entrusting the consultancy service in the economic and social research

sector" - awarded by Fondimpresa (Interprofessional Training Fund - Italy) to LUISS Business School, Fondazione ADAPT, EU.R.E.S. Ricerche Economiche e Sociali e Fondazione Giuseppe di Vittorio.

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Roiatti M. et al., Rapporto Territoriale - Regione Lombardia - Anno 2020

### **Report on the state-of-the-art regarding smart working and digital skills development in social dialogue practices and CLAs**

- 2022

D. Porcheddu, M. Roiatti, *Report on the state-of-the-art regarding smart working and digital skills development in social dialogue practices and CLAs*, July 2022.

Report delivered in the context of the EU Social Dialogue project VS/2021/0052 - July 2022 (updated version)

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### **Il lavoro e le sue trasformazioni. Innovazione, digitalizzazione e formazione alla prova del Covid-19 in Lombardia**

- 2022

This publication is produced within the framework of the R.E.ST.A.R.T. (Ripartire Esplorando STrade Alternative Richieste dalle Trasformazioni del lavoro) Project, an integral part of the Avviso Fondimpresa 1/2020 "Competitiveness". Plan Identification Code: RES1590416088707.

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AA.VV., *Il lavoro e le sue trasformazioni*, 2022, ADAPT University Press

### **Digitalization and automation in the manufacturing sector - Literature review** - 2021

Paper published in the context of the SoDiMa Project (VS/2019/0028)

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### **Digitalization, skills and work organization in Italy, Slovenia and Spain. A Policy Review** - 2021

Brudaglio F., De Santis S., Roiatti M., Roic E., Seghezzi F., *Digitalization, skills and work organization in Italy, Slovenia and Spain. A Policy Review*, 2021

Paper published in the context of the SoDiMa Project (VS/2019/0028)

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### **Skills, Innovation and the provision of, and access to, Training - Final Report** - 2021

Casano L., Manzella P., Roiatti M., Seghezzi F., Spattini S., *Skills, Innovation and the provision of, and access to, Training - Final Report*, November 2021.

The study was carried out by ADAPT Servizi S.r.l. as a subcontractor within the EU cross-sectoral social partners' (BusinessEurope, SGI Europe, SME United and ETUC) Integrated Projects of the EU social dialogue 2020-2021.

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### **Closing the GPG in public services in the context of austerity** - 2021

Final Report of the EU Social Dialogue project VS/2018/0074 - January 2021

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### **The Value of Work and Its Rules between Innovation and Tradition: Labour Is Not a Commodity Today**

- 2020

Forsyth A., Dagnino E., Roiatti M. (Eds.) (2020), *The Value of Work and Its Rules between Innovation and Tradition: Labour Is Not a Commodity Today* (2020), in ADAPT Labour Studies Book-Series, Cambridge Scholars Publishing

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### **Knowledge Transfer and Age Management Strategies in the Financial Sector. An Analysis of the Literature Review and Experts Views**

- 2020

Roiatti M., Ferrieri Caputi M.S. (2020), *Knowledge Transfer and Age Management Strategies in the Financial Sector. An Analysis of the Literature Review and Experts Views*, in D. Iodice, *Intergenerational Divide and Employee Solidarity. Inclusive Bargaining as a Drive for Change in the Digital Era*, ADAPT University Press.

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### **Review: National Academies Of Sciences, Engineering, And Medicine, Building Americas Skilled Technical Workforce**

- 2017

Roiatti M., *National Academies Of Sciences, Engineering, And Medicine, Building Americas Skilled Technical Workforce*, in *Professionalità Studi*, vol. 1, n.1, 2017, Studium Ed. La Scuola, ADAPT University Press.

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## [Margherita Roiatti's Contributions for ADAPT International Bulletin](#)

Several open access contributions in English covering the fields of skills, innovation, training and knowledge transfer.

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## [Margherita Roiatti's Contributions for Bollettino ADAPT](#)

Several open access contributions and podcasts in Italian covering the fields of skills, innovation, training, gender equality, local development.

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## NETWORKS AND MEMBERSHIPS

2019 – CURRENT

### **CIELO Laboral Network**

Link <http://www.cielolaboral.com/>

## PROJECTS

01/10/2023 – 09/2025

### **BroadVoice - Broadening the spectrum of employee voice in workplace innovation**

- Project Manager (Coordinator)
- Project No. 101102391 (SOCPL-2022-IND-REL)

01/10/2023 – 09/2025

### **CFR - Corporate Responsibility toward Employee's Family through Industrial Relations**

- PM and researcher
- Project No. 101126506 (SOCPL-2022-IND-REL-01)

01/09/2023 – 08/2025

### **ValueFactoring SMEs - Fostering SMEs Competitiveness in Manufacturing GVCs through Social Dialogue**

- PM and principal investigator
- Project No. 101102391 (SOCPL-2022-SOC-DIALOG)

08/2022 – 08/2024

**TIR-H - Transporting Industrial Relations towards Hydrogen.** • PM and researcher in the project *TIR-H - Transporting Industrial Relations towards Hydrogen*. GA No. 101048682 (SOCPL-2021-INFO-WK)

Link <http://www.adapt.it/tir-h/>

08/2022 – 08/2024

**GreenFin - Financing the Green Transition** • PM and researcher in the project *GreenFin - Financing the Green Transition. Transnational collective bargaining and the role of EWCs in supporting European banks' shift towards environmental and social responsibility. Focus on new job profiles*. GA No. 101052465 (SOCPL-2021-INFO-REPR)

Link <https://agora.firstcisl.it/static/green-fin.html>

11/2022 – CURRENT

### **Research on Unions' initiatives to improve the situation in terms of female membership and the role of women in union structures - EPSU** • PM and researcher

- Research funded by the European Public Service Unions (EPSU).

2021 – CURRENT

**Rapporto di ricerca sugli interventi finanziati da Fondimpresa (2020-2021)** • Procedura ristretta ex art. 61 del D.lgs. 18 aprile 2016 n. 50, diretta all'affidamento del servizio di consulenza nel settore della ricerca economico-sociale (CIG 8358472D49) [Restricted procedure pursuant to art. 61 of Legislative Decree. April 18, 2016 n. 50, aimed at entrusting the consultancy service in the economic and social research sector] - awarded by Fondimpresa (Interprofessional Training Fund - Italy)

- Researcher and Regional level expert (Lombardy Region).

2021 – 28/02/2023

**Industrial relations and Social dialogue for an economy and a society "4.0" (IRSD-ES4.0)** • PM and researcher

- European Commission / DG Employment, Social Affairs and Inclusion (VS/2021/0052)

Link <https://iresdes40.eu/>

2021 – 12/2022

**Green Skills in VET** • PM and researcher

- Tender - subcontracting external expertise awarded by SGI Europe

**Link** <https://sgieurope.org/news/kick-off-conference-of-sgi-europes-project-green-skills-in-vet/?page=2>

2021 – 09/2022

**PIANO R.E.ST.A.R.T. Ripartire Esplorando STRade Alternative Richieste dalle Trasformazioni del lavoro** • Researcher

- CUP G43D21000650008 awarded by Fondimpresa (Interprofessional Training Fund - Italy) - AVT/064B/20

2020 – 2021

**Skills, Innovation and Training** • Researcher (PI)

- Tender - subcontracting external expertise awarded by BusinessEurope, CEEP, SMEUnited, ETUC

2019 – 2021

**Negotiating return to work in the age of demographic change through industrial relations (REWIR)** • Researcher

- European Commission / DG Employment, Social Affairs and Inclusion (VS/2019/0075)

**Link** <https://www.celsi.sk/en/projects/detail/64/>

2019 – 2021

**SoDiMa Social Dialogue for the future of Manufacturing** • Researcher

- European Commission / DG Employment, Social Affairs and Inclusion (VS/2019/0028)

**Link** <https://www.federmeccanica.it/education/progetti/progetto-sodima-social-dialogue-for-the-future-of-manufacturing.html>

2018 – 2021

**Closing the Gender Pay Gap in Public Services in the Context of Austerity** • PM and Researcher

- European Commission / DG Employment, Social Affairs and Inclusion (VS/2018/0040)

**Link** <https://www.epsu.org/article/closing-gender-pay-gap-public-services-context-austerity>

2018 – 2020

**The European social dialogue and the development of the solidarity between generations of workers: focus on over 55 and young workers in the nance sector. Sustainable Growth and generation gap** • PM and researcher

- European Commission / DG Employment, Social Affairs and Inclusion (VS/2018/0040)

2016 – 2018

**EuroDuaLE European cooperative framework for Dual Learning** • Researcher

- European Commission / EACEA / ERASMUS+ Programme

## **HONOURS AND AWARDS**

2012

**Study Grant (Sussidio di studio per merito) – Fondazione Filantropica Ananian of Trieste, Italy**

## **MANAGEMENT AND LEADERSHIP SKILLS**

### **Organisational & managerial skills**

- strong management and leadership skills acquired as a PM and principal investigator in several Eu-funded, national and regional research projects and as Coordinator of labour market observatories and ADAPT International Relations branch.
- excellent organizational skills gained as accountant and secretary and main organizer of the [ADAPT International Conference](#) series since 2019 and of several national workshops and events.
- good in team work, ability to manage relationships with academic, public and institutional actors, in international contexts too.

## **COMMUNICATION AND INTERPERSONAL SKILLS**

### **Communication Skills**

- excellent communication skills gained through my experience as Eu-funded, national and regional projects manager, coordinator and researcher, as export and sales manager and as social media manager.
  - familiar on public speaking.
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