

International PhD School in Human Capital Formation and Labour Relations

*Productivity, Investment in Human Capital and the Challenge of Youth Employment
Comparative Developments and Global Responses*

Bulgarelli Aviana

Director General of Isfol – Institute for the Development of Vocational Training

The institute researches and reports on employment, skills, vocational training and social policy in Italy. The Italian Leonardo Agency is established at Isfol.

Her activity is related to the definition and implementation of strategic, specific and operational objectives of the Institute. Scientific and operational supervision of the Institute. Development and strengthening of international and national partnerships and networks.

Aviana Bulgarelli is an internationally well known expert in employment, skills and VET policy. Since October 2010 she is leading Isfol as Director General. She has been Cedefop's Director during the past five years and gave to the European Agency a new start and outstanding reputation. She has been Director General for Vocational Training and Guidance at the Italian Ministry of Labour and Social Affairs. During her long experience as a Researcher and Research Director she developed original contributions to scientific and policy analysis in the field of employment and VET policy, as well as several scientific publications.



Casano Lilli

PhD in European Labour Law

Study and research on the following main topics: labour law; european labour law and social policies; changes in the labour market with particular attention to their social dimension.

She is a researcher in the fields of Vocational Training, labour market transitions, atypical work, bilateral bodies; Social Planning (training, migrants, european cooperation). She has a Post graduate Master's Degree in Analysis an planning of social, economic and cultural processes.

In 2009 she made a research in Services for migrants in Catania (mapping and database); Social planning (Anna Lindh Foundation, ENPI); seminars' organization. In 2005 she attended a stage in ST Microelectronics about Training demand, supply matching and analysis system study in the Training Department of the HR office.

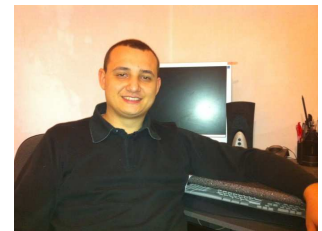
She is interested in the fields of Sociology of work (unemployment, training to work transition, local development), Labour Law (continuing vocational training, active policies, atypical contracts), European Social Policy (EES, flexicurity).



Chigishev Andrey

Economist and head of Operation Department branch 'Yuzhnyy', Management of the exploitation of X5 Retail Group N.V., Rostov-on-Don, Russia

He is the author of 5 publications dealing with the issues of interconnection of economic and educational indicators in the globalizing and transforming world and their influence on the world labor market and educational and professional mobility. His sphere of scientific interests is practice-oriented and includes HR-management, psychology of management and efficient educational strategies enhancing the quality of professional training for the internationally aligned labor market.



Chigisheva Oksana

Associate Professor of the Department of Psychology and Pedagogy of Higher Education of the Psychological Faculty and a research fellow of the scientific and educational centre 'Lifelong Learning' at Southern Federal University, Rostov-on-Don, Russia

PhD holder in Pedagogy (Candidate of Science), member of the British Association for International and Comparative Education, external reviewer for European Science Foundation. Her sphere of scientific interests includes comparative and international education, pedagogical prognostics, pedagogically significant forms of international interaction and intercultural communication, employment issues and lifelong learning, pedagogy for sustainable development. She is the author of more than 50 scientific, methodological, review works published in Russia and Europe. Dr. Chigisheva has finished training courses in the USA (1999) and the UK (2007, 2008).

She is a grant holder of the Russian Foundations for Humanities (conference participation, 2008), Fulbright Program (participation in XII Fulbright Summer School in the Humanities 'Media Imagination', 2009), Gotland University (participation in the workshop 'Pedagogy for Sustainable Development – using the Pattern Laboratory Approach', 2009) and ADAPT (participation in the conference 'Productivity, Investment in Human Capital and the Challenge of Youth Employment', 2010).



Christopoulou Rebekka

Ph.D. in Economics from the University of Cambridge

Her PhD thesis examined the deterioration of youth labor market performance in advanced countries since the mid-1970s. After graduating, Rebekka worked for the Wage Dynamics Network at the European Central Bank (2007-2008). She has also held the position of Greek Ministry of National Economy Research Fellow at the London School of Economics (2008-2009). Rebekka currently works as a researcher at Cornell University. Her research interests include the following topics: youth labor markets; wage inequality; smoking; international migration; applied econometrics.



Deitmer Ludger

Senior Research fellow and Lecturer at the ITB, University of Bremen

He directs the department of *INNOVATION, HRD AND REGIONAL DEVELOPMENT*. He acts as a Convenor for the largest European research network: on VET research within the European Educational Research Association and takes part in the international network for innovative apprenticeship (INAP). His qualifications are: higher diploma in electrical engineering; master degree in TVET; Ph.D. thesis on management of regional innovation networks in technology development and training. He coordinated numerous pilot projects in the design and implementation of work based curricula for TVET teachers. He published a rich variety of articles preferably on the relationship between organisational & technical change, vocational education and learning outcomes.



Elder Sara

Labour Economist with the International Labour Organization since 1999 with a speciality in the area of labour market information and analysis

She directs the collection and dissemination of data in the ILO, Key Indicators of the Labour Market and writes frequently on the vulnerabilities of women and youth in the Global Employment Trends series. Ms. Elder has served as principal author of three editions of the ILO *Global Employment Trends for Youth*, the latest of which (August 2010), brought widespread worldwide attention on the impact of the global economic crisis on the youth labour market. In 2010, she also authored *Women in labour markets: Measuring progress and identifying challenges*. Ms. Elder was involved in the design of the ILO school-to-work transition survey and has authored a methodological guide and an analytical paper on the topic: "Characterizing the school-to-work transitions of young men and women: Evidence from the ILO school-to-work transition surveys" (2010). Ms. Elder holds a MSc in Economic History from the London School of Economics and a BSc in International Economics.



Fedotova Olga D.

Professor, Head of the Department of Psychology and Pedagogy of Higher Education at the Psychological Faculty of Southern Federal University/SFU at Rostov-on-Don, Russia

Director of the research and educational centre «Lifelong learning» functioning at SFU; State Expert of Ministry of Education and Science in Russian Federation; Membership in many Academic and Scientific bodies. Doctor of Pedagogical Science since 1998 since and Ph.D. 1985. Her fields of research are: High school education, Philosophy and history of education, Theory and methodology of foreign pedagogy, Educational prognostics, Technologies of the educational process; Comparative education, Human potential, Labor market, Youth unemployment.



Galvin Manuel J.

He holds a degree in sociologic studies. He is twice post graduated in social and market research

Since 1995, He started working in the field of education and training as a researcher and project manager at the Foundation FOREM and in 1998 in the Tripartite Foundation for Training in Employment managing.

Since 2009 he has been working as an expert advisor in contributing to the development of an Observatory of Training in Employment, within the Direction of Trends and Evolution of Competencies.

From the beginning of February 2011, he will continue developing his professional activity for the European Training Foundation –ETF- (based in Torino-Italy-), as a Policy Specialist in Continuing Training, Governance and Partnerships in the field of Lifelong Learning.



Gellert Franz Josef

Senior lecturer at Hanze University of Applied Sciences in Groningen where he has taught since 2001

Franz Josef held various manager positions in trade and industry. In Hanze University he specializes in marketing, management and research methods. Franz Josef's research interests include individual attitudes and behavior, management, organizational behavior and all work and age-related issues. In 2010 he earned his PhD from Tilburg University. His publications appear in articles and books related to demographic changes, aging workforces, and work developments. Furthermore, he is interested in team developments and team dynamics.



Grandi Barbara

Lecturer in labour law at La Sapienza University

She is now working as a consultant for the collective bargaining process within the public sector. She is a labour lawyer in Rome, and the author of publications in labour relations.



Joslin Hugh

Director of the Kent and Medway Lifelong Learning Network, based at the University of Greenwich, Hugh Joslin has responsibility for its overall leadership and strategic direction reporting to an Executive Board representing the five universities, six further education colleges in the Network and other stakeholders including local and regional government.

He is the national lead on higher apprenticeships for the Lifelong Learning Network National Forum and has written a widely disseminated policy paper on behalf of the LLN National Forum. Broad interests include research into the progression of vocational learners into higher education, graduate employability and the development of work-based learning pathways to the professions in the UK including higher apprenticeships.



Khaled Salma

Private law professor since 1997 in Tunis- Tunisia and Phd in 2005 Faculty of Law and Political Sciences Tunis -Tunisia.

Her fields of reaserch are companies law and business law.

Before she had a professional experience as a legal consultant in International legal office. Now is teaching in a business law-companies and ICT Law as well as Intellectual property law in the same university.

She is an Active member of the Laboratory of International Relations, Markets and Negotiation held in the same Faculty (e-commerce Research Unit), a Representant of the International Association on Cybercrimes in Tunisia and member of the Tunisian association of young researchers. She is also a Member of the Tunisian association for Law of development (ATDD-IDLO)

Her fields of Interest are: commercial and business law and children's rights and work.



Krichewsky Léna

Graduated in Political Science at the Institut d'Etudes Politiques de Paris (France) and in East-European Studies at the Free University of Berlin (Germany).

After working for a few years at the German Bundestag and in a consultancy firm, she entered the PhD school “Vocational Education and Training and Human Resource Development” at the University of Magdeburg (Germany). Since 2008 she has been working as a researcher in various projects on comparative analysis of VET systems and international mobility in education.

Her main areas of research are Curriculum studies, International comparative analysis of VET systems, European VET policy, International mobility in VET and higher education, and Transitions and permeability of educational systems. In 2009 she entered the PhD school “Vocational Education and Training and Human Resource Development” at the University of Magdeburg (Germany), where she is currently enrolled as a junior researcher and lecturer. Her current research fields include international mobility in VET, educational indicators research, curriculum studies and European VET policies.



Kun Attila

Associate Professor, Deputy Head of Department at the Károli Gáspár University of the Reformed Church in Hungary, Faculty of Law, Department of Labour Law and Social Security.

His Main qualifications are: Ph.D. in 2008; Master A. Diploma in 2007; Certificate on European Politics (University of Szeged, 2002); Doctor of Laws in 2002.

The main topics of research and teaching are: labour law, social security law, corporate social responsibility (CSR).

He is a lecturer at the Institute of Industrial Relations and Social Security Studies and at the Budapest College of Communication and Business, a researcher at the Hungarian Academy of Sciences (MTA). Furthermore he is a membership in many associations such as the Hungarian Labour Law Association.



Labarile Misa

Policy officer at the European Commission (DG Employment, Social Affairs and Inclusion) in the unit in charge of youth and entrepreneurship policies and the microfinances facility.

She follows the development and monitoring of the Youth on the Move flagship initiative in the context of the EU2020 strategy, and is an expert in youth employment and employability. Misa has worked at the Commission in Brussels for three years, both in DG Education and Culture and DG Employment. Prior to this, she obtained a PhD in Political Sciences at the Catholic University of Milan and worked as a visiting scholar at the Boston University School of Education and at the National Council of Research in Milan on topics related to education and social development policies. Before specialising in research and policy analysis, Misa worked in communication (Fondazione Mondadori, Milan) and in education, as an Italian, English and Spanish teacher in Spain and in Italy. She obtained her bachelor at the University of Bergamo (Foreign Languages and Literatures, Hons.) and a Master in International Economics and Relations at ASERI postgraduate school, Milan. Misa speaks Italian, English, French, Spanish, Portuguese and a bit of Chinese. She is 32 and she is from Boltiere (BG), Italy.



Livraghi Renata

Professor of Political Economy and Economics of Education, University of Parma.

Delegate of Rector for vocational guidance and transition from University to labour market.

Member of the Scientific Committee, Italian Labour Economics Association.

Member of the Scientific Committee, Quaderni di Economia del Lavoro, Osservatorio Isfol, Aggiornamenti Sociali

Scientific Coordinator of the international research (Leonardo da Vinci Project): Europlacement: Expertising and Sharing Lifelong Guidance for the Placement, Project n. LLP-LDV/TOI//08/IT/460;

Her research interests include the following topics: multidimensional approach to human capital, inequality and development with special reference to the Capability Approach and Human Development; competence issues, in particular formal and non formal skills and their certification; furthermore well-being and quality of life analysis: theoretical and measurement issues.



Murat Marina

Associate Professor of Economics at University of Modena and Reggio Emilia since November 2001.

She got a M.Sc. in Economics at London School of Economics in 1984 and a Ph.D. in Economics at University of Pavia in 1987.

Her areas of Interest are: International Economics, Trade and investments, Migrations, Networks, Education. She published many articles about these aspects such as “Emigrant and immigrant networks in FDI”, with B.Pistorresi, and papers such as (2009) “Transnational Social Capital and FDI. Evidence from Italian Associations Worldwide”, in both in 2009.



Ogwo Benjamin A.

He holds a Ph.D. in Industrial Technical Education from the University of Nigeria, Nsukka, He is currently Assistant Professor and the Coordinator, Occupational Competency Assessment Program at State University of New York (SUNY), Oswego, USA.

Dr Ogwo was an Adjunct Visiting Scholar in Workforce Development and Education Program, at the Department of Learning and Performance Systems, Pennsylvania State University, USA. He also has 20 years experience as a lecturer in Nigeria where he rose to the rank of Professor in Industrial and workforce Education at the University of Nigeria. He has worked as Head, Department of Technical Education, Department of curriculum & Instruction and Co-ordinator, Students' Industrial Work Experience Scheme (SIWES), Students' Research Projects, Teaching Practice Committee, Member, Research Grants Committee, Revenue Generation Committee at Federal College of Education, Obudu, Nigeria.

His research interests are in informal sector training, non-formal education, instructional/training programme design and development, entrepreneurship, workforce education, information technology education and change management.



O'Higgins Niall

Associate Professor of Economics at the University of Salerno.

Prior to taking up his position in Salerno in 2001, he was Senior Employment Specialist in the ILO. He holds degrees from Trinity College Dublin, York and Sheffield Universities and a Ph.D. from the European University Institute in Florence. Currently, his main research interests cover various aspects of labour economics (School-to-Work Transition, Human Capital Investment, Youth Labour Markets, Evaluation of Labour Market Policy, Vulnerable Groups in the Labour Market, Labour Markets in Central and Eastern Europe) and experimental economics (Social Capital, Imitation & Reciprocity). He also regularly collaborates with various international agencies such as the ILO, World Bank, UNDP, Asian Development Bank and the Council of Europe.



Parakandi Mohammed

Research Coordinator at Abu Dhabi University

His education background is PhD in Management in 2010, Master of Business Administration in 1999, and Master of Commerce in 2004.

He is an academic with a high professional focus; he has about 15 years of experience in industry, teaching and executive training.

As a an executive training consultant, Dr. Parakandi has designed and implemented more than 150 executive development training programs for various business and government organizations.

His areas of research interest include *Human Performance Management, Human Behavior at work, Tools for Enhancing Human productivity at work, Employability skills for the youth, Service quality.*



Platonova Elena D.

Professor of Economic Theory at the University of Industry and Finance (MUIF) in Moscow, which is an innovative institution of higher education that efficiently combines traditional academic training, fundamental knowledge and practical orientation.

Senior Consultant (“Business consultancy, management and audit” Ltd).

Doctor of Economic Science since 2006 and Ph.D. since 1984.

Her fields of research are: Methodology of Economics, Transitive Economy, correlation b/w economic and legal Laws, Accumulation and Investment, Innovation, Human capital, Human potential, Labour market, Mobility of workforce, Youth unemployment, problems of the access to higher education.



Petrylaite Vida

Lecturer of the Department of Private Law of the Faculty of Law at Vilnius University (Lithuania), started her doctoral studies in 2007.

Since then she has done researches in the field of Lithuanian and international social security. In the period of 2003-2006, Vida Petrylaite worked in the Ministry of Social Security and Labour. Then, joined private law firm where she worked as assistant of advocate. In 2008 she became the director of the public institution Law Clinic of Vilnius University, where she also supervises the law students' vocational training. Since 2009, she is a member of Scientific Institute for Labour Law. Vida Petrylaite is an author and co-author of several scientific publications on Lithuanian social security and labour law.



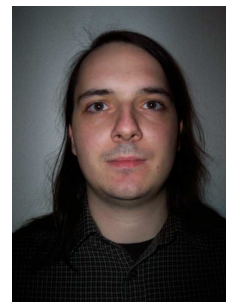
Rossu Balázs

Assistant research fellow since September 2009 at the University of Szeged, Hungary, in the faculty of law.

His main activities and responsibilities are to organize and conduct smaller research and projects in the sector of education and training.

He is Expert of Labour Relations and he is Labour Organizer.

His principal Subjects cover labour law and industrial relations of Hungary.



Ryan Paul

His main topic of research are: the political economy of vocational education and apprenticeship training; imperfect competition and the supply of training by employers; discontent and collective action in work-based training; the relationship between collective bargaining, pay structure and training provision in postwar metalworking in Britain and Germany.

His research projects are: *financial attributes of apprenticeship training: a comparison of Germany, Great Britain and Switzerlan*, funded by Anglo-German Foundation, Hans Böckler Stiftung and SKOPE (Oxford);

Trainee pay, labour market structure and apprenticesh; Service quality in the British training market, funded by Nuffield Foundation.



Sargeant Malcolm

Professor Labour law at Middlesex University in London. He is also a member of the International Scientific Committee of ADAPT.

He is a specialist in discrimination law and research focus is on discrimination in employment and the position of vulnerable workers in precarious work.

He is the author of a number of books on employment and discrimination, including *Employment Law* (Pearson, 5th ed 2009), *Age Discrimination in Employment* (Gower Publishing 2007); and editor of others including *The Law on Age Discrimination in the EU* (Kluwer Law Publishing 2008), *Vulnerable Workers, Health, Safety and Well-being* (joint ed. Gower 2011). He has also published widely in journals and is a leading academic authority on age discrimination in the UK and Europe.



Signorelli Marcello

Associate Professor of Economic Policy at the Faculty of Political Sciences, University of Perugia (Italy).

He graduated in Economics at the University of Siena (Laurea summa cum laude in 1989) before post-graduate studies and researches at Columbia University (research fellow in Economics with research grant, 1990-91), University of Bologna (residential econometric school for Ph.D. students, 1992), University of Siena (bi-annual diploma in Economic and Banking Sciences obtained in 1992 and Ph.D. in Economics and Agricultural Policy obtained in 1994), University of Tokyo (visiting researcher in 1997), University of Florence and University of Warwick (European Master in Labour Sciences obtained in 1997). He is currently teaching "Economic Policy" and "Labour Institutions and Policies". He is President (2010-12) of the European Association for Comparative Economic Studies (EACES). He has edited several books and he has published papers in *European Journal of Comparative Economics*, *Economic Systems*, *Labour*, *Economic Change and Restructuring*, *Banks and Bank Systems*, *Post-Communist Economies*, *International Journal of Manpower* and other Journals. He is also reviewer of several international Journals. Among the recent publications, "Economic Growth and Structural Features of Transition" is a book (edited with E. Marelli) published by Palgrave-Macmillan in 2010.



Smith Erica

Professor of Education in the University of Ballarat, Australia and Program Coordinator - Associate Degree Training & Assessment.

President of AVETRA, the Australian VET Research Association since 2007. Convenor of AVTEC, the Australian VET Teacher Educators' Colloquium for five years. She is co-chair of the international apprenticeship research network INAP (International Network on Innovative Apprenticeship) which is based at the University of Bremen.

Erica is Associate Editor of the journal Education + Training, ranked A* in the ERA exercise. She is a member of the Editorial Board of several other national and international journals.



Erica's own research output has covered apprenticeships and traineeships, accredited training in workplaces, curriculum issues - in particular competency-based training, VET policy, school-to-work transition, and part-time student working. Erica also has a research interest in higher education issues and has published on university teaching and learning, teacher training for university lecturers, academic staff engagement in research, and graduate attributes. Erica makes regular invited contributions to professional journals such as Campus Review.

Tangchuang Phasina

CELS, Faculty of Education, Chiang Mai University

Economics, Education, Philosophy, Psychology and Social Science.

His main Topics of research are: Employment; Skills and Education searching for a Labour Regime Geared Toward an Independent and Self - Sustained Development; Reducing Poverty by Improving Quality of Education; Conditions and Factors Causing Various Kinds of Poverty; Labour Capacity Preparation in Thailand and in Vietnam.

In 2010 he wrote a the Book: "Education and Knowledge in Thailand: The Quality Controversy".

His recent articles are: "Becoming a Reflexive Teacher Intermediate results of a research project" and "From School to Work: A Comparative Labour Capacity Preparation between Thailand and Vietnam"



Wallenborn Manfred

(PhD), born in 1951, studied social sciences in Frankfurt/Germany

Later on he carried out labour market research on youth unemployment and public training programmes in Germany in Spain in order to fight unemployment.

After university lecturing he worked for nearly 25 years for German development cooperation in Technical Vocational Education and Training with country activities crossover Latin America, North and East Africa and South East Asian countries. Main areas of expertise and work: system development and reform in TVET, social partnership, cooperative training systems, poverty alleviation through (non formal) training.

Since 2007 he has being Senior Human Capital Development expert at the European Training Foundation in Turin, an agency of the European Union.

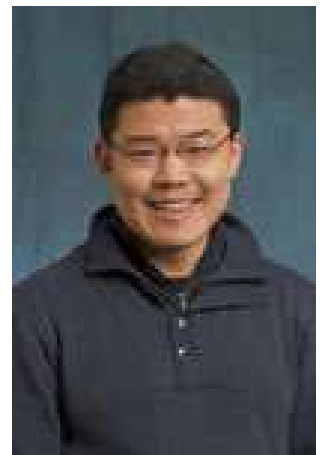
He has published approximately sixty books and articles in scientific journals.



Wu Maoguo

Ph.D. student at University of Aberdeen. His research interest is personnel economics.

He obtained his MSc in Economics from The University of Edinburgh. He is also a teaching assistant at Department of Economics, University of Aberdeen.



Włodarczy Przemysław

Ph.D. student at Lodz University, Poland. His research interests focus on macroeconomic theory and policy in the area of unemployment and monetary transmission mechanism,

as well as fiscal sustainability. He is the author of few publications concerning fiscal policy of Poland and Visegrad Group countries. He holds a M.A. from Lodz University with major in advanced economic and financial analysis. During the studies he was an intern at the Economic Institute of the National Bank of Poland.

