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Curriculum vitae of

Simona Bilancia



Areas of Expertise

International Law and EU law.
Labour law and industrial relations.

Education

Advanced course in European Union Law 'The protection of rights' at the University of Naples 'Federico II', 2025.

Master degree in Law from University of Naples 'Federico II' obtained in 2024 with honours (110/110 cum laude). Thesis in Labour Law entitled "*The effectiveness of ILO core labour standards*", supervisor Prof. Massimiliano Delfino

High School Diploma in Classical Studies from the Liceo Classico Europeo of Convitto Nazionale Vittorio Emanuele II in Naples, obtained in 2019 with a grade of 100/100 with honours.

Work Experience

December 2025 – present: ADAPT Junior Fellow.

September 2025 – present: National Council for Economics and Labour (Rome), Internship at Office IV for the National Archive of Collective Labour Agreements, Policies and the Labour Market.

- * Support for the administrative activities of the Office
- * Analysis and study of documentation relating to collective bargaining in the public and private sectors
- * Support in the drafting of institutional documents

March 2025 – September 2025: INPS Metropolitan Legal Office in Naples, Trainee solicitor in the regional legal office.

- * Civil cases concerning social security and welfare issues and labour law.

Professional Skills

Legal skills: thanks to university studies and work experience, I have learned how to draft complex legal and institutional documents in civil law, labour law and social security matters, as well as how to research collective agreements and case law precedents useful for the preparation of legal documents and the study of collective bargaining.

Skills in international and European law my degree, as well as my specialisation course in EU law and my thesis research experience abroad at the University of Bialystok, gave me the possibility to deepen my knowledge of the European and international legal systems, developing my thesis project and studying both the main aspects and more specialized matters in this field, such as competition law and the international and European protection of fundamental rights.

Language Skills

Italian: native language

English: Certificate in English as a Foreign Language (level C2), Cambridge Assessment English, June 2021, European level C2.

Spanish: Certificate in Spanish as a Foreign Language (DELE Nivel C1), Instituto Cervantes, August 2019, European level C1.

IT Skills

Word processing: highly specialised

Spreadsheets: basic knowledge

Presentation software: highly specialised

Web browsers: highly specialised

Web programming: basic knowledge

Operating systems: basic knowledge

Personal and Social Skills

Loyal, empathetic, genuine and conscientious, I have the ability to work in a team but also individually, as well as leadership and problem-solving skills. Excellent communication and interpersonal skills.

Awards and Acknowledgments

***Filangieri Award for Young Jurists 2024**, awarded by the Filangieri Academy of Partenope.

***America Giovani Award for University Talent 2025**, awarded by the Italy-USA Foundation.

***Scholarship for the best thesis in subjects related to the aims of the International Labour Organisation (ILO) - 2025 edition**, awarded by the Ministry of Labour and Social Policies.

Published works

* 'Decent work and core labour standards: how to achieve effectiveness?' by Bilancia S, Delfino M, Gargiulo U, Maffei F in *Journal of Services Marketing*, Vol. 39 No. 8 pp. 960-970, (2025) DOI: <https://doi.org/10.1108/JSM-03-2025-0188>.

* First commentary on the renewal of the National Collective Labour Agreement for the metalworking industry (CNEL Code C011), edited by Ilaria Armaroli, Giorgio Impellizzieri, Marco Menegotto, Michele Tiraboschi, from the series Per uno studio della contrattazione collettiva (*Towards a study of collective bargaining*), Adapt University Press 2025, ISBN .pdf version: 979-12-80922-73-1.

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Non-professional Interests and experiences abroad

I am interested in current affairs and passionate about literature, art and music. I love travelling and going to concerts. I enjoy cinema and theatre.

I had the opportunity to conduct thesis research abroad as part of the Erasmus+ programme at the University of Bialystok (Poland), exploring issues related to the system of fundamental rights protection and possible alternatives to ensure compliance. I participated in several sessions of the MEP Italia (Model European Parliament) project, both as a delegate and as chair, exploring numerous issues related to European policies and having the opportunity to develop leadership, teamwork and critical thinking skills, as well as acquiring public speaking skills.

I participated in the "Human Rights Ambassadors" course, first edition 2025, organised by the RFK Italia Foundation, the Fokus Foundation and the "L'Orientale" University of Naples, further exploring issues related to respect for human rights and the dissemination of human rights culture.

References

*Delfino Massimiliano, Full professor of Labour Law at University of Naples Federico II (delfino@unina.it)

*Venturi Larissa, Director-General for Sectoral Policy Planning and Coordination at National Council for Economics and Labour (CNEL) (lventuri@cnel.it)

Contacts and personal information

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