





PERSONAL INFORMATION

Alejandro Godino Pons



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POSITION

Post-doctoral researcher

WORK EXPERIENCE

November 2017 - Current

Post-doctoral Researcher

Centre d'Estudis Sociològics sobre la Vida Quotidiana i el Treball (QUIT) - UAB

- Research project design and coordination support, quantitative and qualitative analysis, and reporting and scientific dissemination.
- Lecturer in the Industrial Relations degree.

February 2018 - Current

Eurofound Correspondant

Centre d'Estudis Sociològics sobre la Vida Quotidiana i el Treball (QUIT) - UAB

- Contributions on employment and social policy, industrial relation, working conditions, public services and technological change impact.
- Provision of content for the European Restructuring Monitor.

March 2021 - Current

Associate Lecturer

UPF Barcelona School of Management

- Teaching Industrial Relations module in the "Human Resources Management" master's degree.

January 2018 – July 2018

Thesis mentor

Universitat Oberta de Catalunya (UOC)

- Mentoring and guiding students in the "Employment and labour market" master's degree.

EDUCATION AND TRAINING

2017	<p>Ph.D. in Sociology (Cum Laude)</p> <p>Universitat Autònoma de Barcelona</p> <ul style="list-style-type: none"> ▪ UAB extraordinary award 2017-2018. 	EQF-8
2010	<p>European Master in Labour Studies</p> <p>Universitat Autònoma de Barcelona</p> <ul style="list-style-type: none"> ▪ Master's degree focused on employment and social policy at European and national level. 	EQF-7
2008	<p>Sociology degree</p> <p>Universidad de Granada</p> <ul style="list-style-type: none"> ▪ Erasmus stay at the University of Limerick (2006-2007) 	EQF-6

PERSONAL SKILLS

Mother tongue(s) Spanish

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
Italian	A2	A2	A2	A2	A1

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

Publications

- Molina, O.; Butollo, F.; Csaba, M.; Godino, A.; Holtgrewe, U.; Illsoe, A.; Pernille-Larsen, T.; Miklos, I.; Pap, J. and Wotschack, P. (2023). It takes two to code: A comparative analysis of collective bargaining and Artificial Intelligence. *Transfer: European Review of Labour and Research*, 29, 1 (forthcoming publication).
- Molina, O.; Martí, J. and Godino, A. (2023). Collective Bargaining Networks and Relational Coordination: A Comparative Analysis. In *Employment Relations as Networks* (pp. 217-243). Routledge.
- Godino, A. and Molina, O. (2022). The industrial relations chameleon: collective bargaining in the facility management business. *Employee Relations: The International Journal*, 44, 7, 1-18.
- Molina, O., and Godino, A. (2022). Trade unions, policy analysis, and the policy process. In *Policy Analysis in Spain* (pp. 246-264). Policy Press.
- Godino, A., Junte, S., and Molina Romo, O. (2022). Developments in algorithmic management from an IR-perspective: Spain. INCODING project.
- Godino, A. and Molina, O. (2022). El mapa de la externalización en el sector público español durante la Gran Recesión. *Anuario IET de Trabajo y Relaciones Laborales*, 8, 25-42.
- Godino, A., and Barrientos, D. (2021). Permitted to work but lacking opportunities to integrate-asylum seekers and refugees on the mezzanine in Spain. In Galgóczi, B. Betwixt and between: Integrating refugees into the EU labour market. Brussels: ETUI.
- Molina, O. and Godino, A. (2021) Scars that never heal: dualization and youth employment policies in Spain from the Great Recession to the Corona crisis, *Sociologia del Lavoro*, 159, 111-132.
- Molina, O.; Godino, A.; and Molina A. (2021). El control del teletrabajo en tiempos de COVID-19. *Anuario IET de trabajo y relaciones laborales*, 7, 57-70.
- Molina, O., Martí, J. and Godino, A. (2020). Bargaining in networks: a comparative analysis of coordination in collective bargaining. NETWIR Research Report. <https://ddd.uab.cat/record/232016>
- Molina, O. and Godino, A. (2020). Understanding collective bargaining coordination: a network relational approach. The case of Spain. NETWIR Research Report. <https://ddd.uab.cat/record/229075>
- Godino, A. and Molina, O. (2019). The Impact of outsourcing on collective bargaining coverage: a comparative analysis in six countries. RECOVER final comparative report
- Godino, A. and Molina, O. (2019). Who overcomes collective bargaining? Outsourcing practices, regulatory framework and facility management in Spain. RECOVER final national report.
- Beuker, L.; Borghi, P.; Bureau, M.; Corsani, A.; Gazier, B.; Godino, A.; Koene, B.; Martín-Artiles, A.; Molina, O.; Mori, A. Naedenoen, F.; Norbäck, M.; Širok, K.; Stanic, M.; and Walter, L. (2019). The place of self-employment in the European context. Evidence from nine country case studies: Belgium, France, Germany, Italy, the Netherlands, Slovenia, Spain, Sweden and the United Kingdom. Elgar Publishing, 77–139. In *The Challenges of Self-Employment in Europe. Status, Social Protection and Collective Representation*.

- Godino, A., Martín, A., y Molina, O. (2016). Industrial relations and management of multilingual diversity at work. A comparative case study analysis in the Spanish context. IR-MULTILING Case Study Report: Spain.
- Martín, A., Molina, O., y Godino, A. (2016). Desempleo y Política de 'Ingresos Adecuados' en España e Italia. Anuario IET, 3, 94-112.
- Miguélez, F., Alós, R., Carrasquer, P., Lope, A. Molina, O., Pastor, A., Recio, A., Rodríguez-Soler, J., Verd, J.M., Godino, A. (2015). Diagnóstico Socio-Económico sobre las Políticas de Empleo en España, 2012-2014
- Recio, A., Moreno, S., y Godino, A. (2015). Out of sight: dimensions of working time in gendered occupations. En U. Holtgrewe, V. Kirov y M. Ramioul. Hard work in new jobs: the quality of work and life in European growth sectors (189-207). Nueva York: Palgrave MacMillan.
- Molina, O., Godino, A., Rodríguez, J., y Ramos, N. (2014). [BARSORIS. Bargaining for Social Rights at Sectoral Level.] Country report: Spain. Recuperado de http://archive.uva-aias.net/uploaded_files/regular/BARSORISFinalDraftReportSpain.pdf
- Miguélez, F. y Godino, A. (2014). ¿Movilidad territorial y sectorial como respuesta a la crisis? En F. Miguélez y P. López-Roldán. Crisis, empleo e inmigración en España. Un análisis de las trayectorias laborales (221-269). Bellaterra: Universitat Autònoma de Barcelona. Servei de Publicacions.
- Moreno, S., Godino, A., Recio, A. (2014). Servicios externalizados y condiciones laborales: de la competencia de precios a la presión de los tiempos de trabajo. Sociología del Trabajo, 81, pp. 50-67. Madrid: Siglo XXI.
- Molina, O. y Godino, A., (2013). Economic Reforms and the Labor Market: Zapatero's Endless Period in the Wilderness. Politics and Society in Contemporary Spain. En B. Field y A. Botti. Politics and Society in Contemporary Spain (101-122). Nueva York: Palgrave Macmillan.
- Molina, Oscar; Godino, Alejandro (2013). Riforme economiche e mercato del lavoro: la fase interminabile di Zapatero nel deserto. In A. Botti y B. Field. Elezioni, governo, democrazia. La Spagna di Rajoy (105 – 124). Bologna: Il Mulino.
- Godino, Alejandro; Molina, Oscar (2011). Failed Remedies and Implications of the Economic Crisis in Spain. OSE Paper Series. 1 - 6, pp. 1-21. European Social Observatory.
- Recio, Albert; Godino, Alejandro (2011). Invisible Workers: Quality of employment in the cleaning sector in Spain. walqing social partnership series. 17.
- Recio, Albert; Godino, Alejandro (2011). Stability and Competition: Quality of employment in the contract catering sector in Spain. walqing social partnership series. 20.

Projects

Democracy at work through transparent and inclusive algorithmic management (INCODING)
 Funding: European Commission, DG Employment, Social Affairs and Inclusion (VS/2021/02)
 Period of time: 01/09/2021 – 29/02/2024

Main activities and responsibilities: Support to project coordination, conducting case study analysis, and contributing to writing report and publications.

Social dialogue in welfare services. Employment relations, labour market and social actors in the care services – SOWELL

Funding: European Commission – DG Employment, Social Affairs and Inclusion (Agreement number VS/2020/0242)

Period of time: 07/2020 – 06/2022

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

Break up to get back together. The impact of unionisation through innovative service provision on union membership and industrial relations – BREAKBACK

Funding: European Commission – DG Employment, Social Affairs and Inclusion (Agreement number VS/2019/0079)

Period of time: 03/2019 – 08/2021

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

Networked Coordination of Industrial Relations (NETW-IR)

Funding: European Commission – DG Employment, Social Affairs and Inclusion (Agreement number VP/2018/0023)

Period of time: 01/2018 – 01/2020

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

European, National and Transnational Industrial Relations: Visible and Invisible Hands in European and National Wage Setting (ENTIRE-VIEW)

Funding: European Commission – DG Employment, Social Affairs and Inclusion (Agreement number VS/2018/0017)

Period of time: 03/2018 – 05/2020

Main activities and responsibilities: conducting interviews to experts, managing survey. Contributing to writing report and publications.

Relaunching collective bargaining coverage in outsourced services (RECOVER)

Funding: European Commission – DG Employment, Social Affairs and Inclusion (Agreement number VS/2016/0351)

Period of time: 01/2016 – 01/2018

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

Bargaining and social dialogue in the public sector (BARSOP)

Funding: DG Employment, Social Affairs and Inclusion – Social Dialogue (Grant Agreement VS/2016/0107)

Period of time: 03/2016 – 03/2018

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

Independent workers and industrial relations in Europe. The social dialogue between traditional and innovative forms of collective representation (I-WIRE)

Funding: European Commission – DG Employment, Social Affairs and Inclusion (Agreement number VS/2016/0149)

Period of time: 03/2016 – 03/2018

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

Bargaining for productivity

Funding: DG Employment, Social Affairs and Inclusion – Social Dialogue (Grant Agreement VS/2016/0096)

Period of time: 04/2016 – 09/2017

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

Industrial relations in multilingual environments at work (IR-MULTILING)

Funding: European Commission – DG Employment, Social Affairs and Inclusion (Agreement number VS/2014/0547)

Period of time: 12/2014 – 11/2016

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

The collective bargaining and representativeness of temporary workers in Europe. Development and reinforcement of industrial relations systems in response to changes in the European labour market

Funding: European Commission – DG Employment, Social Affairs and Inclusion (Agreement number VS/2014/0543)

Period of time: 12/2014 – 11/2016

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

Active inclusion and industrial relations from a multi-level governance perspective (AIRMULP)

Funding: European Commission – DG Employment, Social Affairs and Inclusion (Agreement number VS/2014/0546)

Period of time: 12/2014 – 11/2016

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

Bargaining for social rights at sectoral level (BARSORIS)

Funding: European Commission, DG Employment, Social Affairs and Inclusion (Agreement number - VS/2013/0403)

Period of time: 12/2013 – 11/2014

Main activities and responsibilities: conducting interviews to social partners, qualitative and quantitative analysis. Contributing to writing report and publications.

Work and Life Quality in New and Growing Jobs (WALQING)

Funding: European Commission (7 PM – Agreement SSH-CT-2009-244597)

Period of time: 12/2009 - 11/2012

Main activities and responsibilities: quantitative analysis, conducting interviews at sectoral, organizational and individual level. Contributing to writing report and publications.

Migration and the economic crisis. Implications for professional careers

Funding: Fundació "la Caixa"

Period of time: 09/2012 – 06/2014

Main activities and responsibilities: statistical analysis, conducting interviews to social partners. Contributing to writing book.

Re-thinking labour market policies in southern Europe by bringing in labour market actors

Funding: Ministerio de Economía y Competitividad

Period of time: 12/2011 – 12/2013

Main activities and responsibilities: statistical analysis, conducting interviews to social partners. Contributing to writing book.

New strategies of migration: requalification for a new labour market

Funding: RecerCaixa - ACUP

Period of time: 01/2011 – 03/2013

Main activities and responsibilities: statistical analysis, conducting interviews to social partners. Contributing to writing book.