

CHIARA BENASSI

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ACADEMIC POSITIONS

- Since 09/19** Senior Lecturer in Human Resource Management, King's Business School, King's College London
(on maternity leave from August 2020 to March 2021)
- 2016-2019** Lecturer in Human Resource Management, King's Business School, King's College London
- 2015–16** Lecturer in Human Resource Management, School of Management, Royal Holloway University (*tenure-track*)
- 2014** Postdoctoral Fellow, Max-Planck Institute for Social Studies, Cologne

EDUCATION

- 2014-2016** Postgraduate Certificate in Academic Practice in Teaching and Learning, Royal Holloway University
- 2010-2014** PhD in Employment Relations and Organisational Behaviour, Department of Management, London School of Economics
Examiners: Paul K. Edwards (University of Birmingham); Paul Stewart (University of Strathclyde)
- 2007-2009** Master study "International Relations" at the Free University, Humboldt University in Berlin and at the University of Potsdam (1.3 – excellent)
- 2004-2007** Bachelor study "Development and International Cooperation" at the Faculty of Political Science, University of Bologna (110/110 cum laude)
Erasmus European study programme in Political Science, University of Vienna

GRANTS

- May 2021-
May 2023** Leverhulme Research Project Grant "The political economy of growth models in the age of secular stagnation" (Co-PI, £275,000)
- Oct.2016-
Sept. 2018** ESRC Future Research Leaders (£154,624)
"Managing human capital in different institutional contexts: Comparing organisational and employment outcomes in the German, Italian and UK automotive industry"
- May 2016-
July 2017** Hans Boeckler Foundation (€9,840)
"Collective bargaining along the value chain: A comparison between the Italian and the German metal sector" (with L. Dorigatti)

HONORS AND AWARDS

- 2021** Co-winner of Luis Aparicio Prize for emerging scholars, International Labour and Employment Relations Association (ILERA)
- 2020** Nomination for King's Education Award with Special Mention
- 2018** Italian habilitation as Associate Professor in Economic Sociology (Discipline: 14D1-SPS09)
Runner-up for Luis Aparicio Prize for emerging scholars, ILERA
- 2017** ILRR paper (with Doellgast, V. and Sarmiento-Mirwaldt, K.) selected as finalist for Ralph Gomory Best Industry Studies Paper by the Industry Studies Association
- 2013 - 2014** LSE Research Studentship from the Department of Management (£4,771)
- June 2013** Paper selected for the Young Talents' Panel, ILERA Conference
- 2010 - 2013** LSE full PhD scholarship (£17,000 per year); Travel grants from LSE (£4,000)
- 2008 - 2009** Scholarship from the German National Academic Foundation (£2,000)
- 2007 - 2008** Scholarship from the Studienkolleg zu Berlin (£6,000)
- 2004 - 2007** Scholarship from the College of Advanced Studies, Bologna (approx. £8,000)

TEACHING

- 2019-2020** LISS Doctoral Training (lecturer), International Human Resource Management (PGR, lecturer, course convener), Work in Contemporary Societies (UG, lecturer), SASE doctoral workshop

- (discussant)
- 2018-2019** International Human Resource Management (PGR, lecturer, course convener), Sociology of Work (UG, lecturer).
- 2017-2018** International Human Resource Management (PGR, lecturer, course convener), The New Employment Relation (PGR, lecturer).
- 2016-2017** Comparative Political Economy (PGR, seminar tutor), International Human Resource Management (PGR, lecturer), The New Employment Relation (PGR, lecturer).
- 2015-2016** Interpreting Management (1st UG year, seminar tutor), Human Resource Management (2nd UG year, seminar tutor), International Human Resource Management (3rd UG year, lecturer and convener), International Human Resources and Organisational Behaviour (PGR, lecturer)
- 2014-2015** International Human Resources and Organisational Behaviour (PGR, seminar tutor), Royal Holloway University
- 2013** Human Resource Management and Employment Relations, seminar tutor, LSE Summer School
- 2012** Globalisation and Human Resource Management (PGR), seminar tutor, LSE
- PhD supervision:** Milena Tekeste (January-October 2016); Chengcheng Yang (defended in July 2021), Yooseop Chun (successfully upgraded in March 2020; since October 2018), Kostantin Peveling (since 2020)
- Other supervision:** Year in Business Projects, Undergraduate and Master Dissertations.

PUBLICATIONS

Peer-reviewed publications

- Benassi, Chiara and Vlandas, Tim* (forthcoming in 2021) “A multilevel analysis of low pay in the German labor market”, *Work, Employment and Society*, 4ABS.
- Benassi, Chiara and Durazzi, Niccolo'* (forthcoming in 2021) “The role of labour in the dualization of the German labour market and VET system: a review”, Invited contribution to the Special Issue “Forms of Dualization and their Change: A Comparative Analysis” in *Sociologia del Lavoro*.
- Benassi, Chiara and Kornelakis, Andreas* (2020) “How Do Employers Choose Between Different Types of Nonstandard Work? Costs, Control and Institutional Toying“, *Industrial and Labor Relations Review*, 3ABS.
- Benassi, Chiara and Dorigatti, Lisa* (2020) “Out of sight, out of mind: Collective bargaining along the value chain in the German and Italian manufacturing sector”, *Work, Employment and Society*, 4ABS.
- Benassi, Chiara, Dorigatti, Lisa and Pannini, Elisa* (2019) “The role of labour divides and labour market reforms for collective bargaining on agency work. The case of the metal sector in Germany and Italy”, *European Journal of Industrial Relations*, 3ABS.
- Baccaro, L., Benassi, C. and Meardi, G.* (2019) “Introduction to the Special Issue: Analysing the Relationship between Trade Unions and Democracy”, *Economic and Industrial Democracy*. 3 ABS.
- Durazzi, Niccolo' and Benassi, Chiara* (2018) “Going up-skill: Exploring the transformation of the German skill formation system“ invited paper for the Special Issue „Imbalanced at the Core: Rethinking the German Model“, *German Politics*.
- Benassi, C* (2017) “Varieties of Workplace Dualization: A study of agency work in the German automotive industry”, *Industrial Relations Journal*. 3 ABS.
- Baccaro, L., Benassi, C.* (2017) “Throwing Out the Ballast? Growth Models and the Liberalization of German Industrial Relations, *Socio-Economic Review* 15(1): 85-115. 3 ABS.
- Benassi, C.* (2016) “Liberalization Only at the Margins? Analyzing the Growth of Temporary Work in German Core Manufacturing Sectors”, *British Journal of Industrial Relations*, 54(3): 597-622. 4 ABS.
- Benassi, C., Doellgast, V. and Sarmiento-Mirwaldt, K.* (2016) “Institutions and Inequality in Liberalizing Markets: Explaining Different Trajectories of Institutional Change in Social Europe”, *Politics&Society* 44(1): 117-42. 3 ABS.
- Doellgast, V., Sarmiento-Mirwaldt, K. and Benassi, C.* (2016): “Institutions, Stakeholder Negotiations, and the Restructuring of Organizational Boundaries: A Cross-National Comparison“, *Industrial and Labor Relations Review* 69(3): 551-78. 3 ABS.
- Benassi, C. and Vlandas, T.* (2016) “Union inclusiveness and temporary agency workers: The role of power resources and union ideology“, *European Journal of Industrial Relations* 22(1): 5-22. 3 ABS. *Cited in the OECD Employment Outlook 2019.*
- Benassi, C. and Dorigatti, L.* (2015): “Straight to the Core: Explaining Union Responses to the Casualization of Work“, *British Journal of Industrial Relations* 53(3): 533-55. 4 ABS. *Cited in the OECD Employment Outlook 2019.*
- Baccaro, L. and Benassi, C.* (2014): “Softening Institutions, Hardening Growth Model: The Transformation of

the German Political Economy“, *Stato&Mercato* 34 (3), 369-396.

Book chapters

Benassi, C. and Dorigatti, L. (2018) “The Political Economy of Agency Work in Italy and Germany: A Multi-Level Framework to Explain Diverging Bargaining Outcomes”, Doellgast, V. et al. (eds.), “Reconstructing Solidarity: Labour unions, precarious work, and the politics of institutional change in Europe”. Oxford University Press, Oxford.

Benassi, C. and Tekeste, M. (2018) “Employment and Precarious Work in Wilkinson, A. et al. (eds) “The Routledge Companion to Employment Relations”, Routledge, New York.

Baccaro, L. and Benassi, C. (2017) “Softening Institutions: The Liberalization of German Industrial Relations” in Baccaro, L. and Howell, C. (Eds), “European Industrial Relations: Trajectories of Neoliberal Transformation. Cambridge University Press, Cambridge. Cited in the OECD Employment Outlook 2018.

Benassi, C. (2015): From concession bargaining to broad workplace solidarities: The IG Metall response to agency work in Drahokoupil, J. (ed.). “The outsourcing challenge: Organising workers across fragmented production networks“, Brussels: European Trade Union Institute.

Doellgast, V., Sarmiento-Mirwaldt, K. and Benassi, C. (2015) Union campaigns to organize across production networks in the European telecommunications industry: lessons from the UK, Italy, Sweden and Poland in Drahokoupil, J. (ed.). “The outsourcing challenge: Organising workers across fragmented production networks“, Brussels: European Trade Union Institute.

Doellgast, V. and Benassi, C. (2014/2020): Collective Bargaining and Voice in Wilkinson A. Donaghey, J., Dundon, T. and Freeman, R. “The Handbook of Research on Employee Voice: Participation and Involvement in the Workplace”, Edward Elgar.

Working papers

Benassi, C., Durazzi, N. and Fortwengel, J. (2020): “Not all firms are created equal: SMEs and vocational training in the UK, Italy, and Germany“ MPIfG Discussion Paper. Max Planck Institute for the Study of Society, Cologne.

Benassi, Chiara (2013): “Political economy of labour market segmentation: agency work in the automotive industry” ETUI Discussion Paper 2013.06, European Trade Union Institute, Brussels.

Benassi, Chiara (2011): “The Implementation of Minimum Wage: Challenges and Creative Solutions”, Working Paper No. 12, International Labour Office and Global Labour University, Geneva. Cited by the OECD Employment Outlook 2017 and by the German Minimum Wage Commission:

<http://www.mindestlohn-kommission.de/DE/Bericht/pdf/Bericht2016.html?nn=7916938>

Reports

Benassi, Chiara and Frangi, Lorenzo (2019) Agency Workers and Trade Unions: International Comparisons and Strategy Insights. Report for the Canadian Union Unifor.

Benassi, Chiara (2019) Skills at work. The development and use of skills in the automotive industry. Final Stakeholder Report. ESRC Grant - ESN01605X1.

Benassi, Chiara and Dorigatti, Lisa (2017) “Collective bargaining along the value chain: A comparison between the Italian and the German metal sector”, Final project report, Hans Boeckler Stiftung Grant.

Doellgast, Virginia, Sarmiento-Mirwaldt, Katja and Benassi, Chiara (2013): “Alternative Routes to Good Jobs in the Service Economy. Employment Restructuring and Human Resource Management in Incumbent Telecommunication Firms”, Final Project Report ESRC Grant RES-061-25-0444.

Book reviews

Benassi, Chiara (2018): “The Marketization of Employment Services. The Dilemmas of Europe’s Work-First Welfare State“ edited by Ian Greer, Karen N.Breidahl, Matthias Knuth and Flemming Larsen. Industrial and Labor Relations Review: online.

Benassi, Chiara (2016): “Non-Standard Employment in Post-Industrial Labour Markets. An Occupational Perspective“ edited by Werner Eichhorst and Paul Marx, British Journal of Industrial Relations 54(1): 245-47.

Benassi, Chiara (2015): “The Comparative Political Economy of Work”, edited by Marco Hauptmeier and Matt Vidal, British Journal of Industrial Relations 53 (2), 378-379.

Benassi, Chiara (2012): “The Precariat. The New Dangerous Class” by Guy Standing, British Journal of Industrial Relations 50(4), 810–811.

VISITING POSITIONS

- April 2017** Max-Planck Institute for the Study of Societies, Cologne. Host: Dr Martin Hoepner.
May 2017 Department of Management, Free University of Berlin. Hosts: Prof Joerg Sydow and Dr Markus Helfen.
June 2017 Department of Social Sciences, University of Milan. Host: Prof Lorenzo Bordogna.
July 2017 Institute for Economic and Social Research (IRES), Bologna. Host: Dr Volker Telljohann.

INVITED ACADEMIC PRESENTATIONS

- 2020-2021** University of Bath, University of St Gallen (keynote speaker at doctoral conference)
2019-2020 Italian Institute of Culture, McGill University and Interuniversity Research Centre on Globalization and Work (CRIMT) in Montreal, Institute for Work and Qualification in Duisburg
2018-2019 Leeds Business School, Cardiff Business School, London School of Economics, German Institute of Japanese Studies in Tokyo
2017-18 Royal Holloway University, book discussant of “The Marketization of Employment Services” at Greenwich University
2016-17 Manchester Business School, Paris School of Economics, University of Milan
2015-16 Warwick Business School, Irish Academy of Management, London South Bank University, Université Catholique de Louvain, Berlin School of Economics and Law
2013-14 Institute of Economic and Social Research, Düsseldorf, Social Science Research Center (WZB), Berlin, Max-Planck Institute for the Study of Societies (*with Lucio Baccaro*)

RESEARCH EXPERIENCE

- 2013** The Transformation of the German Political Economy, Prof. Lucio Baccaro, University of Geneva
2011 - 2012 Contract Bargaining on the Way Out?, Dr. Markus Helfen, Free University, Berlin
Employment Restructuring and Human Resource Management in Incumbent Telecommunication Firms, Ass. Prof. Virginia Doellgast, LSE (ESRC grant)
National Stereotypes and Individual Attitudes, Prof. Carola Frege, LSE
2010 The Implementation of Minimum Wage, International Labour Organisation, Geneva
2008 - 2009 Labour and Civic Integration of Migrant Workers in Germany, Professor Lowell Turner, Cornell University

CONFERENCES

EGOS (2021), WINIR Symposium (2019), Society for the Advancement of Socio-Economics (2012-2021), International Labour Process Conference (2014-2015-2019-2020), Council of European Studies (2013), ILERA (2012-2016), BJIR Conference (2011)

PROFESSIONAL SERVICES

Editorial activities Member of the Advisory Board of the Project “SOLID JOB- Rebuilding Solidarity in the Age of Dualization”, funded by the Portuguese Ministry of Science and Education.
Book review editor for *Industrial and Labor Relations Review* (since 2019)
Member of the Advisory Board of *British Journal of Industrial Relations* and *European Journal of Industrial Relations* (since 2019)
Member of the Associate Board of *Work, Employment and Society* (2017-2019)
Editor in charge (with Lucio Baccaro and Guglielmo Meardi) of the special issue “Trade unions and democracy. In memoriam of Giulio Regeni 1988-2016”, *Economic and Industrial Democracy*, 2019.
Editor of the Council of European Studies blog “Critcom: A Forum for Research and Commentary on Europe” (2015-16)
Reviewer for *British Journal of Industrial Relations*, *Comparative Political Studies*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Industrial Relations/Industrielle Beziehungen*, *European Journal of Industrial Relations*, *Human Resource Management Journal*, *Human Relations*, *Economic and Industrial Democracy*, *Journal of Management Studies*, *Socio-Economic Review*, *European Journal of Sociology*, *Economic and Labor Relations Review*, *WSI-Mitteilungen*, *Political Studies Review*, *Transfer*, *Studi Organizzativi*, *Policy Studies Review*.

Others Elected Member of the SASE Executive Committee (2020-2024)
Co-founder and organiser of the SASE Women and Gender Forum (since 2018)
Member of SASE Diversity Committee (2019-20)
SASE Network convener “Political economy of work and welfare” with Alexandre Afonso, Sabina Avdagic, Aidan Reagan (since September 2017)
Peer reviewer for grants of the Hans-Böckler Stiftung, Austrian Science Fond and ESRC
Coordinator of the Comparative Employment Relations and Governance seminar (LSE and Kings’ College) together with Dr. Andreas Kornelakis and Dr. Mark Williams (2010-12)
PhD student representative in the Department of Management, LSE (2012-14)

OTHERS

Teaching Technology Teams, Keats, Moodle, Moodle Quiz, Answergarden, Turning Technology, Poll Everywhere

IT skills Endnote, fsQCA, Nvivo, Office Package, SPSS, STATA

Further education Essex Summer School in Multi-level regression analysis (2015); ECPR Summer School in Qualitative Comparative Analysis and Fuzzy Sets (2014); Presentation skills and teaching methods at the Methodology Institute and Teaching and Learning Centre, LSE

Languages Italian (native); English (fluent); German (fluent); French (basic)